



GREENHILL ACADEMY

S.4

TERM 1 -2025 HOLIDAY WORK

||CRE NOTES||

INSTRUCTIONS:

- Print the notes and bind them
- Attempt the **TASK** at the end of the notes in your books and present to the teacher.

THEME: MAN'S HARMONIOUS CO-EXISTANCE

TOPIC: CONFLICT RESOLUTION

Sub-Topic 3:1

UNDERSTANDING THE CAUSES OF CONFLICTS IN SOCIETY

(Activity 3;1 fountain)

Meaning of conflicts and conflict resolution.

Conflict

A conflict is a struggle or clash between opposing forces.

Or a state of opposition between ideas of interest.

Or a disagreement or a clash between two opportunities.

Conflict resolution

Conflict resolution is a process by which two or more parties reach a peaceful solution to a disagreement or dispute among them.

The disagreements may be; Personal, Financial Political or Emotional but when a dispute arises, the best course of action is negotiation to resolve it.

Types and causes of conflicts in society

Types of conflicts in society

There are five basic types which are not totally different from those other conflicts except that they all deal with conflicts among people.

Task.

#USE the internet and define the following terms

They are;

- **Intrapersonal conflicts (with in an individual)**
- **Interpersonal conflicts (between individuals)**
- **intragroup conflicts.**
- **Intergroup conflicts.**
- **Interorganizational conflicts.**

Intrapersonal conflicts.

These are conflicts experienced by a single individual, when his or her own goals, values or roles diverge.

Example

▣ A lawyer may experience a conflict of value when he represents a defendant, he knows to be guilty of the charges against him.

▣ A worker whose goal is to earn her MBA might experience an intrapersonal conflict when she's offered a position that requires him/ her to transfer to a different state.

▣ It might be a role conflict where a worker might have to choose between dinner with clients or dinner with family.

Interpersonal conflicts.

This is a conflict due to differences in goals, values and styles between two or more people who are required to interact.

As this type of conflict is between individuals the conflicts can get very personal.

Intragroup conflicts.

This is a conflict within a group or team, where members conflict over goals or procedures.

Example

▣ A board of directors may want to take a risk to launch a set of products on behalf of their organization, in spite of dissenting opinions among several members.

▣ Intragroup conflicts take place among them as they argue the pros and cons of taking such a risk.

Intergroup conflict

This is when conflicts between groups inside and outside an organization disagree on various issues.

Conflicts can also arise between two groups within the same organizations, and that also would be considered intergroup conflicts.

Interorganizational conflicts

There are conflicts/ disputes between two companies in some industry.

examples

▣ Disagreement between computer manufacturers over computer standards between two companies in different industries or economic sectors.

▣ Conflict between two or more countries e.g. a trade dispute between the United States and Russia etc.

Other types

Within those types of conflicts, one can also experience the following types.

Horizontal conflicts

This is a conflict with others that are at some peer level as you.

Vertical conflicts

This is a conflict with a manager or a subordinate.

General causes of conflicts

General cause of conflicts may include the following;

- Misunderstandings
- Personal differences.
- Information deficiency.
- Goal differences.
- Lack of trust for one another or work.
- Lack of role clarification.
- Threat to status.
- Scarce resources.
- Poor communication.
- Organizational changes/ change in mind.

Causes of conflicts in the contemporary world

These can be in the following sections below;

- In schools.
- In families.
- In villages and communities.
- At work place.
- In church.
- In the country.

Causes of conflicts in schools.

(Activity 3;3 fountain)

Qn. Identify the causes of conflicts in schools.

- Personal disagreements between students. This are caused by various things like differences in opinions, values.
- Competition for grades or popularity. This may lead to spreading of rumors, for fame or else cheating exams for better results.
- Bullying or harassment like hitting or pushing others, verbal bullying like funny names calling or making threats.
- Differences in cultural values or beliefs i.e. may be from different cultural backgrounds with differences in norms hence causing cultural differentials.
- Differences in religions and beliefs. i.e. students may make fun of each other's beliefs or values or try forcing their views on others causing conflicts in school.
- Frustrations with school work or social demands. i.e. workload, tests. This can lead to frustrations and even anger.

- ☐ Differences in age groups and also sex at times tends to cause conflicts. i.e. the adolescents at most tend to undergo their growth stages with its associated outcomes leading to conflicts.
- ☐ Lack of good communication between the learners themselves or the administration and the learners.
- ☐ There are also ideological and political differences among the learners. This tends to cause differences and divisions depending on political affiliations.
- ☐ High levels of discrimination by the teachers or administration can also lead to conflicts.
- ☐ Altercations and fights between students due to groups can also lead to conflicts in school.
- ☐ Dating/ sexual harassments also at most times causes conflicts among students while at school.

Suggest ways your school can solve these conflicts

- ☐ Forgiving one another whenever on wrong.
- ☐ Practicing good communication skills amongst people at school.
- ☐ Planning in advance so as to avoid inconveniences. This is for the administration.
- ☐ Speaking the truth in love to one another. This transforms the spirit of kindness and understanding to one another.
- ☐ Practicing guidance and counselling. This helps since learners are advised on the right proceedings and also on how to associate with one another.
- ☐ Setting up school rules and regulations. This are to be followed by individuals/ students and also at times act as conflict resolution.
- ☐ Participate in prayers and fasting which keeps people/ the students at peace with one another.
- ☐ Treating others as one. i.e. this tends to avoid cases like tribalism, differences in the gender or even age.
- ☐ Collaborating with one another. This involves to work with the other parties to find a mutually agreeable solution to a given problem.
- ☐ Preaching about equality to the learners or administration. This solves the problems of segregation like in religion, sex etc.
- ☐ Sharing perspectives of problems and help solve conflicts among the students and also administrators.

