



Managing Conflict



Foreword

This document has been designed for use with Christian leadership development trainings using cell-phones, tablets, computers, TV connections, or projectors. This document is not designed as a printed book or large group presentation but rather a discussion guide for small or medium sized multi-language training groups. The graphics on each page are designed to ease cross-cultural communication issues when using a translator or training in a second language. We hope that this document helps facilitate discussions with leaders in both formal training situations and informal mentoring sessions in homes and coffee shops around the world. The copyright on this document allows you to freely distribute and even modify the content to meet your needs.

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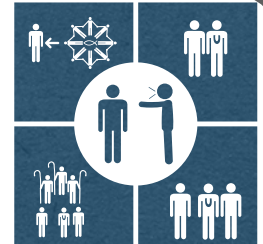


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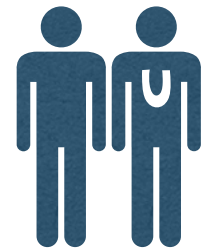


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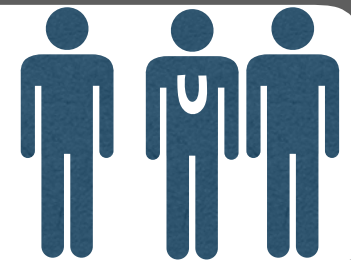
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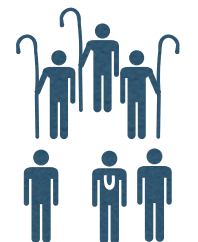
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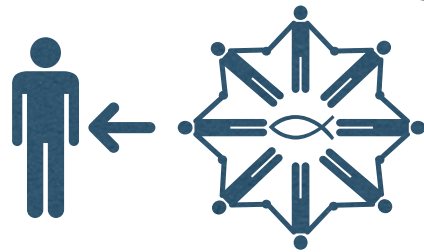
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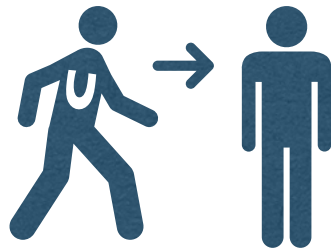
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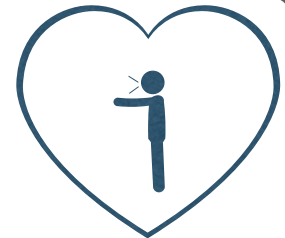
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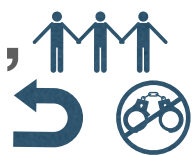
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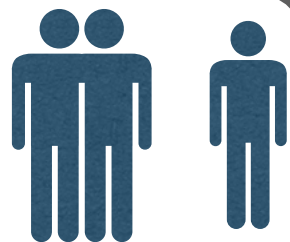
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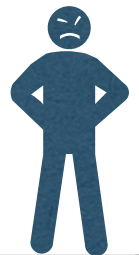
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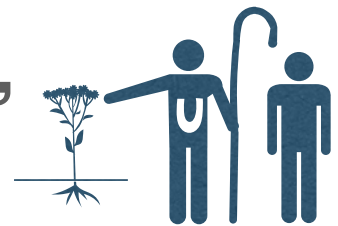
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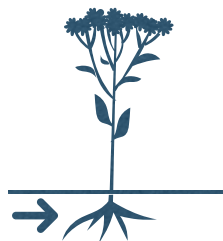
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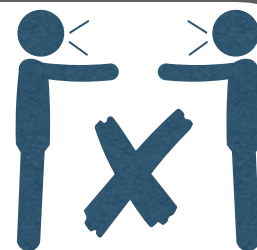
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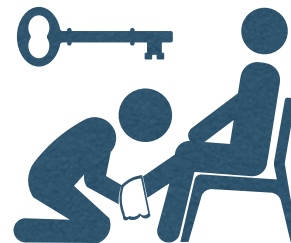
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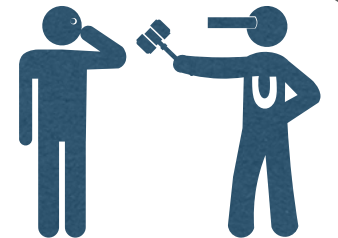


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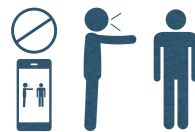


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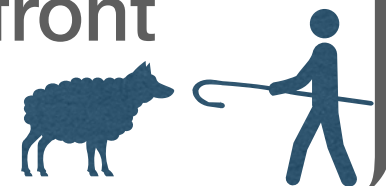
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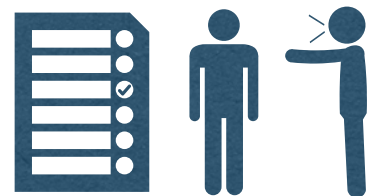
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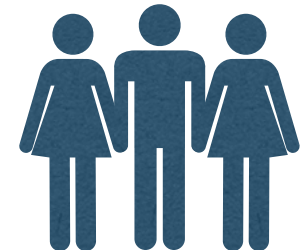
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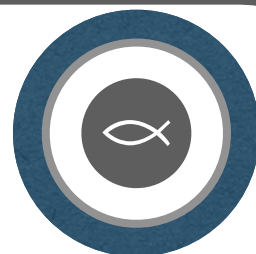


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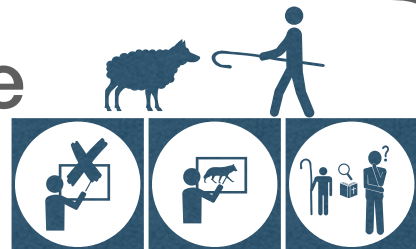
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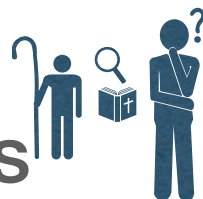
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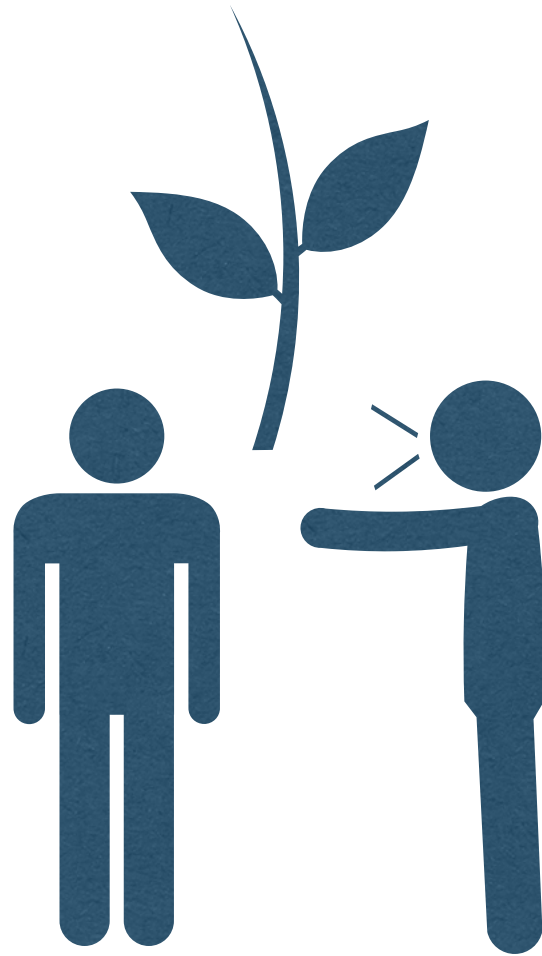


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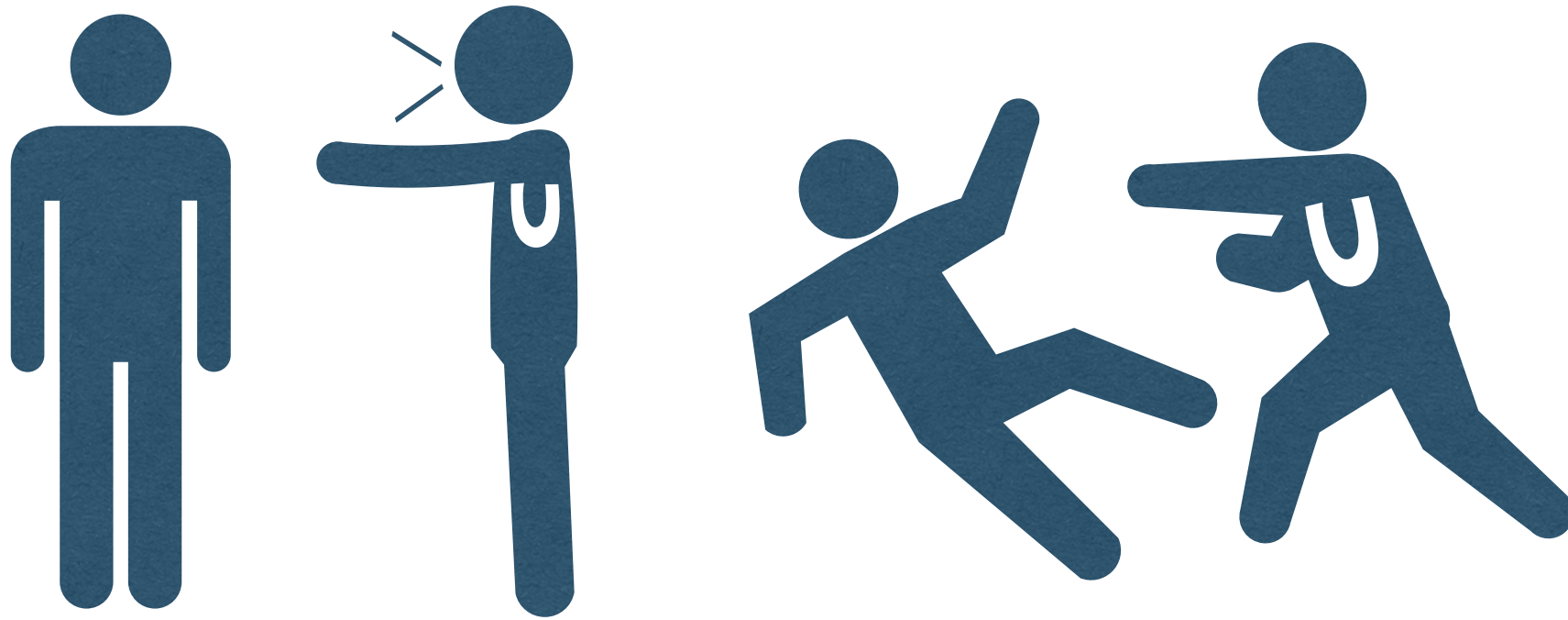
Introduction

Conflict Is Normal, An Opportunity for Growth



Key Idea: Conflict is a normal part of all social interaction and is a chance to grow in our ability to understand and communicate with others. But conflict handled in unhealthy ways can create permanent barriers and broken relationships.

Anger Is Not a Sin, Mishandling Anger Is



“Be angry and do not sin; do not let the sun go down on your anger, and give no opportunity to the devil.” (Ephesians 4:26-27)

“And he entered the temple and began to drive out those who sold, saying to them, ‘It is written, ‘My house shall be a house of prayer,’ but you have made it a den of robbers.’” (Luke 19:45-46)

“And he looked around at them with anger, grieved at their hardness of heart, and said to the man, “Stretch out your hand.” He stretched it out, and his hand was restored.” (Mark 3:5)

*** Also James 1:19-20, Ecclesiastes 7:9, Proverbs 15:18**

Key Idea: Everyone gets angry and there are times to be righteously angry. But handling anger in the wrong way is a sin.

