

## Conflict Resolution Policy Agreement

### Scriptural Basis

**“Moreover if your brother sins against you, go and tell him his fault between you and him alone. If he hears you, you have gained your brother.” Matt. 18:15**

**“A person’s discretion makes him slow to anger, and it is his glory to overlook an offense.”  
Prov. 19:11**

**“Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace.” Eph. 4:2-3**

### Our Goal

The goal of this policy is to encourage members of our co-op community to “...seek peace, and pursue it,” (Psalm 34:14) by following a Biblical model of peacemaking and reconciliation.

### The Process

If you have an interpersonal conflict with another adult member or a student, by signing this form, you agree to follow the procedure outlined in the Handbook for conflict resolution, including the following:

1. First, try to overlook the offense (Proverbs 19:11).
2. Next, if the sin is too significant to **overlook**, you agree to reach out to the person directly and try to **achieve peace in your relationship** between yourselves, alone (Matthew 18:15).
3. If this attempt at reconciliation is not successful in **restoring the relationship**, and you desire facilitation by the Conflict Resolution Committee Lead, you must complete a form located on the website to initiate the mediation process.

\*\* The goal of mediation is to facilitate **reconciliation and peace** between members, and not to make a judgment about who is in the wrong or whether some action will be taken by the Board (i.e., arbitration). The Conflict Resolution Committee does **not** entertain discussions of discipline or dismissal. Those discussions are reserved for the Board.\*\*

**We hope that by following the Biblical principles of conflict resolution we can “be reconciled” (Matthew 5:24) to each other, “keep the unity of the Spirit through the bond of peace” (Ephesians 4:3) and “be kind to one another, tenderhearted, forgiving one another” even as God in Christ forgave us (Ephesians 4:32).**