

# ***First Parish Church of Stow and Acton***

## **Policy for Dispute Resolution**

Policy # 028

Revision # 00

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### **I. POLICY STATEMENT**

The Board of Trustees shall mediate and resolve any disputes arising between committees and/or church members and friends.

### **II. SCOPE**

As a church FPC expects parties who have disputes to resolve those disputes whenever possible amongst themselves.

If the disputes result from unclear policies or bylaws, the Board shall provide clarity of policy or bylaw and direction in resolving the disputes.

The Board shall mediate and resolve disputes that have an impact on the church life and which cannot be resolved by the disputing parties, including disputes between committees, and between individual members/friends.

If the issue cannot be resolved through the process identified above, the disputants shall write a description of the complaint, including the basis for the complaint, and submit the document to the President of the Board of Trustees. The Board shall meet to determine a binding resolution of the complaint and shall communicate with the disputants in a timely fashion. If the President of the Board of Trustees is a party to or subject of the complaint, the Board of Trustees may act without the President, either alone or seeking additional input as appropriate.

This policy does not cover disputes involving staff members, which are described separately in the Personnel Manual. This policy also does not cover disputes regarding the Minister, which are described in the FPC Bylaws and the congregation's Letter of Agreement with the Minister.

### **III. RESPONSIBILITY**

The Board of Trustees is responsible for implementing this policy.

### **IV. DEFINITIONS**

None

### **V. REFERENCES**

FPC Personnel Manual

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FPC Bylaws

Current FPC Letter of Agreement with the Minister


VI. APPROVAL SIGNATURES



02/01/2021

Originator / Date

On behalf of the Board of Trustees



02/01/2021

FPC President / Date