

ANSWERING THE CALL

- ◆ This makes it easier for either party to leave if necessary.
- ◆ If the above scenario eventuates, fret not. Sometimes time is needed before success is achieved. You can pray and allow Holy Spirit to do His work.
- ◆ Take the risk to *carefront* if you know it's right. Not doing so will change nothing and will likely worsen the situation.
- ◆ If you're not being heard then take one or two others with you, as witnesses (**Matthew 18:16**). Beyond that, *inform your pastors*.

ALWAYS REMEMBER

We must forgive each other! Mercy is undeserved favour, something we've all been granted by God. He expects us to do the same with others (**Colossians 3:13**).

Be humble, gentle in words and slow to anger. Failing to do so invites the devil in and we all know he just makes a big mess.

He comes to kill, steal and destroy everything, including our relationships (**John 10:10**).

If you need any help **don't hesitate** to ask your pastors. When we work together, we can stop the enemy from getting a foothold and bringing strife. The way of Jesus sets us free from all these traps, free to live His will. Trust God's way and He will equip you for success in all your relationships.

James 2:13(NKJV)

For judgment is without mercy to the one who has shown no mercy.

Mercy triumphs over judgment.

Proverbs 15:1(NKJV)

*A soft answer turns away wrath,
But a harsh word stirs up anger.*

THE 5 CAREFRONTATION STEPS—A QUICK SUMMARY

- 1) **Pray** and examine your own heart for—
Gentleness (Galatians 6:1)
Humility (James 4:10)
Forgiveness & Kindness (Ephesians 4:31,32)
Slowness to anger, quick to listen (James 1:19,20)
- 2) Take responsibility for and correct **your own issues**—
Remove any logs from your eye (Matthew 7:1-5)
- 3) Take your issue directly to the person involved—
Respect privacy (Matthew 18:15)
Avoid gossip (2 Corinthians 12:20)
Speak truthfully to the **problem** (Ephesians 4:15)
- 4) If step 3 fails, pursue the relationship—
Seek one or two witnesses to join you (Matthew 18:16)
Remember that **reconciliation** is the most important goal and purpose of *carefrontation* (Matthew 5:24)
- 5) If step 4 fails, involve your pastors—
The **church** will become involved (Matthew 15:17)
Protection of the flock will be embraced (1 Peter 5:2-3)



Proverbs 12:20 (NKJV)

*Deceit is in the heart of those who devise evil,
But counsellors of peace have joy.*

Proverbs 28:23 (NKJV)

*He who rebukes a man will find more favour
afterward Than he who flatters
with the tongue.*

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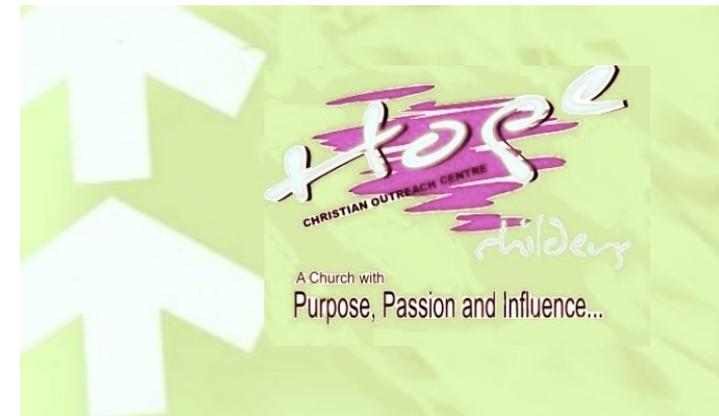
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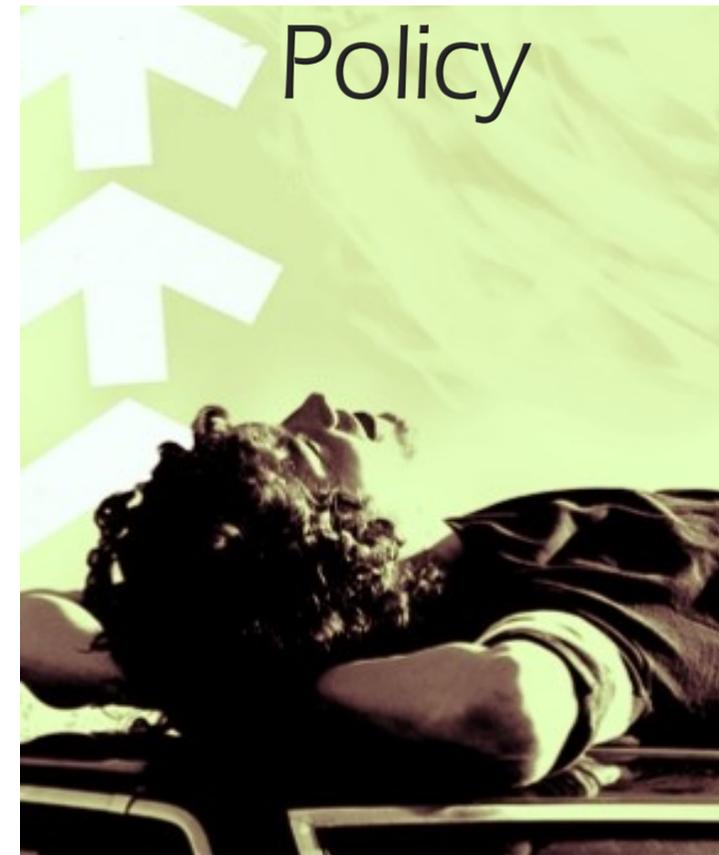


