



SECTION 1 | **GETTING STARTED & PREP**

In this section, we will learn about the Peacemaker Ministries process for Path mediation. We will answer a lot of your questions. However, if we happen to miss something, please do not hesitate to ask us. We love making sure that those who participate in Path mediation with us have clarity.

GROUP RECONCILIATION GUIDE**A Psalm of David.**

*The LORD is my shepherd,
I shall not want.*

*He makes me lie down in green pastures;
He leads me beside quiet waters.
He restores my soul;*

*He guides me in the paths of righteousness
For His name's sake.*

*Even though I walk through the valley of the shadow of death,
I fear no evil, for You are with me;
Your rod and Your staff, they comfort me.*

*You prepare a table before me in the presence of my enemies;
You have anointed my head with oil; My cup overflows.*

*Surely goodness and lovingkindness will follow me all the days of my life,
And I will dwell in the house of the LORD forever. (Psalm 23, NASB95)*

The Peacemaker Commitment

A Commitment to Biblical Reconciliation

As people reconciled to God through the gospel of Jesus Christ—
Jesus' life, death, burial, resurrection, and appearance—
we intend to respond to unhealthy tension in a just, merciful, and humble way.

We believe that by encountering God's presence,
understanding his character, and remembering our identity in Christ Jesus,
we will be able to fulfill our calling to live in peace
with others as far as it depends on us.

We also believe that the Holy Spirit can transform unhealthy tension,
making it healthy tension through understanding and living out God's Word.
Therefore, in response to God's love and in reliance on his grace,
we commit to walking the Path of a Peacemaker.

The Peacemaker Prayer

Heavenly Father, we humbly come before you. We recognize that Your Son, Jesus Christ, is the Prince of Peace. We pray as we begin this process of healing our relationships that you will continually remind us that the Prince of Peace dwells inside of us. God, help us to have clarity on how to reconcile our differences. Empower us through the Holy Spirit so that we walk with wisdom and revelation of the knowledge of Jesus.

In Jesus name, Amen.

GROUP RECONCILIATION GUIDE

Very Important:

It is important to know who is serving you, what their training is, and what their experience is. Please feel free to ask the intake person questions about the person who will be handling your case.

Please understand that Peacemaker Ministries only authorizes certain qualified individuals to guide you through this Group Reconciliation Guide. Those authorized to walk you through this guide are conciliators trained in the Path of a Peacemaker (“Path”) by Peacemaker Ministries. Qualified Path Conciliators must be either Certified Path Conciliators or Path Conciliator Candidates (IE Candidates are still in training but not yet Certified). All qualified Path Conciliators are trained in Group Reconciliation (Mediation).

Please note that Path Conciliators and Candidates may or may not be employees of Peacemaker Ministries. Non-employees may not represent themselves as employees of Peacemaker Ministries. You may verify a Path Conciliator or Candidate’s status and training by calling Peacemaker Ministries at 1-800-711-7118 x 701.

Certified Path of a Peacemaker Conciliator (STAFF) - Peacemaker Ministries does have staff members who are also certified Path of a Peacemaker Conciliators. Peacemaker Ministries is responsible and liable for the quality of services these candidates provide. Peacemaker Ministries does desire to know about positive and negative experiences. Also, there is a grievance policy in the appendices that will be followed if there is a disagreement. A feedback form is also available in the appendices of this guide.

Certified Path of a Peacemaker Conciliator (NON-STAFF) - Peacemaker Ministries has certified Path of a Peacemaker Conciliators. These individuals have successfully completed the Path of Peacemaker foundational training, Path of a Peacemaker conflict coaching, Path of a Peacemaker Mediation Training, and Path of a Peacemaker Advanced Training. They will have also satisfactorily completed five cases. These individuals are NOT employees of Peacemaker Ministries. Peacemaker Ministries is not responsible or liable for the quality of services these individuals provide. Even if you are paying them for their services to reconcile you with someone else, you are contracting with them and not Peacemaker Ministries. However, Peacemaker Ministries does desire to know about positive and negative experiences. (In the appendices is a feedback form that Peacemaker Ministries requires to be completed by all Path Participants as they work with candidates while they are completing their certification.) Also, there is a grievance policy in the appendices that will be followed if a Certified Path of a Peacemaker Conciliator and a participant have a disagreement.

