



# Plant Conflict Resolution Guidelines

For use by MCE Church Plant Leaders & Steering Committees

Midwest Church Extension – PO Box 337 Remington IN 47977

When conflict arises in the church plant, regardless of who is involved in such conflict, it is required that Church Plant Leader, with the support of the Steering Committee enforce the principles taught in Matthew 18.15-18.

Before addressing any problem, the parties involved must honestly answer the following questions:

- Do we have the facts right? (Proverbs 18.13)
- Should love hide the cause of the conflict? Is it sinful? (1 Peter 4.8)
- Is our timing right? (Proverbs 15.23b)
- Is our attitude right? (Ephesians 4.15)
- Are our words loving? (Ephesians 4.29)

## A. Conflict within the congregation or within the Steering Committee

It is the responsibility of the Church Plant Leader to mediate unresolved matters of conflict between members of the congregation or members of the Steering Committee.

All matters of conflict between members of the Steering Committee must be reported promptly to the Executive Director for his counsel and interaction.

Matters of conflict between members of the congregation do not require notification of the Executive Director, unless they are difficult to resolve or they begin to have an adverse effect on the health of the church plant. In those cases, the Church Plant Leader shall promptly notify the Executive Director who shall provide whatever personal involvement and guidance may be necessary in an effort to resolve them.

## B. Conflict between congregation and the Steering Committee

1. When there is evidence of conflict between the congregation and the Steering Committee, the Church Plant Leader is required to promptly inform the Executive Director without taking action.
2. In cases of emergency, the Church Plant Leader shall work with the Steering Committee to take discretionary action to alleviate the emergency, and then refrain from further action.
3. The Executive Director with the Church Plant Leader will promptly address the issue by developing a strategy for handling the matter. That strategy shall then be implemented with the assistance of the Steering Committee.

### **C. Conflict between Steering Committee and Church Plant Leader**

In circumstances where conflict exists between the Steering Committee and the Church Plant Leader, and the application of the Matthew 18.5 principle (one-on-one discussion) has failed to resolve the conflict, a special meeting of the Steering Committee may be called according to the following procedure:

1. Committee members shall make request to Church Plant Leader for the special meeting, stating at that time the reason for the request.
2. The Church Plant Leader is required to permit the meeting, to receive the Steering Committee as brothers, to hear their concerns and to work together with them to resolve the matter.
3. If such a meeting fails to resolve the conflict, a formal request from the entire Steering Committee shall be made to the Executive Director for his intervention and leadership in resolving the conflict. Such requests must be accompanied with a detailed record of the Steering Committee's attempts to resolve it according to Matthew 18.15 (individually) and 18.16 (as a committee).

### **D. Conflict between the Church Plant and MCE**

In cases when a church plant has a formal membership, and that membership is in conflict with MCE as an organization or with its administrative leadership, at a properly called business meeting, the membership shall prepare and approve a written statement detailing the issues of conflict. The Church Plant Leader shall promptly forward such statement to the Executive Director. A delegation of MCE personnel shall

interact with the membership in the effort to resolve the conflict. If such effort is unsuccessful, the relationship of the church plant with MCE may be terminated only by a vote of the official membership at a properly called business meeting. Passage of such action shall require the same standard as that by which the decision to partner with MCE was approved.

In those church plants without a formal membership, MCE shall diligently work to resolve such matters of conflict. However, no church plant without a formal membership may terminate its relationship with MCE.

MCE reserves the right to determine the ongoing mission status for any church plant, regardless of its stage in membership development.