Causes of conflicts in families

(Activity 3;4 fountain)

Qn. What are the causes of conflicts in homes/ families today.

Most of the conflicts in families come about because of many issues which include;

- ☐ High poverty levels in the families.
- ☐ Indiscipline i.e. among the children at most.
- ☐ Bad peer friends.
- ☐ Irresponsibility's among the family heads i.e. fathers always tend to forget their roles.

☐ Negligence in the family is also evidenced by the family heads i.e. father and mother.

☐ Unfaithfulness between the couples.

☐ Poor communication among the family members.

☐ Lack of self-control.

☐ High levels of impatience in families especially among the couples.

☐ Listening to wrong advices especially from the bad peers.

☐ Ignorance of the word of God.

☐ Over drinking.

☐ Lack of time for one another.

Qn. Share views on how conflicts in family can be solved.

☐ Seeking professional help and support if needed. This is through guidance and counselling.

☐ Working as a team. i.e. working hand in hand with one another to solve a given problem.

☐ Recognizing that some issues aren't worth fighting for.

☐ Trying to understand other family members perspectives i.e. freedom for everyone to express their views without being interrupted like for the children.

☐ Conducting prayers among the family members so as to develop faith kind trust in one another.

☐ Having trust and patience for one another.

☐ Exercising open and honest communication amongst family members.

☐ Practicing obedience i.e. for the children to obey their parents and elders, women obeying their husbands and also fathers obeying his wife and siblings.

☐ Having time for one another in the families. This tends to solve some problems of suspicions, rumors and lack of trust in one another.

☐ Taking part in family responsibilities and duties so as to fight against cases of negligence, poverty etc. when one knows his or her responsibilities, work in the family goes smoothly.

☐ Avoiding bad peer friends who tend to let down stabilities in families.

☐ Having empathy for others in the conflict and let them know that you want to work on a solution together.

Causes of conflicts in villages and communities.

(Activity 3;5 fountain)

Qn. Identify the cases and causes of conflicts in communities.

☐ High poverty levels.

☐ Envy and greed amongst people in the community.

☐ Differences in cultures.

- ☐ High levels of competition among people in the community.
- ☐ Differences in interest and demands of different individuals in the community.
- ☐ Lack of self-control among members.
- ☐ Political differences among members in the community.
- ☐ Economic imbalances in the society i.e. resources being at most in one side or region.
- ☐ High rates of territorial/ boarder conflicts in the communities i.e. land boarders.
- ☐ Too much jealousy and rumors also at most tend to create conflicts in the community.
- ☐ High levels of discrimination based on races, gender and sex.
- ☐ Religious differences also cause conflicts i.e. there are a lot of fights and divisions in religion.

Solutions to the problems

- ☐ Taking part in prayer and fasting.
- ☐ Having peace talks to create solutions to a given conflict.
- ☐ Creating developmental projects so as to create employment opportunities. This tends to reduce the poverty levels.
- ☐ Seeking for courts of law ruling so as to solve problems of territorial/ boarder conflicts.
- ☐ Demarcating/ surveying the land as a community. This also tend to solve boarder conflicts.
- ☐ Spreading the gospel of equality among people. This tends to solve the problem of differences in gender, sex and also races among people.
- ☐ Seeking professional help and support i.e. this is through guidance and counselling or use of mediators so as to solve conflicts.
- ☐ Settling political disputes by encouraging the spirit of togetherness and being united.
- ☐ Creating religious balances i.e. through proper distribution of resources and respect for each denomination.
- ☐ Developing proper communication skills with the opposition. i.e. this can be through problem solving, understanding each other etc.
- ☐ Strengthening and promoting the cultural norms and values which keep people in the community in line with the recommended community rules.

Causes of conflicts at a work place

(Activity 3;6 fountain)

Qn. Identify the causes of conflicts at work place.

- ☐ Delayed salaries.
- Over working by the employers which is exploitation too.
- ☐ Too much favoritism.
- ☐ Too much work load with low payments.

☐ Poor work ethics which manifest in poor communication.

☐ Lack of respect for one another.

☐ Lack of problem-solving skills and individual differences.

☐ Poor administrative policies i.e. not mindful of the workers welfare by the employers or bosses.

Differences in the education levels and sectors e.g. between the diploma and degree holders, science and arts department etc.

☐ Differences in religion also tends to create conflicts at workplace. This is because people came from different religious backgrounds and tend to create religious arguments e.g. Muslims and the Christians.

☐ At most times there are high levels of discriminations i.e. through selections, promotions and also tribalism.

☐ At times laziness and redundancy by some workers tends to create imbalances at work. This leads to over work load on others to the expense of others leading to conflicts at work place.

☐ Bulling and harassments of some workers. E.g. the female who are at times sexually harassed for work favor.

☐ Inadequate training and unclear job descriptions at work place.

Qn. If you are a manager or a boss of a given entity or company, how would you have resolved these conflicts above.

This calls for the solutions of conflicts at work place which contain the following;

☐ Employing well trained and dedicated workers for a particular described job.

☐ Encouraging employees to work out issues on their own. i.e. welcoming others ideas and put into consideration.

☐ Paying workers/ employees on time and promptly due to the agreed terms and conditions of work.

☐ Employers should also have proper communication skills with their workers and also act as problem solvers.

