

At Liberty Corner Presbyterian Church

regeninfo@libertycorner.org

Mentor's Guide

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Welcome to re:generation Mentorship!

You have been asked to partner with a current participant in the role of a mentor because of the trust and respect this person has in you. We are thankful for your heart to serve God and love your friend by walking alongside them as they work through the steps within the re:generation curriculum.

Re:generation recovery is a Christ-centered twelve-step discipleship program. Our desire is to introduce (or re-introduce) Jesus Christ to those seeking hope at a time when they desperately realize how much they need God. Over the course of one year, re:generation participants work through a process of twelve steps, following the biblical message of regeneration: salvation, confession, repentance, forgiveness, amends, reconciliation, intimacy with God and The Great Commission. These groups are a safe place for participants to be authentic, bear one another's burdens and help each other experience intimacy with the LORD, as they transform to become fully- devoted followers of Christ.

A re:generation mentor is a guide outside of the re:generation group who is granted authority by a participant to speak into his or her life for the sake of spiritual growth and recovery. The only requirements for mentorship are that the person be a committed Christian of the same sex who has a biblical foundation for life and a clear understanding of the gospel. You will not be expected to fix or bring healing to the participant's life. We leave that up to God through His Holy Spirit. All you need to do is encourage, support and show Christ-like love to the participant as they work through the steps.

We praise the Lord for the work He has done in you to prepare you for this journey. Galatians 6:2 tells us to "Bear one another's burdens, and thereby fulfill the law of Christ." As a mentor, you will have the privilege of seeing God bring greater hope, freedom, joy and life as He works in your friend's life.

It's an honor to be asked to mentor a re:generation participant. It means that the participant is willing to trust you with some of the deepest parts of their lives and that they see Christ already at work in your life. The most effective mentors are those who spend time on their knees for their participant, themselves and the re:generation ministry. They serve from the overflow of joy in their hearts, trusting God to bring healing to the participant's life and leaning on group leaders and the participant's recovery partners for support.

Thank you for answering God's call to step out to encourage, support and love your friend.

Sincerely,

Re:generation Planning Team

Mentor Job Description

A re:generation mentor is a guide outside of the re:generation group who is granted authority by a participant to speak into his or her life for the sake of spiritual growth and recovery. The only requirements for mentorship are that the person must be a committed Christian of the same sex who has a biblical foundation for life and a clear understanding of the Gospel.

Other Mentoring Qualities May Include (not required):

- An existing relationship with the participant prior to re:generation that could continue after recovery.
 - Someone who is committed to the participant's spiritual growth. Note: If a group of Christians are already committed to the participant, multiple group members may provide mentorship together.
 - Someone who is local to the participant.
 - Someone with recovery experience can be helpful. Expectations of a mentor can be remembered by the acrostic H-E-L-P: Hold Tight: Cling to an honest, authentic, dependent relationship with Christ yourself (1 Cor 11:1)
 - Be faithful in your own walk with Christ. Confess/repent of sin, live authentically with other Christians, dwell in God's word, practice reconciliation. Show that a daily relationship with Jesus brings life, freedom, and joy.
 - Pray daily for the ministry and your own spiritual health—apart from Christ, we can do nothing. Earn the Right: build trust for an honest, authentic relationship with the participant (Prov 22:11, 27:9) •
 - Be authentic with the participant: share your own story, struggles, and relationship with Christ.
 - Listen to the participant. Hear his/her pain, struggles, wins, losses, and relationship with God.
 - Agree upon expectations and follow through with your part (See Mentor/Mentee Agreement):
 - o Establish the frequency of mentor/participant communication that works for both of you
 - o Agree about how often you meet face-to-face for curriculum updates (daily, weekly, long-term)
- Love Through: love the participant through the recovery process (Galatians 6:2)
- Know/support/encourage/love the participant throughout recovery. Share burdens.
 - Encourage attendance at church and re:generation weekly.
 - Check up regularly regarding homework, 24-hour sobriety, and the participant's plan of care.
 - Help with these steps: (Resources located in the Mentor section of watermarkresources.com)
 - o Step 4, Inventory—set deadlines, help when stuck, encourage;
 - o Step 5, Confession—be there to listen to the inventory
 - o Step 6, Repentance—help with repentance plans

o Step 9, Amends—help with Amends plans and follow-through o Step 12, Regeneration plans—what to do after

recovery

- Assist with conflict resolution; if needed, partner with fellow participants or leadership to help work through conflict in a biblical manner (Matthew 18:15-17).
- Communicate with the step group leadership as needed about how to best love the participant through each stage of recovery (provide cell and email). Point to Who: only a personal encounter with Jesus Christ will heal the participant. (Psalms 127:1)
- Jesus is our rescuer. The goal of the re:generation curriculum, leaders, and mentors is to direct the participant to Christ. He is the only one who can heal the participant. It is not up to you.
- Rely on scripture for guidance rather than your own opinion (Hebrews 4:12). Speak scripture with grace and kindness. Use re:generation issue sheets if you don't know what scripture is relevant!
- Pray daily for the participant—that the Holy Spirit would compel him/her to trust and obey God's word so that he/she might experience the freedom, joy, and purpose that God promises for us who are fully-devoted to Him.

re:generation Overview

Mission: To call all people to be fully devoted followers of Christ.

Vision: To be an authentic community of Christ-followers, relentless in helping each other experience intimacy with the LORD.

Strategy: re:generation is a biblical, 12-month, community-based discipleship program to experience abundant life in Christ. Participants develop a relationship with the LORD through self-led daily lessons, while group leaders facilitate weekly community, including confession of sin, encouragement and counsel. Upon completion, participants in-turn disciple others in re:generation and other ministries.

Values: Christ-centered, discipleship, daily relationship with God, community, reconciliation with others.

Issues: Idolatry/misplaced worship is the heart issue of every sin. As such, re:generation in Christ provides a new life and discipleship for those experiencing sexual, substance abuse, mental, spiritual, relational, financial, physical, and emotional struggles.

The Name: Literally, “to be born again,” regeneration declares the new life available to everyone in Christ. Also meaning “complete moral reform,” regeneration conveys the progressive sanctification that is normal in the life of a believer. The type treatment of “re:” communicates “regarding” in this case, regarding the “generation(s),” spoken of in Isaiah 61:4. New life in Christ is reconciliation to God, but also reconciliation to generations via discipleship and restored relationships.

Foundational Scriptures:

What God did for us: Titus 3:3-7

“For we also once were foolish ourselves, disobedient, deceived, enslaved to various lusts and pleasures, spending our life in malice and envy, hateful, hating one another. But when the kindness of God our Savior and His love for mankind appeared, He saved us, not on the basis of deeds which we have done in righteousness, but according to His mercy, by the washing of regeneration and renewing by the Holy Spirit, whom He poured out upon us richly through Jesus Christ our Savior, so that being justified by His grace we would be made heirs according to the hope of eternal life.”

What God wants to do with us: Isaiah 61:1-4

“The Spirit of the Lord GOD is upon me, because the LORD has anointed me to bring good news to the afflicted; He has sent me to bind up the broken hearted, to proclaim liberty to captives and freedom to prisoners; to proclaim the favorable year of the LORD and the day of vengeance of our God; to comfort all who mourn, to grant those who mourn in Zion, giving them a garland instead of ashes, the oil of gladness instead of mourning, the mantle of praise instead of a spirit of fainting. So they will be called oaks of righteousness, the planting of the LORD, that He may be glorified. Then they will rebuild the ancient ruins, they will raise up the former devastations; and they will repair the ruined cities, the desolations of many generations.

The 12-Steps of re:generation and Biblical Foundations

Step 1, Admit: We admit we are powerless over our addictions, brokenness and sinful patterns— that in our own power our lives are unmanageable.

Step 2, Believe: We come to believe that God is the one whose power can fully restore us.

Step 3, Trust: We decide to trust God with our lives and wills by accepting his grace through Jesus Christ.

Step 4, Inventory: We make a searching and fearless moral inventory of ourselves.

Step 5, Confess: We confess to God, to ourselves, and to another human being the exact nature of our sins.

Step 6, Repent: We become entirely ready to turn away from our patterns of sin and turn to God.

