

CONFLICT RESOLUTION PROPOSALS

**ICOC DELEGATES, OCTOBER 2017
CHICAGO, ILLINOIS**

CONFLICT RESOLUTION: THE CURRENT APPROACH

**CONFLICT RESOLUTION:
A REGIONAL OPTION**

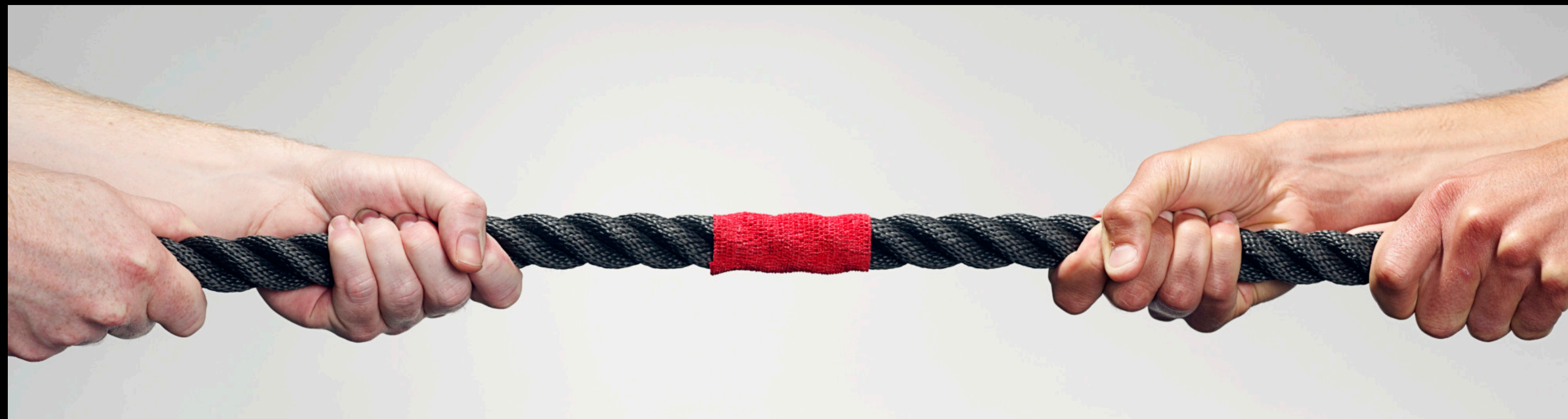
PROPOSAL

**TO ESTABLISH, TRAIN AND UTILIZE A
VOLUNTEER REGIONAL CONFLICT
RESOLUTION TEAM (CRT) WITHIN A
REGIONAL FAMILY OF CHURCHES
(*EXODUS 18:13-26*)**

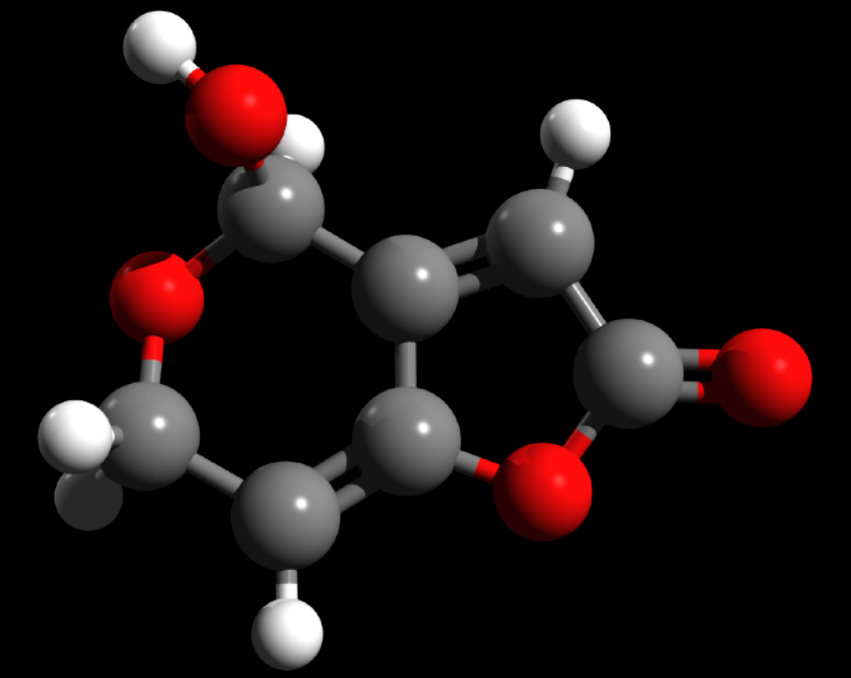


THE NEED FOR THE CRT

- **Local church situations at an impasse**
- ***Matthew 18:15-17***
- **Trusted, Mature, Skilled, Trained men & women to mediate / resolve (Region)**