Avoiding Conflict

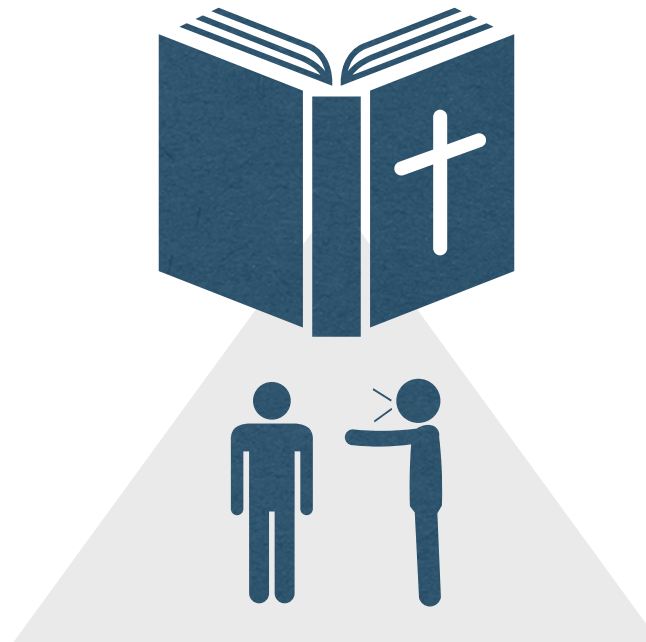
Multiplies Conflict



*“It is actually reported that there is sexual immorality among you, and of a kind that is not tolerated even among pagans, for a man has his father's wife. And you are arrogant! Ought you not rather to mourn? Let him who has done this be removed from among you. For though absent in body, I am present in spirit; and as if present, I have already pronounced judgment on the one who did such a thing. When you are assembled in the name of the Lord Jesus and my spirit is present, with the power of our Lord Jesus, you are to deliver this man to Satan for the destruction of the flesh, so that his spirit may be saved in the day of the Lord. Your boasting is not good. **Do you not know that a little leaven leavens the whole lump?** Cleanse out the old leaven that you may be a new lump, as you really are unleavened.” (1 Corinthians 5:1-7)*

Key Idea: If we avoid handling conflict the conflict will spread to the rest of the group and become a problem for everyone. Handle conflict quickly before it spreads.

The Bible Is our Conflict Management Guide (Not Culture)

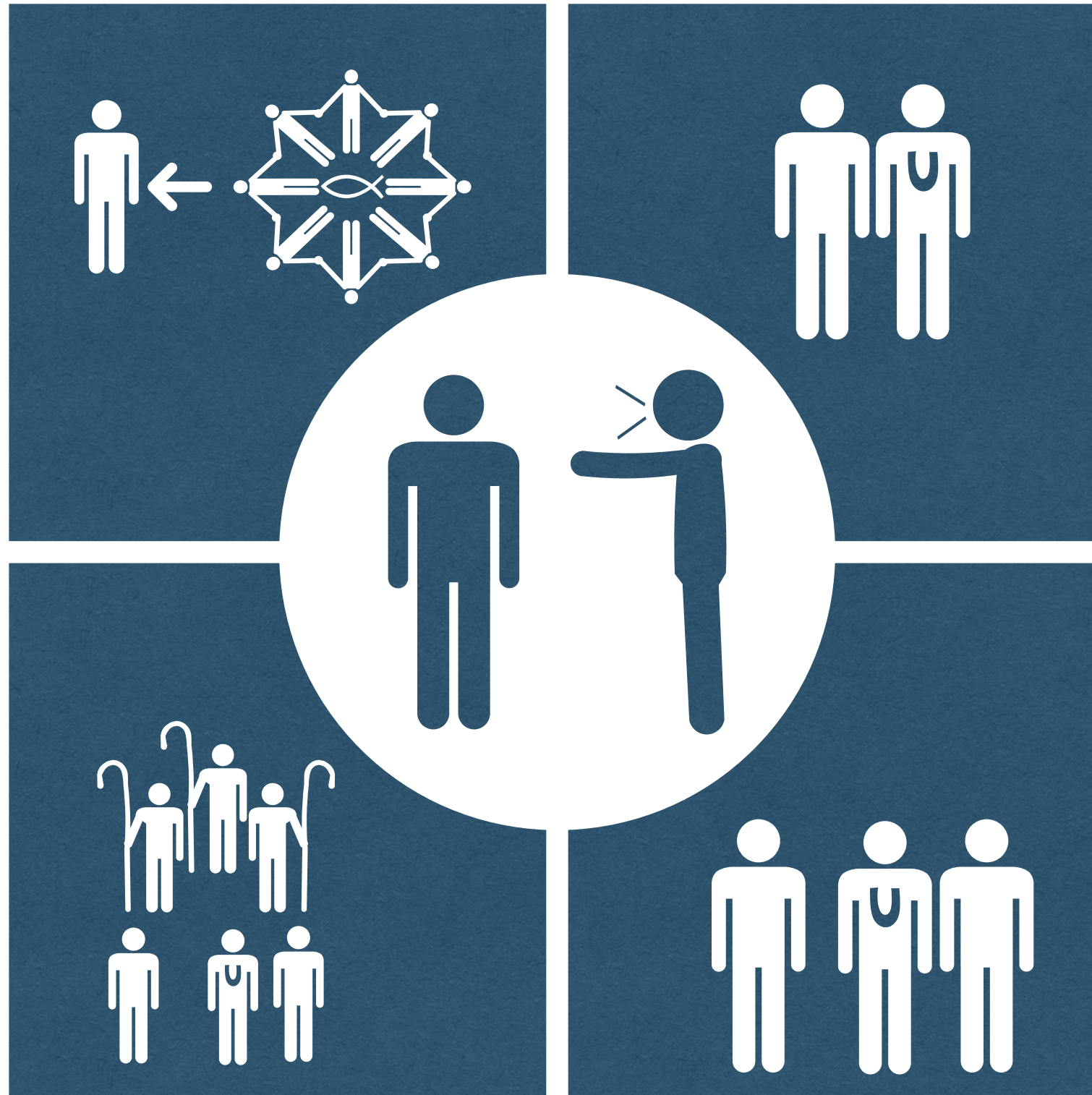


“All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work.” (2 Timothy 3:16-17)

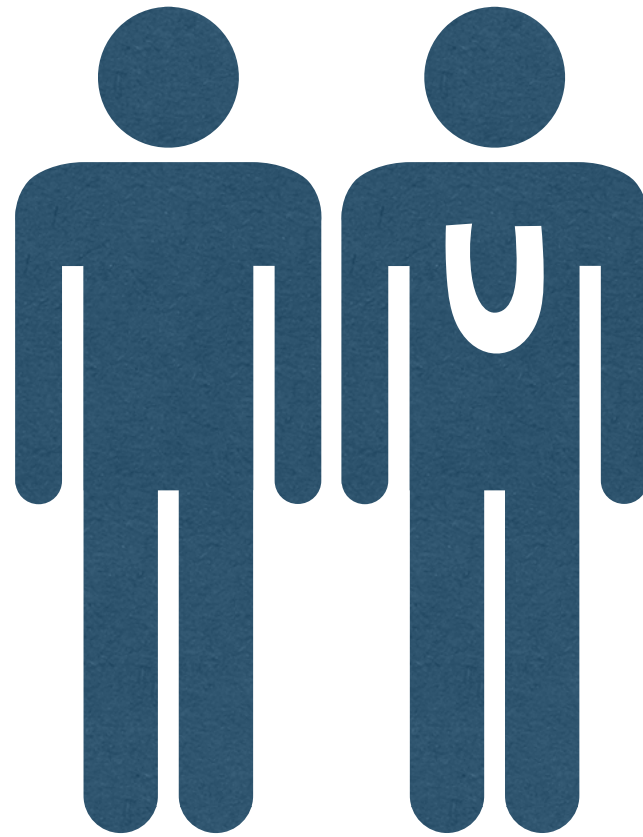
Key Idea: The Bible gives us guidelines for handling conflict. As believers we should follow biblical principles rather than cultural ways of handling conflict while adapting to culture when possible.

The Matthew 18 Principle

Follow the Matthew 18 Principle



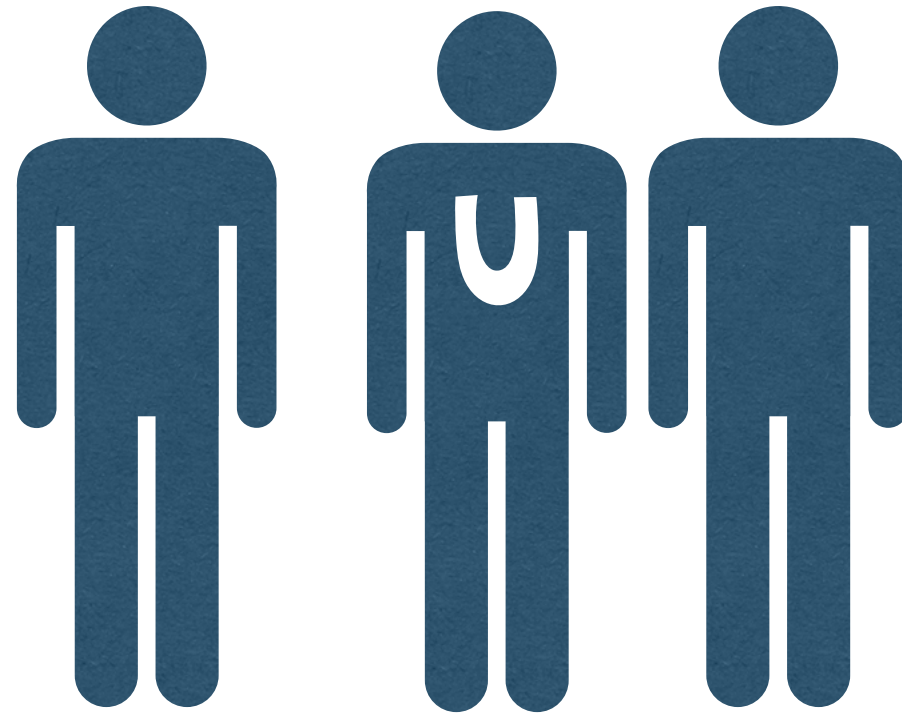
Meet One-on-One Privately



*“If your brother sins against you, go and tell him his fault, **between you and him alone**. If he listens to you, you have gained your brother.” (Matthew 18:15)*

Key Idea: Meet one-on-one privately with the person to lovingly, humbly, and gently resolve the conflict without involving anyone else.