Step 7, Follow: We humbly ask God's Spirit to change our hearts and minds in order to follow Christ fully.

Step 8, Forgive: We forgive those who have harmed us and become willing to make amends to those we have harmed.

Step 9, Amends: We make direct amends whenever possible submitting to God, his Word and biblical counsel.

Step 10, Continue: We continue to examine our lives and when we sin promptly confess and turn to walk with Christ.

Step 11, Intimacy: We seek to deepen our relationship with God daily and depend on his power to do his will.

Step 12, Regenerate: Because of our new lives in Christ, we carry God's message of reconciliation to others and practice these principles in every aspect of our lives.

1 See Appendix A for permissions

Foundation 1: "For I know that nothing good dwells in me, that is, in my flesh. For I have the desire to do what is right, but not the ability to carry it out." (Romans 7:18)

Foundation 2: "Bless the LORD, O my soul, and forget not all his benefits, who forgives all your iniquity, who heals all your diseases, who redeems your life from the pit, who crowns you with steadfast love and mercy, who satisfies you with good so that your youth is renewed like the eagle's." (Psalm 103:2-5)

Foundation 3: "But God, being rich in mercy, because of the great love with which he loved us, even when we were dead in our trespasses, made us alive together with Christ—by grace you have been saved." (Ephesians 2:4-5)

Foundation 4: "Behold, you delight in truth in the inward being, and you teach me wisdom in the secret heart." (Psalm 51:6)

Foundation 5: "But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus his Son cleanses us from all sin. If we say we have no sin, we deceive ourselves, and the truth is not in us. If we confess our sins, he is faithful and just to forgive us our sins and to cleanse us from all unrighteousness." (1 John 1:7-9)

Foundation 6: "So flee youthful passions and pursue righteousness, faith, love, and peace, along with those who call on the Lord from a pure heart." (2 Timothy 2:22)

Foundation 7: “But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law. And those who belong to Christ Jesus have crucified the flesh with its passions and desires. If we live by the Spirit, let us also keep in step with the Spirit.” (Galatians 5:22-25)

Foundation 8: “Be kind to one another, tender hearted, forgiving one another, as God in Christ forgave you. Therefore, be imitators of God, as beloved children.” (Ephesians 4:32-5:1)

Foundation 9: “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.” (Romans 12:17-18)

Foundation 10: “Whoever conceals his transgressions will not prosper, but he who confesses and forsakes them will obtain mercy.” (Proverbs 28:13)

Foundation 11: “And this is eternal life, that they know you the only true God, and Jesus Christ whom you have sent. I glorified you on earth, having accomplished the work that you gave me to do.” (John 17:3-4)

Foundation 12: “Therefore, if anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come. All this is from God, who through Christ reconciled us to himself and gave us the ministry of reconciliation.” (2 Corinthians 5:17-18)

Access to the Weekly Leader Videos

Leader training videos are designed for small group leaders of re: generation. As a mentor, you also have access to these videos. They may be useful for you to understand what the participants are learning and the processes they are going through in the curriculum. Each video is 3-5 minutes and gives an overview of each lesson, important things to remember, possible questions to focus on, and encouragement for the participants and for you. You can access these training videos/audios at our website:

- Go to <https://libertycorner.org/regen-mentors>
- Click the link and follow the steps to create your Watermark Resource account
- Access the Mentor Resources:
 - Go to watermarkresources.com
 - Sign in with your email and the password you created
 - Select Ministries at the Top of the Screen
 - Select re: generation
 - Select Leader Resources
 - Select re:gen Mentors

Resources you will find on the mentor website include:

- Mentor Training: Video Training Module and Mentor Guide
- Mentor/Participant Tools: Mentor/Participant Expectations, Mentor Agreement, Mentor/Leader Communication Expectations

- Inventory Tools: Video Training Module, Inventory Overviews, Inventory Tools, How to Listen to an Inventory
- Topical Resources: Practical How-To & Recovery Topics
- Links to Issue Sheets: Biblical guides for specific struggles
- Weekly Step Videos: Mentors have access to leader training videos, designed for the small group leaders of re:generation. They may be useful for you to understand what the participants are learning and the processes they are going through in the curriculum. Each video is 3-5 minutes and gives an overview of each lesson, important things to remember, possible questions to focus on, and encouragement for the participants and for you.

In Addition:

- Liberty Corner's regeneration page with Steps Teachings and Testimonies

<https://libertycorner.org/regen-teaching>.

○ To equip you or share with your participant

Any questions along the way, email us at regeninfo@libertycorner.org.

Recovery Foundations

The Gospel

Why We All Need re:generation

The Problem – Sin

Romans 3:23, "For all have sinned and fall short of the glory of God."

Sin is any attitude or action that violates the standard of God (holiness, perfection, etc.). Each one of us enters the

world, and leaves the world, a sinner. Sin is a universal problem and it separates us from God.

The Penalty – Death

Romans 6:23, "For the wages of sin is death..." See also: Romans 5:12

God's standard for us is perfection. This standard is non-negotiable, and He would not be just if he did not judge us for our sin. Our sin is so offensive to God that it breaks our relationship with Him and He judges sin with death. Death is, in effect, the wage for the work (sin) that we have done. We have earned it. Biblically, death is equivalent to eternal separation from God.

The Solution – Jesus Christ

Romans 5:8, "But God demonstrates His love toward us, in that while we were still sinners, Christ (Jesus) died for us."

See also: 2 Corinthians 5:21; 1 John 4:10

Jesus lived on earth being both fully God and fully man. He lived a life free from any sin, and then He died for our sins so that when we trust in Him for forgiveness of sins, we will have a restored relationship with God. His sinless life uniquely qualified Him to be our substitutionary sacrifice. Jesus literally took the sins of the world (past, present, and future) on Himself, paying the penalty and accepting the wages we deserve.

The Salvation – By Grace through Faith

Acts 15:11, “...it is through the grace of our Lord Jesus (God) that we are saved,” See also: Ephesians 2:8

The substitutionary death of Jesus allows us to be reconciled to God. When we trust that Jesus is the only possible provision for forgiveness of our sins, we are saved—reconciled with God. When we trust Jesus for the forgiveness of our sins, we are agreeing with God that sin is wrong; we are changing our minds about sin and committing to turn to God as the authority for our lives. Our sins are forgiven when we trust Jesus in this manner, we have a restored relationship with God, and we have assurance of eternal life.

By Grace through Faith = Not by Works

Ephesians 2:8-9, “For it is by grace you have been saved, through faith...not by works, so that no one can boast.”

See also: 1 Peter 3:18; Titus 3:5; 2 Timothy 1:9; Hebrews 9:25-26

To say that salvation is “by grace” demands that salvation is not earned or merited by any human effort. It is the gift

of God’s grace which yields for us eternal life. John 3:16, “For God so loved the world that he gave his one and only Son (Jesus), that whoever believes (trusts) in him shall not perish but have eternal life.” re:generation.

Beliefs and Practice

Our Beliefs

- The Trinity: one God eternally exists in three persons: Father, Son and Holy Spirit (Matthew 28:19).
- The Bible: the inspired word of God, useful for teaching, reproof, correction, training in righteousness, so we may be complete and equipped for every good work (2 Timothy 3:16).
- Life Change: God transforms lives, not a program. Salvation is a gift through faith in Christ alone.

Full-devotion to Christ brings freedom (John 4:14). Sobriety is only a marker on the journey to full recovery.

- Authentic Community: The Body of Christ (via local church) should be the place of healing for hurting people in a broken world (Matthew 11:28-30). A truthful, safe, loving Christ-centered community is critical for the health of individuals, the Church and society (Galatians 6:2).
- Discipleship: a commitment to help people heal, move out of isolation into a healthy Body of Christ and equip them to fulfill God’s call on their lives.

