



## Crisis and Conflict

### Prevention For Congregations and Ministries

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1. Be **Proactive** rather than **Reactive** to a possible crisis in your congregation.
2. Obtain and study the Michigan District Ethics Documents as part of a preventive measure within your congregation. (Do part at each council/board meeting)
3. Annual reviews for Pastor(s), Staff, and Volunteers.
4. Provide Pastor(s), Staff, and Volunteers with evaluation forms to discuss possible issues and resolve them to avert a crisis.
5. Develop a Personal Improvement Plan for all concerns during evaluations.
6. Use the district template for a “**Strategic Plan for an Internal crisis in your church**” and “**Church Emergency Management Operations Plan**” to develop a strategic plan for your congregation.
7. Document everything around the possible crisis, what you see, what you hear, who is involved, how they are involved.
8. Be sure to have leadership attend **Seasons of Change Conference** for congregations receiving a new pastor or commissioned worker.
9. Be sure your new workers attend the **New Worker Conference** and all required annual conferences.
10. Have your Circuit Visitor make the Ethics Documents part of the circuit meetings at least once a triennium.
11. Keep your Circuit Visitor, District Facilitator, Vice President, and District President informed of possible issues within the congregation.
12. At your monthly church council or board of directors meeting, review a portion of your Bylaws to be sure you are complying with them or assess if they need to be rewritten to meet the needs of your congregation.