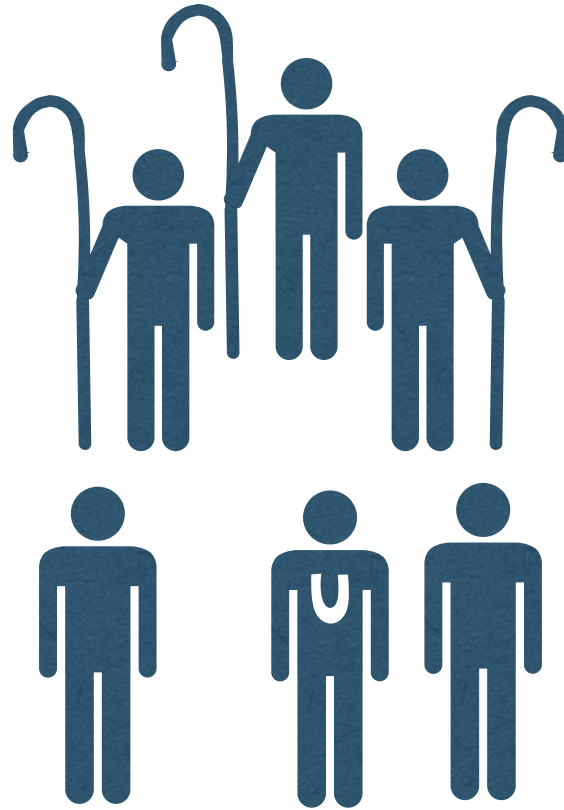
Take Another Person



*“But if he does not listen, **take one or two others along with you**, that every charge may be established by the evidence of two or three witnesses.” (Matthew 18:16)*

Key Idea: If they will not listen then take another person as witness. Try to choose a neutral person that you both respect and who may be able to act as a mediator.

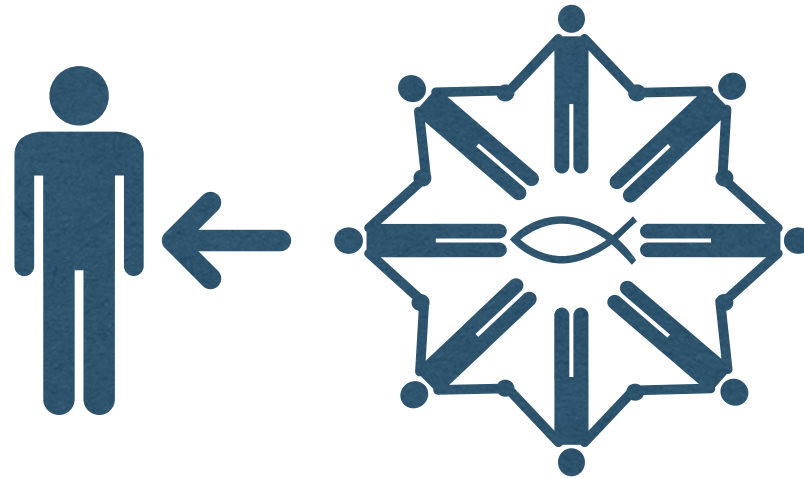
Bring It Before the Church



*“If he refuses to listen to them, **tell it to the church.** And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.” (Matthew 18:16)*

Key Idea: If they still will not listen then bring it before the church (either congregation or elders). Make sure this is a serious issue and not simply a minor dispute.

Treat Them as an Unbeliever



*“If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, **let him be to you as a Gentile and a tax collector.**” (Matthew 18:17)*

Purpose of Church Discipline:

Protect the name of Christ in the community
Bring the sinner to repentance and return to fellowship
Guard the congregation from infection

Key Idea: If they will not listen to the church then treat them as a non-believer - meaning ask them not to come back into the group until there is repentance.

True Friends Confront Us When We Do Wrong



“Brothers, if anyone is caught in any transgression, you who are spiritual should restore him in a spirit of gentleness. Keep watch on yourself, lest you too be tempted.” (Galatians 6:1)

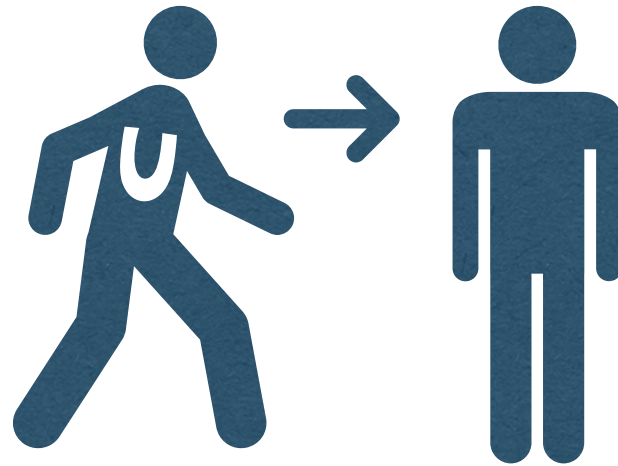
*“Pay attention to yourselves! If your brother sins, rebuke him, and if he repents, forgive him,....”
(Luke 17:3)*

“Let each of you look not only to his own interests, but also to the interests of others.” (Philippians 2:4)

“Faithful are the wounds of a friend; profuse are the kisses of an enemy.” (Proverbs 27:6)

Key Idea: A true friend will risk our anger for the sake of helping us overcome sin.

Go to Your Brother



*“So if you are offering your gift at the altar and there **remember that your brother has something against you**, leave your gift there before the altar and go. First be reconciled to your brother, and then come and offer your gift. ” (Matthew 5:23-26)*

*“**If your brother sins against you**, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother.” (Matthew 18:15)*

Key Idea: Take the initiative to go and resolve the conflict, don't wait on the other person to come to you.

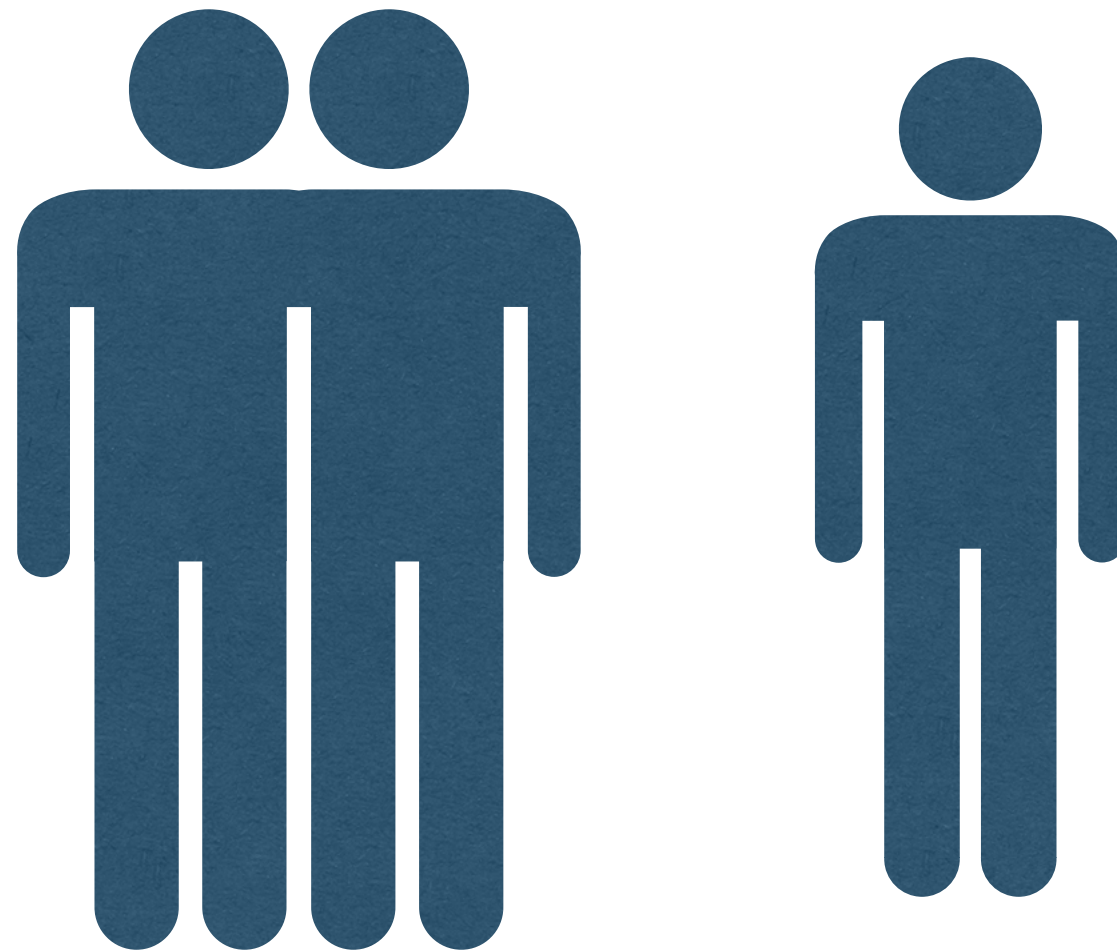
If Your Brother Repents, Forgive Him



*“Pay attention to yourselves! If your brother sins, rebuke him, and **if he repents, forgive him**, and if he sins against you seven times in the day, and turns to you seven times, saying, ‘I repent,’ you must forgive him.” (Luke 17:3-4)*

Key Idea: We should not hold a grudge against those who have sinned against us if there is repentance.

Don't Lobby for Support Beforehand



Key Idea: Do not lobby for support from others before you engage with the Matthew 18 process or you will undermine the process.

Don't Discipline Without Evidence, 2 Witnesses



*“But if he does not listen, take one or two others along with you, that every charge may be established **by the evidence of two or three witnesses.**” (Matthew 18:16)*

*“Do not admit a charge against an elder except on **the evidence of two or three witnesses.**” (1 Timothy 5:19)*

Key Idea: Don't let someone accuse someone else unless there is evidence from two people or hard evidence (text message, video, etc.)

Confront Older People With Gentleness



*“Do not rebuke an older man but encourage him as you would a father, younger men as brothers, older women as mothers, younger women as sisters, in all purity.”
(1 Timothy 5:1-2)*

Key Idea: We should not confront older people harshly but correct them gently.

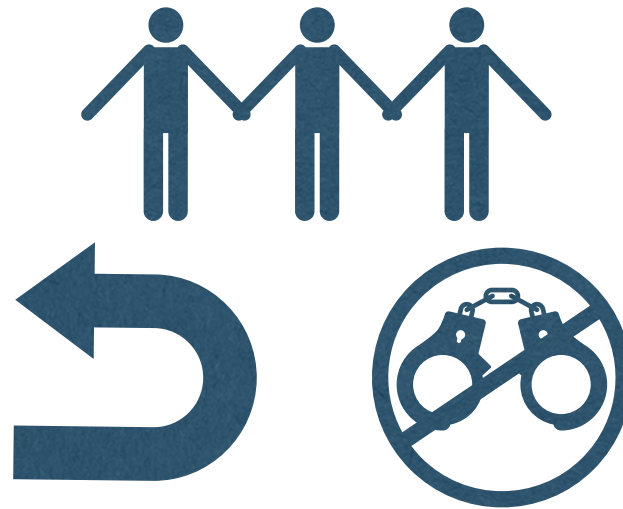
Love Is our Motivation



“If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal. And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing. If I give away all I have, and if I deliver up my body to be burned, but have not love, I gain nothing. Love is patient and kind; love does not envy or boast; it is not arrogant or rude. It does not insist on its own way; it is not irritable or resentful; it does not rejoice at wrongdoing, but rejoices with the truth. Love bears all things, believes all things, hopes all things, endures all things.” (1 Corinthians 13:1-7)

Key Idea: We need to let love for God and for others be our motivator in conflict management while following biblical guidelines.