Our Practice

- Practice the 12-steps of re:generation: modified steps reflect biblical sanctification: salvation, confession, repentance, forgiveness, amends, intimacy with God, reconciliation, and discipleship.
- Connect with God Daily: daily lessons provide opportunities to know God more each day of recovery.
- Grow Together in Community: authentic mixed-issue groups focus on recovering hearts from the idols which lead to sinful behavior patterns and restoring hearts to worship Christ alone.
- Memorize Scripture and Pray: spiritual discipline critical to leadership and participant transformation.
- Live in the Light: a safe environment to share but not a safe harbor for unrepentant sin. Groups openly confess sin, speak the truth in love, do justice, love mercy and guard against gossip as they handle conflict biblically (Matthew 18:15-17).
- Make Disciples: Christ frees us to know, love and glorify God (Isaiah 61:1-6). Living out The Great Commission as the result of a changed life is integral to full recovery.

Caring for Hurting People

When an Individual Has Experienced Sexual Abuse Victims of abuse can find this truth very hard to accept. After the harm they've suffered, some victims wonder if God really exists or cares. Or, sometimes they doubt God could still love them after what they've done. Abuse is awful proof we are sinful hurting people surrounded by sinful hurting people.

Abuse is widespread among men and women across cultures. For many reasons, (lack of understanding, denial, repressed memories, etc.) people might not even realize their abuse. Victims often carry feelings of false guilt and shame because abusers try to convince victims that the abuse was their fault. But, someone who is abused is NOT responsible for their own abuse.

Much of the re:generation curriculum focuses on the brokenness we experience in this world and our role in contributing to it (especially Steps 1 and 4). While victims of abuse are NOT responsible for their abuse, they ARE responsible for choices and behaviors in response to abuse—even if their responses come out of the damage of the past. Because of the misunderstandings, lies and feelings associated with abuse, victims often find it very difficult to determine on whom the responsibility for sin rests.

Please look over the definitions of abuse below if you suspect or know of abuse in your past. Ask your re:generation leadership about the availability of a supplemental version of the re:generation curriculum to bring clarity and sensitivity to the issues of abuse as you work through the 12-steps.

If you have been abused, know that God hasn't forgotten you. He understands your pain wants to heal you. He can restore the years laid waste by the pain of abuse. God loves you deeply.

"The LORD is near to the brokenhearted and saves the crushed in spirit." (Psalm 34:18)

"For [God] delivers the needy when he calls, the poor and him who has no helper...From oppression and violence he redeems their life, and precious is their blood in his sight." (Psalm 72:12, 14)

"[God] turns a desert into pools of water, a parched land into springs of water." (Psalm 107:35)

Definitions of Abuse

Abuse: Any action that intentionally harms or injures another person. Also, a pattern of behaviors used to manipulate or control another person. Abuse can be emotional, mental, physical or sexual in nature.

Sexual Abuse: ANY sexual activity (verbal, visual, emotional, physical) engaged in without consent*(approval), which uses one person in order to meet another person's sexual or emotional needs. This activity may be accomplished through force, intimidation, coercion, deception or influence of authority.

*Note: A person does not "consent" if he or she cannot reasonably accept or refuse sexual advances. A victim's age, circumstances, understanding and dependency/relationship to the offender may limit ability to consent.

When an Individual Talks About Suicide

If you are concerned someone is suicidal (i.e. they make a comment like, "life is not worth living," "I can't go on," etc.) or they make a specific suicidal threat ("I am thinking about committing suicide," "I want to kill myself," etc.), and you are on the phone, you should first get their name, address, and phone number.

Next:

ASK THESE TWO QUESTIONS:

1. Are you having suicidal thoughts?

(Do not fear you are planting the idea of suicide in their mind).

If they say "YES," then ask,

2. Do you have a plan to take your life?

If they say "NO,"

- Encourage them in the truth of God's word, pray with them, set up a time for them to come to the office or church (depending on when they call) to meet with you and another staff member. Meanwhile, ask them to commit that they will not harm themselves between now and your meeting time.

- When you meet, develop a plan to care for them. Your goal is to set up a support system so that they are not solely dependent on you. You want to encourage them to take steps to begin living biblically-being encouraged by Scripture, stepping out of isolation, etc. The plan would include:

- Making a phone list of people for the individual to call in times of struggling with suicidal thoughts.

- Getting them connected with people to reach out to.

- Have them make a verbal or written commit to you that they will:

- Call 911 if they are in danger of harming themselves.

- Call the list of people when they are not in danger of harming themselves but having

Thoughts of suicide.

If they say "YES" to both questions one and two, immediately call 911.

- Tell them that because we care about them, we have to call 911. Not only do we have a legal responsibility to call 911 when someone has a plan to take their life; more importantly, we do not want to take a chance with anyone following through with the threat.
- Ask the individual to make a commitment to you NOT to take any harmful action.
- If you are on the phone, tell them you are going to hang up, call 911, and call them right back. If you are physically with them, try to keep them with you until help arrives. Remember, God is in control. You do not have the power to prevent someone from taking their life. Your role is to:
- Point them or introduce them to Christ.
- Help set up a plan of support
- PRAY

Step Overviews

Step One Overview - ADMIT

Foundation 1: “For I know that nothing good dwells in me, that is, in my flesh. For I have the desire to do what is right, but not the ability to carry it out.” (Romans 7:18)

Step 1: We admit we are powerless over our addictions, brokenness and sinful patterns – that in our own power our lives are unmanageable.

The Extra Mile Memory Verse: 1 John 1:8

Key Theme: Realize your need for help.

Remember: There is hope for you—even in your brokenness—because God loves you, and the Bible has a plan for your healing.

Week 1:

Day 1: Realize There Is Hope

Day 2: Step Out of Hiding

Day 3: Face the Damage of Sinful Choices

Day 4: Admit You Are Powerless to Manage Sin

Day 5: Accept Help

Week 2:

Day 1: Realize the Disease of a Sinful Nature

Day 2: Recognize a Broken World

Day 3: Created With Purpose

Day 4: Recognize God’s Voice

Day 5: Rely on God for “Today”

Possible Discussion Topics and Curriculum Questions:

- How well are they doing in keeping up with the curriculum? Have they established a regular time and place to do their re:gen lesson?
- For this step, what has been especially meaningful? What has been challenging?
- Week 1, Day 3, Question 6: Describe the tipping point, or “bottom,” that brought you to recovery?
- Week 1, Day 2, Question 4: When you were growing up, did your family have hidden secrets? If so, what were they? How did your family try to hide secrets?
- Week 2, Day1, Question 5: What desires have led you down a path of sin toward death?
- Week 2, Day 3, Question 1: What in this world have you looked to for meaning and purpose apart from God?
- Step 1 Footprint: Letter to Self

○ Describe what life was like when you decided to come to re:generation. Write down the circumstances, pain, and feelings that led to your decision. Write down what you were powerless to manage on your own and how these things affected your life. Then, write what you hope will be different one year from now. If you are not certain God exists, or if he cares about you write a brief prayer asking him to reveal the truth about himself to you.

Step Two Overview - BELIEVE

Foundation 2: “Bless the LORD, O my soul, and forget not all his benefits, who forgives all your iniquity, who heals all your diseases, who redeems your life from the pit, who crowns you with steadfast love and mercy, who satisfies you with good so that your youth is renewed like the eagle’s.” (Psalm 103:2-5)

Step 2: We come to believe that God is the one whose power can fully restore us.

The Extra Mile Memory Verse: Jeremiah 29:13

Key Theme: “Believe” that God can.

Remember: There is hope — because God is real, you matter to him, and he is powerful to restore you.

Week1:

Day 1: Understand “Belief”

Day 2: Explore the God of Your Understanding

Day 3: Realize What Makes a Belief True

Day 4: Investigate Questions about God

Day 5: Believe God’s Own Word

Week 2:

Day 1: God of the Bible: All-Powerful, All-Knowing, All-Present Creator

Day 2: God of the Bible: Perfectly Good

Day 3: God of the Bible: Allows Suffering Day

4: God of the Bible: Just, Loving

Day 5: God of the Bible: His Desire, His Dilemma, His Pursuit

Possible Discussion Topics and Curriculum Questions:

- The focus of this week shifts from self to God and guides the participant to honestly explore their beliefs and questions about God.
- Week 1 explores the participant's belief in the Bible as God's word. If struggling with belief, resources are listed to help in investigation of its claims in Week 1, Day 4.
- Participants are encouraged to discuss Day 2 and Day 4 questions with their mentor. Examples include:

- Week 1, Day 2:

- If God asked you why you should be allowed into heaven, what would your answer be?
- On a scale of 1 to 10, how certain are you that if you died today you would go to heaven?

