



**OldFirst**  
Love First

## **Conflict Resolution Policy** **Approved July 2011**

In the event that conflicts arise, the following processes and procedures are provided as a framework for encouraging adherence to this policy:

- Individual members experiencing conflict with another member of Old First Reformed Church should seek first to resolve this conflict through prayer and open dialogue with each other. In so doing we should strive to emulate Jesus' teaching (Matthew 18: 15-17).
- In the event that members need assistance in the resolution of any conflict, the following steps are suggested to assist in this endeavor:
  - Individuals are asked to seek help and advice from a member who has been trained to help in these matters (the names of such individuals will be made available on the web site and through the church office).
  - At the discretion of the mediator, the individuals may be asked to meet and participate in mediation.
  - If further mediation is required, the Pastor or other clergy in the church will be invited to help in the conflict resolution. The Pastor or other clergy will decide what further steps, if any, may be helpful in resolving the conflict.

During conflict resolution or any form of conflict mediation, all parties involved will be expected to refrain from discussing the conflict with others not directly involved in the process.