

# Initial Church Conflict Questionnaire

*The following is a list of questions that each person involved in a conflict should privately attempt to answer before participating in the conflict resolution process. These questions will help everyone involved assess what part they have had to play in the conflict to this point and it will help everyone to determine their preparedness to see the conflict work toward resolution.*

1. In your opinion what is the problem at this time? Also: Describe it in terms of present level of intensity and the effects it is having now.

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2. What am I doing that may be contributing to the problem?

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3. What is (are) the other person(s) doing to contribute to the problem?

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4. What would I have to do to solve the problem from my end?

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5. What would the other person(s) have to do to solve the problem from their end?

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6. What am I willing to do?

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7. What do I really want to see happen in this situation?

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8. What passage of Scripture is particularly important to me right now as I face this situation? Why is it important to me?

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9. What do I find myself praying about this situation? What am I asking God for? Where am I focused in prayer?

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10. Am I able at this time to believe that God can change attitudes in both me and the other(s) and that we can come out the other side of this problem having resolved our differences? If not, what is blocking that belief and how should I work with that block?

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*The following are ground rules for processing differences in conflict resolution. All of the parties involved should agree to these ground rules before entering into the conflict resolution process. This will enable to mediator to call the group back to the agreed upon ground rules whenever the process deviates toward an unhealthy direction.*

1. We agree to enter a process focused on reconciliation and problem-solving, not assignment of blame or intimidation.
2. Our first priority will be to attempt the re-establishment of healthy relationships and effective communication.
3. To aid us in that process we agree to have \_\_\_\_\_ (name of mediator) moderate our interaction and to call us into accountability to the rules we have adopted.
4. We are committed to the spiritual dimensions of this process and will use spiritual resources (Scripture, prayer) to aid us but not employ them as weapons against one another.
5. We accept that self-interest is present in all of us and will attempt to be honest in owning our individual concerns and desires.
6. We will speak only for ourselves and not claim to represent others either present or not present.
7. We will be free to share our own feelings (negative and positive) but will not assign the responsibility for those feelings to others.
8. We may focus on actions/behaviours of others which have been problematic, but we will avoid making judgments about the motives behind those behaviours.
9. We will attempt to describe events, actions and statements as specifically as possible – avoiding generalization.
10. We will not withhold from one another information which will contribute to the full understanding of the situation.
11. We will not be satisfied with our communication until we can state, to their satisfaction, the thoughts and feelings of those with who we are in conflict.
12. We will focus on the present and future rather than on the past – which cannot be changed but can be forgiven.
13. We will attempt to identify and build upon the base of common agreement we enjoy.
14. If we expect change from those with whom we are in conflict, we must be willing to consider change also.
15. It will be assumed that neither the process nor the outcomes will be confidential unless all parties agree to confidentiality.

## ***Key definitions about third-party intervention***

A third party or mediator is an outside resource person such as your District Pastor who remains neutral and yet helps the parties identify/clarify the issues toward resolution.

A mediator who is empowered with the ability for intervention will be allowed to break into the conflict cycle with processes and strategies to bring about resolution.

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*The following are reflection questions or conflict de-briefing questions that can be used after you have achieved conflict resolution.*

1. What did we learn about ourselves through this conflict situation?

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2. What have we learned about handling our differences through this conflict situation?

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3. In what ways has this conflict left us stronger/weaker as a Church?

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4. What can we do in the future to ensure that our differences do not reach crisis portions again?

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