Candidate In Training (CANDIDATE) - Peacemaker Ministries has candidates in training. These individuals will have successfully completed the Path of Peacemaker Foundational Training, Path of a Peacemaker Conflict Coaching, and Path of a Peacemaker Mediation Training. These individuals are NOT employees of Peacemaker Ministries. Peacemaker Ministries is not responsible for the quality of services these candidates provide. However, Peacemaker Ministries does desire to know about positive and negative experiences. (In the appendices is a feedback form that Peacemaker Ministries requires to be completed by all Path Participants as they work with candidates while they are completing their certification.)

Name of the Person Serving You:

Credentials of the Person Serving You:

GROUP RECONCILIATION GUIDE

Getting Started:

Contacting Other Participants - The initiating party contacts other potential participants to see if they want to be involved in a group reconciliation (mediation). Peacemaker Ministries does NOT cold-call people nor do we recommend Certified Path of a Peacemaker Conciliators calling individuals without their consent (i.e. we do not cold-call people in conflict)

Contract Signed - The initiating participant signs the contract. (Please see appendices for an example.)

Conflict Assessment - All participants complete the Peacemaker Conflict Style Assessment.

Materials & Homework - All participants receive the books, *The Path of a Peacemaker* and the *Group Reconciliation Guide (Mediation Participant)* by P. Brian Noble. The participants will begin to review and complete the questions in the *Group Reconciliation Guide*. A conflict coaching phone call will NOT be scheduled until the *Group Reconciliation Guide* is completely filled out.

Conflict Coaching

The conflict coach/mediator will walk each participant through the *Group Reconciliation Guide* during a phone call. Sometimes married couples choose to do their phone calls at the same time. Additional homework is often assigned during the phone call, including a webinar or additional Scripture reading.

Group Reconciliation (Mediation)

Greetings & Devotions - The mediator will welcome the group and start with a devotion.

Ground Rules - The mediator will explain the ground rules for the meeting. Group Reconciliation (Mediation) Documents will be signed. (Please see appendices for an example.)

Tension & Perspective - There will an agreement to operate using healthy tension for gaining perspective.

Discover the Story - Each participant will share their perspective of the conflict. The other participants will listen without interrupting.

Encounter God's Presence - The participants will pray and read Scripture. They will minister to each other.

Reflect Thoughtfully - Each participant will be asked to take personal responsibility for their contribution to the conflict and to gently restore other participants.

Make & Implement a Plan - Participants will be asked to apologize, confess, forgive, make restitution, and write an accountability plan. Remember that while the mediator will guide the group, it is the group's responsibility to come up with solutions and outcomes.

Post-Group Reconciliation Work

2-weeks - Mediation Survey

6-month - Email follow-up

3-month - Email follow-up and optional phone call

12-month - Email follow-up

Examples of what you might say in the invitation:

or

Write an invitation to a “Path of a Peacemaker” conversation:

[illegible]

GROUP RECONCILIATION GUIDE**#1 Participants will experience heart transformation.**

Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will. (Romans 12:2, NIV)

I will give you a new heart and put a new spirit in you; I will remove from you your heart of stone and give you a heart of flesh. And I will put my Spirit in you and move you to follow my decrees and be careful to keep my laws. (Ezekiel 36:26–27, NIV)

#2 Participants will experience the gospel despite the suffering.

Not only so, but we also glory in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope. And hope does not put us to shame, because God's love has been poured out into our hearts through the Holy Spirit, who has been given to us. (Romans 5:3–5, NIV)

#3 Participants will experience joy despite the trials.

Consider it pure joy, my brothers and sisters, whenever you face trials of many kinds, because you know that the testing of your faith produces perseverance. Let perseverance finish its work so that you may be mature and complete, not lacking anything. (James 1:2–4, NIV)

#4 Participants will experience God's peace despite the storm.

He got up, rebuked the wind and said to the waves, "Quiet! Be still!" Then the wind died down and it was completely calm. (Mark 4:39, NIV)

Peace I leave with you; my peace I give you. I do not give to you as the world gives. Do not let your hearts be troubled and do not be afraid. (John 14:27, NIV)

#5 Participants will glorify God as they walk through their conflict.

So whether you eat or drink or whatever you do, do it all for the glory of God. (1 Corinthians 10:31, NIV)

#6 Participants will live at peace by leaving room for God to be the ultimate judge.

