

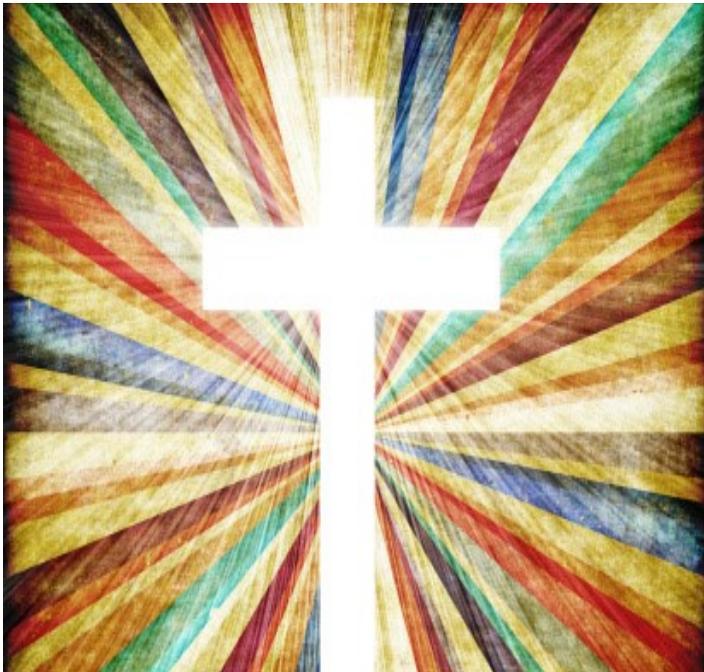
## WHY IS THIS OUR GOAL?

John 17 shows the prayer of Jesus in the hours before his arrest which led to his death and resurrection.

In this prayer, his hope for believers in the future (us) is unity. Unresolved or poorly resolved conflict destroys that unity.

The ability to worship can be blocked due to conflict that is left unresolved.

In order to keep worship alive in our midst, we aim to resolve conflict among our fellowship.



*First Baptist Church, a  
Christ-centered, Holy Spirit-led community,  
Employing our Gifts to meet the needs of individuals  
and families, Empowering people to grow into  
mature followers of Jesus.*

## Elder/Deacon Board of First Baptist Church of Kennett Square

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Kathy Allaband, Deacon  
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Dave Freeman, Deacon

Phone: 610-444-5320

Written by  
Nancy Nicewonger

a place in the  
converSation

# Leading others in the Peacemaking Plan



**The Peacemaking Plan of  
First Baptist Church of Kennett Square  
provides guidance for church leaders as  
they help others to resolve conflict in a  
manner pleasing to God.**

## *Leading others through the Peacemaking Plan*

### ***STEP 1– ACKNOWLEDGE the conflict***

*Ask:* Does this conflict block:

- Ability to worship?
- Ability to participate in church?
- Relationships?

### ***STEP 2– APPROACH those involved***

- Go to those involved and find out facts.
- Determine if this can be overlooked, worked out, or needs assistance.
- Avoid taking sides; ask questions.
- The goal is for people to feel that you are listening, not judging.

### ***STEP 3– ASK God for guidance***

Pray for guidance to resolve the conflict in a manner pleasing to God.

### ***STEP 4– ANALYZE the conflict***

Look at the situation objectively in order to determine which action should be taken.

- ***Micro vs. Macro***

*Micro:* Very few people are involved (only one person is upset, or only two people are involved).

*Macro:* A large group of people are involved in the situation.

- ***Business vs. Relational***

*Business:* A conflict with the bylaws or an organizational issue or theological differences.

*Relational:* The conflict is based on relational issues between those involved.

- ***New vs. Older***

*New:* This is a new conflict not tied to another from the past.

*Older:* While it may look old, the origin of the conflict is from the past, or it may be the exact conflict that was faced previously.

*This step leads to a better understanding of the root of the conflict, which helps to develop an effective plan for resolution.*

### ***STEP 5– ASSIGN help***

Assign the person or people who can effectively work with those involved.

### ***STEP 6– ADVISE toward resolution***

Work with those involved in the conflict with resolution as the goal.

- Meet separately or as a group.
- Provide encouragement, support and resources that lead toward a healthy resolution of the conflict.

### ***STEP 7– ASSIST those involved***

If additional, formal support is needed such as mediation or counseling, help direct the participants toward suitable resources.

### ***STEP 8– ASSESS progress***

If a healthy resolution has been reached, the situation is completed. If conflict still exists, revisit earlier steps.

Determine if there are residual conflicts stemming from the original situation that need to be addressed.