☐ Employees are also encouraged to work by their professional ethics which guide them in their conducts and behaviors while at work place.

☐ Managing emotions at work place and working in harmony with others.

☐ Encouraging team work spirit at work place. i.e. this helps workers to work together and also solve their problems amicably.

☐ Building healthy relationships. i.e. learning how to advocate for self and others by resolving disputes amicably leading to healthier relationships.

☐ Division of duties amicably to the workers in sects or departments, this tends to encourage hard work and fight against laziness and exploitation of others at work place.

☐ Employment of workers from different ethnicities and religious backgrounds. This tends to solve the problem of favoritism and discrimination.

☐ Having faith and trust among the workers. This tends to reduce and fight against discrimination in age, sex and also educational levels.

□Putting in place favorable administrative policies. i.e. employing good morals of association with others and also having proper running administrative policies favorable to the workers.

Causes of conflicts in church

(Activity 3;7 fountain)

Qn. Identify the causes of conflicts in church today.

□Lack of accountability for church funds.

□Provocative dances and styles in church also causing attractions hence fornication.

□Prolonged sermons in some of the churches.

□Greed for women by some church denominations.

□Immorality of some religious leaders.

□Differences in doctrines i.e. how churches understand worship and the ways to serve God also causes conflicts among people.

□There is also struggle for congregatory numbers. Many churches always fight and struggle for converts which points to the amount of offering that can be raised in a given church.

□Also changes in the dressing code by the Christians today take a lot of tension tension from worshipping the lord. This also tends to cause conflicts.

□Influence from the social media which presents false prophets and preachers. This tends to take off minds of Christians to following Pagan / false men of God.

□Differences in the mode of church service i.e. when offering, higher demands from churches, etc. also cause conflicts in churches.

□Church leaders involving in politics instead of concentrating a lot in the religious influence.

Qn. Advice religious and other church leaders on how to solve church conflicts.

□They should treat each other as brothers and sisters.

□Praying and fasting so as to intercede for the churches moving on the right direction.

□Church leaders are also encouraged to be good examples by modeling Jesus Christ.

□Church conflict resolutions should also be included in the sermons i.e. through preaching's, readings so as to sensitize people of what God demands and what is not expected of a Christian.

□Also taking part in guidance and counseling services. This can be to the youth, elders about many conducts like the dressing code, dancing styles in church etc. which tend to be provocative.

□Also desire to learn and practice good communication skills while at church. This is for both.

□Religious leaders should also start and end conversations on a good note. i.e. whenever preaching or counselling. This tries to avoid the aspects of segregation.

□Introducing fun bonding activities like the youth groups, fathers' unions, mothers' unions so as to create unity among the Christians in their age regiments.

□Describing the proper accountability of the church funds so as to give the Christians a better clue of their funds base or use. This can be through church building, having charity runs etc.

☐ Church leaders are also advised to stick to their ethics and be exemplary to others. This avoids incidences of immorality.

☐ Having well described church sermons and timing. i.e. having many sessions so as to accommodate the Christian demands and busy schedules.

Causes of conflicts in the country

(Activity 3;8 fountain)

Qn. Identify the causes of conflicts in your country today

This includes the following.

☐ Increasing poverty levels of the people in the country with its associated outcomes.

☐ High corruption rates amongst the many government officials.

☐ Tribalism. This is due to the many tribes' mixture in the country.

☐ High rates of sectorial/ regional imbalances. i.e. some sectors or regions benefit than others like in service delivery.

☐ Disrespect of people's rights i.e. too much segregations in the country.

☐ Political differences and ideologies also tend to create instabilities and conflicts in the country.

☐ Increased land disputes in the country i.e. boarder struggles, fights for land ownership etc.

☐ Imbalances in resource allocation of a given country also at most times brings in conflicts in the country.

☐ Increasing instabilities like wars, riots etc.

☐ Religious differences in the country. since the country is a multi-religious dispassion.

☐ Un defined laws governing the country also at times cause conflicts. i.e. this deals with countries with out defined laws of governance.

Cultural differences with different norms and taboos also tend to cause instabilities, this is when they later disagree with the government strategies and laws.

☐ Too much permissiveness with its associated effects. For example, drug abuse, immoralities etc. also tend to cause conflicts through violence.

Qn. How can we solve the cause of conflicts in our country as noted above.

☐ Taking part in fair and democratic elections so as to chose good and defined governance. This helps to fight against the instabilities.

☐ Having peace talks in areas involved in war and riots so as to create a peaceful environment.

☐ Solving deeper conflicts in the courts of laws so as to avoid wrangles like land/ boarder struggles.

☐ Setting up restrictions and defined laws so as to govern the country. This are to be followed by the citizens.

- Putting in place organizations like Action Aid, Peace keeping organizations like NGOs. This help to fight against discrimination and also fight for human rights.
- Setting up strict laws against corruption by government officials. This is done by penalizing the victims i.e. by summoning them to the courts of law.
- Creating a religious free dispassion so as to create freedom for people to choose religions of their choice without interruptions.
- Promotion of good communication skills by the government to its citizens. i.e. through broad Cust of national progress and national developmental programs.
- Putting in place security sections like the army, police etc. so as to fight against the mushrooming wars and riots in the country.
- Promoting sectorial and regional balances. This is by proper distribution and allocation of government resources so as to benefit all sectors and regions.
- Encouraging people to take part in land survey programs in their original names and descriptions. This also tend to reduce cases of land/ boarder disputes.
- Government provision of better services to people. For example, good health services through construction and provision of health sectors, good education system etc. This tends to promote peace hence reducing on the high poverty rates.
- Promoting the spirit of working together (team work) hence promoting unity and cooperation.

