CONFLICT RESOLUTION: THE CURRENT APPROACH
CONFLICT RESOLUTION: A REGIONAL OPTION
PROPOSAL

TO ESTABLISH, TRAIN AND UTILIZE A VOLUNTEER REGIONAL CONFLICT RESOLUTION TEAM (CRT) WITHIN A REGIONAL FAMILY OF CHURCHES (EXODUS 18:13-26)
THE NEED FOR THE CRT

- Local church situations at an impasse
- *Matthew 18:15-17*
- Trusted, Mature, Skilled, Trained men & women to mediate / resolve (Region)
STRUCTURE OF THE CRT

- Regional committee to find suitable candidates for the CRT
- 10-12 trusted volunteer members (diverse) with varied experience, skills and training
- Accountable to a panel of 2-4 Senior Leaders in the Region
REQUIRED SKILLS, EXPERIENCE & TRAINING WITHIN THE CRT

• Organizational Health Development
• Healthy Communication
• Conflict Resolution / Mediation Training*
• Other Wellness Disciplines
GLOBAL CONNECTION

Need to establish strong relationships with other CRTs in other Regions (Resources, Collaboration, Assistance)
CRT FUNDING

- Funded within Region through ‘Unity Fund’ (set-up similar to the collection of the benevolence fund)
- Local churches can donate (voluntarily) to the fund
- Fund to be managed by a local church (willing & able)
- Fund allocation oversight by CRT Leaders
- Funds used to offset expenses of CRT: Travel, Stipend, Resources, Training, etc.
POSITIVE OUTCOMES OF THE REGIONAL CRT MODEL

• Regional relational influence / authority
• Minimize cross-cultural challenges / barriers
• Local ‘buy-in’ for resources (Financial / Personnel)
• Lower costs to establish and utilize (Volunteer)
• Training / Development for the Region by the CRT
• Healthy sustainable example and resource
CONFLICT RESOLUTION: A GLOBAL OPTION
PROPOSAL

THE FORMATION OF A GLOBAL CONFLICT RESOLUTION (GCR) PANEL COMPRISED OF SPECIALISTS FROM AROUND THE WORLD AND FROM A VARIETY DISCIPLINES
PROPOSAL

WITH THE GOAL TO PURSUE AND PRESERVE THE OVERALL WHOLENESS AND UNITY OF OUR BROTHERHOOD
ATTENTIVENESS / COST FACTORS

1 - proactive $

2 - preemptive $$

3 - responsive $$$

4 - reactive $$$$$$$$$$
ARTIFICIAL BOUNDARIES OF AN OVERSPILL CONFLICT

• Nations / Regions
• Oceans
• The Equator
IMPEDIMENTS TO RESOLVING OVERSPILL CONFLICTS

- Backstory
- Language
- Culture
- Distance
- Funding
- Competence
- Protocols
- Willingness
WHO MAKES THE CALL?
WHO MAKES THE CALL?

1. The regional chairman — a request for help

2. One regional chairman — an unresolved matter spreads to another region and both regions are unable to achieve resolve

3. The elder’s service team — a series of substantiated and consistent complaints in a region raise issues of defamation to the cause of Christ
1. Confirm that petitioners fulfilled their Scriptural responsibilities of “going to the brother”

2. Communication with all primary parties

3. Determine which GCR investigators are deemed impartial by the main parties

4. Investigate to determine what type of engagement is required
ENGAGEMENT TYPES

- Advising
- Investigation
- Mediation
- Arbitration
- Training
SCOPE OF GCR PROPOSAL
CONDITIONS FOR INVOLVEMENT

- Ideological Debates: No
- A Contested Discipline: Provisionally
- Whistleblowing: Provisionally
- Major Polarizing Breakdowns: Yes
- Flagrant Sinful Behaviors: Yes
GCR PANEL

• Accountable to the Elder’s Service Team
• Comprised of 12-15 Members, men & women, maximum of two consecutive 2-3 year terms
• At least one person each from Asia, Eastern Europe, Western Europe, and each continent
• Certified in a field related to Conflict Resolution
• Transparent Subsidization Model
• Publish “Proactive” resources
REQUIRED CERTIFICATION
AT LEAST ONE AREA OF SPECIALIZATION

• Mediation
• Arbitration / Dispute Resolution
• Mental Health
• Organizational Development/Health

• Board/Non-Profit Practices
• Risk Management
• Law / Intl. Law
• Cross-Cultural Communications
ADVANTAGES
GLOBAL APPROACH TO CR

• More rapid / competent containment
• Visibility and access to detached investigators
• A repository of globally effective “proactive” transformative practices and trainers
• Greater awareness of cross-cultural factors in the age of globalization
SCRIPTURAL BASIS

- The use of trustworthy and capable helpers to resolve difficulties is consistent with protocols of Scripture (Deuteronomy 1:9-18)
- The prayer of Jesus (John 17:22-23)
- The example and expectations of the apostles (1-2 Corinthians)