

Biblical Conflict Resolution in Small Groups and Ministry Teams

by Josh Hunt

Why Conflict Is Unavoidable—and Redeemable

Anytime you gather people together, conflict is inevitable. In small groups and ministry teams, tension can actually become a turning point for deeper unity—if it's handled biblically.

Step 1: Go Directly to the Person (Matthew 18:15)

- Speak privately before involving others.
- Focus on the issue, not the person's worth or motives.

Listen as much as you speak.

Step 2: Bring in Wise Mediation if Needed (Matthew 18:16)

- If you can't resolve it one-on-one, invite a trusted, mature believer to help.
- Keep the goal reconciliation, not "winning."

Avoid rallying people to your side.

Step 3: Keep Forgiveness at the Center (Ephesians 4:32)

- Remember God's forgiveness toward you.
- Release bitterness and the desire to get even.

Pray for the other person's good.

Step 4: Maintain a Long-Term Perspective

- A single disagreement shouldn't define a relationship.
- Focus on what God is doing in the group as a whole.

Remember, unity is a witness to the world (John 17:23).

A Real-Life Example

Two ministry leaders clashed over how to run an outreach event. Instead of letting frustration fester, they met privately, shared their perspectives, and prayed together. The event moved forward with a blended approach—and their friendship deepened.

Final Thoughts

Conflict is not a sign of failure—it's a sign you're working closely enough to care. Handle it God's way, and your group or team will emerge stronger, more unified, and more effective in ministry.