If it is possible, as far as it depends on you, live at peace with everyone. Do not take revenge, my dear friends, but leave room for God's wrath, for it is written: "It is mine to avenge; I will repay," says the Lord. On the contrary: "If your enemy is hungry, feed him; if he is thirsty, give him something to drink. In doing this, you will heap burning coals on his head." Do not be overcome by evil, but overcome evil with good. (Romans 12:18–21, NIV)

#7 Participants will gain an eternal perspective.

Set your minds on things above, not on earthly things. (Colossians 3:2, NIV)

Therefore we do not lose heart. Though outwardly we are wasting away, yet inwardly we are being renewed day by day. For our light and momentary troubles are achieving for us an eternal glory that far outweighs them all. So we fix our eyes not on what is seen, but on what is unseen, since what is seen is temporary, but what is unseen is eternal. (2 Corinthians 4:16–18, NIV)

GROUP RECONCILIATION GUIDE

Process Terms**Conflict Coaching**

Conflict coaching is when a coach sits down with a participant to help prepare them to reconcile their differences with others. Like an athletic coach, a conflict coach will challenge, inspire, and call out blind spots that the participant does not see. The primary role of the coach is to help the participant discover heart-issues or areas in which the participant is living out their Christian life in a manner different than how the Bible calls Christians to live. A conflict coach can also serve as a mediator later in the process as long as the coach has remained biblically neutral.

Group Reconciliation (Mediation)

Mediation is when a mediator walks a group of individuals in conflict through a process of relational reconciliation and restitution. The mediator is a coach and guide to negotiating conflicted situations. The mediator does NOT make outcome decisions for the participants. The outcome and documentation of outcomes is entirely the responsibility of the participants involved in the process.

Arbitration

Arbitration is when an individual or a panel is assigned to decide who is right and who is wrong, what is owed or not owed (restitution), and/or the consequences for a particular conflict. An arbitrator or arbitration panel, in essence, acts as a judge to rule on the conflict. If the proper documents are signed and the correct processes are followed, arbitration can be legally binding.

Consulting

Consulting is when an individual is hired to look at systems processes that may or may not be causing conflict. Consulting should be done separately from conflict coaching or mediation, however, sometimes a mediator is asked for their opinion to help a participant to see a blind spot. In this moment, the mediator should discern if it will help the process or hinder the process in sharing their personal opinion. Any advice is not meant to be legal advice or professional advice. It is meant to give biblical direction and clarity to identifying blind spots.

Biblically Biased - Relationally Neutral

Biblically biased but relationally neutral means that a coach, mediator, or arbitrator is neutral in their judgment of a person's value and at the same time they will challenge that valuable person to God-glorifying behavior that aligns with the clear instructions of the Bible. In other words, a coach, mediator, or arbitrator can point out sinful behavior and do so without devaluing the person as an individual or losing their neutrality.

Unity Defined

Unity and *uniformity* are not to be confused. *Unity* does not mean that all people have the same exact beliefs, values, or perspectives. In fact, individuals can have vastly different opinions and yet be unified on the gospel message and the value of others as fellow human beings. *Uniformity* says all people have to think the same, act the same, and believe the same.

Therefore I, the prisoner of the Lord, implore you to walk in a manner worthy of the calling with which you have been called, with all humility and gentleness, with patience, showing tolerance for one another in love, being diligent to preserve the unity of the Spirit in the bond of peace. (Ephesians 4:1–3, NASB95)

GROUP RECONCILIATION GUIDE**Repentance**

Repent, then, and turn to God, so that your sins may be wiped out, that times of refreshing may come from the Lord. (Acts 3:19, NIV)

Whoever conceals their sins does not prosper, but the one who confesses and renounces them finds mercy. (Proverbs 28:13, NIV)

Produce fruit in keeping with repentance. (Matthew 3:8, NIV)

Vertical Reconciliation [Between you and God]

Reconciliation is 100% based on the work of Jesus on the Cross, the gospel. No one can steal your reconciliation or keep you from reconciling with God. Vertical reconciliation is an application of the blood of Jesus Christ to the conflict and the releasing of all judgment and injustice over to him. In other words, one person can be reconciled to another person even if that person is not reconciled with them. Romans chapter 5 (specifically verses 8 and 10) is key to understanding this truth.

Horizontal Reconciliation [Between you and another person(s)]

You can control how you feel about and interact with another person. You can apply forgiveness, grace, and mercy toward another because of the gospel of Jesus Christ. You cannot control how others will feel and interact with you. You cannot control how they apply forgiveness, grace, and mercy toward you.