- Week 2, Day 4 asks the participant to write out some of the ways you justify actions that you know are wrong and share them with your mentor.

Step 2 Footprint: Prayer of Belief to God

- Tell him the ways that you've misunderstood him or chosen to disregard him. Confess to him the things you've trusted more than him along with any doubts, fears, or questions that you have. Tell him what you've come to believe about him now. Then, ask him to help you truly understand and believe what he claims about himself so that you can fully experience his freedom and goodness.

Step Three Overview – TRUST

Foundation 3: "But God, being rich in mercy, because of the great love with which he loved us, even when we were dead in our trespasses, made us alive together with Christ—by grace you have been saved." (Ephesians 2:4-5)

Step 3: We decide to trust God with our lives and wills by accepting his grace through Jesus Christ.

The Extra Mile Memory Verse: John 3:16

Key Theme: Decide to trust God's grace through Christ.

Remember: There is hope—God understands your pain, has paid for your sins, and offers you the gift of recovery

through Christ.

Week 1:

Day 1: An Important Decision

Day 2: God Will Provide a Way

Day 3: Hoping for a Different Kind of Savior

Day 4: Who is Jesus?

Day 5: Jesus' Mission

Week 2:

Day 1: God's Love for You through Jesus' Birth

Day 2: God's Love for You through Jesus' Message

Day 3: God's Love for You through Jesus' Death

Day 4: Believe Christ is the Risen Savior for Your Life and Recovery

Day 5: Receive the Grace of God through Christ

Possible Discussion Topics and Curriculum Questions:

Step 3 is the high point of the process! No true recovery exists apart from trusting Christ! The steps build on each other. If someone is struggling to accept Christ, they may need to do more work on Steps 1 or

2. Reach out to the co-leaders if anyone is not ready.

- Many Christians have entrusted lives to God for eternity but haven't yet entrusted their wills to him on a daily basis. If we really believe that God's will and ways are best then we need trust his character, wisdom and direction daily, not our own thoughts/feelings.

- Week 1, Day 1, Question 4: Is it difficult for you to accept that eternal life is only available as a gift of grace (unearned, undeserved, and free)? Why or why not?

- Week 1, Day 3, Question 3: Did you come to recovery for relief from current suffering or circumstance (whether a result of your own sin or the sins of others affecting you), or to know God so that he can change you?

- Week 1, Day 4, Question 5: At this time, who do you say that Jesus is?

- Step 3 Footprint: Declaration of Dependence on Christ

- Record the day you accepted Christ as your savior and the day you decided to trust him daily with your life and will. List the struggles, fears, and brokenness that you are now entrusting to Christ.

Write down the things you've relied on in the past that you will no longer trust as you depend on Christ going forward. Then write a prayer asking God to change your will to align with his will daily for the rest of your life.

Step Four Overview – INVENTORY

Foundation 4: "Behold, you delight in truth in the inward being, and you teach me wisdom in the secret heart."

(Psalm 51:6)

Step 4: We make a searching and fearless moral inventory of ourselves.

The Extra Mile Memory Verse: Romans 12:2

Key Theme: Realize God's grace; what he wants to change in you.

Remember: You are a new creation. Take off the old nature and live by the new nature in Christ.

Week 1:

Day 1: A New Creation

Day 2: A Captured Heart

Day 3: The Value of Inventory

Day 4: How to Complete an Inventory

Day 5: Ask for God's Help

Week 2: Resentments & Fears Inventories

Week 3: Harm to Me & Harm by Me Inventories

Week 4: Sexual & Recovery Issue Inventories

Week 5: Wrap-up Inventory Work

Week 6:

Day 1: Inventory Insight: You Matter to God

Day 2: Inventory Insight: Patterns of the World

Day 3: Inventory Insight: A Captive Heart

Day 4: Inventory Insight: Love and Gratitude

Day 5: Inventory Insight: Buried and Raised with Christ

Possible Discussion Topics and Curriculum Questions:

- Pray for and encourage the participant often during this time. Ask them what fears they have of going through this process.
- This may be the first time participants have thoroughly looked at the breadth and depth of their rebellion against God. Encourage them that a thorough inventory is a picture of the price Christ paid to redeem them. Embrace the new identity in Christ that God has given you (Galatians 2:20).
- Week 6, Day 1, Q4: In light of your inventory, how has your understanding of God's love for you changed?
- Week 6, Day 2, Q3: Which response shows up most often in each of the inventories?

- Week 6, Day 3, Q2: Is there anything you “value” that appears in every inventory?

- Step 4 Footprint: Gratitude List

○ Make a gratitude list of ways God has loved and blessed you despite your sin. Then write a thank you letter to God, recalling all of the sin listed in your inventory and realize the price that Christ paid to ransom your soul.

Step Five Overview – CONFESS

Foundation 5: “But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus his Son cleanses us from all sin. If we say we have no sin, we deceive ourselves, and the truth is not in us. If we confess our sins, he is faithful and just to forgive us our sins and to cleanse us from all unrighteousness.”

(1 John 1:7-9)

Step 5: We confess to God, to ourselves, and to another human being the exact nature of our sins.

The Extra Mile Memory Verse: James 5:16

Key Theme: By faith, confess sins and receive God’s grace and healing.

Remember: When you confess, you agree with God about your rebellion, realize your need for God’s mercy, and receive God’s grace through Christ.

Week 1:

Day 1: Agree with God

Day 2: The Problem of Pride

Day 3: Acknowledge Sin to Yourself

Day 4: Confess Sin to God

Day 5: Confess Sin to Someone You Trust

Week 2:

Day 1: How to Confess Inventory

Day 2: Confess Your Resentments, Fears, and Hurts

Day 3: Confess the Exact Nature of Your Sin

Day 4: Confess Your Pride and Idolatry

Day 5: Celebrate a Clean Heart

This is the step where you take time to listen to your participant’s inventories.

- Begin with prayer.

- Your role is to listen, and seek to understand, not to counsel or give advice. Listen without unnecessary interruptions. Ask questions when clarification is necessary, but avoid distractions whenever possible.
- Keep sharing focused on the Inventory Worksheet. Help keep the participant on track by avoiding questions that take the focus off of the inventory.
- Notice patterns. Take notes to share later or ask the giver to highlight certain things that you will revisit at the end.
- Listen for what's not shared. Take note and mention it if the giver does not include both parents, any siblings, their spouse (if applicable), themselves, and even God.
- Offer suggestions for the giver to consider on a particular event. (i.e. taking too much responsibility for an abusive event. You could say something like, "You might want to consider writing something else there." "My Part" in the case of abuse is "Not Guilty.")
- Ask if anything has been omitted. Give them the opportunity to review their worksheets and share what may have been omitted.
- Close in prayer and God's Word. "If we confess our sins, He is faithful and just and will forgive us our sins and purify us from all unrighteousness." (1 John 1:9) Remind that God is the giver of grace and forgiveness.

Step Six Overview – REPENT

Foundation 6: "So flee youthful passions and pursue righteousness, faith, love, and peace, along with those who call on the Lord from a pure heart." (2 Timothy 2:22)

Step 6: We become entirely ready to turn away from our patterns of sin and turn to God.

The Extra Mile Memory Verse: Acts 3:19-20

Key Theme: Respond to God's grace by turning from sin toward him.

Remember: Freedom comes when we leave sin behind and pursue God.

Week 1:

Day 1: Respond to God's Grace

Day 2: Redirected: Confession and Repentance

Day 3: The Way of Christ is Good

Day 4: Consider the Cost of Following Jesus

Day 5: Entirely Ready to Turn Toward a Good God

Week 2 and 3: Work on Personal Repentance Plan for 3 Areas (sin patterns and idols)

Possible Discussion Topics and Curriculum Questions:

- Participants can feel well after confession, but lasting freedom comes from turning from sin to follow Christ.

- Repentance Plan is developmental work. Studying sinful nature, God's will, setting up boundaries, and a plan of action for when you are tempted.

- This is only a tool to help make changes in life. Don't stress if you can't fill out every box.

