

these people ("Tear down that altar or we're coming in here and blow you away!") He rehearsed before them the seriousness of what (it appeared) they were doing but, at the same time, offered them help to remedy the situation.

Suppose a team leader hears a rumor that one of the team members is undermining his authority and his ministry. Properly, he confronts the person and gives the evidence of wrongdoing. The magnanimous leader usually includes a statement to the effect, "If you're dissatisfied with the arrangements, speak up and tell me what it is that bothers you." He offers to make changes if they are justified. At the same time, he avoids personal attack. It may be that the person is guilty of wrongdoing; if so, such an approach will probably bring him to shame and repentance.

#### 4. Repair

When Phinehas heard the explanation of the building of the altar, he and the princes with him were "pleased." They were delighted that there was no longer a reason for God to cause His wrath to fall on Israel. A careful presentation of the facts clears the air.

Sometimes it is difficult to keep a healthy balance in a situation like this. When the accused clear themselves by a cogent defense, the accuser senses himself in a vulnerable position. This is especially true if there has been a period of time during which the accuser has been allowing his imagination to work. Imagined plots and actions expand the situation and deepen the emotional involvement. When the clear defense is given, the accuser tends to be incredulous--"There's