

Rule of Christ Conflict Resolution Process

Purpose

To gracefully resolve disagreements as situations come up within the church between two or more people using the procedure as stated in Matthew 18: 15-17

Matthew 18:15-17

If a fellow believer hurts you. Go and tell him—work it out between the two of you. If he listens, you've made a friend. If he won't listen, take one or two others along so that the presence of witnesses will keep things honest, and try again. If he still won't listen, tell the church. If he won't listen to the church, you'll have to start over from scratch, confront him with the need for repentance, and offer again God's forgiving love.

Resolution Process

- 1) Discern God's Will
 - a) Use the attached Discernment Journal and ask yourself the following questions:
 - i) What is the concern/conflict?
 - ii) What is my position on this matter?
 - iii) Can I let it go?
 - iv) Is there history behind my concern? Is this history impacting my reaction?
 - v) What is my perception of the other person's position on this matter?
 - vi) What part am I responsible for?
 - vii) What does God want?
- 2) Speak with the other party involved.
 - a) Plan ahead and know what you will say.
 - b) Meet at a neutral location and remember that we are all part of the body of Christ.
 - c) State the grievance and try to resolve the conflict between the two of you.
 - d) If the grievance is resolved, the process is complete.
 - e) If the grievance is not resolved, continue to step 3.
- 3) Establish a meeting with the appropriate ministry area of the church.
 - a) The party with the grievance must provide a written statement of their concern prior to the meeting. The form on page 4 will help guide you with the necessary information required by the SPRC for use in resolving this concern.

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First United Methodist Church
New Ulm, Mn

- b) The party with the grievance may bring one or two others who share the concern, to participate in this meeting.
- c) All persons invited to this meeting will be made aware of who will be attending and that it will be a closed meeting.
- d) Meeting Guidelines
 - i) Begin meeting with a prayer
 - ii) State that the goal of the meeting is to determine how to resolve the conflict that satisfies both parties.
 - iii) Agree that the meeting is confidential.
 - iv) Assign responsibilities for all areas of follow up needed for the resolution, if resolution is agreed upon.
 - v) If resolution cannot be agreed upon, agree on what parts of the discussion will be shared with members of the congregation and a time frame for doing such. Continue to Step 4.
- 4) When no resolution can be agreed upon, the concern will be taken to either the Staff Parish Relations Committee or the Church Council.
 - a) The party with the grievance must provide a written statement of their concern prior to the meeting. The form filled out for Step 3 can be used but should also include a summary of the discussion from Step 3.
 - b) The party with the grievance may bring one or two others who share the concern, to participate in this meeting.
 - c) All persons invited to this meeting will be made aware of who will be attending and that it will be a closed meeting.
 - d) A written summary of Step 3 should be provided to the committee members for background information.
 - e) Meeting Guidelines
 - i) Begin meeting with a prayer
 - ii) State that the goal of the meeting is to determine how to resolve the conflict that satisfies both parties.
 - iii) Agree that the meeting is confidential.
 - iv) Assign responsibilities for all areas of follow up needed for the resolution, if resolution is agreed upon.
 - v) If resolution cannot be agreed upon, steps may need to be taken in accordance with The Book of Discipline of the United Methodist Church.