(Activity 3;9 fountain)

Examples of religious conflicts that led to the persecution of Christians

This can be witnessed in the following ways;

- Horrifying ways American Puritans persecuted the Quakers for example.
 - The first Quakers in America were stripped, beaten and starved.
 - Quakers caught in Massachusset had their ears cut off which was also part of persecution.
 - Four Quakers were murdered for their beliefs and also women were stripped naked and beaten.
 - Two Quaker children were almost sold into slavery. Others also included;
- Too many persecutions in the Old Testament for example Joseph sold into slavery to Egypt, Daniel thrown into the den of lions because of his faith.
- Persecutions in the early church for example Jesus Christ himself persecuted for the sake of speaking the truth and his mission deeds. Also, the persecution of Jesus' apostles like Stephen, Peter etc. for spreading the word of God.
- There were also Christian persecutions during the French revolution. This included persecuting leading clergy men as well as destroying or repurposing religious buildings.
- There was also persecution of Christians in Uganda by the Kabaka Mwanga. This are described as the Ugandan Martyrs who were African Christian believers who sacrificed their traditional believes so as to follow the Christian faith.
- Most persecutions also take part due to religious differences like Muslims and the Christian believers. This is witnessed from the Al-Shabaab massacres to the other countries or states.

(Activity 3;11 fountain)

Qn. How can religion help to solve current conflicts in the society or countries?.

- ☐Religion can help in resolving apolitical conflicts and related consequences basing on the teaching of the word of God.
- ☐Religious leaders can convene dialogues and reconciliatory meetings to reconcile the conflicting parties.
- ☐Religious affiliations and convictions often motivate religious communities to advocate particular peace related government policies. They also directly oppose repression and promote peace and reconciliation.
- ☐Religions can also take part in prayer and fasting for the country.
- ☐They can also teach the message of peace, love and forgiveness to the general public.
- ☐Religious people can also mobilize communities and national support to support peace processes.
- ☐They can also help to bring a sense of direction using the word of God or Allan. This is through prophecies, revelations etc. of a given situation in a given moment.
- ☐Religious leaders can also mobilize services that can bring hope to the victims of the conflicts, for example, charity runs etc.
- ☐They can also take part in guidance and counselling sessions that is to say through revelations, acting as advisers for organizations, governments etc.

Effects of current conflicts to individuals and societies.

- ☐Increased death tolls and injuries due to wars, riots etc.
- ☐Lead to population displacement.
- ☐Leads to destruction of assets/ property of people foe example plantation firms, industries among others.
- ☐Leads to disruption of the social and economic services and systems like health care services, education among others.
- ☐Conflicts foster hatred and discontent among groups or people in the entire country.
- ☐Laws and orders are disrupted in a given country or society due to conflicts.
- ☐Conflicts destroy social relationships as there is mistrust, damaged emotions and miscommunication etc.
- ☐Conflicts also lead to stress and anxiety among individuals, this decreases productivity and satisfaction.
- ☐Positively, conflicts can also help individuals recognize their common interests and demands. for example, war on political instabilities.
- ☐Conflicts are also extremely costly. For example, war with its associated outcomes like infrastructural destruction hence making it difficult to put up rehabilitations.
- ☐Positive conflicts are constructive in nature. That is to say produce new ideas, solve continuous problems and provide opportunities for people and teams to expand their skills, which fosters creativity.

Way of helping individuals affected by conflicts as a way of promoting peace and reconciliation

(Activity 3;12 fountain)

Qn. Suggest ways one can help individuals who have been involved in family, political and religious conflicts.

Different individuals and organizations have volunteered to help victims of war and conflicts. Such organizations include UNICEF, United Nations, Islamic Relief, World Vision International, Catholic Relief Services, Doctors of the World, World Vision among others.

This has helped affected individuals involved in conflicts as follows;

- ☐ Provided financial support to people affected.
- ☐ Provided accommodation for the refugees or those affected by wars, floods etc.
- ☐ Have also provided education services.
- ☐ Emphasized the spirit of forgiveness to conflicting parties.
- ☐ Guiding those affected to accept the problems they are facing and also the cause of the problems.
- ☐ Driving those in conflicts into agreements and peace building programs so as to create harmony.
- ☐ Providing guidance and counselling services to those affected by conflicts so as to create comfort to these people like in the family conflicts etc.
- ☐ Teaching the affected to abide by the aspects of love, care and support for one another so as to create a peaceful stay.
- ☐ Encouraging the affected to take part in prayers and also believe in God as the provider and peace giver. This also tends to create peace in families, political and religious conflicts.
- ☐ Preaching about the spirit of equality to the human race. i.e. preaching about God creating all beings equal and there is no need to segregate/ discriminate one another. This calls for the spirit of brotherhood and sisterhood to people.

Conflict Management

(Activity 3;13 fountain)

Qn. Define the meaning of conflict management.

Conflict management is the process of uniting the negative aspects of a conflict while increasing the positive aspects of a conflict.

Qn. Research and propose a process for conflict management.

Research proposes it that for conflicts management, the following have to be undergone;

- ☐ Clarifying the disagreement.
- ☐ Getting to know its course i.e. the course of a given disagreement.
- ☐ Establishing common goals for both parties.

□Discussing ways to meet these goals.

□Finding out the barriers that are set to limit parties from having the common goals they intend to achieve.

□Then lastly agreeing on the best ways to resolve a given disagreement.

