

THE "GRACE & GRIEVANCES" FLOWCHART



STEP ONE: HEART CHECK

Can I overlook this minor offence out of love?

Proverbs 19:11, Matthew 5:58-42 & 1 Peter 4:8
 Process: Seek God's wisdom. Uphold justice.

- IF YES - forgive & move on
- IF NO - Go to step two



STEP TWO: PRIVATE MEETING

Go to the person privately

Matthew 18:15

Rules: In-person only. No venting to others. Goal is reconciliation, not winning. Honest dialogue.

- Resolved: forgive & restore
- Unresolved: Go to step three



STEP THREE: PRIVATE 'COURT'

Bring along 1 or 2 wise, trusted believers

Matthew 18:16, 1 Corinthians 6:5

Rules: Use "I feel" statements, pray together, and consider the "Paul Test" (Am I willing to be wronged for the sake of the Gospel?). Be ready to show grace.

- Resolved: Forgive and restore
- Unresolved: Go to step four



STEP FOUR: CHURCH LEADERSHIP

Involve Church Elders and/or your Pastor.

Matthew 18:17

Process: Document your previous actions. Formal steps of church discipline may apply here. Pursue the goal of peace together.

Resolution: Follow the steps in Matthew 18:17, see the CRCA church order for appeals process

Let all bitterness, anger and wrath, shouting and slander be removed from you, along with all malice. And be kind and compassionate to one another, forgiving one another, just as God also forgave you in Christ. - Ephesians 4:31-32



NAVIGATING CONFLICT WITH GRACE

Conflict is a reality of life, but for the believer, it is also an opportunity for grace. Even the Apostle Paul knew the heartache and complexities of personal conflict in his ministry (see Acts 15:37-40). However, conflict does not have to result in lasting division.

The *Grace & Grievances Flowchart* moves us beyond the temptation of negativity and gossip toward the goal of biblical faithfulness, forgiveness, and reconciliation. It prioritises private dialogue over public venting - safeguarding both the individuals and the mission of the church. Just as Paul eventually found reconciliation with Mark (2 Timothy 4:9-11), this framework provides us with a hopeful roadmap to restore what is broken and honour Christ in our differences.

KEY CONSIDERATIONS

- **Power Differential:** If there is a significant “power gap” or an opposite-gender dynamic, seek advice *before* Step 2. You may need to bring a third party earlier for safety and accountability. If the issue involves a leader, elder, or pastor – speak to our Safe Church representative or a trusted Christian leader in the church.
- **A link to One Hope’s Code of Conduct, Complaint Form and Child Protection** contact is published at the end of our newsletter each week.
- **Medium Matters:** Digital communication (text/email) lacks tone and empathy. The flowchart strictly requires *in-person* dialogue to prevent misunderstandings.
- **The “Paul” Test:** Keep asking: “*Is my 'right' to be right more important than the reputation of Jesus?*” (1 Corinthians 6:7).
- **Is what happened to you against the law?** Illegal/criminal behaviour should be reported to the police (Romans 13:1-7).

PRINCIPLES FOR BIBLICAL RESTORATION

These five principles serve as the engine for our *Grace & Grievances* process.



1. Seek God’s **WISDOM** to ensure your heart is right

James 1:5

2. Uphold **JUSTICE** to ensure everyone is safe

Micah 6:8

3. Speak the **TRUTH** in love to bring clarity

Ephesians 4:15

4. Extend **GRACE** to allow for mistakes

Colossians 3:13

5. Pursue **PEACE** because we are one body in Christ

Matthew 5:9