The Goal Is Restoration, Not Punishment



“Now if anyone has caused pain, he has caused it not to me, but in some measure—not to put it too severely—to all of you. For such a one, this punishment by the majority is enough, so you should rather turn to forgive and comfort him, or he may be overwhelmed by excessive sorrow. So I beg you to reaffirm your love for him.” (2 Corinthians 2:5-8)

Key Idea: We practice church discipline in the hopes of a change in behavior and a return to the fellowship, not as punish for the wrongdoer.

React With Kindness When Confronted



“Let your speech always be gracious, seasoned with salt, so that you may know how you ought to answer each person.” (Colossians 4:6)

“A soft answer turns away wrath, but a harsh word stirs up anger.” (Proverbs 15:1)

Key Idea: We need to learn to handle conflicts with kindness, gentleness, and grace.

Humbly Admit When You Are Wrong



We all make
mistakes -
Romans 3:23.

“So if you are offering your gift at the altar and there remember that your brother has something against you, leave your gift there before the altar and go. First be reconciled to your brother, and then come and offer your gift.” (Matthew 5:23-24)

“If we confess our sins, he is faithful and just to forgive us our sins and to cleanse us from all unrighteousness.” (1 John 1:9)

Key Idea: We need to humbly admit when we are wrong and ask for forgiveness rather than trying to justify ourselves. Even if the other person does not respond with humility or kindness we need to respond in a biblical and loving way.

Active Listening

Practice Active Listening



Key Idea: Practicer active listening in dealing with conflict by listening (not talking), asking clarifying questions, and repeating back what you hear to make sure that you are really understanding what is being said.

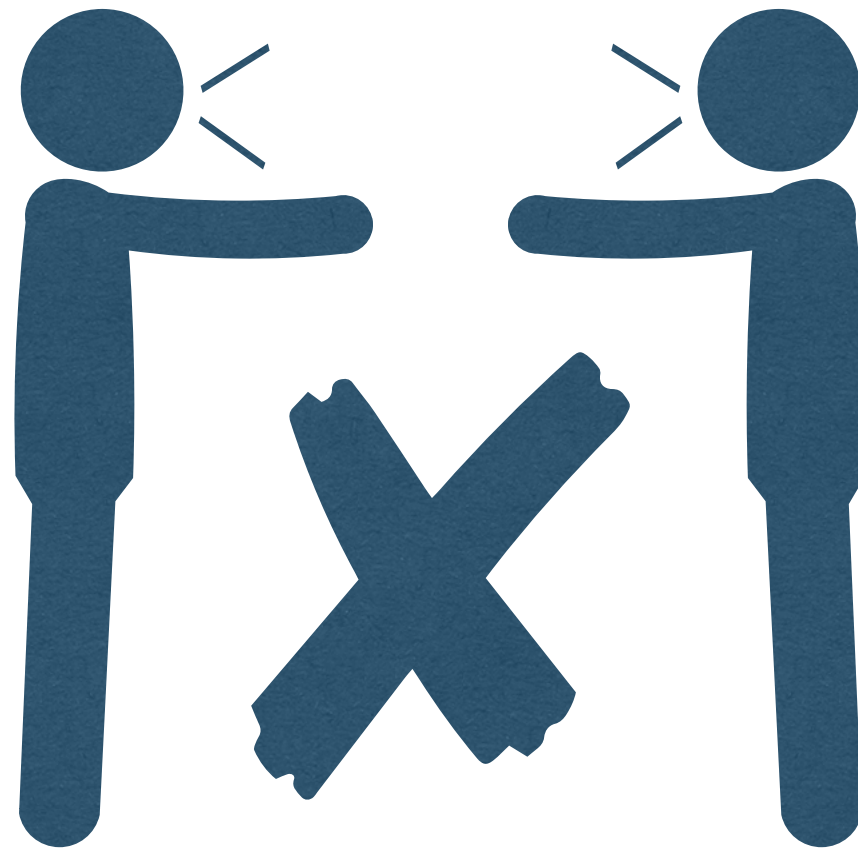
Two Eyes, Two Ears, One Mouth



“Know this, my beloved brothers: let every person be quick to hear, slow to speak, slow to anger;” (James 1:19)

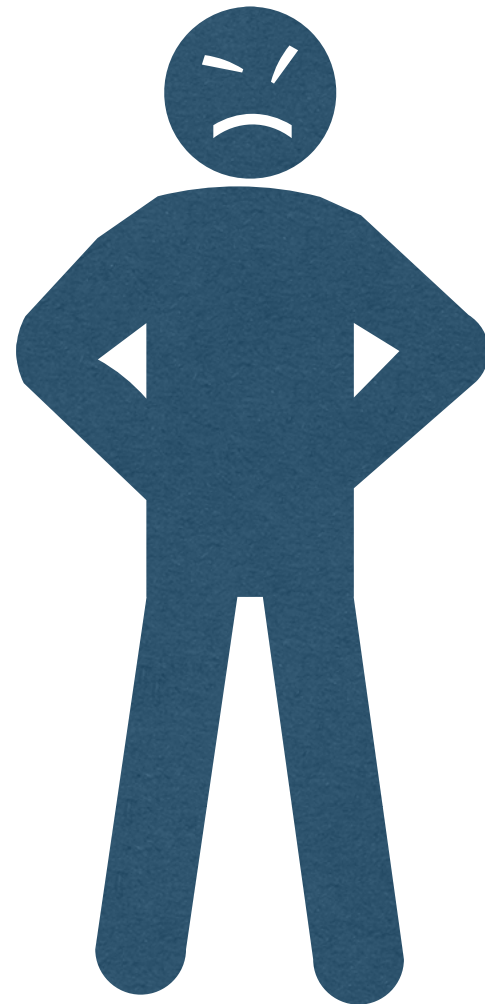
Key Idea: We need to keep our eyes and ears open, be quick to listen, and be slow to speak.

Don't Interrupt or Talk Over the Person



Key Idea: Don't interrupt or talk over the other person as this shows a lack of respect, causes the speaker to lose their train of thought, creates frustration, and in general shuts down good communication.

Guard Body Language and Facial Expressions



Key Idea: Our body language and facial expressions often communicate more than we realize. Learn to keep your facial expressions and body language neutral.

Guard Your Tongue

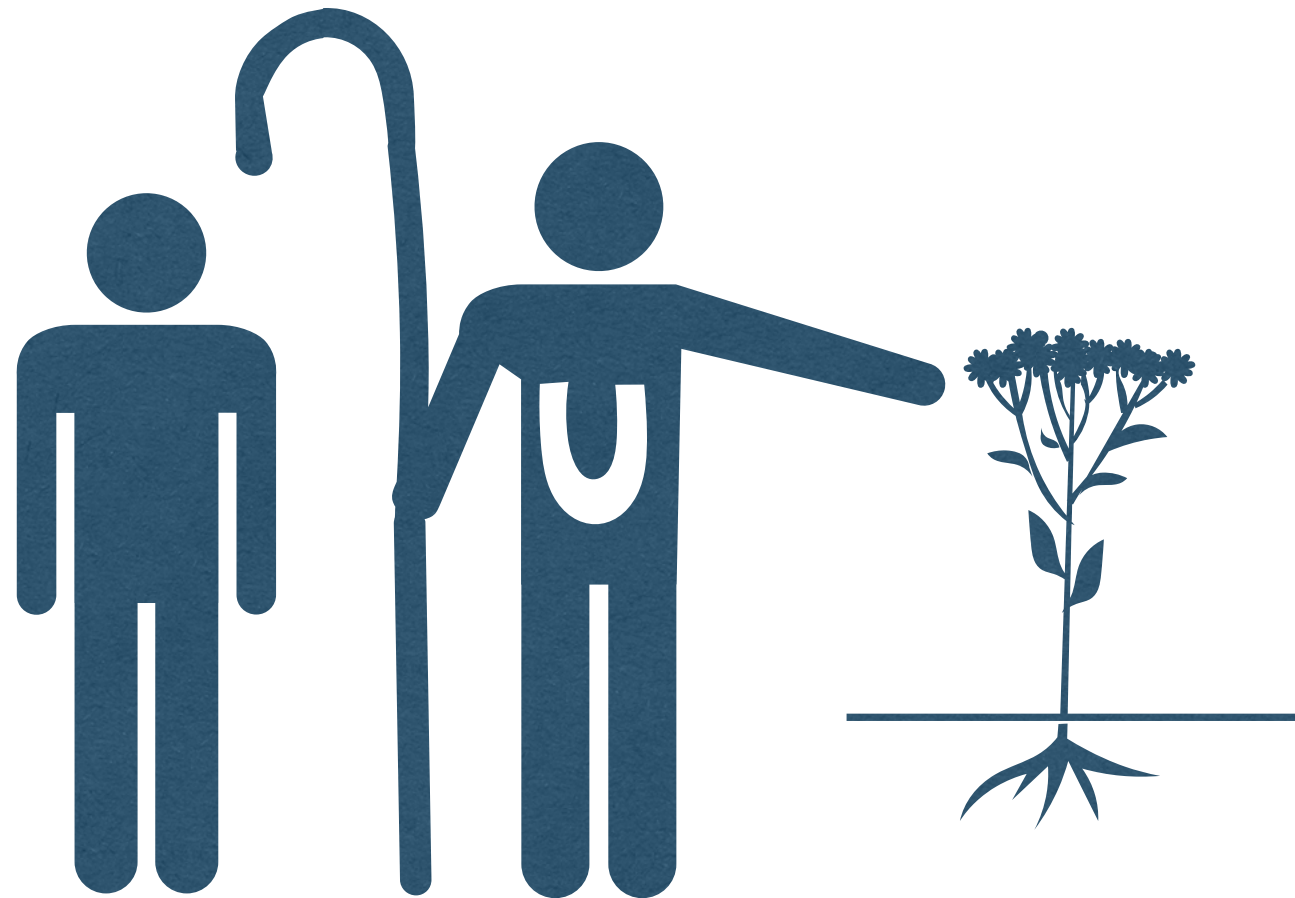


“Whoever keeps his mouth and his tongue keeps himself out of trouble.” (Proverbs 21:23)

“So also the tongue is a small member, yet it boasts of great things. How great a forest is set ablaze by such a small fire! And the tongue is a fire, a world of unrighteousness. The tongue is set among our members, staining the whole body, setting on fire the entire course of life, and set on fire by hell. For every kind of beast and bird, of reptile and sea creature, can be tamed and has been tamed by mankind, but no human being can tame the tongue. It is a restless evil, full of deadly poison. With it we bless our Lord and Father, and with it we curse people who are made in the likeness of God. From the same mouth come blessing and cursing. My brothers, these things ought not to be so. Does a spring pour forth from the same opening both fresh and salt water? Can a fig tree, my brothers, bear olives, or a grapevine produce figs? Neither can a salt pond yield fresh water.” (James 3:5-12)

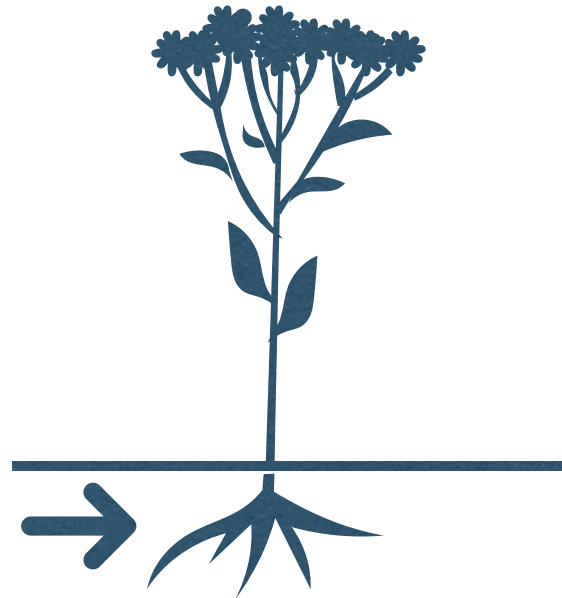
Key Idea: We need to control what we say, especially as leaders. Some things you say cannot be taken back.

