

CHURCH CONFLICT DIAGNOSTIC CHECKLIST

<input type="checkbox"/>	Declining Morale	Is the adversarial environment unfavorably impacting morale?
<input type="checkbox"/>	Strained Relationships	Are board, staff, and/or church members experiencing reduced communication resulting in tense and uncomfortable relations and greater isolation?
<input type="checkbox"/>	Numeric Losses	Is there an increase in absenteeism? Are members leaving?
<input type="checkbox"/>	Financial Losses	Is there a decline in revenue?
<input type="checkbox"/>	Increased Workloads	Is there an increased workload those for volunteers who remain to: (a) fill-in, (b) recruit, and (c) train others for abandoned ministry posts, putting strain on the entire system?
<input type="checkbox"/>	Ministry Curtailment	Is there a decreased volunteer pool or other resources that threaten the continuation of valuable ministries?
<input type="checkbox"/>	Degraded Decision Making	Are leaders making unilateral or reactionary decisions instead of collaborative or calmly reasoned ones? Have leaders and members already begun to regret things said or done under due to tension and stress?
<input type="checkbox"/>	Emotional and Physical Debilitation	Is physical and emotional health and stability being negatively impacted? Are people experiencing burn-out or depression?
<input type="checkbox"/>	Loss of Vision	Has the church lost its passion and vision?
<input type="checkbox"/>	Loss of Reputation	Is in-fighting undermining the community's perception of your church?



Evaluation

The cumulative toll of unresolved conflict is quite real. If you have checked three or more categories above, you or your church should seriously consider seeking the knowledgeable help we provide. Jesus himself sanctioned such work (Matthew 5:9). If matters could have been resolved by this point in time by the parties themselves, they would have been. But since the problem remains, a new course of [action](#) is clearly required. We know how painful and destructive conflict among friends can be! Don't let pride prevent you from seeking the relief that you and others need.

10 SUREFIRE WAYS TO **GROW** A CONFLICT

<input type="checkbox"/>	Do not acknowledge the existence of the conflict.
<input type="checkbox"/>	Acknowledge the conflict but then avoid or ignore those with whom the conflict exists.
<input type="checkbox"/>	Privately talk to others to enlist support for you and your position.
<input type="checkbox"/>	Continue to say, "We'll handle it" (even though up to this point the conflict has continued to escalate based on your "handling it").
<input type="checkbox"/>	Characterize those causing you problems in very uncharitable terms.
<input type="checkbox"/>	Do all that you can to promote your own cause or to save one's own face (i.e. one's reputation, integrity) at the expense of the other side.
<input type="checkbox"/>	Take unilateral actions to gain the upper hand.
<input type="checkbox"/>	Threaten to leave the church.
<input type="checkbox"/>	<i>Fill in the blank for your specific church:</i> _____
<input type="checkbox"/>	Fail to obtain the help of an expert church conflict resolution specialist (work which has specifically been sanctioned by Jesus himself, Mat. 5:9).