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Carefrontation

Policy





Carefrontation Policy

“A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.” John 13:34-35 (NKJV)

One of the biggest callings of the Christian life is a call to healthy relationships. First with God and then each other.

ABOUT THE CAREFRONTATION POLICY

Have you ever felt betrayed, belittled, lied to, used or abused or simply misunderstood?

At Hope Community Church we prefer the word “carefront” over “confront” because of the negativity generally associated with confrontation. The word “carefront” more accurately describes the reason and method we use in dealing with any issues involving people. If we can ensure the person being addressed **knows they are loved**, respected and cared for then the process of clarification, correction and reconciliation need not be painful or difficult for either party. For the rest of this brochure we will use the word “carefront” or “carefrontation” to assist you to keep these ideas fresh in your mind.

Ecclesiastes 3:7 NKJV

*A time to tear,
And a time to sew;
A time to keep silence,
And a time to speak*

THE NEED TO CAREFRONT

Why? We *carefront* in order to keep unity within God’s church. One example found in the Bible is when Paul *carefronted* Peter.

Galatians 2:11 (NKJV)

Now when Peter had come to Antioch, I withstood him to his face, because he was to be blamed;

Most of us are not great at confrontation because we lack the skill required. We believe the best approach is *carefrontation* with a caring heart rather than a confrontational attitude. Skill to *carefront* is only gained through practice and patience. Unfortunately we tend to avoid confrontation which results in our shortcomings. Ironically we know this leads to poor relationships, unnecessary problems and hurt.

Perhaps *carefrontation* is a better option? What is the right way to approach a person needing clarification or correction or to resolve a situation? Firstly, ensure the **focus is to achieve improved relationships**. Examine yourself for pure motives.

Matthew 7:5 (NKJV)

Hypocrite! First remove the plank from your own eye, and then you will see clearly to remove the speck from your brother’s eye.

SOME POINTS TO NOTE

- ◆ This is NOT the place to get some things off your chest.
- ◆ This is NOT the place to address hurt or wounded pride (take that to God)
- ◆ This is NOT about you being right and the other party being wrong. You can be right but still wrong in the way you deal with things.
- ◆ This is NOT about you belittling the other person.
- ◆ Ask yourself if you want to see a genuine change in behaviour and what that should be?
- ◆ The desired outcome should be a win-win for both sides.

Proverbs 18:19 (NKJV)

***A brother offended is harder to win than a strong city,
And contentions are like the bars of a castle.***

PREPARING TO CAREFRONT

We are often in a hurry. However, rushing into *carefrontation* should be avoided.

STEPS TO PREPARE FOR CAREFRONTATION

As with most things in life, preparation is key.

- ◆ First thing, take it to God in prayer.
- ◆ An athlete warms up his or her muscles before performing to reduce the risk of injury. Likewise we should do the same before a *carefrontation*. Ensure you deal with any negative emotions first by the power of Holy Spirit. They have **no place** during *carefrontation*.
- ◆ Your preparation time permits you the opportunity to reflect on the situation free of emotions so as the **facts can be addressed**. It gives you time to pray. It gives God time to work in you and the other person.
- ◆ Finally do not allow fear to prevent you *carefronting*.

2 Timothy 1:7 (NKJV)

For God has not given us a spirit of fear, but of power and of love and of a sound mind.

HOW TO CAREFRONT

In person. Facebook, text messages, emails or the like are **NOT** the way of *carefrontation*. A phone call is okay but face to face is better if you can.

Matthew 18:15 (NKJV)

“Moreover if your brother sins against you, go and tell him his fault between you and him alone. If he hears you, you have gained your brother.

- ◆ As Jesus taught, it is best to *carefront* in private to reduce the risk of embarrassment or defensiveness.
- ◆ For more difficult issues, a neutral location is recommended.

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