

Text Message Conflict Resolution

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SUMMARY:	Using text messages and discussion, staff members will gain an appreciation of the complicated nature of conflict and the steps they can take towards successful conflict resolution.
TOPIC(S):	Empathy, Conflict management
LEARNING OBJECTIVE:	To identify multiple responses to conflict To understand how different personalities respond to conflict To introduce SOAR
AUDIENCE:	Staff (geared towards ages 18-25)
TIMING:	20 minutes
APPENDICES:	Text Genesis 18:16, Pre-made staff conflict "text messages"
MATERIALS NEEDED:	https://ifaketextmessage.com/
SET-UP DETAILS:	This can happen anywhere and requires no setup

SESSION TIMELINE & OUTLINE:

- 0-2: Introduction
- 3-9: Text Messages
- 10-13: SOAR Technique
- 14-20: SOARing at Camp

Introduction (2 minutes)

Ask the group about conflicts at camp. Why do we encounter conflict? What gets in the way of resolving it successfully?

Text Messages (7 minutes)

Share the “text message” interaction between Abraham and God discussing Sodom and Gemorra.

- What are we seeing here?
- Why is this ending satisfying or unsatisfying?
 - If possible, connect answers here to the answers to the introduction question.

Now share the full text (Genesis 18:16-33. Give staff a couple minutes to read through the text in chevruta and then ask someone to summarize what they read.

- What is different between this text and the text message?
- What gets lost in translation when we are “short” with each other (either in person or in text?)

To reduce the length of this session, or to increase the time for the final section, you can have the facilitator just share the story in greater detail, noting that Abraham appeals to God several times, negotiating for Sodom and Gemorra. In this case, you could spend 3 minutes on the text message.

SOAR Technique (4 minutes)

Introduce the SOAR methodology to conflict resolution:

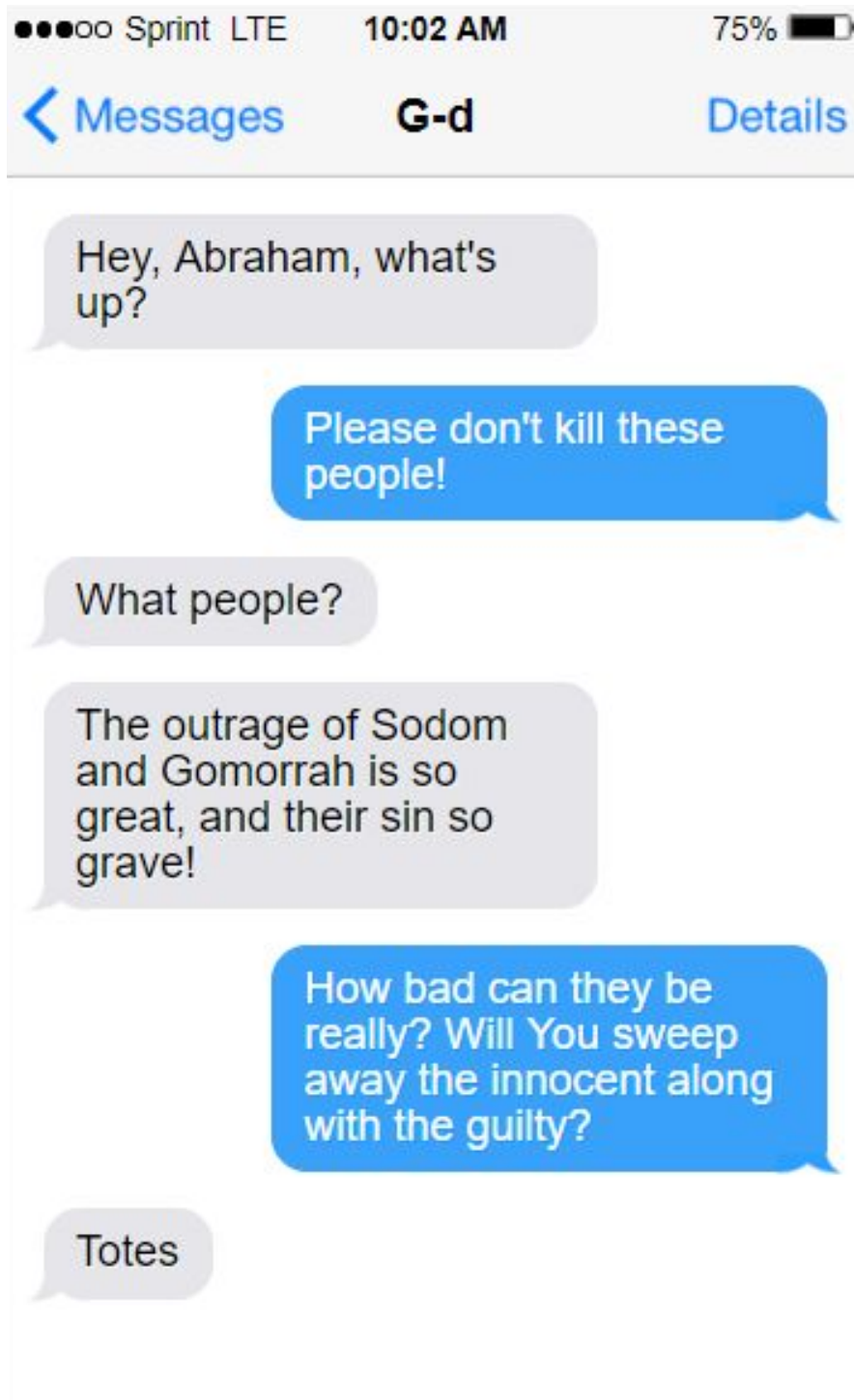
- **S**top
- **O**bserve
- **A**nalyze
- **R**espond

