

# LGCC

## CONFLICT RESOLUTION STEPS

### Purpose:

As followers of Jesus Christ our desire should be to honor God with our actions, words and relationships. This outline shall serve as a guide for resolving relational conflict between members of the group not in the same family. It is the purpose of this document to summarize for quick reference the steps outlined in scripture for reconciliation when a conflict arises.

### Steps for conflict resolution:

#### 1. Prayer

When an offense occurs it is important to be in prayer about what happened. Pray that God would give you and the other person humility and understanding. Pray that you could have love, forgiveness, and grace, for the other person, and ask that God could heal the relationship and bring unity not division.

#### 2. Resolution

a. After prayer, contact the person to meet in person. Just the two of you.

- Conversations involving conflict resolution should happen in person, not on the phone or over texting.
- Begin your meeting with prayer and ask God to watch over your words and your heart.

*“Jesus said, “If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over” Matt. 18:15*

b. If the conflict was not resolved by the method above, ask to meet again, and have both parties bring their spouse(s) (or parents, if you are not an adult).

- Begin your meeting with prayer and ask God to watch over your words and your heart.

*“But if he will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’”  
Matthew 18:16*

c. If the conflict was not resolved by a meeting with two or three witnesses, seek mediation from the committee and meet to discuss the conflict.

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- d. If the conflict is still unable to be resolved, the committee will seek counsel from a pastor to assist the parties involved in restoring the relationship.
3. **Restoration**
    - a. While not all relationships will be restored to their previous status it should be the goal of all parties in any conflict to restore the relationship to the level of being able live at peace with one another.

*"Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everyone. If it is possible, as far as it depends on you, live at peace with everyone." Romans 12:18*

### **Biblical principles to apply in times of conflict:**

- **Prayer** – Prayer is powerful! It allows us to be softened and helps us to align our hearts with Christ. Pray before every conversation and before making any decisions.

*"Rejoice in hope, be patient in tribulation, be constant in prayer." Romans 12:12*

- **Act with Humility** - Conflict is nearly impossible to resolve without humility. Pride will blind you from the truth, and keep you focused on the offense rather than grace and restoration.

*"God opposes the proud but shows favor to the humble." James 4:6b*

- **Be quick to Listen** – In almost every conflict there are elements of truth on both sides. Be prepared to listen for statements of truth rather than simply focusing on rejecting false ones.

*"My dear brothers, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry, for man's anger does not bring about the righteous life that God desires." James 1:19-20*

- **Speak the truth in love** – Speak with kindness when it comes time to recount another's wrongdoings. State facts, and how you feel rather than assumptions and perceived motives.

*"A soft word turns away wrath, but a harsh word stirs up anger." Proverbs 15:1a*

*"Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ." Ephesians 4:15*

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- **Do not allow bitterness to take hold** – Offer up the offenses against you to the Lord. Don't allow your hurt or anger to remain inside you. Bitterness is like a poison.

*See to it that no one falls short of the grace of God and that no bitter root grows up to cause trouble and defile many. Hebrews 12:15*

- **Forgive abundantly** – Be prepared to forgive the other person, remembering that we all have fallen short and require grace.

*“Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.” Ephesians 4:32*