Attack the Problem, Not the Person



Key Idea: We should address only the issue that is causing the conflict and avoid attacking the character of the person.

Address Root Causes, Not Symptoms



Small conflicts become big conflicts when unseen root causes are not addressed. Leaders need to ask a lot of questions in order to get to root causes of conflict. This is not a quick process. First impressions are often wrong. Gossip, anger management issues, jealousy, and pride are often root causes of conflict. These root causes will continue to create conflict until they have been addressed. If you are not sure how to handle these issues look for a wise and godly person who can help you.

“What causes quarrels and what causes fights among you? Is it not this, that your passions are at war within you? You desire and do not have, so you murder. You covet and cannot obtain, so you fight and quarrel. You do not have, because you do not ask. You ask and do not receive, because you ask wrongly, to spend it on your passions.” (James 4:1-3)

Key Idea: We need to address the root causes of conflict rather than just the symptoms. Otherwise, the conflict will continue.

Take a Break if You Get Frustrated



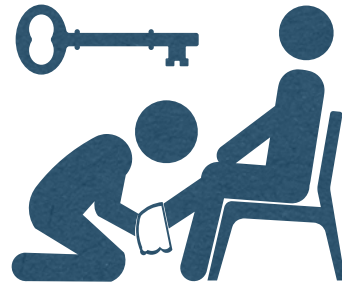
Key Idea: Take a short 5 minute break if people are getting really frustrated so that you can speak rationally instead of letting emotions dictate the conversation.

Win the Person, Not the Conflict



Key Idea: Our goal is to win the person and help them overcome the issue, not to establish the fact that we are right and they are wrong.

Humility Is the Key

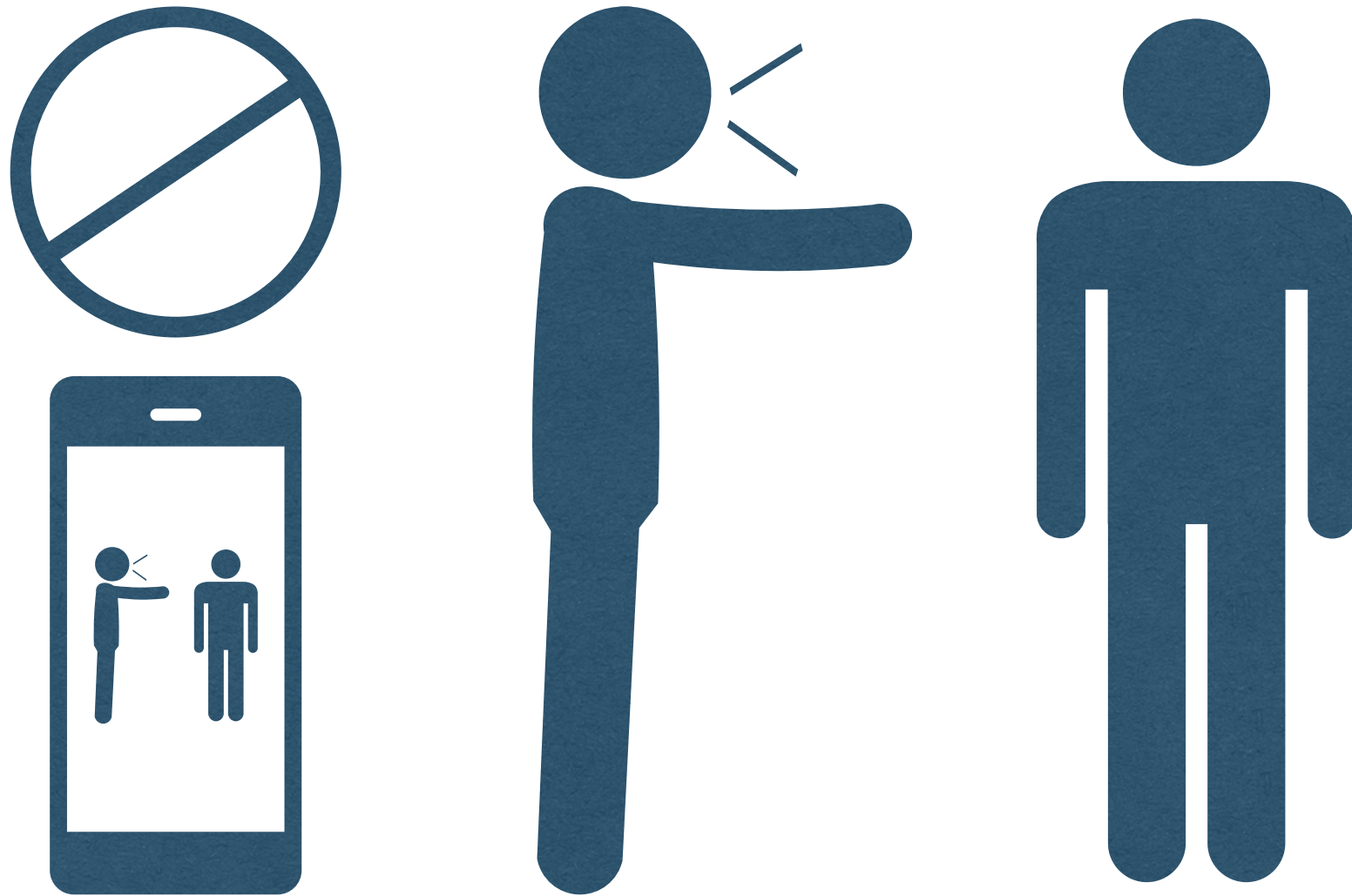


“Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others. Have this mind among yourselves, which is yours in Christ Jesus, who, though he was in the form of God, did not count equality with God a thing to be grasped, but emptied himself, by taking the form of a servant, being born in the likeness of men. And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross.” (Philippians 2:3-8)

Key Idea: Humility helps de-escalate conflict and shows that you care about the other person and not just your own interests.

Other Principles

Avoid Publicizing Conflict Outside the Church



“When one of you has a grievance against another, does he dare go to law before the unrighteous instead of the saints? Or do you not know that the saints will judge the world? And if the world is to be judged by you, are you incompetent to try trivial cases? Do you not know that we are to judge angels? How much more, then, matters pertaining to this life! So if you have such cases, why do you lay them before those who have no standing in the church? I say this to your shame. Can it be that there is no one among you wise enough to settle a dispute between the brothers, but brother goes to law against brother, and that before unbelievers? To have lawsuits at all with one another is already a defeat for you. Why not rather suffer wrong? Why not rather be defrauded? But you yourselves wrong and defraud—even your own brothers!” (1 Corinthians 6:1-8)

Key Idea: Handle conflict within the church rather than making conflict public either through social media or public and legal institutes.

Don't Take Revenge

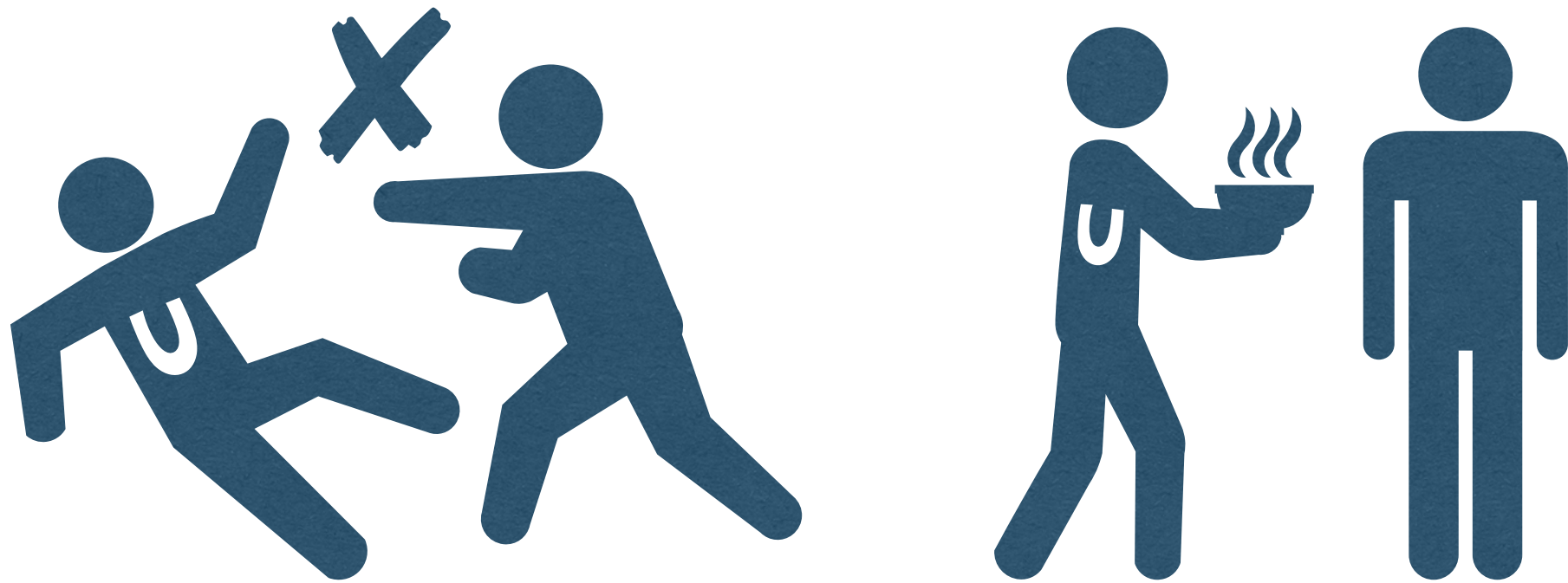


“Repay no one evil for evil, but give thought to do what is honorable in the sight of all. If possible, so far as it depends on you, live peaceably with all. Beloved, never avenge yourselves, but leave it to the wrath of God, for it is written, ‘Vengeance is mine, I will repay, says the Lord.’” (Romans 12:17-19)

“You have heard that it was said, ‘An eye for an eye and a tooth for a tooth.’ But I say to you, Do not resist the one who is evil. But if anyone slaps you on the right cheek, turn to him the other also. And if anyone would sue you and take your tunic, let him have your cloak as well.” (Matthew 5:38-40)

Key Idea: We should not take personal revenge on those who have done wrong to us because vengeance belongs to God.

