

Agreeing and Disagreeing In Love – Unity of Harrisburg

“Making every effort to maintain the unity of the Spirit in the bond of peace” (Eph. 4:3), as both individual members and as spiritual community, we pledge that we shall

IN THOUGHT

Accept Conflict	Acknowledge together that conflict is a normal part of our life in the church.
Affirm Hope	Affirm that as God works through us in conflict, we can grow.
Commit to prayer	Admit our needs and commit ourselves to pray for a mutually satisfactory solution (no prayers for my success or for the other to change but to find a joint way).

IN ACTION

Go to the other...	Go directly to those with whom we disagree; avoid behind-the-back criticism or complaint.
In the spirit of humility	Go in gentleness, patience and humility. Place the problem between us at neither doorstep and own our part in the conflict.
Be quick to listen	Listen carefully, summarize and check out what is heard before responding. Seek as much to understand as to be understood.
Be slow to judge	Suspend judgments, avoid labeling, end name calling, discard threats, and act in a non-defensive, non-reactive way.
Be willing to negotiate	Work through the disagreements constructively. <ul style="list-style-type: none">• Identify issues, interests and needs of all• Generate a variety of options for meeting both parties' needs and the needs of the community• Evaluate options by how they meet the needs and satisfy the interests of all sides and the community• Collaborate to create a joint solution• Cooperate with the emerging agreement (accept the possible, not demand your ideal)• Reward each other for each step forward toward agreement (celebrate mutuality)

IN LIFE

Be steadfast in love	Be firm in our commitment to seek a mutual solution; be stubborn in holding to our common foundation in Spirit; be steadfast in love.
Be open to mediation	Be open to accept skilled help. If we cannot reach agreement among ourselves we will use those with gifts and training in mediation.
Trust the community	We will trust the community, seek their input and accept any over-ride votes provided for in our bylaws.
Be Spiritual Community	Believe in and rely upon our oneness with the One Power and One Presence as a spiritual community and its commitment to peace and justice without resorting to the courts of law for resolution of internal conflicts.