Note;

As Christians, we are encouraged to use the knowledge and skills you have acquired to serve people through conflict management.

Like the bible says, the harvest is ready but the laborers are few. Let it be your deliberate mission to start laboring to heal relationships that have been wounded basing on the guidelines of the word of God.

Sub Topic 3:2

THE ROLE OF CHRISTIANITY IN CONFLICT RESOLUTION

(Activity 3;14 fountain)Contributions of the church towards conflict resolution in Uganda

□The church has put up projects so as to help the needy. For example, the lame, homeless, poor etc.

□The church especially the church leaders are taking part in guidance and counselling services that is to say advising people, government and also other organizations.

□Taken part in preaching the word of God to the community members today through crusades, door to door preaching and prayers.

□They are also acting as mediators in conflict resolution i.e. preaching the message of equality in all humanity.

□The church is taking in prayer and fasting which is interceding for the community or countries burdens today.

□Taking part in mobilizing the communities and nation to support peace programs.

□They are also spreading the gospel of equality so as to create the spirit of love, trust, care and forgiveness for one another.

□The church also tends to bring a sense of direction using God's word and anointment. This is through prophecies, revelations etc.

□The church is also taking part in charity runs. For example, helping those in need i.e. the homeless, lame and also those in conflicting areas hence conflict resolution.

□The church also serves as a communication link between opposing sides.

Personalities who played an important role in conflict resolution

(Activity 3;15 fountain)

Qn. Using internet and text books or library. Research on the contributions of some key Christian personalities who have participated in conflict resolution.

□Bishop John Baptist Odama.

Served as the chairman of the Acholi Religious leaders Peace Initiative (ARLPI) from 2002- 2010, and it's at that point when the group engaged the government in talking peace than taking military actions to end the war against the Lord Resistance Army (LRA) under Joseph Kony.

☐Acleod Baker Ochola.

An Anglican Bishop in Uganda and served from 1995 to 2002. One of the board members or Ambassador of peace at Acholi Religious Leaders Peace Initiative (ARLPI), and the founder and chair of the Acholi Education Initiative (AEI).

He's one of the peace activists and also conflict resolvers who has a deep connection to the LRA wars, not only because of his ethnic ties but also because he lost his wife and daughter to the war.

☐Martin Luther King Jr.

Was an African American activist who become the most visible spokesperson and leader in the American civil rights movement from 1955 until his assassination in 1968.

He resolved the rights of the Africans in America which was a conflict that had been long happening.

☐Betty Williams.

In 1943 Williams along with Marred Corrigan co-founded the community of peace people. This was an organization dedicated to promote a peaceful resolution to the Northern Ireland solving the conflicts that took place.

She was jointly awarded the Nobel peace price with Corrigan in 1976.

☐Jesus of Nazareth (2 BC- 7 AD)

Jesus was the chief advocate of peace and also promoted conflict resolutions.

He taught a radical philosophy of love, care and forgiveness. These teaching formed the basis of Christianity. "Blessed are the peace makers, for they shall be called the children of God."

☐Other Christian personalities included;

Nakku Cissy and Rev. Dr. David G.Kitaale who participated in conflict resolution through singing songs and also preaching about the equality of the human race in life.

Bible Teaching about conflict resolution

(Activity 3;16 fountain)

Qn. Share whether you have ever counselled someone basing on the bible. Share any scripture you can use to help people involved in a conflict.

Note;

☐This question is learner centered

☐Get to know what your learners have to know about bible verses or a given perspective of their experience ever counselling others.

☐Let them give their ideas one by one.

☐Advise them to take note in their note books of their advices.

Qn. Identify verses teaching on conflict resolutions

Bible verse	Teaching on conflict resolution
Proverbs 12;18	Wise words bring reconciliation.
Proverbs 15;1	Avoid harsh words, give gentle answers.
Proverbs 15;18	Stop people who fight.
Matthew 5;9	God blesses those who keep peace.
Matthew 5;44	Love your enemies and pray for them
Luke 6;29	Be kind to all people.
Luke 17;3	Forgive those who do wrong to you.
John 13;34	Love each other like Jesus loves you.
Romans 12;18	Live in peace with everyone.
Romans 15;5	Live in harmony with each other.
Ephesians 4;20	Do what God has taught you and not otherwise.
Ephesians 4;29	Do not use abusive languages.
James 1;19-20	Be quick to listen, slow to be angry or speak.
1 John 4;20	Love God so that you do not hate one another.

How people can live in harmony with others to promote peace

(Activity 3;7 fountain)

Qn. Describe what you understand by the word harmony.

Harmony is a state of being in agreement or state of living peacefully with no fights or arguments.

Harmony then is characterized of the following;

- ☐ Participating in community social events.
- ☐ Giving back to others.
- ☐ Valuing others.
- ☐ Speaking kindly to others.
- ☐ Connecting with others.
- ☐ Spending quality time with beloved ones etc.

Qn. Discuss the ways people can live in harmony with others.

- ☐ Participating in community events like voluntary work of cleaning wells, building dams, bridges etc.

- ☐Connecting with neighbors. i.e. reaching out to people who live around us.
- ☐Having outs with friends on a regular basis.
- ☐Spending quality times with the family members.
- ☐Being vulnerable and honest with friends and family members.
- ☐Being generous and caring to partners and also others.
- ☐Forgiving and treating people with kindness and love.
- ☐Avoiding seeking revenge on others out of anger.
- ☐Helping others without grading.
- ☐Avoiding judging and always correct others through dialogues and in love.
- ☐Valuing and giving equal treatment to others also.

