



RESOLVING CONFLICT

1. Steps to resolving conflict

1. Go to God in prayer - Eph. 6:18
 - a. Ask God to search your heart - Ps. 139:23-24
 - i. Confess your sins to God - 1 Jn. 1:8-9
 - ii. "Take the log out of your own eye" - Mt. 7:3-5
 - b. Ask God for humility - Jas. 4:6
 - c. Ask God to help you love the individual - Mt. 5:44-45; Rom. 12:9-10, 21
 - d. Ask God for wisdom - Jas. 1:5
 - i. Correct perception of the situation
 - ii. Knowing when to go - Ecc. 3:1, 7, what to say - Pr. 15:28 and how to say it - Pr. 15:4, 28; 16:21
2. Go to the individual in private - Mt. 5:23-24; 18:15
 - a. Pray together before the meeting begins - Jas. 4:2
 - b. Review and agree upon the "Rules of Engagement"
 - c. Come to a mutual agreement on the exact issue of conflict
 - i. Deal with one issue at a time
 - d. Ask each other to specifically express personal concerns
 - i. Confess any necessary sins - Pr. 28:13; Jas. 5:16
 - ii. State a plan of repentance to prevent the sin from reoccurring
 - iii. Make restitution if necessary - Lk. 19:8
 - iv. Forgive one another - Mt. 18:21-22; Eph. 4:32
 - e. Mutually determine specific steps necessary to resolve the conflict - be realistic

- f. Restore the peace with others who may have been adversely affected - Eph. 4:3
- g. Enlist accountability from others if necessary - Pr. 11:14
- h. End the meeting in prayer - Jas. 5:16

3. If the conflict still cannot be resolved:

- a. Seek a mediator (objective outside individual(s) who can hear both sides and offer solutions - Pr. 11:14
- b. Seek an arbitrator (same as above, only now the individual(s) offers a binding decision to settle the conflict to be agreed upon by both individuals in conflict - 1 Cor. 6:4
- c. Seek a witness (most likely one from above) and initiate/continue the process of church discipline - Mt. 18:16-17

2. **Don'ts**

- Assume you know all the facts. Never pass judgment without hearing the other's side of the story - Pr. 18:17
- Betray confidential information to "bolster" your case - Pr. 11:13
- Wait for the other person to initiate the resolution process - Mt. 5:23-24
- Compromise the Word of God to resolve a conflict - 1 Thes. 2:13; 2 Tim. 4:1-4
- Minimize sin - Rom. 6:23; Jas. 1:15
- Try to read the other's mind or expect the other person to read your mind. They may be unaware that their actions were wrong and/or hurtful - 1 Cor. 13:7
- "Unforgive" that which you have previously forgiven someone - Jer. 31:34
- Vilify the person. Odds are, they are not as evil as your mind has concocted them to be - Tit. 3:3
- Justify your wrongs by the repeated use of blame shifting, excuses and "but" statements - Lk. 14:18
- Expect sinless perfection in the other - Rom. 15:1
- Anger is very destructive if you allow yourself to blow up and vent your anger upon another person. - Jms 1:20, Ps 37:8
- A second way anger is used destructively is to internalize or bury your anger inside. - Eph 4:27

3. **Do's**

- Take time to cool off and pray - Pr. 29:20
- Pursue genuine peace as soon as possible - Rom. 14:19; Heb. 12:14
- Control your spirit. Especially be slow to anger - Pr. 12:16; 15:1; 16:32
- Keep your emotions in control, but still be sure to express your feelings.
- Overlook insignificant offenses - Pr. 19:11 unless they are:
- Dishonoring to God
- Damaging to the relationship
- Hurting or might hurt others - including the offender
- Trust God for the results, ultimate justice - Rom. 12:19 and His work in the other's life
- Attack the issue, not the person - Gal. 5:15; Jas. 4:1-3
- Ask Questions. Questions soften the blow and stimulate thinking - Jn. 21:15-17
- Reaffirm your love for each other and all that you have in common - Phil. 2:2
- Forgive on the basis of one's statement - 1 Cor. 4:5

4. **Rules of engagement**

- R** Respect the relationship more than winning the argument - Rom. 15:2
- E** Enlist Scripture as the final word• - 2 Tim. 3:16
- C** Concede to each other the benefit of doubt - Rom. 12:10 . Believe and hope all things - 1 Cor. 13:7
- O** Only speak the truth in love - Rom. 8:6-8; Eph. 4:15
- N** Never gossip with those not involved in the situation - 2 Cor. 12:20
- C** Consider one another with respect, love and dignity - Eph. 4:32; Col 3:13
- I** Involve other people only when agreed upon and absolutely necessary - Pr. 25:9; Mt. 18:15
- L** Let each other have the opportunity to be heard - Pr. 18:2, 13; Jas. 1:19
- E** Earnestly work together until the conflict is resolved - Rom. 12:18; Phil. 2:1-4
- D** Desire God's glory - Jos. 22:5; 1 Cor. 10:31 and the testimony of His church as the highest goal - 1 Cor. 6:7; 10:32

5. **Summary**

Let resolve conflict God's way