- *If you had staff read the text, ask the following:*
Looking back at the text, do we see Abraham using the SOAR methodology?

SOARing at Camp (7 minutes)

Bringing it to Camp

In small groups, give staff members 2 minutes to recall a conflict (or provide a scenario for the group). Ask them to write up a quick “text message” that shows the scenario or create a few examples that you’ve seen in a camp setting ready to hand out. Have the groups switch text messages and invite them to fill in the blanks and translate to IRL (in real life) using the SOAR technique. Give groups 3-4 minutes to test it out and then see if one or two groups want to share their results.



GENESIS 18:16-33

וַיֵּקְמוּ מִשָּׁם הָאֲנָשִׁים וַיִּשְׁקֹפוּ עַל־פְּנֵי סֹדֹם וְאַבְרָהָם הֵלֵךְ עִמָּם לִשְׁלַחָם:

The men set out from there and looked down toward Sodom, Abraham walking with them to see them off.

וַיְהִי אָמַר הַמֶּלֶכֶתָּה אֲנִי מְאַבְרָהָם אֲשֶׁר אֲנִי עֹשֶׂה:

Now the LORD had said, “Shall I hide from Abraham what I am about to do,

וְאַבְרָהָם הֵיוּ יְהִיָּה לְגוֹי גָדוֹל וְעַצִּים וְנִבְרָכוּ בּוֹ כָּל גּוֹי הָאָרֶץ:

since Abraham is to become a great and populous nation and all the nations of the earth are to bless themselves by him?

כִּי יַדְעֵתִי יוֹ לִמְעַן אֲשֶׁר יִצְוֶה אֶת־בְּנָיו וְאֶת־בֵּיתוֹ אַחֲרָיו וְשָׁמְרוּ דְרֹךְ יְהוָה לַעֲשׂוֹת צְדָקָה וּמִשְׁפָּט לִמַּעַן הִבִּיא יְהוָה עַל־אַבְרָהָם אֶת־אֲשֶׁר־דִּבֶּר עָלָיו:

For I have singled him out, that he may instruct his children and his posterity to keep the way of the LORD by doing what is just and right, in order that the LORD may bring about for Abraham what He has promised him.”

וַיֹּאמֶר יְהוָה זַעֲקַת סֹדֹם וְעֹמֶרָה כִּי־רַבָּה וַחֲטֹאתָם כִּי כָבֵדָה מְאֹד:

Then the LORD said, “The outrage of Sodom and Gomorrah is so great, and their sin so grave!

אֲרָדָה־נָא וְאֶרְאֶה הֲכַצַּעְתֶּם הַבָּאָה אֵלַי עֲשׂוּ | כְּלָה וְאִם־לֹא אֲדַעָה:

I will go down to see whether they have acted altogether according to the outcry that has reached Me; if not, I will take note.”

וַיִּפְּנוּ מִשָּׁם הָאֲנָשִׁים וַיֵּלְכוּ סֹדֹמָה וְאַבְרָהָם עֹדֵדוֹ עֹמֵד לִפְנֵי יְהוָה:

The men went on from there to Sodom, while Abraham remained standing before the LORD.

וַיִּגַּשׁ אַבְרָהָם וַיֹּאמֶר הֲאֵף תִּסְפֹּה צְדִיק עִם־רָשָׁע:

Abraham came forward and said, “Will You sweep away the innocent along with the guilty?

