

St. Joseph Island Free Methodist Church

Interpersonal Conflict Resolution Framework

Conflict is a normal part of life. Your opinions and actions will bump up against someone else's, leading to conflict. Unresolved conflict may quickly escalate and destroy relationships. Contrary to popular belief, time does not heal all wounds, and sweeping conflict under the rug doesn't work. It's important to deal with conflict in a godly way. That's why we have attempted to provide some guidance for handling interpersonal conflict within the church in a biblical way. Please make sure to read each Bible passage referenced below as you read this document and process the conflict you are experiencing.

1. Identify the Conflict, Hurt or Offence
 - a. Pray about it. Ask the Lord for wisdom. (Prov 3:5-7).
 - b. What is your concern? How do you feel about it? What part of this conflict do you own?
(Psalm 139:23-24, Mat 7:3-5)
 - c. How could you respond to this conflict in a way that glorifies God?
 - d. Is this important enough to raise with the other person, or should I release it and let it go? (Prov 19:11, Mat 5:12)
 - e. If you have forgiven them, and decide to let it go, don't bring this incident up again, don't talk to others about it, and don't let this affect your relationship with the other person. (Eph 4:29, Rom 15:5)
2. Meet with the other person, seeking to work it out, face to face, in the spirit of humility.
 - a. Talk with the other person one on one
(Mat 18:15, Mat 5:23-24)
 - b. Before you meet, prepare yourself to be humble and gentle, making allowance for each other's faults (Eph 4:2). Go prepared to speak the truth in love (Eph 4:15).

3. Ask for forgiveness for any wrong actions and/or attitudes.
 - a. Confess your sins to each other
(1 John 1:8-10, James 5:16)
4. Forgive the other person, as Christ has forgiven you.
 - a. Have you forgiven the other person unconditionally?
(Col 3:13)
 - b. How do you feel about the other person (1 John 2:9-11)?
 - c. Are you able to live at peace with the other person,
without bitterness (Heb 12:14-15, Eph 4:26-27, 30-32)?
 - d. Are you able to extend Christian love to the other person
(1 Cor 13:4-7)?
5. If the conversation with the other party doesn't resolve the
issue, involve a third party as an independent mediator.
 - a. Take someone else and go and talk again with the person
(Mat 18:16)
 - b. Choose someone from within the church. Each party
could involve another person.
 - c. Pray about the conflict or disagreement together at this
meeting with mediator(s)
6. If the meeting and prayer still can't resolve the issue, involve the
Official Board in the matter.
 - a. Bring the issue to the Official Board (Mat 18:17)
 - b. The Board will decide how to guide things back to the
right path (Gal 6:1)

Approved by Official Board on November 21, 2017