- This tool helps people identify what needs to change and to help them take real steps of Obedience. Examine sinful patterns. Understand God's direction. Set boundaries. Plan godly response.

- Heart change is infinitely more important than behavior modification.

- Week 1, Day 1, Q4: In what ways do you struggle to believe that God's plan offers the best life for

you? What are some ways you have accepted this?

- Week 1, Day 3, Q4: What fears do you have about where God's path will lead? What are you afraid he will

ask of you?

- Week 1, Day 4, Q4: What do you not want God to interfere with? Why? Step Seven Overview – FOLLOW

Foundation 7: "But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law. And those who belong to Christ Jesus have crucified the flesh with its passions and desires. If we live by the Spirit, let us also keep in step with the Spirit." (Galatians 5:22-25)

Step 7: We humbly ask God's Spirit to change our hearts and minds in order to fully follow Christ.

The Extra Mile Memory Verse: John 15:5

Key Theme: Respond to God's grace by relying on him for change.

Remember: God chooses you. He will heal, strengthen, and restore you if you rely on him and fully follow him.

Week 1:

Day 1: Facing Christ; Ready for Change

Day 2: Who Changes Me?

Day 3: Who Am I?

Day 4: What Is My Purpose?

Day 5: Humbly Ask God to Change You.

Week 2:

Day 1: Follow Christ: A Personal God

Day 2: Follow Christ: Focused on Jesus

Day 3: Follow Christ: Daily Dependence

Day 4: Follow Christ: Love God, Trust, and Obey

Day 5: Follow Christ: Love Others

Possible Discussion Topics and Curriculum Questions:

- Week 1, Day 6, Q5: Write down any confessions or encouragements to share with the group this week.
- Week 2, Day 2, Q4: List any “boats” God wants you to step out of, or any circumstances distracting you from walking by faith focused on Christ.
- Week 2, Day 5, Q4 - List three people in your life who don’t have a relationship with Jesus. How can you love them and tell them of Christ’s love?
- Step 7 Footprint: Mission Statement

○ Day 4 of Week 1 asked about personal mission statements. A mission statement is a brief declaration of purpose. If you’ve never written a personal mission statement for your life that aligns with God’s purpose for your life, write one on page 41. If you’ve done this already, write down that mission statement. Then, write a prayer of reliance on God. Ask him to give you everything you need to carry out his purpose for you as you follow Christ.

Step Eight Overview – FORGIVE

Foundation 8: “Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you. Therefore, be imitators of God, as beloved children.” (Ephesians 4:32-5:1)

Step 8: We forgive those who have harmed us and become willing to make amends to those we have harmed.

The Extra Mile Memory Verse: Colossians 3:12-13

Key Theme: We forgive others because God forgave us through Christ.

Remember: Forgiveness is a decision to obey God, give him our hurts, and trust him to repay the debts of sin against us.

Week 1:

Day 1: Blessed Are the Peacemakers

Day 2: Forgiveness, Amends and Reconciliation

Day 3: Forgiveness: Giving God justice

Day 4: Misunderstanding Biblical Forgiveness

Day 5: Reasons Christians Forgive

Week 2:

Day 1: Pray for a Heart of Forgiveness

Day 2: Whom and What Do I Forgive?

Day 3: How Do I Forgive?

Day 4: Forgive Others

Day 5: Become Willing to Make Amends

Possible Discussion Topics and Curriculum Questions:

- Process and pray with and for the participant in areas they may feel stuck. Consider the following questions from the curriculum.

- Week 1, Day 6, Q4: Who are the three people you think you might not have fully forgiven (listed on Day3, Take Action)? List why you think this is so next to each name.

- Week 2, Day 6, Q3: Whom, if anyone, are you struggling to forgive?

- Week 2, Day 6, Q4: Whom, if anyone, are you unwilling to make amends with?

- Step Eight Footprint: Two Crosses

- Pictures of two crosses are included on two separate pages. By forgiving others you transfer your claims for justice to God for vengeance. The harms you have suffered are either paid by Christ's blood (for offenders who receive Christ) or will be avenged on God's Day of wrath. Entrust sins against you to Christ by writing them on the cross. Start with your top three resentments and top three injuries to you. Every offense written on the cross is a surrender of your claim for justice to God – a declaration that Christ's blood is payment enough for the sin against you. As you write sin on the cross, ask to God forgive any offender who receives Christ. Thank Jesus for receiving the burden of your sins and the burden of sins against you – they are no longer yours to carry.

Step Nine Overview – AMENDS

Foundation 9: “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.” (Romans 12:17-18)

Step 9: We make direct amends whenever possible; submitting to God, his word, and biblical counsel.

The Extra Mile Memory Verse: Romans 13:8

Key Theme: Initiate peace with others out of love and obedience to God.

Remember: Making amends is a step of faith to honor God, live in his truth, repair the damages of sin, and share the love of Christ with others.

Week 1:

Day 1: Love Life and Seek Good Days

Day 2: Understand Amends

Day 3: Why We Make Amends

Day 4: Characteristics of Biblical Amends

Day 5: Submit to God, His Word, and Biblical Counsel

Week 2:

Day 1: Prepare for Amends

Day 2: With Whom and For What Should I Make Amends?

Day 3: Plan to Make Amends Part 1

Day 4: Examples of How to Make Amends

Day 5: Plan to Make Amends Part 2

Week 3:

Day 1: Begin Making Amends

Day 2: Continue Amends

Day 3: Continue Amends

Day 4: Continue Amends

Day 5: Continue Amends

Possible Discussion Topics and Curriculum Questions:

- A meeting should be scheduled during Week 3 of this step to discuss the amends plan that the participants

will develop over the next two weeks.

- Week 1, Day 5, Q3: Have you withheld anything from inventory or confession? If so, list them below, inventory them and confess them to your mentor.

- Week 1, Day 5, Q5: Are there any uncertain amends you should postpone, waiting and praying for circumstances that are more favorable? List them below and share them with your mentor.

- Week 2, Day 4, Q1: Has God revealed sins for which you can make amends right away? If so list one below

that you can address today.

- Week 2, Day 4, Q3: What restitution do you fear? Write it below. Then ask God for courage to be faithful

and for him to make a way for full amends.

- Step Nine Footprint: Three Prayers

- Write out three short prayers for amends: two prayers for amends with your closest family members or friends, one prayer for your most difficult amends. First, thank God for his forgiveness of your sin through Christ. Then ask God to heal those who have been hurt by your sin. Pray that God would give you peace and soften the hearts of those with whom you seek forgiveness. Pray that God would carry you through any consequences for sin and that Christ would be glorified as you follow him.

Step Ten Overview – CONTINUE

Foundation 10: “Search me, O God, and know my heart! Try me and know my thoughts! And see if there be any

grievous way in me, and lead me in the way everlasting!” (Psalm 139:23-24)

Step 10: We continue to examine our lives, and when we sin promptly confess and turn to walk with Christ.

The Extra Mile Memory Verse: James 4:7-8

Key Theme: Remain in God’s Grace

Remember: Your life of freedom in Christ is rooted in daily living by God’s grace. Continue to realize your need

for God’s grace, receive his grace, and respond to his grace in all areas of life.

Week 1:

Day 1: A Daily Life of Freedom

Day 2: Maintain Your Spiritual Health

Day 3: Continue to Realize Your Need

For God's Grace Day 4: Continue to

Receive God's Grace

Day 5: Continue to Respond to God's Grace

Week 2:

Day 1: A Heart That is Well

Day 2: Practice Steps 1, 2, and 3

Day 3: Practice Steps 4, 5, and 6

Day 4: Practice Steps 7, 8, and 9

Day 5: Practice Steps 1 Through 9

Possible Discussion Topics and Curriculum Questions:

- Week 1, Day 3, Question 3: What thoughts tempt you regularly?
- Discuss Week 2, Day 5 lesson: Realizing Need for God's Grace, Receiving God's Grace, Respond to God's Grace
 - Celebrate with participant victories in Christ and discuss how they can continue to grow in Christ.
- Step Ten Footprint: Celebrate, Recognize, Ask & List
 - Celebrate the victories God has given you through Christ! Praise God for the changes that he is making in you. Recognize ways you need to continue to grow. Then, ask God to change you where you need to grow, and list the daily steps you will take to fully follow God's will.

