

Astoria Christian Church

November 2018

Being a part of any community means that we will face conflict. It is unavoidable. However, not all conflict is negative. In fact, going through conflict well is essential to having a healthy and growing community.

The elders of Astoria Christian Church have approved the following outline as the means we expect and desire for conflict to be handled. This is applicable to situations when leaders make choices that conflict with personal views as well as conflict between individuals or members of this congregation.

We believe that this is a biblical and love-focused way to handle conflict. We also believe that handling conflict in the following manner is the best way to be a healthier and more vibrant church.

Conflict Resolution Guideline

1. Self-Reflection & Prayer (James 4.8)
 - a. Seek Understanding in Yourself – Own Your Part (James 4.1)
 - b. Not Complaining or Gossiping to Others (Ephesians 4.29)
 - c. Seek Humility (2 Chronicles 7.14)
2. One on One Conversation (Matthew 18.15)
 - a. Seek to Hear, then be Heard (1 Corinthians 13.5)
 - i. Explain, Don't Blame
 - ii. Believe the Best about Each Other
 - b. Seek Win-Win for Both (All) (Matthew 18.15)
 - i. Pray for Each Other
 - ii. Accept a Compromise Respectfully
3. Seek Mediation (Matthew 18.16)
 - a. Seek Neutral (unbiased) Individuals
 - b. Not an 'us vs. them' Attitude (Luke 11.17)
4. Seek Church Leadership (Matthew 18.17)
 - a. Committees
 - b. Boards
 - c. Elders