

## **Confronting Difficult People**

As a group leader you may eventually encounter situations where you will have to address a person who is causing problems in the group. The following are some guidelines to follow to prevent potential difficult people from attending the group and confronting people who are causing problems in your group.

### **Preventing Problems**

A good way to prevent people from causing problems in your group is to ensure that you make your coach or groups pastor aware immediately of any difficult person so that they can check for any “red flags” on that person in our Fellowship One database. Fellowship One is our church database system where notes are made about people that have caused problems in other ministries or groups in the past.

### **Confronting Difficult People**

Unfortunately, some people cause so many problems that there will be a time that you will need to confront someone regarding their ability to remain in the group. Following the model laid out in Matthew 18:15-17, you will need to first meet with this individual privately to inquire about his or her attitude and actions. If the individual is violent make sure you contact the safety team immediately at [safety@sdrock.com](mailto:safety@sdrock.com). Remind him or her that the purpose of the group is for encouragement, reviewing scripture, praying for each other, and offering next steps for growth. If they receive what you have to say and repent they can remain in the group. However, if they continue in their sin you will need to connect with your coach or groups pastor for assistance in either restoring the person to the group or removing them from the group. These are some reasons for confronting a difficult person in your group:

- They don't possess a teachable spirit. Teachability is an indispensable quality for growth. One situation where someone may be asked to leave is if he or she monopolizes the group discussion week after week. It will be obvious they want to demonstrate their superior knowledge of the Word rather than learn from interacting with others.
- They are living a lifestyle of blatant and unrepentant sin. Issues like having inappropriate sexual relationships, threats, using illegal drugs, cursing consistently, or inappropriately soliciting funds for business or personal needs are all causes for asking someone to leave.
- If someone is suicidal immediately call 911 and ask for the PERT Team.
- For child abuse you need to call Child Protective Services at 1-800-344-6000 and complete this form [https://www.sandiegocounty.gov/content/dam/sdc/hhsa/programs/phs/documents/EMS-FormSS8572\\_SuspectedChildAbuse.pdf](https://www.sandiegocounty.gov/content/dam/sdc/hhsa/programs/phs/documents/EMS-FormSS8572_SuspectedChildAbuse.pdf)
- For elder abuse call Adult Protective Services at 1-800-510-2020.

### **Creating an Incident Report**

When weird or threatening things happen in your group please complete an incident report and notify your coach or groups pastor after completing it. To complete an incident report please click on this link - <http://www.allincidents.com/sdrock>.