Step Eleven Overview – INTIMACY

Foundation 11: "And this is eternal life, that they know you the only true God, and Jesus Christ whom you have sent." (John 17:3)

Step 11: We seek to deepen our relationship with God daily and depend on his power to do his will.

The Extra Mile Memory Verse: Matthew 5:6

Key Theme: Delight and Grow in God's Grace.

Remember: Grow daily in your relationship with God: fully experience his love, strength, and joy in the journey he has planned for you.

Week 1:

Day 1: Grow in God's Grace

Day 2: Home Is Where the Heart Is

Day 3: Glorify God—The Greatest Good

Day 4: Worship in Spirit and Truth

Day 5: Intimate Prayer

Week 2:

Day 1: A Mind and Heart United with God

Day 2: See Yourself through God's Eyes

Day 3: Growing Together through the Church

Day 4: Gifted for God's Glory

Day 5: A Servant's Reward

Possible Discussion Topics and Curriculum Questions:

- Ask participant about their extended prayer experience.
- Discuss the participant's answers to the questions from Week 2, Day 1 lesson regarding Psalm 19.
- Talk to the participant about their SHAPE form on page 64 and discuss what you would add to the list
- Step Eleven Footprint: Spiritual Life Action Step
 - List three ways that God is calling you to deepen your relationship with him through what you learned in Step 11. For the parts of your spiritual life that need to grow, write an action step that you will take to enrich your relationship with God (for example: I need to grow in my prayer life, so I will practice ongoing daily prayer; I need to understand how am I gifted spiritually, so I will take a spiritual gifts test; I am disconnected from the Church, so I will join a local church). Then, write a prayer to thank God for how he is growing your relationship with him. Ask God to deepen your relationship with him through these disciplines.

Step Twelve Overview – REGENERATE

Foundation 12: “Therefore, if anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come. All this is from God, who through Christ reconciled us to himself and gave us the ministry of reconciliation.” (2 Corinthians 5:17-18)

Step 12: Because of our new lives in Christ, we carry God’s message of reconciliation to others and practice

these principles in every aspect of our lives.

The Extra Mile Memory Verse: 2 Corinthians 1:3-4

Key Theme: Call all people to be fully devoted followers of Christ.

Remember: Unite with God in his purpose for your life and participate in his plan for the world.

Week 1:

Day 1: The Great Commission

Day 2: The Gospel Message

Day 3: Remember Where You Began

Day 4: God is Transforming You

Day 5: God’s Story of Your Recovery in Christ

Week 2:

Day 1: The Ministry of Reconciliation

Day 2: Your Role in Biblical Reconciliation

Day 3: When to Pursue Reconciliation

Day 4: How to Handle Conflict Biblically

Day 5: Personal Reconciliation

Week 3:

Day 1: The Fight for Freedom

Day 2: Practice Intimacy with God

Day 3: Practice Recovery in Christ Daily

Day 4: Practice the Ministry of Reconciliation

Day 5: New Identity, New Purpose, New Life

Step Twelve Overview – REGENERATE (continued)

Possible Discussion Topics and Curriculum Questions:

- Step 12 is very important. Encourage the participant to finish strong. Below are the key areas to

Talk through with your participant.

1. Understand the gospel, how to share it and why we share it.
2. Build your re:generation testimony.
3. Learn reconciliation, how to confront sin and handle conflict and build reconciliation plans.
4. Plan to take the message to others new to recovery as “recovery guides*”.
5. Build a plan to practice re:generation in every aspect of life (See next page, Step 12 Footprint: My re:generation Plan).

- Step 12 is living out God’s purpose for our lives to fully experience all God offers us. God saved us, healed us and freed us for a purpose. We are a part of his rescue plan.

- Commencement: As a mentor, you are invited to attend this time with the re:generation groups who have

finished the program. It is a time to celebrate God’s work as a group and in other lives at re:generation.

Participants will receive a commission, commemoration, and charge to carry God’s message of reconciliation to others.

Step 12 Footprint: My re:generation Plan

My Identity in Christ: (Copy your description from Q2 of Step 12, Week 3, Day 5 below)

My Mission Statement: (Copy your statement from the Footprint 7 of Step 7 below)

My Story of re:generation: (Record your statements from Step 12, Week 1, Day 5 below)

How I Will Practice Recovery in Christ Daily (Step 10):

(Record answers from Step 12, Week 3, Day 2)

Practical steps to continue realizing my need for God’s grace (Steps 1-3):

Practical steps to continue receiving God’s grace (Steps 4-6):

Practical steps to continue responding to God’s grace (Steps 7-9):

How I Will Practice Intimacy with God (Step 11):

(Record your answers from Step 12, Week 3, Day 2)

Prayer and Bible Intake:

Christ-Centered Community and Service:

How I Will Practice of The Ministry of Reconciliation (Step12):

(Commit to continue the steps with people you are struggling to forgive, with whom you have unfinished amends, or with whom you are not

reconciled because of unaddressed sin in their lives. List these people to discuss next steps with godly counsel.)

People I am struggling to forgive:

People with whom I need to make amends:

People with whom I am not reconciled because their sin has not been addressed:

How I Will Carry the Message of Reconciliation to Others:

(See Step 12, Week 3, Day 4. List the Top 10 people for whom you will pray, list how you will initiate in places of influence, and in areas of

Interest, experience and gifts)

My Top 10

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

My Places of Influence

1.

2.

How I Will Initiate

1.

2.

My Interest, Experience and

Gifts

1.

2.

How I Will Initiate

- 1.
- 2.

The Message of Reconciliation: (Commit to know the message of reconciliation.)

Romans 3:23 “For all have sinned and fall short of the glory of God...”

Romans 6:23 “For the wages of sin is death, but the free gift of God is eternal life in Christ Jesus our Lord.”

Romans 5:8 “But God shows his love for us in that while we were still sinners, Christ died for us.”

Romans 10:9 “Because, if you confess with your mouth that Jesus is Lord and believe in your heart that God raised him from the dead, you will be saved.”

CONFLICT

OUR CONSTANT

OPPORTUNITY

FIELD GUIDE

The Well Community Church is committed to resolving conflict in a way that glorifies the Lord, edifies the body

of Christ, and reflects the principles laid out in Scripture. Since all relationships – including those among believers – will be faced with disagreements at different times, all The Well family, as followers of Christ, commit to the following biblical principles as a guide for resolving these issues. We trust that the following

information will serve as a continual resource for you as you strive to serve others, grow personally and glorify

the Lord in the context of conflict.

Scriptures to read and remember when considering how you are going to handle conflict: Prov. 6:16-19, Prov. 17:14, Prov. 20:3, Matt.

5:23-24, 1 Peter 5:5-7, Eph. 4:1-3, Prov. 18:19.

THE WELL’S COMMITMENT TO BIBLICAL CONFLICT RESOLUTION:

As people reconciled to God by the death and resurrection of Jesus Christ, we believe we are called to respond to conflict in a way that is

remarkably different from the way the world deals with conflict. We also believe conflict provides opportunities to glorify God, serve other people,

and grow to be like Christ. Therefore, in response to God's love and in reliance on His grace, we commit ourselves to respond to conflict according

to the following principles:

GLORIFY GOD – Instead of focusing on our own desires or dwelling on what others may do, we will seek to please and honor God – by depending on

His wisdom, power and love; by faithfully obeying His commands; and by seeking to maintain a loving, merciful and forgiving attitude.

GET THE LOG OUT OF YOUR OWN EYE – Instead of attacking others or dwelling on their wrongs, we will take responsibility for our own contribution

to conflicts – confessing our sins, asking God to help us change any attitudes and habits that lead to conflict and seeking to repair any harm we have

caused.

GO AND SHOW YOUR BROTHER HIS FAULT – Instead of pretending that conflict doesn't exist or talking about others behind their backs, we

will choose to overlook minor offenses, or we will talk directly and graciously with those whose offenses seem too serious to overlook. When a conflict

with another Christian cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner.

GO AND BE RECONCILED – Instead of accepting premature compromise or allowing relationships to wither, we will actively pursue genuine peace

and reconciliation – forgiving others as God, for Christ's sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences.