The importance of unity, Tolerance, forgiveness and reconciliation in the societies or our lives today

UNITY

(Activity 3;18 fountain)

Qn. Explain what you understand by the word unity.

Unity is where people work towards achieving a common goal.

Qn. Identify the importance of unity in a family and community.

- ☐Unity makes work easier and simple i.e. people tend to combine efforts to do a given activity.
- ☐It gives company, comfort and confidence since work is shared amongst many.
- ☐Unity gives strength to people to work together.
- ☐Unity promotes team work where people work towards a common goal.
- ☐Unity also helps to fight a common enemy. For example, poverty, failure, laziness, divorce etc. in families.
- ☐Encourages mutual understanding and respect among people.
- ☐Creates a sense of community and belonging in a given country or family.
- ☐Helps to resolve conflicts and disputes peacefully since people unit to achieve a common goal.
- ☐Unity facilitates problem- solving and decision making since a given activity when collectively done by many leads to prosperity.
- ☐Unity promotes social, economic and political stability.
- ☐Unity can also contribute to the overall social and national developments.

TOLERANCE

(Activity 3;19 fountain)

Qn. Discuss the meaning of tolerance.

Tolerance is being able to accept one another's differences.

Qn. Explain how tolerance has helped people in families and the country.

- ☐ Reduces stress and stress related diseases.
- ☐ Tolerance helps to reduce divorce and separation cases in marriages.
- ☐ It keeps families together in union.
- ☐ Tolerance promotes the spirit of love and care for one another.
- ☐ For the case of workers, it prevents one from being fired if one is tolerant in his or her work description.
- ☐ Tolerance also keeps the workers enduring in their work despite the job conditions like low pay, work load etc.
- ☐ Tolerance in people can also prevent wars and fights since it builds self-confidence to someone.
- ☐ Tolerance fosters unity, love, peace and harmony in society.
- ☐ Tolerance creates a sense of belonging and equality hence creating friendships and building up of social capital network system.

FORGIVENESS AND RECONCILIATION

(Activity 3;20 fountain)

Qn. Define the terms forgiveness and reconciliation.

Forgiveness is the willing full putting a side feeling of resentment towards someone who has committed a wrong, been unfair, hurtful or otherwise harmed you in some way.

Forgiveness is not merely accepting what happened or ceasing to be angry.

Rather, it involves a voluntary transformation of feelings, attitudes and behavior so as to express compassion, generosity or the like towards the person who wronged you.

RECONCILIATION

This is the act of coming to an understanding and putting an end to hostility.

Or The state of being resigned to something undesirable.

Qn. Discuss how forgiveness and reconciliation benefit society.

- ☐ Forgiveness and reconciliation can bring new insight to people since it's a heartfelt feeling.
- ☐ Forgiveness and reconciliation can help transform people's attitudes and behaviour. This is by inducing a shift in mindset and transform harmful attitudes.
- ☐ They can also help repair broken relationships in families, clans etc. i.e. allow people who were once hostile towards one another to live together again.

- ☐ Forgives and reconciliation can also help break the cycle of violence.
- ☐ Forgiveness and reconciliation also tend to create a foundation for dialogues between conflicting parties. This tends to bring mutual understanding between parties hence reducing the conflict levels.
- ☐ They also tend to relieve bitterness, anger and facilitate humanity. This is evidenced in the reconciliation process which cannot happen without eradicating dehumanization.
- ☐ They foster unity and harmony. This helps people to move on in life and perform their enterprises, hence growth and development.
- ☐ Forgiveness and reconciliation also suppress wars, fights, destruction, pain, anger and suffering.

Note;

As a Christian, you are called to the ministry of reconciliation by God. Christ reconciled you with God that you might help to reconcile others too.

It's God's will that you live at peace with all people.

Revision assessment activity

In the previous lessons, we have learnt about causes of conflicts and how they can be resolved.

1. In groups, write an essay or prepare a word document about a current conflict and suggest a solution for it.
2. Share the group ideas with the entire class and the teacher

Sub topic 3:3

APPRECIATING THE TRADITIONAL AFRICAN UNDERSTANDING OF CONFLICT RESOLUTION

Conflicts that existed in Traditional Africa.

(Activity 3;22 fountain)

The traditional African understanding of conflicts

- ☐ Traditional Africans understand conflict resolution as reaching concursus and building peace after conflicts.
- ☐ It also meant a discussion or dialogue where the conflicting parties together with the clan leaders and elders sit under “a big tree” to talk until they reached a verbal concursus (agreement).
- ☐ According to African Traditional societies, there was nothing like two individuals not getting along, all they had to do was to sit for a sincere dialogue to agree on a common dialogue.
- ☐ African Traditional societies also understood conflict resolution by consulting and appealing to their ancestors so as to seek guidance for the right judgement.
- ☐ They also understood conflict resolution by offering sacrifices to their gods. This could be revealed through the answers that they get like after the sacrifices.
- ☐ They understood conflict resolution by having mediation between the conflicting parties. That is to say one clan and the other or individual to the others through the guidance of traditional leaders.

☐ African Traditional societies also understood conflict resolution as being at peace with one another, loving, harmony and respect for one another.

Qn. Identify the nature of conflicts that existed in the African Traditional societies.

The major sources of conflicts in African traditional societies were;

☐ Land

☐ Chieftaincy

☐ Personal relationship issues

☐ Family property

☐ Honors

☐ Murder or poisoning cases.

☐ Matrimonial fall outs.

