



Uwharrie District

Western North Carolina Conference

THE UNITED METHODIST CHURCH

Conflict Awareness

We will treat one another with kindness.

We will treat one another with respect, including maintaining confidentiality of personal matters shared by others and refraining from gossip.

We will treat one another with honesty and openness.

We will not let offenses "build up" but deal with them in a timely and truthful manner.

We will go privately to a person who has offended us to seek understanding and forgiveness.

We will "receive graciously" another person who approaches us with an offense.

In the spirit of "receiving graciously,"

-we will listen carefully to any concerns brought to us,

-we will consider our own responsibility in an offense,

-we will seek understanding, apology and forgiveness,

-we will let the past be the past and agree to disagree in love.

-we will not dwell on past incidents with each other and we will not talk about past incidents with others.

We will disallow anonymous communications.

We will provide means for the congregation to give healthy and helpful input to leadership.

Biblical Skills for Conflict

Seek first to understand.

Speak the truth in love.

Listen for the truth in love.

Move from the incidents to the issues.

Agree and disagree in love.

Forgive (release)

Reconcile (restore)

Bullying Behaviors seen in church

-spreading rumors about others with the intent of undermining their leadership.

-intentionally excluding individuals from a discussion or decision-making process so their voice is silenced.

-speaking ill of an individual or family in public.

-placing blame on someone instead of sharing responsibility for a struggling ministry.

-false accusations and verbal threats.

Resource, *Longing to Belong*, Rev. Beth Crissman