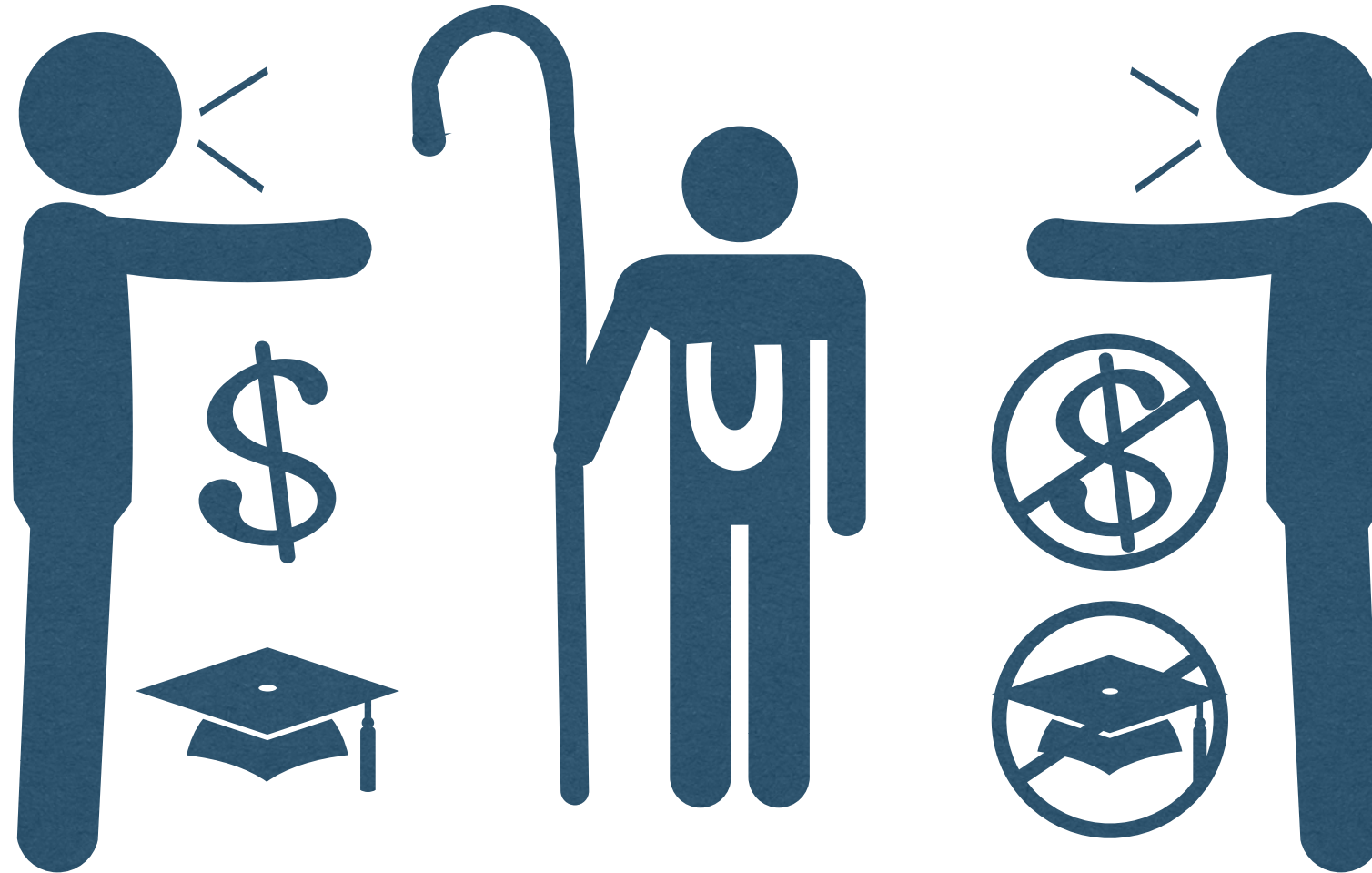
Love Your Enemies



“To the contrary, ‘if your enemy is hungry, feed him; if he is thirsty, give him something to drink; for by so doing you will heap burning coals on his head.’” (Romans 12:20)

Key Idea: Jesus says that we are not to retaliate against those who hurt us. Instead, we are to show them love.

Don't Play Favorites



“My brothers, show no partiality as you hold the faith in our Lord Jesus Christ, the Lord of glory. For if a man wearing a gold ring and fine clothing comes into your assembly, and a poor man in shabby clothing also comes in, and if you pay attention to the one who wears the fine clothing and say, “You sit here in a good place,” while you say to the poor man, “You stand over there,” or, “Sit down at my feet,” have you not then made distinctions among yourselves and become judges with evil thoughts? Listen, my beloved brothers, has not God chosen those who are poor in the world to be rich in faith and heirs of the kingdom, which he has promised to those who love him? But you have dishonored the poor man. Are not the rich the ones who oppress you, and the ones who drag you into court? Are they not the ones who blaspheme the honorable name by which you were called? If you really fulfill the royal law according to the Scripture, “You shall love your neighbor as yourself,” you are doing well. But if you show partiality, you are committing sin and are convicted by the law as transgressors.” (Romans 12:20)

Key Idea: Everyone should be treated as equals in a dispute. Don't play favorites.

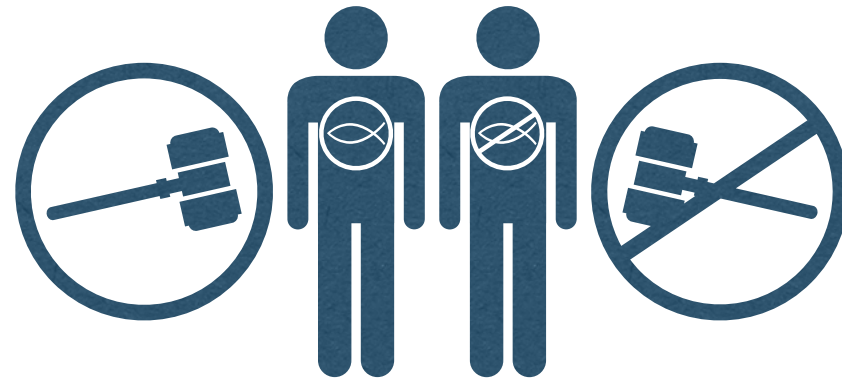
Don't Judge Hypocritically



“Judge not, that you be not judged. For with the judgment you pronounce you will be judged, and with the measure you use it will be measured to you. Why do you see the speck that is in your brother's eye, but do not notice the log that is in your own eye? Or how can you say to your brother, ‘Let me take the speck out of your eye,’ when there is the log in your own eye? You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother's eye.” (Matthew 7:1-5)

Key Idea: We need to be careful that we do not judge hypocritically, holding others to a standard that we ourselves cannot meet.

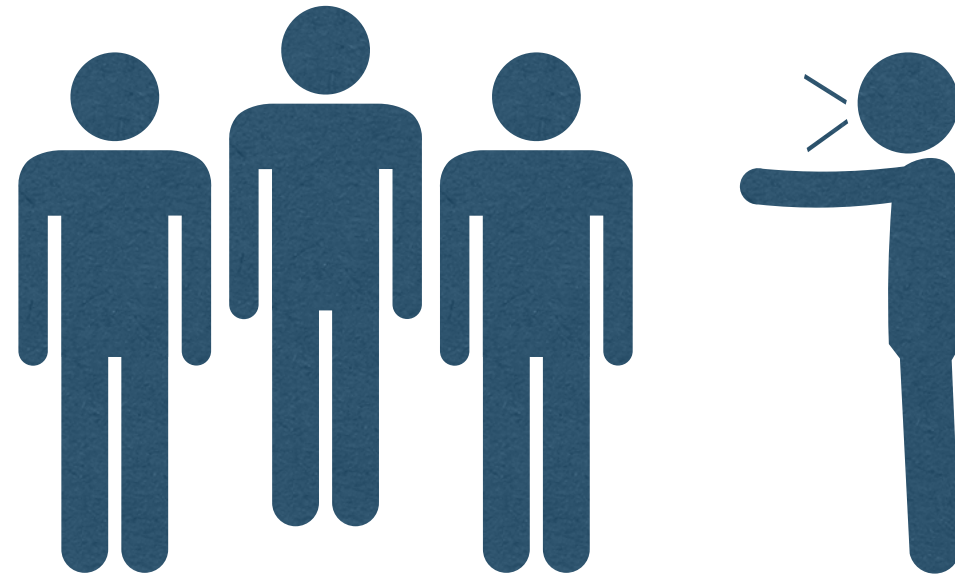
Don't Judge Unbelievers, Do Judge Believers



*“I wrote to you in my letter not to associate with sexually immoral people — **not at all meaning the sexually immoral of this world**, or the greedy and swindlers, or idolaters, since then you would need to go out of the world. But now I am writing to you **not to associate with anyone who bears the name of brother** if he is guilty of sexual immorality or greed, or is an idolater, reviler, drunkard, or swindler—not even to eat with such a one. For what have I to do with judging outsiders? Is it not **those inside the church** whom **you are to judge**? God judges those outside. “Purge the evil person from among you.” (1 Corinthians 5:9-13)*

Key Idea: We are not supposed to judge unbelievers but we are supposed to do church discipline with believers who are involved in serious sin.

Warn a Divisive Person Then Take Action



“As for a person who stirs up division, after warning him once and then twice, have nothing more to do with him, knowing that such a person is warped and sinful; he is self-condemned.” (Titus 3:10-11)

Key Idea: We should warn a divisive person multiple times but then, if there is no repentance, we should ask them to leave the group.

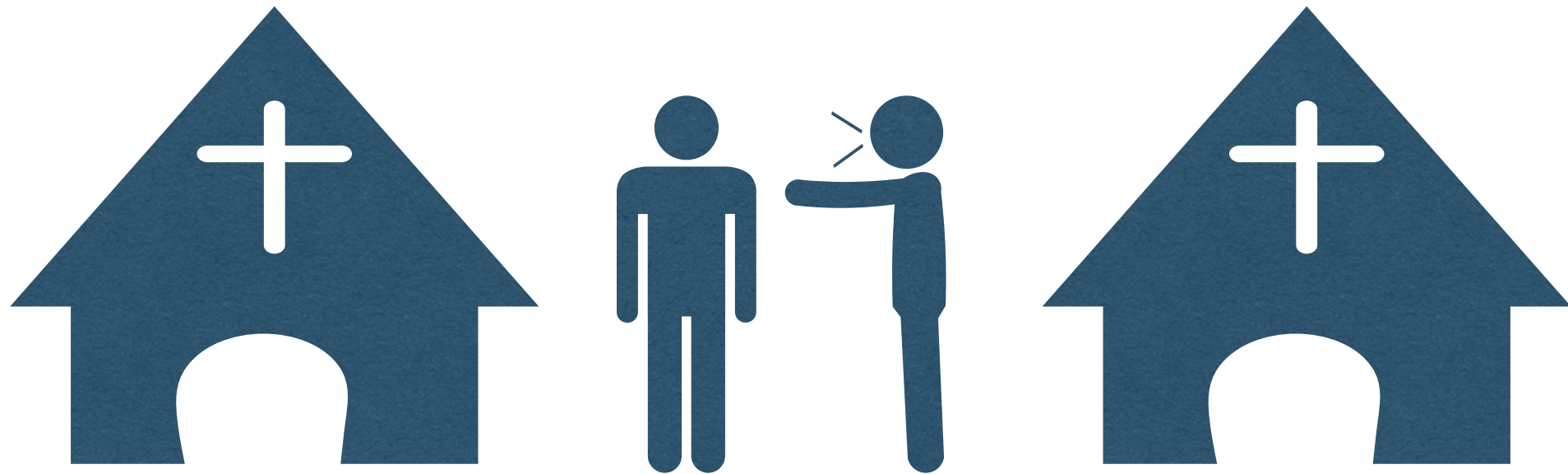
Avoid Rivalries



“Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others. Have this mind among yourselves, which is yours in Christ Jesus, who, though he was in the form of God, did not count equality with God a thing to be grasped, but emptied himself, by taking the form of a servant, being born in the likeness of men. And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross.” (Philippians 2:3-8)

