

# Conflict Resolution

OCTOBER 2021

## NEED TO MEET/OR PROBLEM TO SOLVE

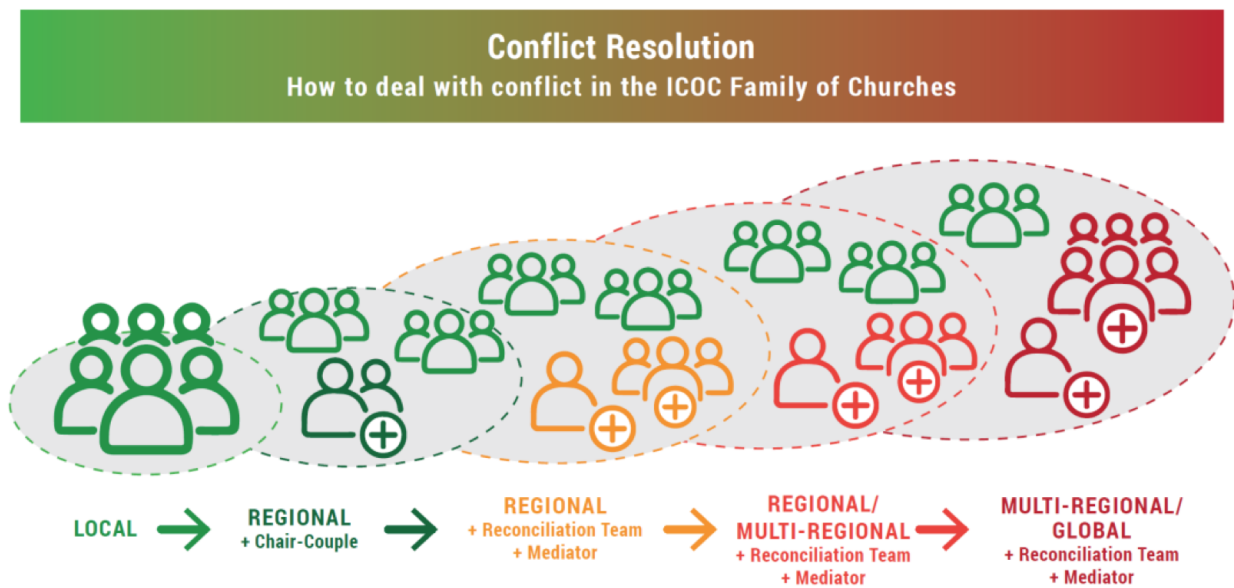
We need a solution for conflicts that need to be addressed beyond the Regional area.

## PROPOSAL

1. The first step should be local. The regional family should make every effort to help equip local churches with education and skills to manage conflict on the most local level or within the congregation. (1 Cor. 6:1-7).
2. The second step should be regional. The Regional Family Chair-Couple should step in to investigate the issues and assemble competent, trustworthy peacemakers within their region to "settle the matter quickly" (Matt. 5:25). If the RFC couple is part of the conflict, they must recuse themselves for the sake of unity, and parties should move to step three.
3. The third step should be regional with a reconciliation team led by a mediator. The Regional Family will organize a reconciliation team conducted by a mediator to help bring about a mutual and transformative resolution for involved parties *quickly and entirely*.
4. A fourth step should be regional with multi-regional influence. The region shall select a mediator(s) or task force from outside of the area to be brought in to hear and document concerns (Matt. 18:16).
5. A fifth step should be multi-regional with possible global leadership influence. A reconciliation team, led by a mediator and including regional, multi-regional, and possibly global leaders, shall be convened. The team should help assess the scope of the conflict(s) to help bring about a mutual and transformative resolution for all parties entirely. The non-partisan and trained mediator(s) shall facilitate the meeting(s):
  - Ongoing relationships should be called on to pray for and support reconciliation progress (Rom 14:19; Eph 4:3).

- The agreed-upon mediator(s) shall work within a reasonable timeframe, not to exceed three years, to help bring about transformation, representative of the fruits of the Spirit (Gal. 5:22-23).

The mediator should adhere to strict confidentiality guidelines, and any notes, emails, and other documents should be destroyed at the end of the mediation process, regardless of the mediation outcome.



## OLD PROCESS/or STRUCTURE

1. Individual Regions have had no clear process of adding or disciplining that would unite them with other ICOC regions.

## WHY THIS IS BETTER

1. This approach provides a mutually agreed upon process toward long standing resolution.