

Title: "Concerns Regarding Others In the IA Community"

October 7, 2024

Greetings all,

I occasionally get emails from someone in the IA community expressing concern about another member of the IA community and/or describing a conflict they have had with another member of the IA community. And some of these emails also include some form of, "Can you please get involved and address the problem?" I share a number of thoughts below. This content can also be accessed from section XI, K in the "Cumulative FAQ Document" on the FAQ page of www.immanuelapproach.com.

Blessings,

Dr. Lehman/Karl

Want to support the Lehman's Immanuel Approach work? Click here for more information:
<https://www.immanuelapproach.com/supporting-lehmans-immanuel-approach-work/>

Thoughts regarding, "I have a concern about somebody in the IA community. Can you please talk to them?"

I. Nobody perceives all of the details with perfect accuracy: In my experience, nobody is able to perceive all of the details in these difficult situations with perfect accuracy. In addition to the background reality that we are all finite and fallible, my experience is that all of the players in these difficult situations have at least some triggering impairing their discernment.

II. I am not able to clarify/verify the details: Since the people bringing me these concerns are never able to perceive all of the details with perfect accuracy, if I were to get in the middle of these situations I would need to do a fair amount of investigation -- talking to all of the people involved -- in order to clarify/verify the details. In light of the size of the IA community, and the corresponding number of people who might ask me for help with these situations, simple limitations of time and energy make it utterly impossible for me to get involved with individual conflicts/concerns.

III. I keep these concerns in the back of my mind (and in a folder): The above points having been made, if you have a negative experience with someone in the IA community, please do share this with me. As much as possible, just describe what happened. This will give me information that will help me discern as I go forward. I have a folder where I keep all concerns that I receive. When I receive a concern, I keep it in the back of my mind and watch for any evidence that I can observe for myself that will clarify the situation. If a number of different people contact me regarding the same concern, I am especially attentive to watch for anything

that I can observe for myself. Other than this, I am unable to investigate the details or get in the middle of specific concerns/conflicts.

IV. I hear and ponder concerns in context: I hear and ponder these concerns in the context of my experience that nobody perceives these difficult situations with perfect accuracy. Again, there is always at least a little misperception and triggering on both sides.

V. My most important contribution: My most important contribution is that I make the same invitation/request/exhortation to each of the people involved. Please, please, please:

A. Check for triggering: (Do your relational circuits go off when you think about, talk about, or interact with the person in question?). And then check for triggering again. And then check for triggering again.

B. *Work to resolve your triggers:* It is not always possible to completely resolve all triggers that are getting stirred up, but the more triggering you remove from the situation, the better your relational skills and discernment will be and the better chance you will have of navigating an ideal resolution.

C. *Work to keep your relational circuits online:* If you have triggers related to the person and/or specific situation, it will be very easy to slide into nonrelational mode (enemy mode) when you think about, talk about, or interact with the person and/or specific situation. When your relational circuits are on, it's easy for Holy Spirit to work in your heart. When your relational circuits are off, it's easy for the enemy to work in your heart. So even as you are working to find and resolve the underlying traumas, it is also important to use the principles and interventions described in *Outsmarting Yourself* to get your relational circuits back online whenever you get triggered.¹

VI. Others in IA community are not my employees: Especially those who are new to the IA community sometimes misunderstand my relationship with other Immanuel Approach leaders. I provide training and mentoring *as a consultant* to Immanuel: A Practicum, Face to Face Ministries, InterVarsity Christian Fellowship, Alive and Well, Healing Center International, and many other ministries and churches. And everybody in the Immanuel Approach community uses my material as the foundation for their Immanuel Approach work. But I do not employ any of these people, and they are not under my supervision in any kind of official organization.

VII. Use any established channels that are available: Within most churches, and within many ministries (for example, InterVarsity), there are established channels for raising concerns/lodging complaints/sorting out interpersonal conflicts. If you and the person you are concerned about are both in any such organization, please use those established channels.

¹For a detailed discussion of triggering, how to tell when you are triggered, relational circuits, how to tell whether or not your relational circuits are online, and how to deliberately get your relation circuits back online if they are off, see *Outsmarting Yourself*.

