

GLOSSBRENNER UNITED METHODIST CHURCH
CONFLICT RESOLUTION POLICY
FOR MEMBERS IN TIMES OF DISAGREEMENT

Conflict in churches began with the disciples, who walked with Jesus, arguing over who would be first in the Kingdom of God. We as Christians, must seek to live as a community under the authority of Christ (Acts 2: 43-47), recognizing that in any congregation conflict can, from time to time, develop. We come from various religious, educational and family backgrounds, and have different understandings, priorities and beliefs. According to Ephesians 4: 3; 15, we, as Christians, "must make every effort to maintain the unity of the Spirit in the bond of peace ... But speaking the truth in love, we must grow up in every way into Him who is the head, into Christ".

When a conflict arises between or among members/guests of the congregation, we as individual members of the body of Christ, pledge that we will attempt to:

- Acknowledge together that conflict is a part of our life in the church (Romans 14: 1-19)*
- Affirm that as God walks with us in conflict, we can work through to growth (Eph 4:15-16)*
- Commit ourselves to pray for a mutually satisfactory resolution (James 5:16)*
- Go directly to those with whom we disagree (Matthew 5: 23-24; 18: 15-20)*
- Go in gentleness, patience and humility (Galatians 6: 1-5)*
- Listen carefully and summarize what is heard before responding. Seek to understand as to be understood (James 1:19; Proverbs 18:13)*
- Believe in and rely on the solidarity of the Body of Christ and its commitment to peace and justice (1 Corinthians 6: 1-4)*
- Be slow to judge, end name calling, discard threats and act in a non-defensive, non-reactive way (Romans 2: 1-4; Galatians 5: 22-26)*

If, after following the above process, an acceptable resolution to the conflict is not met, the member(s) may initiate a meeting with the Pastor. If the issue continues to be unresolved, the Pastor, along with the member(s) will meet with representatives of the Staff Parish Relations Committee (SPRC) for a resolution.