אִולי יֵשׁ חֲמִשִּׁים צְדִיקִים בְּתוֹךְ הָעִיר הָאֵף תִּסְפֹּה וְלֹא־תִשָּׂא לְמִקּוֹם לְמַעַן חֲמִשִּׁים הַצְּדִיקִים אֲשֶׁר בְּקִרְבָּה:

What if there should be fifty innocent within the city; will You then wipe out the place and not forgive it for the sake of the innocent fifty who are in it?

חַלְלָה לָךְ מַעֲשֵׂת | כַּדָּבָר הַזֶּה לְהַמִּית צְדִיק עִם־רָשָׁע וְהָיָה כַּצְּדִיק כְּרָשָׁע חַלְלָה לָךְ הַשִּׁפְטֹת כָּל־הָאָרֶץ לֹא יַעֲשֶׂה מִשְׁפָּט:

Far be it from You to do such a thing, to bring death upon the innocent as well as the guilty, so that innocent and guilty fare alike. Far be it from You! Shall not the Judge of all the earth deal justly?”

וַיֹּאמֶר יְהוָה אִם-אֶמְצָא בְּסֹדֶם חֲמִשִּׁים צְדִיקִים בְּתוֹךְ הָעִיר וְנִשְׂאָתִי לְכָל-הַמָּקוֹם בְּעִבּוֹרָם:

And the LORD answered, “If I find within the city of Sodom fifty innocent ones, I will forgive the whole place for their sake.”

וַיַּעַן אַבְרָהָם וַיֹּאמֶר הֲנֵנָּה הוֹאֵלְתִּי לְדַבֵּר אֶל-אֲדֹנָי וְאֲנִי עֹפָר וְאֵפֶר:

Abraham spoke up, saying, “Here I venture to speak to my Lord, I who am but dust and ashes:

אֲוִלִּי יִחְסְרוּן חֲמִשִּׁים הַצְּדִיקִים חֲמִשָּׁה הַתְּשׁוּחִית בַּחֲמִשָּׁה אֶת-כָּל-הָעִיר וַיֹּאמֶר לֹא אֲשַׁחֵית אִם-אֶמְצָא שָׁם אַרְבָּעִים וַחֲמִשָּׁה:

What if the fifty innocent should lack five? Will You destroy the whole city for want of the five?” And He answered, “I will not destroy if I find forty-five there.”

וַיֹּסֶף עוֹד לְדַבֵּר אֵלָיו וַיֹּאמֶר אֲוִלִּי יִמְצְאוּן שָׁם אַרְבָּעִים וַיֹּאמֶר לֹא אֶעֱשֶׂה בְּעִבּוֹר הָאֲרָבָעִים:

But he spoke to Him again, and said, “What if forty should be found there?” And He answered, “I will not do it, for the sake of the forty.”

וַיֹּאמֶר אֶל-נָא יַחַר לְאֲדֹנָי וְאֲדַבְּרָה אֲוִלִּי יִמְצְאוּן שָׁם שְׁלֹשִׁים וַיֹּאמֶר לֹא אֶעֱשֶׂה אִם-אֶמְצָא שָׁם שְׁלֹשִׁים:

And he said, “Let not my Lord be angry if I go on: What if thirty should be found there?” And He answered, “I will not do it if I find thirty there.”

וַיֹּאמֶר הֲנֵנָּה הוֹאֵלְתִּי לְדַבֵּר אֶל-אֲדֹנָי וַיֹּאמֶר לֹא אֲשַׁחֵית בְּעִבּוֹר הָעֶשְׂרִים:

And he said, “I venture again to speak to my Lord: What if twenty should be found there?” And He answered, “I will not destroy, for the sake of the twenty.”

וַיֹּאמֶר אֶל-נָא יַחַר לְאֲדֹנָי וְאֲדַבְּרָה אַךְ-הַפֶּעַם אֲוִלִּי יִמְצְאוּן שָׁם עֶשְׂרֵה וַיֹּאמֶר לֹא אֲשַׁחֵית בְּעִבּוֹר הָעֶשְׂרֵה:

And he said, “Let not my Lord be angry if I speak but this last time: What if ten should be found there?” And He answered, “I will not destroy, for the sake of the ten.”

וַיֵּלֶךְ יְהוָה כִּאֲשֶׁר כָּלָה לְדַבֵּר אֶל-אַבְרָהָם וְאַבְרָהָם שָׁב לְמִקְוֹוֹ:

When the LORD had finished speaking to Abraham, He departed; and Abraham returned to his place.