PWOC LDP
Leadership Development Program

CONFLICT RESOLUTION 3—OVERLOOK OR CONFRONT?

The Bottom-Line Up Front: In conflict resolution when an offense has taken place, sometimes confrontation is necessary, but overlooking can also be a valid, merciful, godly response if the individual is able to truly release the offense. Different scenarios call for different responses.

1. **Watch the Video: "Overlook or Confront?" by Brenda Pace** (3:28) *You can find this video on TheHubPWOC.net, Training Options tab, PWOC LDP page, Ongoing Training section.*

   - According to Ken Sande, overlooking offenses is appropriate under two conditions:
     1) The offense does not create a lasting wall between you and the other person.
     2) The offense is not causing serious harm to God's reputation, to others, or to the offender.

   - Be careful that "overlooking" does not become a passive-aggressive stance in which you brood or ruminate over the offense and later use it against the offender. That approach is actually "avoidance."

   - "Overlooking is an active process that is inspired by God's mercy through the gospel. To truly overlook an offense means to deliberately decide not to talk about it, dwell on it, or let it grow into pent-up bitterness. If you cannot let go of an offense in this way, if it is too serious to overlook, or if it continues as part of a pattern in the other person's life, then you will need to go and talk to the other person about it in a loving and constructive manner."
     —*The Peacemaker: A Biblical Guide to Resolving Personal Conflict,* Ken Sande

   - **Proverbs 19:11** (ESV) *Good sense makes one slow to anger, and it is his glory to overlook an offense*.

2. **Discuss as a Board** (10-15 minutes): *Read the Scriptures below, then answer the questions.*

   - **Proverbs 17:9** *Whoever covers an offense seeks love, but he who repeats a matter separates close friends*.

   - **Ecclesiastes 7:21-22** *Do not take to heart all the things that people say, lest you hear your servant cursing you. Your heart knows that many times you yourself have cursed others*.

- **1 Peter 4:8-9** *Above all, keep loving one another earnestly, since love covers a multitude of sins. Show hospitality to one another without grumbling*.

- *What can we learn from these 3 Scriptures about overlooking an offense?*

- What is an example of an offense that may come up in your PWOC leadership that you would overlook as opposed to one you would confront?