

## Conflict/Concern Resolution Process

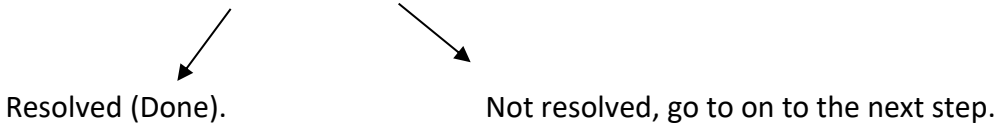
### for Dent and Vergas UMC

(Voted on by both Ad Councils in January 2022.)

What should you do if you are having conflict/concern with another person in your church? Or what should you do if someone comes to you to talk about a conflict/concern they are having with someone else in their church? Please direct them to the following agreed-upon conflict resolution process based on Matthew 18 and the Rule of Christ.

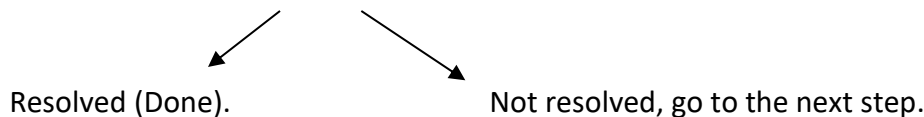
1. **Look at yourself.** (Matt 18:8-9) Take time to pray to discover whether your conflict/concern should be addressed. You may want to use the Self-Awareness Reflections Questions to help you decide.

- a. Assume everyone is doing the best they can.
- b. What part is my responsibility?
- c. Can I let it go? Should I let it go?
- d. What does God want?

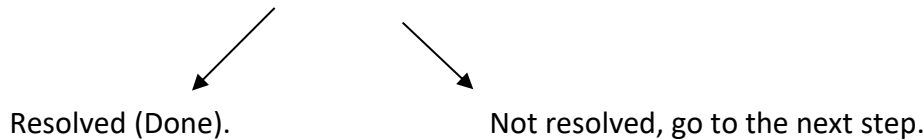


2. **One on One.** (Matt 18:15) Go talk to the other person directly and privately. Be clear and truthful about what the conflict is. "Carefront" with the other person, bringing a loving spirit using these steps:

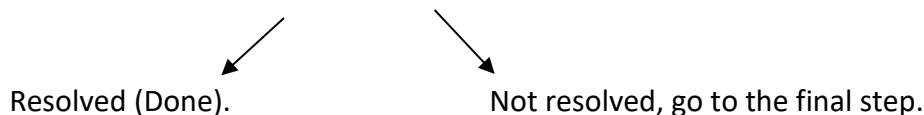
- a. Be aware of your assumptions.
- b. Listen carefully to the other person.
- c. Share your view using "I" statements.



3. **Get Some Objective Help.** (Matt 18:16) Schedule a time to meet with an internal mediator (Ad Council Chairs, S/PPRC members) to share and process the conflict/concern. Please fill out the Conflict/Concern Resolution Form for that meeting.



4. **Seek Outside Help.** (Matt 18:17a) Meet together with an outside mediator (District Superintendent or someone they recommend for us).



5. **Let It Go.** (Matt 18:17b) There are some issues that cannot be resolved. The church should remember it's mission. Let go of anger and disappointment at the unresolved issue and move on.

## Self-Awareness Reflection Questions

### for Dent and Vergas UMC

(Based on Matthew 18 the Rule of Christ materials.)

**Matthew 18: 8-9 & 15-20 (The Message)** "If your hand or your foot gets in the way of God, chop it off and throw it away. You're better off maimed or lame and alive than the proud owners of two hands and two feet, godless in a furnace of eternal fire. And if your eye distracts you from God, pull it out and throw it away. You're better off one-eyed and alive than exercising your twenty-twenty vision from inside the fire of hell. <sup>15-17</sup> "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. <sup>18-20</sup> "Take this most seriously: A yes on earth is yes in heaven; a no on earth is no in heaven. What you say to one another is eternal. I mean this. When two of you get together on anything at all on earth and make a prayer of it, my Father in heaven goes into action. And when two or three of you are together because of me, you can be sure that I'll be there."

The first step in the conflict/concern resolution process (Matt 18:8-9) asks you to examine yourself. The following questions can help you do that.

- Begin in prayer. Ask God for direction and then complete this page. Briefly identify this issue: (Use only one sentence. This will help you focus.)
- Your position on the issue.
- Your perception of the other person's/group's position on the issue.
- Put yourself in the other person's/group's shoes. What might they say that you have contributed to the conflict?
- Describe the need you want to have addressed. There is a need for:
- What are some possible scripture images for this situation?
- Is there a history behind your concern? Is this history impacting your reactions?
- What steps can you take to remain calm, confident, and connected to the other person/group? And ask yourself these questions:
  - a. Can I let it go? Should I let it go?
  - b. What part am I responsible for?
  - c. What does God want?
  - d. What might be God's point of view?
- If the conflict is not resolved, then you will need to prepare for a one-on-one meeting with the other person/group.

**Conflict/Concern Resolution Form**

**for Dent and Vergas UMC**

(Based on Matthew 18 the Rule of Christ materials.)

Name:

Briefly describe the situation or concern that needs to be addressed:

What have you already done to address this issue? Were any agreements made?

What remains unresolved?

State your concern as a need, what needs to happen to resolve this conflict?

When completed, return this form to an internal mediator (Ad Council Chair, S/PPRC member).

Final resolution after meeting with the internal mediator was (briefly describe):

Signed: \_\_\_\_\_

Date: \_\_/\_\_/\_\_

Signed: \_\_\_\_\_

Date: \_\_/\_\_/\_\_

Mediator: \_\_\_\_\_

Date: \_\_/\_\_/\_\_