

## Arrowsmith Baptist Church Grievance Policy

The objectives of conflict resolution are to *restore* the relational integrity that the Word of God commands followers of Christ to have between one another; to *confront* the guilty and *protect* the innocent; to *repair* relationships broken by sin; to *sustain* the effectiveness of the witness of the gospel in the church; and to *glorify* God through our Lord and Savior, Jesus Christ.

In dealing with all grievances between members of Arrowsmith Baptist Church, it shall be the practice of the church to adhere to the principles and process given to us by our Lord Jesus Christ in Matthew 18:15-20:

*“If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector. Truly, I say to you, whatever you bind on earth shall be bound in heaven, and whatever you loose on earth shall be loosed in heaven. Again I say to you, if two of you agree on earth about anything they ask, it will be done for them by my Father in heaven. For where two or three are gathered in my name, there am I among them.”*

### Grievance Review Team

The Grievance Review Team is an investigative team of three (3) members in good standing, one (1) of which shall be an officer of the church appointed by the Leadership Team, and two (2) who have been nominated by the Nominating Discipleship Team and selected by a show of hands by the membership at the annual business meeting of the church. Grievance Review Team members shall serve a one (1) year term and each term shall be assumed on March 1st.

### Grievance Process

When a member of Arrowsmith Baptist Church has a grievance against an individual, they must:

- 1) meet with the individual with whom they have a grievance (Matthew 18:15) - if unresolved;
- 2) meet again with that individual with one or two others (Matthew 18:16) – if unresolved;
- 3) submit the grievance against the individual in writing, complete with background information, signed by two members in good standing, to the Grievance Review Team – who are then responsible to interview, investigate and prepare a written report for the Leadership Team and to the individuals involved with recommendations within 30 days. A summary of the Grievance Review Team report shall then be presented to the congregation at the next business meeting.

It shall be the responsibility of the Leadership Team to proactively seek resolution of all conflicts in a timely fashion - in particular with those conflicts with the Leadership Team. Any written and signed grievance brought by two or three individuals against the Leadership Team (pastors, elders, deacons) will be subject to review by the Grievance Team. The Grievance Team shall not have authority over the Leadership Team nor over the membership of the church, but will function in a spirit of seeking biblical resolution and restoration between followers of Christ.

*And do not grieve the Holy Spirit of God, by whom you were sealed for the day of redemption. Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice. Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you. Therefore be imitators of God, as beloved children. And walk in love, as Christ loved us and gave himself up for us, a fragrant offering and sacrifice to God. Ephesians 4:30-5:2*