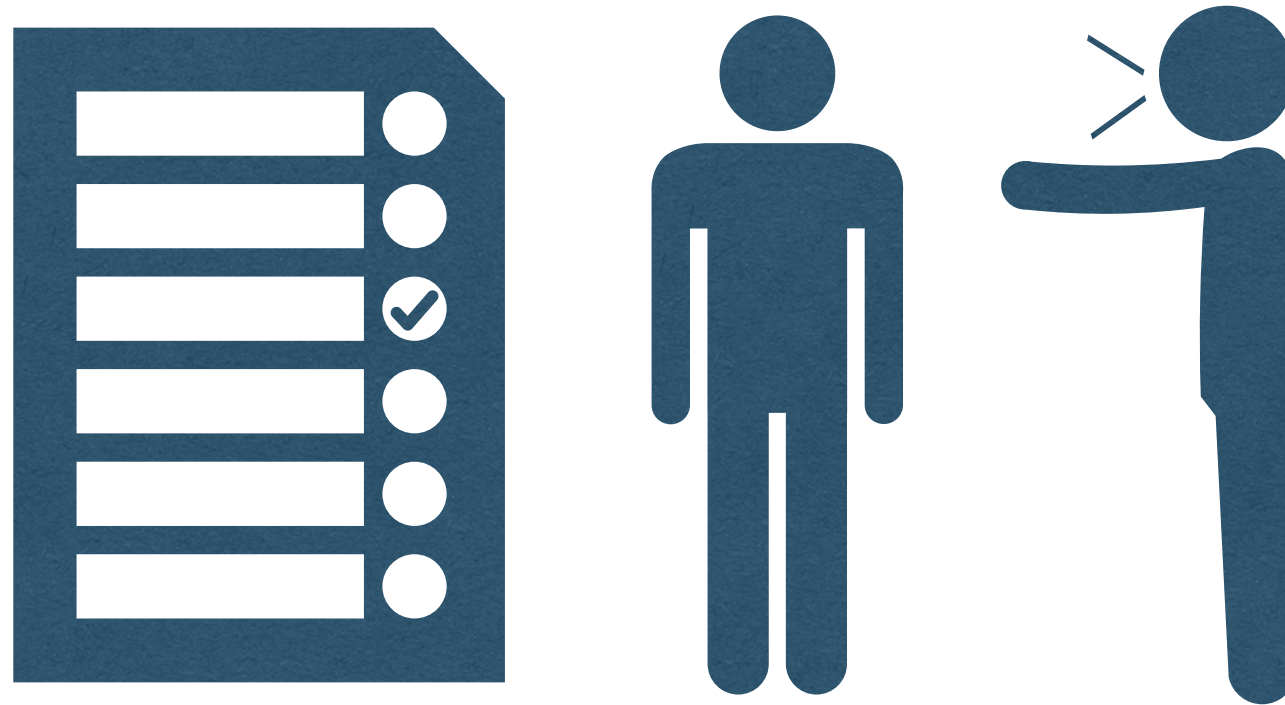
Key Idea: Avoid conflict over rivalries for power in a group or between groups.

Handle Conflict With Other Ministries Biblically



Key Idea: Use the Matthew 18 Principle when dealing with conflict with other churches or ministries but if the other church will not work towards resolution there is very little you can do other than pray and look for future opportunities to dialogue again.

Evaluating a Conflict Situation



- **What was the conflict?**
- **Was the Matthew 18 Principle followed?**
- **Did everyone have a chance to give their side of the story clearly?**
- **Did you practice active listening by asking clarifying questions?**
- **Was everyone respectful (words, body language, facial expressions)? If not, this needs to be addressed with the next conflict in mind.**
- **Was the root cause of the conflict clear? Has that root cause been dealt with biblically?**
- **Was there clear evidence of wrongdoing by either side? (2 witnesses or hard evidence?)**
- **Was there resolution to the conflict? Was their repentance? Was their humility? Were any steps taken or plans made to repair damage?**
- **What needs to happen next?**
- **What went well?**
- **What did not go well? How could you improve this process for future conflict situations?**

Confronting False Teachers

The Essentials Circle (Theological Conflict)

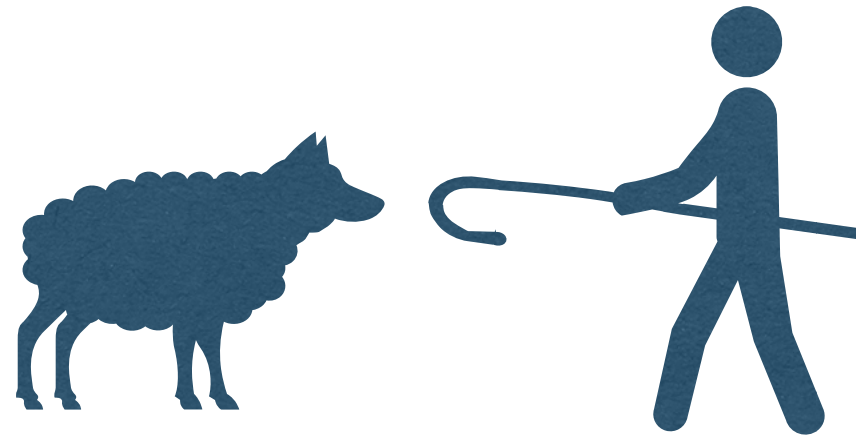


1. Essentials of the faith
2. Matters of Practice
3. Interesting (and important) Discussions

Make sure not to turn every theological disagreement into a major conflict!

Key Idea: Use the “Essentials Circle” to gauge the importance of theological conflicts. It is essential to correct misunderstandings in ring one and two but not in ring three.

Leaders Must Confront False Teachers and Teaching



“He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.” (Titus 1:9)

“I appeal to you, brothers, to watch out for those who cause divisions and create obstacles contrary to the doctrine that you have been taught; avoid them. For such persons do not serve our Lord Christ, but their own appetites, and by smooth talk and flattery they deceive the hearts of the naive.” (Romans 16:17-18)

“Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood. I know that after my departure fierce wolves will come in among you, not sparing the flock; and from among your own selves will arise men speaking twisted things, to draw away the disciples after them. Therefore be alert, remembering that for three years I did not cease night or day to admonish every one with tears.”
(Acts 20:28-31)

Key Idea: One aspect of leading a group is that you must be able and willing to confront false teachers and teaching.

4 Signs of a False Teacher

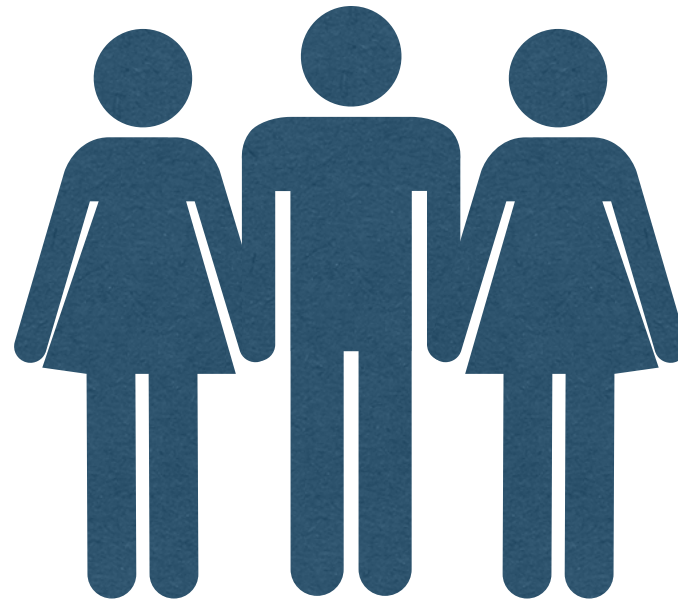


- Sex
- Money, fame, or power
- Adding to or taking away from the Bible
- Salvation through Jesus plus good works or denies salvation through Jesus

“Beware of false prophets, who come to you in sheep's clothing but inwardly are ravenous wolves. You will recognize them by their fruits. Are grapes gathered from thornbushes, or figs from thistles? So, every healthy tree bears good fruit, but the diseased tree bears bad fruit. A healthy tree cannot bear bad fruit, nor can a diseased tree bear good fruit. Every tree that does not bear good fruit is cut down and thrown into the fire. Thus you will recognize them by their fruits.”
(Matthew 7:15-20)

Key Idea: A wolf or false teacher is someone who uses his position for sex; money, fame or power; who adds to or takes away from the Bible; or someone who teaches salvation through Jesus' sacrifice plus some other good work or denies salvation through Jesus.

Use Their Position for Sex



“For among them are those who creep into households and capture weak women, burdened with sins and led astray by various passions, always learning and never able to arrive at a knowledge of the truth. Just as Jannes and Jambres opposed Moses, so these men also oppose the truth, men corrupted in mind and disqualified regarding the faith. But they will not get very far, for their folly will be plain to all, as was that of those two men.” (2 Timothy 3:6-9)

*“and especially **those who indulge in the lust of defiling passion and despise authority.** Bold and willful, they do not tremble as they blaspheme the glorious ones, whereas angels, though greater in might and power, do not pronounce a blasphemous judgment against them before the Lord. But these, like irrational animals, creatures of instinct, born to be caught and destroyed, blaspheming about matters of which they are ignorant, will also be destroyed in their destruction, suffering wrong as the wage for their wrongdoing. **They count it pleasure to revel in the daytime.** They are blots and blemishes, reveling in their deceptions, while they feast with you” (2 Peter 2:10-13)*

Key Idea: Those who abuse their position within the church to seduce others are false teachers.

Use Their Position for Money, Fame, or Power



*“But false prophets also arose among the people, just as there will be false teachers among you, who will secretly bring in destructive heresies, even denying the Master who bought them, bringing upon themselves swift destruction. And **many will follow their sensuality, and because of them the way of truth will be blasphemed. And in their greed they will exploit you with false words. Their condemnation from long ago is not idle, and their destruction is not asleep.**” (2 Peter 2:1-3)*

*“They have eyes full of adultery, **insatiable for sin**. They **entice unsteady souls**. They have **hearts trained in greed**. Accursed children! Forsaking the right way, they have gone astray. They have followed the way of Balaam, the son of Beor, who loved gain from wrongdoing,” (2 Peter 2:14-15)*

*“For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or **greedy for gain**,” (Titus 1:7)*

*“And what I am doing I will continue to do, in order to undermine the claim of those who would like to claim that in their boasted mission they work on the same terms as we do. **For such men are false apostles, deceitful workmen, disguising themselves as apostles of Christ. And no wonder, for even Satan disguises himself as an angel of light.** So it is no surprise if his servants, also, disguise themselves as servants of righteousness. Their end will correspond to their deeds.” (2 Corinthians 11:12-15)*

Key Idea: Those who use their position within the church to gain money, fame, or power are false teachers.

