

DEALING WITH CONFLICT Q AND A



How do you deal with an attack from someone within your ministry?

- Choose humility – Apart from the saving life of Christ, we are all desperately wicked. Nothing is gained by responding in the same manner in which you were attacked.
- Find your identity in Christ – If you are dependent on others approval, you will never know peace and the others will never be satisfied.
- Identify the Issue – Address the specific concern raised. Do not ascribe motive to the comments, no matter how obvious those motives may be.
- Consider the source – Those who make malicious attacks are often speaking more out of their own hurt than out of any real hurt. If you seek to heal the hurt, the issue will often be dismissed quickly.
- Remind yourself of God’s goodness – In the midst of attacks, do not allow the criticism to form blinders over your eyes. God is always at work in you and around you. Rejoice in those blessings while you walk through the crisis.

How does Bellevue apply the process delineated in Matthew 18:15-17?

- We conduct the process of church discipline in a partnership of ministry staff and faithful lay members. If a situation progresses to the point of “tell it to the church,” that is done before a group of ministers and lay leaders, not before the gathered congregation.
Each step is handled with a clear, obvious intent to restore the person should he be willing to repent and be reconciled.

How do you motivate the under-performing team member?

- First, address the concern directly with the individual.
- Second, ask for their input regarding best solutions
- Third, establish steps toward better performance, set a time for re-evaluation, and consequences/rewards.
- Fourth, provide feedback along the way toward the re-evaluation.
- Fifth, re-evaluate, celebrate achievement or address missed benchmarks, then establish new goals or enact consequences.