

## **Springs Mountain Sangha Conflict Resolution Process**

### **June 2013**

Most of the inevitable tangles that occur in community life can be resolved by treating each other with kindness and respect, and by turning to our practice with our difficulties. In a voluntary and volunteer organization, it is particularly important that we encourage rather than dishearten each other. The Conflict Resolution Process is intended to help us accomplish this. As members of this community, we are committed to resolving difficulties as compassionately and fairly as possible. At any time you can approach a teacher or a member of the Steering Committee for assistance. The SMS website at <http://www.sms.com> contains Steering Committee contact information.

### **THE INFORMAL PROCESS**

1. The most fruitful place to start is with yourself. Can you turn to your practice for help in understanding your own experience of this problem?

- \* Sangha teachers can help you with this.
- \* A Sangha friend can also offer practice help.

2. If there is a matter that needs to be addressed between you and another person, go there next. Try to meet with the person.

3. If this is unsuccessful, we suggest that you seek a trusted third party or parties to facilitate dialogue and informal resolution.

4. If third party help does not lead to resolution, a member may request help from any member of the Steering Committee to start the Formal Conflict Resolution Process.

5. If there is an ethical or interpersonal issue with a teacher that you are unable to resolve directly with the teacher, please contact any member of the Steering Committee. The Steering Committee will acknowledge the request, provide a copy of the SMS Conflict Resolution Process and determine the next steps.

### **THE FORMAL PROCESS**

#### **The Community Concerns Committee:**

The Steering Committee will appoint a 3-member Community Concerns Committee and avoid conflicts of interest when possible. The CCC will then select a chair who will serve as primary point of contact. The Chair will provide copies of the SMS conflict resolution process to all relevant parties. The task of the CCC is to:

1. Listen with respect and compassion to all people involved.
2. Try to help resolve the conflict.
3. If appropriate, make a recommendation to the steering committee.

Throughout the process, all content shall be held with discretion, with trust and respect for the involved parties and for the Sangha.