STRUCTURE OF THE CRT



- **Regional committee to find suitable candidates for the CRT**
- **10-12 trusted volunteer members (diverse) with varied experience, skills and training**
- **Accountable to a panel of 2-4 Senior Leaders in the Region**

REQUIRED SKILLS, EXPERIENCE & TRAINING WITHIN THE CRT

- Organizational Health Development
- Healthy Communication
- *Conflict Resolution / Mediation Training**
- Other Wellness Disciplines



GLOBAL CONNECTION

Need to establish strong relationships with other CRTs in other Regions (Resources, Collaboration, Assistance)

CRT FUNDING



- **Funded within Region through ‘Unity Fund’ (set-up similar to the collection of the benevolence fund)**
- **Local churches can donate (voluntarily) to the fund**
- **Fund to be managed by a local church (willing & able)**
- **Fund allocation oversight by CRT Leaders**
- **Funds used to offset expenses of CRT: Travel, Stipend, Resources, Training, etc.**

POSITIVE OUTCOMES OF THE REGIONAL CRT MODEL



- Regional relational influence / authority
- Minimize cross-cultural challenges / barriers
- Local 'buy-in' for resources (Financial / Personnel)
- Lower costs to establish and utilize (Volunteer)
- Training / Development for the Region by the CRT
- Healthy sustainable example and resource

**CONFLICT RESOLUTION:
A GLOBAL OPTION**

PROPOSAL

THE FORMATION OF A GLOBAL
CONFLICT RESOLUTION (GCR)
PANEL COMPRISED OF SPECIALISTS
FROM AROUND THE WORLD AND
FROM A VARIETY DISCIPLINES

PROPOSAL

WITH THE GOAL TO PURSUE AND
PRESERVE THE OVERALL
WHOLENESS AND UNITY OF OUR
BROTHERHOOD

ATTENTIVENESS / COST FACTORS

1 - proactive \$

2 - preemptive \$\$

3 - responsive \$\$\$

4 - reactive \$\$\$\$\$\$\$\$\$\$

— GCR Panel

ARTIFICIAL BOUNDARIES OF AN OVERSPILL CONFLICT

- **Nations / Regions**
- **Oceans**
- **The Equator**



IMPEDIMENTS TO RESOLVING OVERSPILL CONFLICTS

Backstory

Language

Culture

Distance

Funding

Competence

Protocols

Willingness

WHO MAKES THE CALL?



WHO MAKES THE CALL?

1. **The regional chairman** — *a request for help*
2. **One regional chairman** — *an unresolved matter spreads to another region and both regions are unable to achieve resolve*
3. **The elder's service team** — *a series of substantiated and consistent complaints in a region raise issues of defamation to the cause of Christ*

PROCESS SAFEGUARDS

MATTHEW 5 & 18

1. Confirm that petitioners fulfilled their Scriptural responsibilities of “going to the brother”
2. Communication with all primary parties
3. Determine which GCR investigators are deemed impartial by the main parties
4. Investigate to determine what type of engagement is required

ENGAGEMENT TYPES

- **Advising**
- **Investigation**
- **Mediation**
- **Arbitration**
- **Training**



SCOPE OF GCR PROPOSAL CONDITIONS FOR INVOLVEMENT

- **Ideological Debates** *No*
- **A Contested Discipline** *Provisionally*
- **Whistleblowing** *Provisionally*
- **Major Polarizing Breakdowns** *Yes*
- **Flagrant Sinful Behaviors** *Yes*

GCR PANEL

- Accountable to the Elder's Service Team
- Comprised of 12-15 Members, **men & women**, maximum of two consecutive 2-3 year terms
- At least one person each from Asia, Eastern Europe, Western Europe, and *each* continent
- Certified in a field related to Conflict Resolution
- Transparent Subsidization Model
- Publish "Proactive" resources

REQUIRED CERTIFICATION AT LEAST ONE AREA OF SPECIALIZATION

- Mediation
- Arbitration / Dispute Resolution
- Mental Health
- Organizational Development/Health
- Board/Non-Profit Practices
- Risk Management
- Law / Intl. Law
- Cross-Cultural Communications

ADVANTAGES

GLOBAL APPROACH TO CR

- More rapid / **competent containment**
- Visibility and access to **detached investigators**
- A **repository** of globally effective “proactive” transformative practices and trainers
- Greater **awareness** of cross-cultural factors in the age of globalization

SCRIPTURAL BASIS

- The use of trustworthy and capable helpers to resolve difficulties is consistent with protocols of Scripture (Deuteronomy 1:9-18)
- The prayer of Jesus (John 17:22-23)
- The example and expectations of the apostles (1-2 Corinthians)