Reinstatement of Relationship

Reconciliation and reinstatement of relationship are two different things. God does not call individuals to put themselves back into an abusive relationship to prove that they are reconciled. God also understands that, at times, people will have to go their separate ways on this side of heaven (Acts 15:36-39). However, individuals do not have to be bitter, unforgiving, or angry simply because the relationship cannot be reinstated for some reason. I, Brian Noble, CEO of Peacemaker Ministries say, "You will have more days with the other person whole and complete in eternity than you will have in this fallen world."

With that said, often times people abandon relationships too quickly and don't try to reinstate the relationship due to conflict exhaustion or conflict fatigue. The normal response to conflict should be repentance, reconciliation, and reinstatement of relationship. After all that is the gospel message.

MY GROUP RECONCILIATION NOTES

GROUP RECONCILIATION GUIDE**One of God's First Coaching Sessions**

In the course of time Cain brought some of the fruits of the soil as an offering to the LORD. And Abel also brought an offering—fat portions from some of the firstborn of his flock. The LORD looked with favor on Abel and his offering, but on Cain and his offering he did not look with favor. So Cain was very angry, and his face was downcast. Then the LORD said to Cain, “Why are you angry? Why is your face downcast? If you do what is right, will you not be accepted? But if you do not do what is right, sin is crouching at your door; it desires to have you, but you must rule over it.” Now Cain said to his brother Abel, “Let’s go out to the field.” While they were in the field, Cain attacked his brother Abel and killed him. Then the LORD said to Cain, “Where is your brother Abel?” “I don’t know,” he replied. “Am I my brother’s keeper?” The LORD said, “What have you done? Listen! Your brother’s blood cries out to me from the ground.

(Genesis 4:3–10, NIV emphasis added)

Peacemaker Ministries Outcome Principle

Peacemaker Ministries, conflict coaches, mediators, arbitrators, or consultants CANNOT change a heart. God, through the Holy Spirit, empowers the believer in Jesus to rule over their fallenness/sin. The gospel is enough for a lasting reconciliation outcome. The key to maintaining reconciliation is daily picking up your cross (Luke 9:23). Believers can call people to repentance, to godly living, to godly behavior, and to love of others. However, the individual must respond to the Word of God, humbly rely on the spirit of God, and willfully surrender to God to have lasting change. God has done everything he can for individuals through the gospel. Therefore, the problem is not with God but with fallen humans.

Outcomes for CONFLICT COACHING

Authentic reconciliation is 100% the responsibility of the participant.

Making and maintaining reconciliation is 100% the responsibility of the participant.

Question: If everything is the responsibility of the participant, what does a conflict coach do?

A conflict coach prepares a participant for a Path Conversation, helps the participant see blind spots, challenges the participant to glorify God, and encourages the participant.

Outcomes for GROUP RECONCILIATION (MEDIATION)

Authentic reconciliation is 100% the responsibility of the participants.

Making and maintaining reconciliation is 100% the responsibility of the participants.

Making and implementing a restitution plan is 100% the responsibility of the participants.

Making and implementing an accountability plan is 100% the responsibility of the participants.

Question: If everything is the responsibility of the participant, what does a mediator do?

A mediator referees conflicted groups, guides the conversation, creates an environment for healthy tension, helps participants to negotiate in a godly manner, and provides a process that is as fair as possible.

Outcomes for ARBITRATION

The decision or judgment is 100% the responsibility of an arbitrator or arbitration panel to provide a fair and just process. However, the relationship after an arbitration is entirely the responsibility of the participants.

Authentic reconciliation is 100% the responsibility of the participants.

Making and maintaining reconciliation is 100% the responsibility of the participants.

Implementing a restitution plan is 100% the responsibility of the participants.

Implementing an accountability plan is 100% the responsibility of the participants.

GROUP RECONCILIATION GUIDE

Domestic violence, physical abuse, verbal abuse, spiritual abuse are real issues inside and outside of the church. Peacemaker Ministries desires to create safe environments for everyone involved. If you're currently being abused or you are in an unsafe situation, please call 911 and get to a safe place.

Please notify your conflict coach and/or mediator during the call if you are in an abusive situation. If you have past abuse or have abused others in the past, please provide Peacemaker Ministries with a name to be a support person for you. Peacemaker Ministries does NOT offer mediation to those who have abused others or who have been abused without the proper support for the abuser and/or the abused.

The following behaviors are unacceptable.

Physical violence is unacceptable.

