

Blooming Grove United Methodist Church Waterville Evangelical United Methodist Church Living By the Rule of Christ

It is the belief of the Church that allowing conflict to go unaddressed is not healthy for the Body of Christ. The Bible provides us a guide for how to resolve conflict in Matthew 18. Often called the “Rule of Christ,” we have utilized this teaching to develop our process for dealing with conflict within the church.

Matthew 18

15If another member of the church sins against you, go and point out the fault when the two of you are alone. If the member listens to you, you have regained that one. 16But if you are not listened to, take one or two of others along with you, so that every word may be confirmed by the evidence of two or three witnesses. 17If the member refuses to listen to them, tell it to the church and if the offender refuses to listen even to the church, let such a one be to you as a Gentile and a tax collector...20For where two or three are gathered in my name, I am there among them.

When a concern or conflict develops within Blooming Grove and Waterville Evangelical United Methodist Churches the following steps are to be followed:

1. Discern God’s will (verses 8-9) – the concerned party(s) should spend time praying to discover whether this concern should be brought forth. The person should engage in reflective thinking on the situation as to:
 - a. Can I let it go or do I need to work for resolution?
 - b. What part am I responsible for?
 - c. What does God want?
2. If the concern can not be let go, then go to the other person (or the church committee it involves) in order to work it out (verses 15 & 16). Use these steps to ‘carefront’ the other person with a loving spirit, praying for mutual resolution:
 - a. Be aware of your assumptions
 - b. Listen first to the other party
 - c. Share your view with “I” messages
 - d. Bring a witness or facilitator to the meeting if desired

If steps 1 and 2 are completed and issues still exist, then member should move to step 3 involving the Staff/Parish Relations Committee (verses 17).

3. Staff/Parish Relations Committee is contacted and a one-page concern summary form is completed by the concerned party(s)
 - a. Concern summary forms are available on the Blooming Grove (www.bloominggroveumc.org) or Waterville Evangelical (www.watervillemnumc.org)
 - b. Summary should be sent to the Staff/Parish Relations Committee chair and the Pastor
4. The Staff/Parish Relations Committee will review using the method of Mutual Invitation outlined below at their next meeting. If needed, the chair and the Pastor may meet with concerned party(s) in person prior to the meeting.
 - a. Copies of the concern summary are passed out to the committee members at the meeting
 - b. Time will be given for reading and silent reflection. Members may write down their thoughts during the reflection period.
 - c. A process of Mutual Invitation is intended to encourage participation from all members in a group. The first person of SPRC shares their point of view. No comments are allowed from the group. They then invite the next person to share. That person may share (or not) and then invite the next person to share. Continue to do this until all have been invited to share.
 - d. The conversation is then opened up to let persons respond and discuss.
 - e. The Staff/Parish Relations Committee group discussion should focus on:
 - i. How can and/or should we help?
 - ii. Possible solutions for this concern are....
5. Staff/Parish Relations Committee will assist in producing and carryout out mutually agreed upon steps towards resolution.
 - a. Agree on next steps
 - b. Assign responsibilities
 - c. Review the meeting and determine communication protocol

Matthew 18: The Rule of Christ

Talk WITH God (discern) v.8-9

The first step in the Rule of Christ is to examine your own role in the conflict. Take this concern to God. Pray about it. And then ask these questions:

- Can I let it go?
- What part am I responsible for?
- What does God want? What is God's point of view?

If the conflict is not resolved then you need to prepare for a one on one meeting with the other person.

Talk to the other (“carefront”) v.15

This next step is a one on one meeting with the other person. Think about approaching this person and working together to find a resolution that is satisfying for both. You might think of this as “carefronting” the other person. Prepare for this meeting by finishing these sentences.

- Help me understand...
- Tell me more about...
- I feel...

RULE OF CHRIST DISCERNMENT JOURNAL

Matthew 18 provides a process Christians can use to resolve conflicts. The first step in this process (verses 8-9) asks you to examine yourself. This journal will help you do that. The second step in the process (verse 15) is to go directly to the person, "when the two of you are alone" and work it out if you can

Begin in prayer. Ask God for direction and then complete this journal.

Briefly identify the 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?

**RULE OF CHRIST
ONE-PAGE CONCERN SUMMARY**

Your name _____

Name the person/committee that this concerns _____

Briefly describe the steps you have taken to resolve and communicate this concern with the party(s) involved:

What have the two of you agreed to?

What remains to be resolved?

State your concern as a need. *(It is very important to be concise in this statement. That will provide clarity for the committee)*

I need...