By God's grace, we will apply these principles as a matter of stewardship, realizing that conflict is an opportunity, not an accident. We will remember

that success, in God's eyes, is not a matter of specific results but of faithful, dependent obedience. And we will pray that our service as peacemakers

brings praise to our Lord and leads others to know His infinite love.

These principles are so simple that they can be used to resolve the most basic conflicts of daily life. But they are so powerful that they have been used

to mediate and arbitrate bitter divorce and child custody actions, embezzlement situations, church divisions, multi-million-dollar business disputes,

malpractice lawsuits and terrible sexual abuse cases. These principles are briefly discussed in the following pages. For a more detailed explanation,

please see *The Peacemaker: A Biblical Guide to Resolving Personal Conflict*, by Ken Sande (Baker Books, 2nd ed.1997)

AT THE TRAILHEAD: UNDERSTANDING THE LANDSCAPE

SEE CONFLICT AS AN OPPORTUNITY

Conflict is not necessarily bad or destructive. Even when conflict is caused by sin and causes a great deal of stress, God can use it for good (Rom. 8:28-29). As the Apostle Paul wrote in 1 Corinthians 10:31-11:1, conflict actually provides three significant opportunities. By God's grace, you can use conflict to:

- Glorify God (by trusting, obeying and imitating Him).
- Serve other people (by helping to bear their burdens or by confronting them in love).
- Grow to be like Christ (by confessing sin and turning from attitudes that promote conflict).

These concepts are totally overlooked in most conflicts because people naturally focus on escaping from the situation or overcoming their opponent. Therefore, it is wise to periodically step back from a conflict and ask yourself whether you are doing all that you can to take advantage of these special opportunities.

GLORIFY GOD

When the Apostle Paul urged the Corinthians to live "to the glory of God," he was not talking about one hour on Sunday morning. He wanted them to show God honor and bring Him praise in day-to-day life, especially by the way that they resolved personal conflicts (1 Cor. 10:31).

As mentioned above, you can glorify God in the midst of conflict by trusting Him, obeying Him and imitating Him (Prov. 3:4-6; John 14:15; Eph. 5:1). One of the best ways to keep these concerns uppermost in your mind is to regularly ask yourself this focusing question: "How can I please and honor the Lord in this situation?"

PREPARING FOR THE JOURNEY

GET THE LOG OUT OF YOUR OWN EYE

The most challenging part of peace-making is set forth in Matthew 7:5, where Jesus admonishes us to "...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."

There are generally two kinds of logs you need to look for when seeing your part in the conflict. First, you need to consider your own attitudes and biases.

Critical, negative or overly sensitive attitudes easily lead to unnecessary conflict.

The other log you must deal with is actual sinful words and actions. Because we are often blind to our own failures, we must have honest friends who will help us take an objective look at ourselves and face up to our contribution to a conflict

The most important aspect of getting the log out of your own eye is to go beyond the confession of wrong behavior and face up to the root cause of that behavior. The Bible teaches that conflict comes

from preoccupied with something, even a good thing, and seek to find happiness, security, or the “desires at war within you” (James 4:1-3; Matt. 15:18-19). Some of these desires are obviously sinful, such as wanting to conceal the truth, bend others to your will or have revenge. In many situations, however, conflict is fueled by good desires that you have elevated to a sinful place, such as an unhealthy craving to be understood, loved, respected or vindicated (1 Peter 2:23).

Any time you become excessively preoccupied with something, even a good thing, and seek to find happiness, security, or fulfillment in it rather than in God, you are guilty of idolatry. Idolatry inevitably leads to conflict with God. It also causes conflict with other people. As James writes, when we want something but don’t get it, we kill and covet, quarrel and fight (James 4:1-4).

Having done the hard work of discovering your part in the conflict, it is time to take action. Below is a clear, seven-step process to help you first examine yourself and then move forward as a peacemaker:

1. Ask the Lord and others for help with self-awareness (1 John 1:8).

- Ask God to show you where you have been guilty of “wrong worship,” which is to say where you have been focusing your attention and love on something other than the Lord and His desires. “Search me, O God, and know my heart; Try me and know my anxious thoughts; And see if there be any hurtful way in me; And lead me in the everlasting way” (Ps.139:23-24).

- Specifically identify and renounce the desire contributing to the conflict.

- Deliberately pursue right worship. Fix your heart and mind on God and seek joy in Him alone.

- Give others permission to speak into your life, and regularly ask them to help you see any “logs” both in attitude and action.

2. Address everyone involved as soon as possible (Matt. 5:23-24, Prov. 6:1-5).

3. Avoid if, but, and maybe. (Don’t make excuses; be specific when possible, with both attitudes and actions. Luke 15:17-24).

4. Apologize. (Express sorrow for the way you affected someone.

Luke 15:21)

5. Ask for forgiveness (Prov. 28:13).

6. Accept the consequences (Luke 19:1-9).

7. Alter your behavior. (Commit to changing harmful habits. Eph.

4:22-32, John 8:11).

As God guides and empowers these efforts, you can find freedom from the idols that fuel conflict and be motivated to make choices that will please and honor Christ. This change in heart will usually speed a resolution to a present problem, and at the same time improve your ability to avoid similar conflicts in the future.

Use this diagram as a diagnostic to help you evaluate your current responses to the conflict. No one is perfect and we all have a tendency toward being more of a peace-breaker or a peace-faker in conflict.

BEGINNING THE JOURNEY:

HITTING THE TRAIL TO LOVE YOUR FRIEND

GO AND SHOW YOUR BROTHER HIS FAULT

DON'T SWEAT THE SMALL STUFF

OVERLOOK MINOR OFFENSES

Another key principle of peacemaking involves an effort to help others understand how they have contributed to a conflict. Before you rush off to confront someone, however, remember that it is appropriate to overlook minor offenses (Prov. 19:11). As a general rule, an offense should be overlooked if you can answer “no” to all of the following questions:

- Is the offense seriously dishonoring God?
- Has it permanently damaged a relationship?
- Is it seriously hurting other people?
- Is it seriously hurting the offender himself?

DON'T SPREAD THE BIG STUFF

TALK IN PRIVATE

If you answer “yes” to any of these questions, an offense is too serious to overlook, in which case God commands you to go and talk with the offender privately and lovingly about the situation (see Matt. 18:15). As you do so, remember to:

- Pray for humility and wisdom (1 Peter 5:5).
- Plan your words carefully — think of how you would want to be confronted (Prov. 15:1-2; 16:23).
- Anticipate likely reactions and plan appropriate responses — rehearsals can be very helpful (Prov. 20:18).
- Choose the right time and place — talk in person whenever possible (Prov. 16:21; 27:12).
- Assume the best about the other person until you have facts to prove otherwise (Prov. 18:17).
- Listen carefully (Prov. 18:13).
- Speak only to build others up (Eph. 4:29).
- Ask for feedback from the other person (Prov. 18:2).
- Trust God (Psalm 37:3).

DON'T STOP IF YOU'VE BEEN STIFFED

TAKE OTHERS ALONG (MATT. 18:17)

If an initial confrontation does not resolve a conflict, do not give up.

Review what was said and done, and look for ways to approach the other person more effectively. Then try again with even stronger prayer support.

If you have done all you can to share your concern and the matter is still unchanged in that it is "too serious to overlook," you should ask one or two other people to meet with you and the person you have approached to help you resolve your differences (Matt. 18:16-20).

DON'T STOP IF IT GETS STICKY

As unfortunate as it is, there are times when the only solution left is to expand the circle of accountability and wisdom to include an even wider community within the body of Christ. It is imperative that the process is not stopped short of any Scriptural admonition to diligently preserve the unity that the Lord intends.

Where conflict persists, it is the job of the wider community of faith to speak boldly into the matter and, where necessary, separate itself from hard hearts that refuse to deal with matters "too serious to overlook,"

(Matt 18:17a; 1 Cor. 5:1-2) even when that includes necessary separation until such a time as when the sin issues creating the conflict are acknowledged and dealt with.

