

# Personal Guide for Reflection

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## What do I choose to do?

(After reading Matthew 18; either let it go or seek out the person I need to talk to.)

If the issue isn't resolved during initial conversation, who is a neutral person I could bring with me a second time to mediate a second conversation?

What committee or work area of the Church does this affect?

How would defining this conflict help improve the overall ministry of the church, or is this really a matter of preference where we should agree to disagree?

What outcome do I seek as I pursue this process?

I become concerned about something

## Take time for reflection:

- What is my part in the situation? · What would Jesus do?
- Can I let it go? Should I let it go? · Should I seek a spiritual mentor?

Go to the person directly and begin to work out the problem.

- Be aware of my assumptions.**
- Share my view with "I" messages
  - Try to understand the other person's point of view
  - Work for win-win solutions

## Use a helper.

Ask for help from an objective mediator in reaching a solution.

## Take it to "the church."

Discuss with the appropriate work area, committee, SPRC, or Admin Council to seek an agreeable resolution.

## Move on.

If still not resolved, let go of the anger and disappointment and move on in ministry.

**Remember God's promise.** God remains with us. Even when we agree to disagree, the bond of Christ holds us in fellowship.



# Rule of Christ Conflict Covenant

## A Process for Communicating with Love and Care

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### MATTHEW 18 BIBLE STUDY

1. Mt 18:8-9 Look at yourself
2. Mt 18:15 Talk one on one
3. Mt 18:16

Get objective help 4. Mt 18:17a  
Take it to the Church 5. Mt 18:17b  
Shake the dust 6. Mt 18:20 God is  
there

## Steps in the Process

(as presented in Matthew 18) Fill  
out Personal Guide for Reflection

### Step 1. Inward reflection

Examine my role in the  
conflict/ concern, and ask  
myself:

- a. What part am I responsible  
for? b. How would Jesus handle  
this situation?
- c. Can I let it go? Should I let it  
go? d. Do I need help with the  
process? Discern with a trained  
spiritual mentor.

*(If not resolved...)*

### Step 2. One on One

Go directly to the person to  
work it out.

- a. Speak for yourself: Start  
each sentence with "I."
- b. Work hard to understand  
the other person's point of  
view.
- c. Work together to create  
agreeable solutions.

*(If not resolved...)*

### Step 3. Use a helper

Seek out an objective or neutral  
trusted mediator to go with you to  
hear both sides of the conflict and  
facilitate a gentle conversation.

*(If not resolved...)*

### Step 4. Take it to "the church." First bring to appropriate Committee or work area. If not resolved, bring to Church Leadership

Ask for help from the extended church  
to work on a creative resolution to the  
ongoing conflict or concern. For  
example: Worship Cmte may help  
solve an ongoing problem related to  
Sunday mornings, or SPRC an issue  
related to staff, while Admin Council  
may be consulted if multiple work  
areas or committees are involved.

*(If not resolved...)*

### Step 5. Move on

There are some issues that cannot  
be resolved. The church should  
remember its mission. Let go of the  
anger and disappointment and move  
on in ministry.

*(If not resolved...)*

### Step 6. Remember God's Promise

God promises to be with us in the  
midst of our problems. Even when  
we agree to disagree, the bond of  
Christ holds us in fellowship.

## Personal Guide

## for Reflection

(See Step 1)

**Who or what am I in conflict**

**with? What happened?**

**When did the conflict happen?**

**How did the conflict make me**

**feel? What was my role in the**