☐ Cultural differences.

☐ Task conflicts.

☐ Value conflicts.

Conflict resolution methods in the African Traditional Societies

(Activity 3;23 fountain)

Qn. Explain the good practices / aspects in the traditional ways of resolving conflicts.

The methods of performing conflicts resolution in the traditional African societies included the following.

☐ Practiced mediation which was an agreement between two people with the guidance of a go between.

Practiced adjudication which is the legal process by which an arbiter or judge reviews evidence and argumentation, including legal reasoning set by opposing parties.

☐ Also practiced arbitration. This is when parties in African traditional societies could agree privately other than moving the case to the clan elders.

They participated in negotiations. This is when two parties in the African traditional society tend to physically negotiate for a common course or agreement.

☐ They also employed extra-judicial devices and used legal maxims to persuade or convince the disputants about the implications or behavior.

☐ Leaders were consulted and respected in the community and they gave direction to the society. i.e. they instilled the value of peace, love, harmony and tolerance in people.

☐ Leaders in the African traditional societies also administered the division of labor which lessened people clashing over work. i.e. every party knew their responsibilities.

☐ Leaders in African traditional societies also took part in educating people on the importance of peace and solidarity. They resolved conflicts and made sure they prevented them from re occurring.

☐ Forgiveness and reconciliatory discussions happened. These discussions were not to indicate who is wrong or right but to stop violence and appease both parties through dialogues.

Dialogues was a favorable means of long casting peace agreement and conflicts resolution.

Comparison of the African Traditional methods of conflict resolutions with those in the modern society

(Activity 3;24 fountain)

Qn. Discuss to come up with the similarities and differences between the African traditional methods of conflict resolution and the modern society resolution methods.

Similarities.

Both communicate the importance of peace and truth in conflict resolution.

They both involve some leaders in conflict resolution.

They both use dialogues and discussion methods for conflict resolutions.

Both consult elders for knowledge involvements and innovations.

Both participate in oath making i.e. in African traditional societies, blood packs could be made just as oath are being made in courts of law today.

DIFFERENCES

Modern methods of conflict resolution involve going to courts of law without fail while in traditional Africa they could conduct it locally or even individually.

Traditional Africans used unwritten laws (word or mouth/ verbal), customs, norms and religion while today there are clear and documented laws to govern conflict resolutions.

Today, clan leaders are executed, they do not have a say in conflict resolution decisions, no longer respected and their words or rulings are never taken as seriously as the African traditional leaders were treated before.

Clan gatherings to have a given resolution was experienced in the African traditional societies i.e. under the baobalo tree which is no longer the case in the modern days where people resolve conflicts in families, courts of law etc.

Traditional leaders had a lot of time negotiating and taking part in agreement pacts in traditional Africa while in the modern days, leaders and court officials do not have a lot of time to exercise negotiations.

Practices like making oath, blood pacts were common in African traditional societies after negotiations which is not the case in the modern days where by after negotiations, documentation is involved.

In traditional Africa, the entire process of resolving conflicts involved men only while in the modern society, even women are now days involved in conflict resolution processes. For example, the lawyers, judges etc.

In traditional Africa, proper judgement was done after consultation from the divine beings/ gods for confirmation while today people use actual knowledge and also the skills and knowledge attained from education to judge and manage conflict resolutions.

APPRECIATING THE BIBLE TEACHING ON CONFLICT RESOLUTION IN DAILY LIFE

The Old and New testament teaching on conflict resolution

(Activity 3;25 fountain)

Qn. Discuss the old and New Testament teaching on conflict resolution.

- **Leviticus 19** Teaches us not to take revenge but instead love one another and also treat others as you treat yourself.
- **Exodus 20;1-2** Teaches us to trust in God as the savior and a life changer. i.e. like the Israelites were saved from their slavery in Egypt.
- **Psalms 119;11** Teaches us to keep God's laws in heart so as to avoid sin or conflicts with others.
- **Proverbs 22;7-8** We are encouraged to treat others as we treat ourselves so as to avoid God's disaster on injustices to others.
- **Proverbs 19;11** Teaches us to control our temper when we are wronged by others. This also tends to bring about conflict resolution among people.

NEW TESTAMENT

1 Peter 3;8-11 Teaches us to have the same attitude and feelings of loving one another and deviate from revenge.

Matthew 5;38-42 Teaches us not to take revenge on what is done to us but instead to do good to others in return.

Philippians 2;3-4 Teaches us to control our anger and avoid the selfish desire of our hearts so as to resolve conflicts.

Romans 12;16-18 We are encouraged to do everything possible so as to live in peace and harmony with everybody.

James 1;5 Calls upon us to pray to God for wisdom i.e. this helps us in judgements and deal with conflict resolutions.

John 13;34 God commands us to love one another as we love ourselves.

Romans 15;5 Teaches us to follow Jesus Christ example of patience and encouragement to others.

2 Corinthians 13;11 We are called upon to agree with one another, live in peace in that God's love and peace will be with us too.

1 Corinthians 13;4 Teaches us to love one another since love does not keep a record of wrong doings, jealous and selfishness.

Ephesians 4;2 Teaches us to tolerate with one another, being humble and also patient. This brings love hence avoiding conflicts.

Qn. Discuss the lessons we learn from both the old and the New Testament teachings about conflict resolution today.

☐ We learn not to repay evil for evil but with good.

☐ We learn to forgive one another whenever they have wronged us.

☐ We learn to try doing what every one considers to be good so as to live in peace with others.

☐ We learn not to let the evil defeat us instead, we conquer the evil with good.

