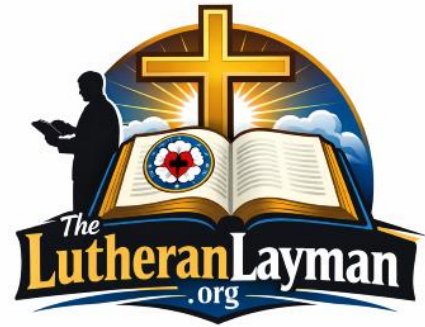


CONFLICT RESOLUTION FLOWCHART — CONFESSIONAL LUTHERAN

1. Identify the Type of Conflict

Start here:

- **Personal Offense**
- **Public Sin**
- **Doctrinal Error**
- **Weak Brother Issue**
- **False Teacher Issue**
- **Leadership Conflict**



Flow: If *personal* → Matthew 18 If *public* → Pastoral involvement If *doctrinal* → Pastor + elders If *weak brother* → Patience + teaching If *false teacher* → Rebuke + discipline If *leadership* → Constitution + pastoral oversight

2. PERSONAL OFFENSE (Matthew 18)

Step 1 — Private Conversation

- Go alone
- Speak clearly, gently, truthfully
- Aim for reconciliation

If resolved → **STOP** (Forgive, restore)

If not resolved → **Go to Step 2**

Step 2 — Bring 1–2 Witnesses

- Mature, doctrinally sound members
- Confirm facts
- Encourage repentance and reconciliation

If resolved → **STOP**

If not resolved → **Go to Step 3**

Step 3 — Tell It to the Church

- Bring to **pastor** and **elders**
- Leadership investigates
- Apply Law and Gospel

If resolved → **STOP**

If not resolved → **Go to Step 4**

Step 4 — Church Discipline

- Office of the Keys
- Call to repentance
- If unrepentant → possible removal from membership

If repentance occurs → **Restore with Gospel**

3. PUBLIC SIN

Skip Matthew 18 private steps.

- Pastor addresses immediately
- Elders assist
- Clear call to repentance
- Protect the congregation

If repentance → **Gospel + restoration** If unrepentant → **discipline**

4. DOCTRINAL ERROR

Step 1 — Private Pastoral Correction

- Scripture
- Confessions
- Catechism

If corrected → **STOP**

If not → Step 2

Step 2 — Elders + Pastor

- Formal doctrinal review
- Written clarification

If corrected → **STOP**

If not → Step 3

Step 3 — Congregational Action

- Remove from teaching office
- Public clarification of doctrine

5. WEAK BROTHER

- Not rebellious
- Not spreading error
- Struggling in conscience

Response:

- Patience
- Teaching
- Encouragement
- Gospel comfort

6. FALSE TEACHER

- Persistent error
- Rejects correction
- Influences others

Response:

- Sharp rebuke
- Remove from teaching
- Protect the flock

7. LEADERSHIP CONFLICT

Step 1 — Clarify Issue

- Sin?
- Miscommunication?
- Constitutional question?

Step 2 — Pastor + President/Elders

- Mediate
- Apply Law/Gospel
- Return to Scripture & Confessions

Step 3 — Council

- Follow constitution
- Document decisions

Step 4 — Congregation (if needed)

- Voters' assembly
- Transparent process

8. FINAL STEP — RESTORATION

Whenever repentance occurs:

- Forgive
- Announce Gospel personally
- Restore fellowship
- Encourage ongoing discipleship

