

# BLACKWOOD church of christ

## Policy 12

### CONFLICT RESOLUTION POLICY

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#### Policy Purpose

This policy is to instruct the Church in appropriate Conflict Resolution using Biblical principles and is intended for all members and employees of the Church.

It is for matters such as a disagreement with another person or a disagreement about a decision. It is not intended for any forms of conflict that would have a legal outcome.

This policy is to be read in conjunction with the Respectful Behaviour Policy and the Conflict Resolution Procedure

#### Policy Statement

1. Disagreements arise in relation to feeling hurt or aggrieved by words, actions or deeds of another. Conflict resolution is possible upon examination of the situation and individual response. Navigating through conflict can be challenging. There are biblical principles that assist us to reach reconciliation.

***Ephesians 6:12** for our struggle is not against blood and flesh but against the rulers, against the authorities, against the cosmic powers of this present darkness, against the spiritual forces of evil in the heavenly places.*

#### Policy Directions

1. **Go to your Father in prayer.**

2. **Seek Humility**

2.1. ***Romans 12:2** Do not be conformed to this age, but be transformed by the renewing of the mind, so that you may discern what is the will of God—what is good and acceptable and perfect.*

3. **Forgiveness**

3.1. ***Romans 12:17** Do not repay anyone evil for evil, but take thought for what is noble in the sight of all.*

3.2. ***Matthew 18 21-22** Then Peter came and said to him, “Lord, if my brother or sister sins against me, how often should I forgive? As many as seven times?” Jesus said to him, “Not seven times, but, I tell you, seventy-seven times.*

4. **Love**

4.1 ***1 John 4.19** We love because he first loved us*

#### 5. Take Action

5.1 Go alone and speak directly with the person.

**Matthew 18.15** *“If your brother or sister sins against you, go and point out the fault when the two of you are alone”*

5.2 Go with two or three others if the issue isn’t resolved. *Matthew 5.9 “Blessed are the peacemakers, for they will be called children of God.*

5.3 Bring the matter to the Eldership *Galatian 6.1 My brothers and sisters, if anyone is detected in a transgression, you who have received the Spirit should restore such a one in a spirit of gentleness. Take care that you yourselves are not tempted.*

5.4 Eldership will seek resolution

**Policy References**

Procedure 1

**Review of Policy**

This policy shall be reviewed annually

**Authorised by:** .....(Chair of Elders)

**Signature:** ..... **Date:** .....