The LORD examines the righteous, but the wicked, those who love violence, he hates with a passion. (Psalm 11:5, NIV)

Outbursts of anger are unacceptable.

Do not make friends with a hot-tempered person, do not associate with one easily angered, or you may learn their ways and get yourself ensnared. (Proverbs 22:24–25, NIV)

Name calling is unacceptable.

Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. (Ephesians 4:29, NIV)

Threatening is unacceptable.

A troublemaker and a villain, who goes about with a corrupt mouth, who winks maliciously with his eye, signals with his feet and motions with his fingers, who plots evil with deceit in his heart— he always stirs up conflict. Therefore disaster will overtake him in an instant; he will suddenly be destroyed—without remedy. (Proverbs 6:12–15, NIV)

Belittling is unacceptable.

Do not set foot on the path of the wicked or walk in the way of evildoers. Avoid it, do not travel on it; turn from it and go on your way. For they cannot rest until they do evil; they are robbed of sleep till they make someone stumble. They eat the bread of wickedness and drink the wine of violence. The path of the righteous is like the morning sun, shining ever brighter till the full light of day. But the way of the wicked is like deep darkness; they do not know what makes them stumble. Proverbs 4:14–19, NIV

Intimidation is unacceptable.

The LORD's curse is on the house of the wicked, but he blesses the home of the righteous. He mocks proud mockers but shows favor to the humble and oppressed. The wise inherit honor, but fools get only shame. (Proverbs 3:33–35, NIV)

Peacemaker Ministries holds the right to end a group reconciliation (mediation) at any point for any reason. Abusive behavior before, during, and/or after a group reconciliation is not acceptable and will not be tolerated. Peacemaker Ministries advises that the abused individual call 911 if they are in a threatening situation. Peacemaker Ministries advises the abuser to turn themselves into the police for abusing or hurting others. Remember true repentance accepts the consequences for sinful behavior, makes no demands, and does not blame the other person for their sin.

GROUP RECONCILIATION GUIDE

Date: _____ Time: _____

Date: _____ Time: _____

Date: _____ Time: _____

Participants:

_____	_____
_____	_____
_____	_____
_____	_____

Process Followed:**Mediator Opening:** Greeting, Devotions, Ground Rules, Tension, & Perspective**STORY:** Participants discovered each others perspective**ASCEND:** Participants ministered to each other through prayer and Scripture reading**REFLECT:** Participants took personal responsibility**CONNECT:** Participants made and began implementing a plan through confession and forgiveness**Apology/Forgiveness Memorial**

Document the apologies and forgiveness offered or made during the group reconciliation.

Accountability Plan

Document the accountability plan that was negotiated during the group reconciliation.

Restitution Plan (Relational)

Document the relational restitution plan that was developed during the group reconciliation.

Restitution Plan (Material)

Document the material restitution plan that was developed during the group reconciliation.

Professional Help Plan

Document the areas in which the group needs professional help.

Impasse Plan

Document the areas in which the group is at an impasse and how they overcome those impasses.

Relational Commitment

Document what the future relationship will look like.

Peacemaker Reboot Plan

Document a follow-up plan and consult with a Peacemaker mentor to develop a healthy relational and/or organizational strategy.

INTAKE CHECK LIST**GROUP RECONCILIATION GUIDE****PLEASE DOCUMENT THE DATES YOU REVIEWED THE FOLLOWING ITEMS**☐**Discover Who is Serving You**

Date: _____

Notes: _____

☐**Path of a Peacemaker Group Reconciliation Process**

Date: _____

Notes: _____

☐**Inviting others to a Group Reconciliation**

Date: _____

Notes: _____

☐**Path of a Peacemaker Group Reconciliation Goals**

Date: _____

Notes: _____

☐**Path of a Peacemaker Group Reconciliation Terms**

Date: _____

Notes: _____

☐**Path of a Peacemaker Group Reconciliation Outcomes**

Date: _____

Notes: _____

☐**Handling Abuse**

Date: _____

Notes: _____

☐**Gospel Celebration Document**

Date: _____

Notes: _____

☐**Feedback Form (sample in the appendices)**

Date: _____

Notes: _____

☐**Grievance Policy (sample in the appendices)**

Date: _____

Notes: _____

☐**Contract For Services (sample in the appendices)**

Date: _____

Notes: _____

☐**Group Reconciliation Agreement (sample in the appendices)**

Date: _____

Notes: _____



WALK THE PATH