- ☐ We learn to try to have same attitude and feelings for the people we deal with so as to avoid conflicting attitudes and feelings.
- ☐ We learn to exercise love and kindness for each other and living in humility.
- ☐ We learn to be tolerant with one another no matter the hardships especially those in relationships, families etc.
- ☐ We are cautioned not to seek revenge but take care of our enemies.
- ☐ We learn to stop speaking evil and lies to others hence help us not to get involved in conflicts with others.
- ☐ We also learn to leave in peace with one another and also agree whenever in arguments or conflicts with others.
- ☐ We learn to be prayerful so as to acquire God's wisdom for fair judgement.
- ☐ We learn to obey God's commandments as written in the bible so as to be on the right track or path.

Resolving conflicts in church

(Activity 3;26 fountain) Read Matthew 18;15-17

Qn. Explain the meaning of the teaching to each other and what you do learn from the teaching.

Matthew 18;15-17 If your brother sins against you, go to him and show him his fault. Do it privately, just between yourselves. If he listens to you, you have won your brother back. 16. But if he will not listen to you, take one or two other people with you, so that every accusation may be upheld by the testimonies of two or more witnesses, as the scripture says. 17. And if he will not listen to them, then tell the whole thing to the church. Finally, if he will not listen to the church, treat him as though he were a pagan or a tax collector.

As Christians we learn;

- ☐ That misunderstandings between two parties should be resolved in secret between two people.
- ☐ That going to public or courts of law should be the last resort when dialogues have failed.
- ☐ To resolve conflicts in love, honesty and kindness.
- ☐ To tolerate and endure with one another no matter the condition or conflict.
- ☐ To forgive and understand each other and move on.

Christian virtue of Patience

(Activity 3;27 fountain)

Qn. Discuss the meaning of patience.

Patience is to endure discomfort without complaints.

Or

patience is a person's ability to wait something out or endure something tedious without getting riled up.

Qn. Read 1 Corinthians 13;4-7 and explain to each other how you understand the reading. 1 Corinthians 13;4-7

4.Love is patient and kind. It is not jealous or conceited or proud.5.Love is not ill-mannered or selfish or irritable, love does not keep a record of wrongs.6.Love is not happy with evil, but is happy with the truth.7.Love never gives up and its faith, hope and patience never fails.

As Christians we learn;

- ☐To be patient with others which should be exercised in love.
- ☐To exercise patience and prayer by waiting on God's vindication. That is to say, this brings hope as conflicts and disagreements are resolved.
- ☐That all people who wait on the Lord patiently eventually get helped. For God wants Christians to be patient with others which comes with kindness, gentleness and love.
- ☐That God's timing is the always the perfect and the best way to practice patience is to wait for the right time or right condition in a given incidence arranged by God.
- ☐That Patience helps one not to be judgmental, irritable or proud.
- ☐That patience also helps one not to be envious, jealous and selfish with others.

Jesus views on resolving conflicts

(Activity 3;28 fountain)

Read john 8;1-11 and Luke 15;11-32

Note;

This one is learners based. Give the learners to take part in reading the bible verses themselves so as to understand Jesus views n conflict resolution.

Jesus views on conflict resolution therefore included the following.

- ☐Jesus condemned people who condemn others for their wrongs if they were willing to repent and change. For example, the tax collector, the prostitute woman who were condemned by the pharisees.
- ☐Jesus advices Christians to help others come out of their weaknesses and have love for one another.
- ☐Jesus also advices Christians to stop judging others unfairly yet we all have hidden weaknesses, other wise calls for repentance all the time.
- ☐Jesus advices Christians to exercise forgiveness and stop pointing fingers and judging others. For example, the prodigal son was welcomed with a feast and was forgiven by the father.
- ☐Jesus also advocated Christians to have love and faith in one another and treat others as brothers and sisters as a way of conflict resolution.
- ☐Jesus calls upon Christians to be prayerful as one of the ways to conflict resolution since God gives guidance and peace, this tends to create peace resolutions.

Conflict resolution in God's ways

(Activity 3;29 fountain

Qn. **Read James 4;7-10** and explain how you understand the teaching. **James 4;7-10**

7. So then, submit to God. Resist the devil, and he will run away from you. 8. Come near to God, and he will come near to you. Wash your hands, you sinners, purify your hearts, you hypocrites. 9. Be sorrowful, cry and weep, change your laughter into crying, your joy into gloom. 10. Humble yourselves before the lord, and he will lift you up.

As Christians we learn;

☐ That God's ways resolving conflicts is through prayer and exercising patience when ever faced with challenges.

☐ To wait on God's vindication concerning our matters especially relationships.

☐ To be hopeful and stop complaining about one another.

☐ To endure these sufferings since with time, the problems will be solved.

☐ To be humble to God and also ask for whatever we need from him with good motives.

(James 4;1-3)

☐ To trust and respect God as a good friend so as to achieve his spirit and grace to move in the right direction. (James 4;4-6)

SCENARIO

Mr. Okot has been working together with a colleague in a company for some good time. He has been enjoying a good working relationship with his colleague. Recently, his colleague went behind his back and told lies about Okot that he was planning to steal company funds. Mr. Okot was suspended by the Board of Directors immediately. After conducting investigations, they found out that Okot was innocent. He was called back to work. He is very bitter and angry with the workmate who caused him a suspension. They are now enemies and Mr. Okot vows that he will avenge himself one of these days.

Task.

Basing on the above scenario, what Christian teachings can you use to resolve this conflict?

...END...