

## **TRAINING ON CONFLICT AND CHANGE**

### **Origin:**

#### **1. What is the issue? Why is it important?**

It is becoming increasingly important for ministry personnel and lay leaders to be well versed in handling conflict as it arises in our communities of faith, and to be equipped to help lead people through change.

Paul's letters were written to the early Christian communities who faced challenges, changes and conflict. Handling these matters is something that has spanned all of church history. Equipping the saints to navigate these issues is in our interest as a denomination.

#### **2. What is happening now?**

While there is significant investment made in training ministry personnel in areas of theology, polity, history and pastoral care, ministry leadership is not always provided with the kind of training they need to handle change and conflict. Courses are often offered in the secular world but are not always tailored to the kinds of issues faced by communities of faith in the United Church.

As our church faces significant societal changes and secularization, learning to accompany change will be key.

Furthermore, in times of upheaval, conflict finds fertile ground, so building our capacity to handle conflict is critical at this time.

#### **3. What is the recommendation?**

That the General Council Office offer regular training to ministry personnel and lay leadership on conflict resolution and on change management as professional development at little or no cost to participants.

This training should help communities of faith foster a culture that extends beyond the responsibility of leaders, becoming a shared vision and approach. It should include post-conflict and post-change tasks such as reconciliation.

#### **4. Background information:**

Creating Safe and Respectful Environments – United Church Policy

#### **5. How does this proposal help us to live into our church's commitments on equity?**

Learning how to live together, being culturally attentive, building awareness of bias and prejudice are all key aspects of building healthy communities, and would be essential parts of this training.

#### **For the body transmitting this proposal to the General Council:**

Please select the appropriate option and provide the key discussion points for items being forwarded to the General Council:

- Agree
- Disagree without forwarding to the General Council
- Disagree and forwarding to the General Council
- Take no action at this time

Comments \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Who will present (by prerecorded video) this proposal on behalf of the transmitting body?**

Email contact:

If you have questions regarding this proposal, please send them to: [GC45@united-church.ca](mailto:GC45@united-church.ca)