



1



2



3

The Behavers

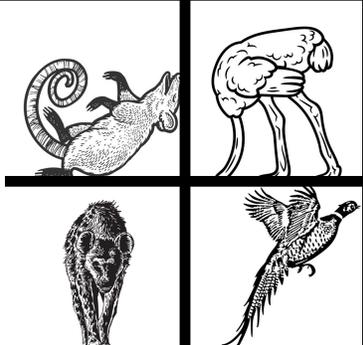
- Terrorists ... Threats and hostage taking
- Bullies ... Intimidation and extortion
- Guerrillas ... Ambush and attacks
- Controllers ... Mine! Mine! Mine!



4

The Responders

- Possums that Play Dead at the First Sign of Conflict
- Ostriches that Pretend It's All Going to Be Okay
- Hyenas that Escalate the Conflict
- Pheasants the Flush and Fly Away



5

BUT ... We HATE Conflict

Pastors and Church Members tend to be conflict averse

- We embrace
 - "Blessed are the peacemakers"
 - "Love endureth all things"
 - "Judge not ..."
- We make excuses



6

"Managing" Conflict

- Win-Win is not a reality
- Compromise is lowest-common-denominator, never the highest good (everyone loses)
- Majority Wins ... a biblical conundrum

7

A Church Leader's Primary Responsibility ...

Put the Good of the Kingdom First
Put the Good of the Church Second
Put the Good of Individuals and Groups ... Last

8

Ultimate Goal: Reconciliation
Secondary Goal: No Regrets

Romans 12:18
If it is possible, *as far as it depends on you*, live at peace with everyone.

9

Jesus' Plan of Reconciliation

Matthew 18:15-17
 Go one-on-one
 Go two or three-on-one
 Church-on-one
 Three strikes you're out
 Unless there's true repentance



10

Paul's Interpretation

- Titus 3:10
"Warn a divisive person once, twice, then have nothing to do with them."
- 1 Cor 5:11-13
"Don't tolerate bad behavior."



11

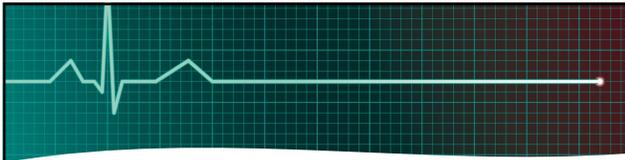
The CPR Solution
Conflict Prevention & Reconciliation

Develop, adopt, employ leadership covenants

- 100% commitment to the church's DNA
- Ongoing intentional adult spiritual formation
- 4-T church support (plus attendance)
- Honor their commitment to leadership
- Team player
- Voluntarily stepping down if necessary



12

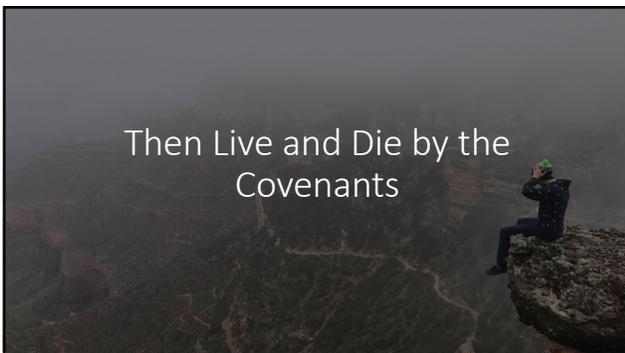


The CPR Solution
Conflict Prevention & Reconciliation

Develop, adopt, employ membership covenants

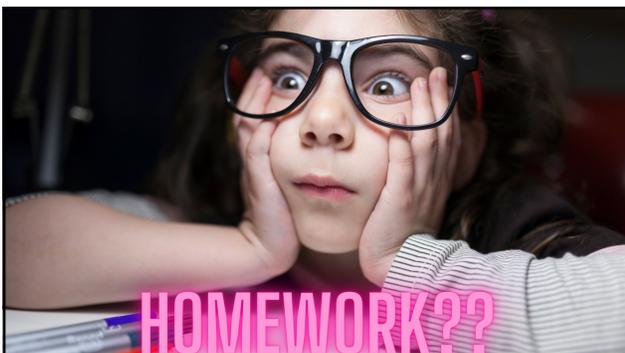
- Treat one-another well
- Hospitality and support
- Honesty from the start – speak well of one another
- Peacemaking as set forth in Matthew 18:15–17
- Faithful attendance and spiritual formation
- Leaders will adopt and model these covenants

13



Then Live and Die by the
Covenants

14



HOMEWORK??

15