GO AND BE RECONCILED

One of the unique features of biblical peacemaking is the pursuit of genuine forgiveness and reconciliation. Even though followers of Christ have experienced the greatest forgiveness in the world, we often fail to show that forgiveness to others. To cover up our disobedience we often use the shallow statement, "I forgive her – just don't want to have anything to do with her again." Just think, however, how you would feel if God said to you, "I forgive you; I just don't want to have anything to do with you again?"

Praise God that He never says this! Instead, He forgives you totally and opens the way for genuine reconciliation. He calls you to forgive others in exactly the same way: "Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you" (Col. 3:12-14; see also 1 Cor. 13:5; Ps. 103:12; Isa. 43:25). One way to imitate God's forgiveness is to live with these actions and attitudes when you forgive someone:

- I will not dwell on this incident.
- I will not revisit this incident or use it against you.
- I will not talk to others about this incident.
- I will not allow this incident to stand between us or hinder our personal relationship.

Remember that forgiveness is a spiritual process that you cannot fully accomplish on your own. Therefore, as you seek to forgive others, continually ask God for grace to enable you to imitate His wonderful forgiveness toward you.

NEGOTIATE IN A BIBLICAL MANNER

Even when you manage to resolve personal offenses through confession and forgiveness, you may still need to deal with substantive issues, which may involve money, property, or the exercise of certain

rights. These issues should not be swept under the carpet or automatically passed to a higher authority. Instead, they should be negotiated in a biblically faithful manner.

As a general rule, you should try to negotiate substantive issues in a cooperative manner rather than a competitive manner. In other words, instead of aggressively pursuing your own interests and letting others look out for themselves, you should deliberately look for solutions that are beneficial to everyone involved.

As the Apostle Paul put it, “Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others” (Phil. 2:3-4; see Matt. 22:39; 1 Cor. 13:5; Matt. 7:12).

A biblical approach to negotiation may be summarized in five basic steps, which we refer to as the PAUSE principle:

- Prepare (pray, get the facts, seek godly counsel, develop options)
- Affirm relationships (show genuine concern and respect for others)
- Understand interests (identify others’ concerns, desires, needs, limitations, or fears)
- Search for creative solutions (prayerful brain-storming)
- Evaluate options objectively and reasonably (evaluate, don’t argue)

If you have never used this approach to negotiation before, it will take time and practice (and sometimes advice from others) to become proficient at it. But it is well worth the effort, because learning the PAUSE principle will help you not only resolve your present dispute but also negotiate more effectively in all areas of your life.

ENDURING DIFFICULTIES ON THE JOURNEY:

WHAT TO DO WHEN THE TRAIL GETS ROUGH

BE PREPARED FOR UNREASONABLE PEOPLE

Whenever you are responding to conflict, you need to realize that other people may harden their hearts and refuse to be reconciled to you. There are two ways you can prepare for this possibility.

First, remember that God does not measure success in terms of results but in terms of faithful obedience. He knows that you cannot force other people to act in a certain way. Therefore, He will not hold you responsible for their actions or for the ultimate outcome of a conflict.

All God expects of you is to obey His revealed will as faithfully as possible (see Rom. 12:18). If you do that, no matter how the conflict turns out, you can walk away with a clear conscience before God, knowing that His appraisal is, “Well done, good and faithful servant.”

Second, resolve that you will not give up on finding a biblical solution. If a dispute is not easily resolved, you may be tempted to say, “Well, I tried all the biblical principles I know, and they just didn’t work. It looks like I’ll have to handle this another way”— meaning, the world’s way.

A follower of Christ should never close the Bible. When you try to resolve a conflict but do not see the results you desire, you should seek God even more earnestly through prayer, the study of His Word and

the counsel of His church. As you do so, it is essential to keep your focus on Christ and all that He has already done for you (Col. 3:1-4). It is also helpful to follow five principles for overcoming evil, which are described in Romans 12:14-21:

- Control your tongue (“Bless those who curse you.” See also Eph. 4:29).
- Seek godly advisors (identify with others, and do not become isolated).
- Keep doing what is right (1 Pet. 2:12, 15; 3:15b-16).
- Recognize your limits (instead of retaliating, stay within proper biblical channels).
- Use the ultimate weapon: deliberate, focused love (John 3:16; Luke 6:27-31).

At the very least, these steps will protect you from being consumed by the acid of your own bitterness and resentment if others continue to oppose you. And in some cases, God may eventually use such actions to bring another person to repentance (1 Sam. 24:1-22).

Even if other people persist in doing wrong, you can continue to trust that God is in control and will deal with them in His time (see Psalms 10 and 37). This kind of patience in the face of suffering is commended by God (1 Pet. 2:19) and ultimately results in our good and His glory.

GET HELP FROM ABOVE

None of us can make complete and lasting peace with others in our own strength. We must have help from God. But before we can receive that help, we need to be at peace with God Himself.

Peace with God doesn’t come automatically, because all of us have sinned and alienated ourselves from Him (Isa. 59:1-2). Instead of living the perfect lives needed to enjoy fellowship with Him, each of us has a record stained with sin (Matt. 5:48; Rom. 3:23). As a result, we deserve to be eternally separated from God (Rom. 6:23a). That’s the bad news.

The good news is that “God so loved the world that He gave His one and only Son, that whoever believes in Him shall not perish but have eternal life” (John 3:16). Believing in Jesus means more than being baptized, going to church, or trying to be a good person. None of these activities can erase the sins you have already committed and will continue to commit throughout your life. Believing in Jesus means, first of all, admitting that you are a sinner and acknowledging that there is no way you can earn God’s approval by your own works (Rom. 3:20; Eph. 2:8-9).

Second, it means believing that Jesus paid the full penalty for your sins when He died on the cross (Isa. 53:1-12; 1 Peter 2:24-25). In other words, believing in Jesus means trusting that He exchanged records with you at Calvary – that is, He took your sinful record on Himself and paid for it in full, giving you His perfect record.

When you believe in Jesus and receive His perfect record of righteousness, you can really have true peace with God. As you receive this peace, God will give you an increasing ability to make peace with others by following the peacemaking principles He gives us in Scripture, many of which are described above (Phil. 4:7; Matt. 5:9).

If you have never confessed your sin to God and believed in Jesus Christ as your Savior, Lord, and King, you can do so right now by sincerely praying this prayer:

Lord Jesus,

I know that I am a sinner, and I realize that my good deeds could never make up for my wrongs. I need your forgiveness. I believe that you died for my sins, and I want to turn away from them. I trust you now to be my Savior, and I will follow you as my Lord and King, in the fellowship of your church.

If you have prayed this prayer, it is essential that you find fellowship with other Christians in a church where the Bible is faithfully taught and applied. This fellowship will help you to learn more about God, grow in your faith, and obey what He commands, even when you are involved in a difficult conflict. Let us know how The Well might be able to serve you as your place of fellowship.

GET HELP FROM THE CHURCH

As God helps you to practice His peacemaking principles, you will be able to resolve most of the normal conflicts of daily life on your own.

Sometimes, however, you will encounter situations that you do not know how to handle. In such situations, it is wise and appropriate to turn to others in your community or to spiritually mature persons around you who can give you advice on how you might be able to apply these principles more effectively.

When individual advice does not enable you to resolve a dispute, you should ask one or two mutually respected friends to meet with you and your opponent to help you settle your difference through mediation or arbitration (Matt. 18:16-17; 1 Cor. 6:1-8).

If there is any way that we can serve you or help you apply these principles to your relationships, please let us know. To order the messages that accompany these notes, please click on the media tab at

www.watermark.org.

This handout is a supplement to

Conflict: A Constant Opportunity, a message series

by **Todd Wagner**, Pastor of Watermark Community Church (Go to

www.watermarkradio.com to watch or listen to the series).

Material adapted or borrowed from Ken Sande whose generosity in sharing his excellent work on conflict in *The Peacemaker: A Biblical Guide to Resolving Personal Conflict*. Copyright © 1997 made this material possible.

Mentoring Agreement

The purpose of the re:generation mentoring agreement is to ensure both parties have an agreed set of expectations throughout the 12-step recovery program. You are voluntarily entering into this partnership because of the mutual trust and respect you have for one another. You agree that the role of the mentor is to act as an encourager and guide outside of the re:generation step group who is granted authority by the participant to speak into his or her life for the sake of spiritual growth and maturity.