

## Solution for Intractable Conflict

Unity Task Force

# Intractable Conflict

OCTOBER 2021

## NEED TO MEET/OR PROBLEM TO SOLVE

Solution to give a Region for how to manage intractable Conflict.

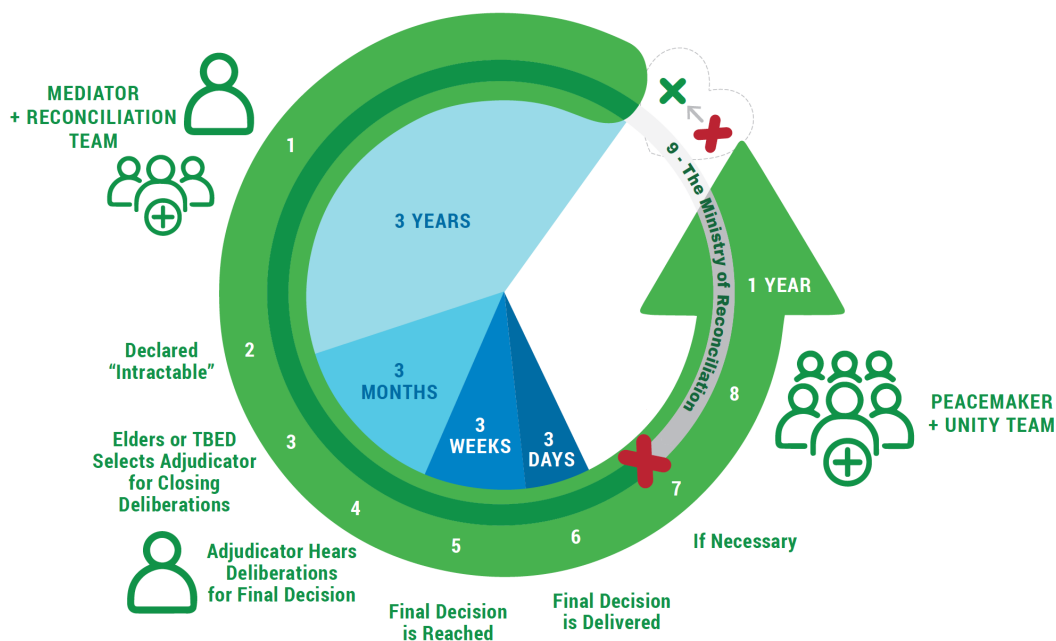
## PROPOSAL

In John 17, Jesus prayed for unity. While conflict can be a beautiful opportunity for deeper relationships, long-standing, poorly managed, and unresolved conflicts lead to dangerous divisions within God's family (1 Cor. 1:10).

1. In a case where an unresolved conflict reaches Step 5 of the regional approach (see above), a trained and mutually agreed-upon mediator(s) shall determine a reasonable timeframe, not to exceed three years, to settle the open conflict(s).
2. If no measurable progress develops within a reasonable time (not to exceed three years), the situation shall be declared "intractable" by the mediator(s).
3. An intractable conflict shall be brought before the Elders Service Committee (or the "to-be-established group" (TBEG).
4. The Elders Service Committee (or the TBEG) shall select non-partisan and trained adjudicator to serve as umpire during final deliberations and assure *speedy decision* (not exceeding three months). *The adjudicator may be a person inside or outside of the ICOC.*
5. The adjudicator shall submit a final recommendation to the Elders Service Committee, RFCs, and Catalyst Team (or the TBEG) within three weeks of closing deliberations. The final decision shall be binding.
6. The binding decision shall be communicated to the conflicting parties by the RFC(s) in the multi-regional area where the conflict originated within three days. If the dispute is cross-continental, ICOC Catalyst Team members (or the TBEG) shall deliver the binding decision within three days.

7. If/When a decision to remove persons or churches is because of an intractable conflict around the issues of cooperation, contribution, or connection the parties will be notified and resign or be removed immediately. If the decision is to remove a person(s) from the ICOC fellowship, or in the case of a church from the ICOC database and ICOC directory (DT), the removal shall be forthwith. *(see #9 for reversal & reconciliation)*
8. A United Path Forward: Unresolved conflicts can hurt unity, and trust. A region should take the opportunity to “build back” healthy relationships and processes. Therefore, it is strongly recommended that a period of twelve months be devoted to reconnection and cooperation. A recognized Peacemaker shall assemble a “Unity Team” from within the region and facilitate healthy dialogue. The “Unity Team” may consist of the RFC couple, elders, evangelists, teachers, lay leaders, and delegates within the region. The Elders Service Team (or the TBEG) should stand ready as support.
9. Once the "intractable conflict" process is complete and enforced, dismissal from the ICOC family of churches can be reversed with cooperation, contribution, and connection (see above) within the geographical region family where the relationship severed. Additionally, the multi-regional RFCs, ICOC Catalyst Team, and the ICOC Elders Service Team (or the TBEG) must give their respective support to override an enforceable decision after an agreed-upon timeframe.

**Intractable Conflict**  
How to manage an “Intractable Conflict” in the ICOC Family of Churches



---

**OLD PROCESS** - No agreed upon prior process.

**WHY THIS IS BETTER**

1. This process serves to carefully and respectfully settle matters quickly so that long-standing, and unresolved conflicts do not lead to destructive divisions in our family of churches.