

Draft 9/24/2023

## Maintaining Right Relations at New Brackett Church Policies and Processes to Support Conflict Resolution

New Brackett Church, guided by our Covenant, strives to be an inclusive community that affirms and celebrates our differences in opinions, beliefs, and life experiences. We also acknowledge that clashes of ideas, feelings, wills and hopes are inevitable. Although uncomfortable, conflict is not a bad thing in itself.

When managed appropriately, we believe conflict can become an energizing and creative opportunity, strengthening relationships and an enhanced sense of community.

However, differences or misunderstandings that go unresolved or mishandled can create hard feelings, drain energy, and irreparably damage individual lives and the fabric of the Church. Developing practices and policies to guide our actions when we encounter conflict within our community is an ongoing challenge. Here are the resources we have adopted, and are developing:

### We have:

- Our Covenant
  - Is the foundational touchstone for all we do
- A Right Relations Team
  - Supports individuals that find themselves in conflict and leads our community towards deeper understanding and expanded skills

### We are developing (drafts available on NBC website):

- A set of guidelines that:
  - Offer a deeper dive into the personal actions that can guide us toward restoring right relations in times of conflict
  - clarify Roles and Responsibilities for Right Relations and conflict management within New Brackett Church
  - Recommend specific steps supporting a Pathway to Conflict Resolution
- A Destructive Behavior Policy

**Note of attribution:** *New Brackett Church is profoundly grateful to the UUA, the UCC, and to individual churches within these denominations, who have developed, and then shared on the internet, many thoughtful documents addressing the realities of conflict management within our faith communities. Their work and words are embedded in every aspect of these guidelines.*