Adding to or Taking Away From the Bible



“You shall not add to the word that I command you, **nor take from it**, that you may keep the commandments of the LORD your God that I command you.” (Deuteronomy 4:2)

“I warn everyone who hears the words of the prophecy of this book: **if anyone adds to them**, God will add to him the plagues described in this book, and **if anyone takes away from the words** of the book of this prophecy, God will take away his share in the tree of life and in the holy city, which are described in this book.” (Revelations 22:18-19)

“For the time is coming when people will not endure sound teaching, but having itching ears they will accumulate for themselves teachers to suit their own passions, and will turn away from listening to the truth and wander off into myths.” (2 Timothy 4:3-4)

Key Idea: Anyone who tries to take away from or add to the Bible is a false teacher.

Salvation Through Works or Denies Salvation Through Christ

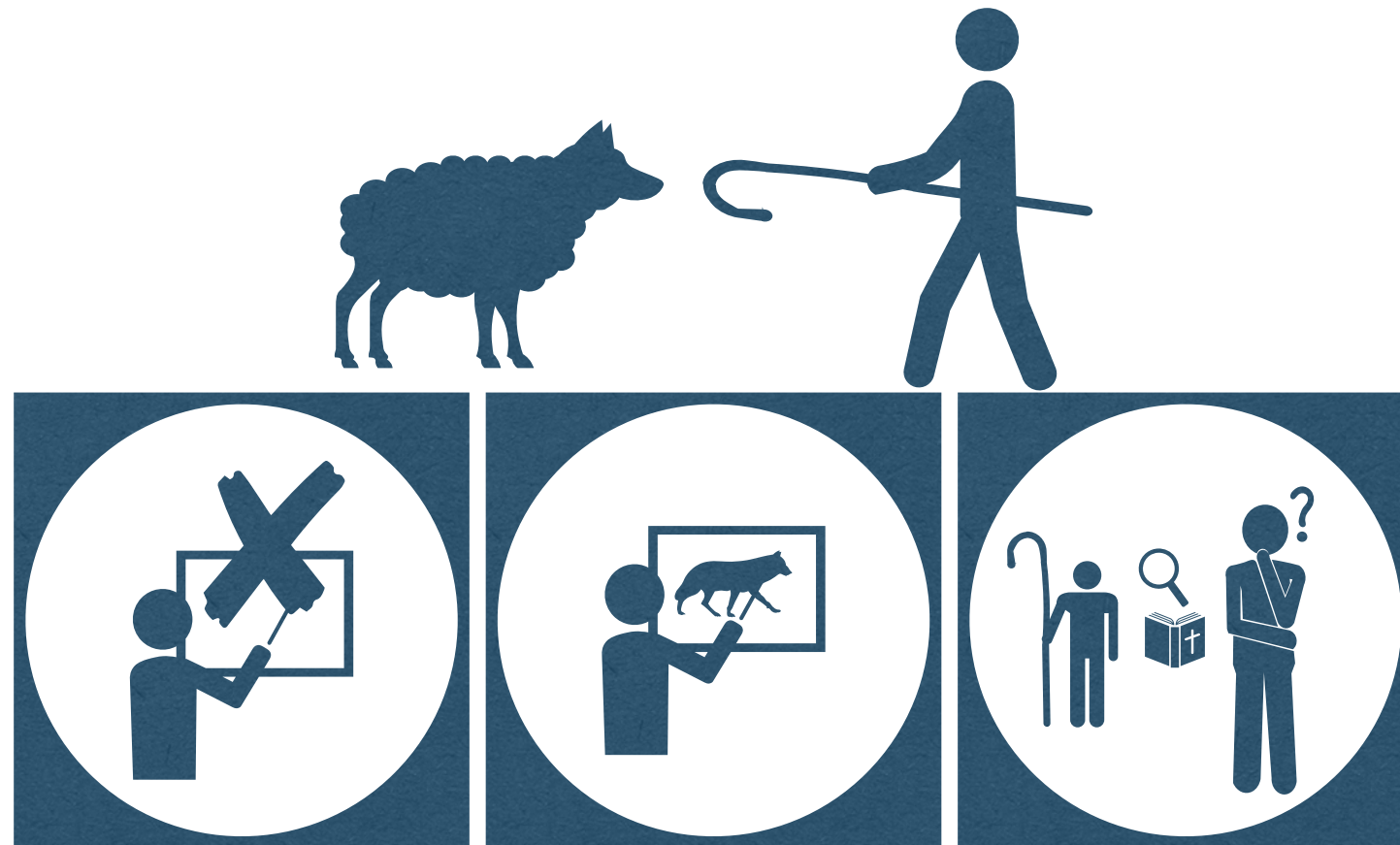


*“I am astonished that you are so quickly deserting him who called you in the grace of Christ and are turning to a different gospel— not that there is another one, but there are some who trouble you and want to distort the gospel of Christ. **But even if we or an angel from heaven should preach to you a gospel contrary to the one we preached to you, let him be accursed.** As we have said before, so now I say again: If anyone is preaching to you a gospel contrary to the one you received, let him be accursed.” (Galatians 1:6-9)*

*“Beloved, do not believe every spirit, but **test the spirits to see whether they are from God, for many false prophets have gone out into the world.** By this you know the Spirit of God: **every spirit that confesses that Jesus Christ has come in the flesh is from God, and every spirit that does not confess Jesus is not from God.** This is the spirit of the antichrist, which you heard was coming and now is in the world already. Little children, you are from God and have overcome them, for he who is in you is greater than he who is in the world. They are from the world; therefore they speak from the world, and the world listens to them. We are from God. Whoever knows God listens to us; whoever is not from God does not listen to us. By this we know the Spirit of truth and the spirit of error.” (1 John 4:1-6)*

Key Idea: Anyone who teaches salvation through Jesus plus good works or denies salvation through Jesus is a false teacher.

Confronting False Teachers



- Stop them from teaching
- Identify the teacher and their teaching
- Train members to examine the scriptures for themselves

Key Idea: We must confront false teachers and their teachings or they will lead group members away from the faith.

Stop the False Teacher From Teaching



*“As I urged you when I was going to Macedonia, remain at Ephesus so that you may **charge certain persons not to teach any different doctrine**, nor to devote themselves to myths and endless genealogies, which promote speculations rather than the stewardship from God that is by faith. The aim of our charge is love that issues from a pure heart and a good conscience and a sincere faith. **Certain persons, by swerving from these, have wandered away into vain discussion, desiring to be teachers of the law, without understanding either what they are saying or the things about which they make confident assertions.**” (Titus 1:3-7)*

“But I have this against you, that you tolerate that woman Jezebel, who calls herself a prophetess and is teaching and seducing my servants to practice sexual immorality and to eat food sacrificed to idols. I gave her time to repent, but she refuses to repent of her sexual immorality” (Revelations 2:20-21)

“ If anyone comes to you and does not bring this teaching, do not receive him into your house or give him any greeting, for whoever greets him takes part in his wicked works.” (2 John 1:10-11)

Key Idea: Do not allow false teachers to teach or to have influence in your group.

Identify the False Teacher and his Teaching

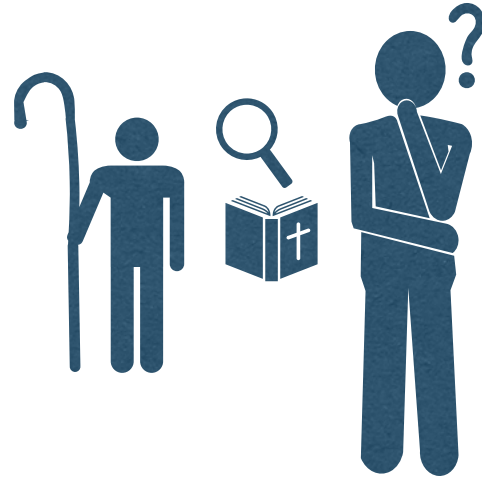


*“But avoid irreverent babble, for it will lead people into more and more ungodliness, and their talk will spread like gangrene. **Among them are Hymenaeus and Philetus, who have swerved from the truth, saying that the resurrection has already happened. They are upsetting the faith of some**” (2 Timothy 2:16-18)*

“Alexander the coppersmith did me great harm; the Lord will repay him according to his deeds. Beware of him yourself, for he strongly opposed our message.” (2 Timothy 4:14-15)

Key Idea: Identify the false teacher and his teaching clearly to the group so that they know this person is a false teacher and they understand how the false teaching contradicts the essentials of scripture.

Teach People To Examine the Scriptures Themselves



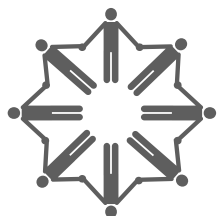
*“The brothers immediately sent Paul and Silas away by night to Berea, and when they arrived they went into the Jewish synagogue. Now these Jews were more noble than those in Thessalonica; they received the word with all eagerness, **examining the Scriptures daily to see if these things were so.**” (Acts 17:10-11)*

Key Idea: Teach people to examine the Scriptures themselves or you will leave them vulnerable to future false teachers.

Case Study 1



Several group members have come to you and told you that they believe another member of the group is sleeping with his girlfriend. What should you do next? Use scripture to back up your answer.

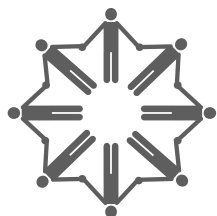


**Break up into groups and discuss.
(suggested time - 10 minutes)**

Case Study 2



**A group member comes to you and accuses another group member of gossiping about them. They have confronted the person one-on-one but the issue is not resolved. What should you tell them to do next?
Use scripture to back up your answer.**

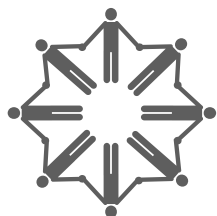


**Break up into groups and discuss.
(suggested time - 10 minutes)**

Case Study 3



In a recent group meeting you accidentally mentioned something that someone had told you in confidence. What should you do next? Use scripture to back up your answer.

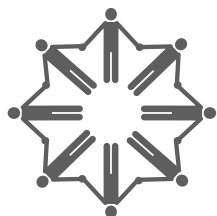


**Break up into groups and discuss.
(suggested time - 10 minutes)**

Case Study 4



Members of the home group you are leading have heard that the leader of a nearby home group has been telling members of his group that you are teaching heresy. What should you do?

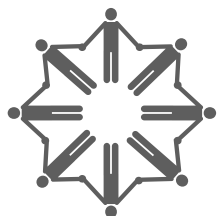


**Break up into groups and discuss.
(suggested time - 10 minutes)**

Case Study 5



A member of your home group has been accused of stealing money from others. There were two witnesses to the theft and the Matthew 18 process has been followed. The matter is finally brought before the entire home group after all efforts to resolve the issue have failed and the thief is still unrepentant. What is the next step? Use scripture to back up your answer.



**Break up into groups and discuss.
(suggested time - 10 minutes)**



4G Mentoring: Growing, Guiding, and
Guarding the Global Bride of Christ