



Conflict Resolution Policy

Conflict /'kän, flik(t)/: difference, opposition or contradiction : state or condition marked by a lack of agreement or harmony : struggle resulting from incompatible or opposing needs, drives, wishes, or external or internal demands (as of divergent ideas, interests, or persons)

It is important to recognize and manage conflict in a healthy manner. Conflict is essential in any type of organization. As a growing, thriving theatre and cornerstone of the community, it is expected that The Seed Theatre will off-and-on experience internal conflict. Conflict can be good or bad, healthy or unhealthy, and/or constructive or destructive.

The Seed Theatre recognizes that healthy resolution of conflict is constructive and requires that people involved in conflict value one another as human beings, put forth the effort required to understand opposing points of view, and mutually agree that the good of the community is paramount. Community members should be committed to handling conflict in a mature, loving, constructive manner, and they are to expect the same of theatre leadership and staff.

Healthy Conflict:

The Seed Theatre recognizes that healthy conflict is necessary to keep an organization mindful and focused on its mission. Healthy conflict is that in which individuals deal with their issues up front and talk directly to those with whom they disagree. Individuals wishing to engage in healthy conflict are to bring substantive evidence with their particular viewpoints and their demands should be reasonable. Individuals must present their viewpoints as clearly supportive of the mission of the theatre. They must clearly have a deep love for the theatre, love and respect for the leadership of the theatre, and be honorable in sharing their viewpoints. Individuals participating in healthy conflict *do not* make personal attacks on others. They are thoughtful and concerned that they have correct information. They view themselves as working with theatre leadership to find peaceful, loving solutions to the issue at hand for the good of all people concerned. Once a vote is taken on an issue, they support the witness of the body evident in the vote, whether or not they are/were in agreement with the decision. They continue to be constructive and positive in their work for the common good of the theatre and the community it serves.

The Seed Theatre defines unhealthy as that in which one or more individuals, based on non-substantive evidence, make greedy demands, usually attacking the person or performance of others. Any such unhealthy conflict has the potential to disrupt and even to destroy the mission and service of the theatre.

The Seed Theatre recognizes the responsibility of all individuals to create and maintain a safe and healthy community environment, and it understands destructive behavior to be opposed to the creation and maintenance of such an environment.

Direct Dealing:

It is the policy of The Seed Theatre and its leadership to directly deal with people regarding issues of the theatre and to instruct all individuals in direct dealing. The Board of Directors will refuse to deal with proposals or concerns when the proponents of such are not willing to identify themselves by name. A member who purports to represent "many others in the community" or "they" will be asked to identify by name these other individuals. The individuals so named, as well as the person said to represent them, must acknowledge their interest in person or in writing before the concern or proposal will be considered. If the individual is not willing to represent themselves or be identified, the Board of Directors will consider the matter a non-issue.

Conflict Resolution:

Following guidelines, individuals who have a grievance or concern will be requested to take their concern directly to the individual or committee group involved. If that individual or group is unable to resolve the issue, then the parties may request, through the Board of Directors, that a facilitator be appointed to assist them in resolving the conflict. This meeting will only be held with all involved parties of the conflict present.

If the conflict is still unresolved, the parties may request that the Board of Directors itself act directly in the matter of seeking a resolution. Again, all parties involved must be present at any meeting called for the purpose of addressing the conflict. In extreme cases, the Board of Directors may seek input from an Elder or may call for formal agency of reconciliation or mediation as defined by The Seed Theatre.

Issues that have not gone through the above process will not be placed on the agenda and will therefore be ruled out-of-order by the moderator if raised at any Board or Community Meeting.

Effective Board of Directors Dealing:

It is the policy of this Board of Directors to be aware of unhealthy conflict in the theatre and to ensure the unhealthy conflict is dealt with immediately and directly. The Board may choose to appoint two members to meet with the individuals involved in any such activities and discuss the behavior. The goal of all such actions will be the restoration of a loving ethical and healthy community at The Seed Theatre.

Individuals must recognize that, in order to deal effectively with issues, individuals must be willing to take ownership of and be identified with those issues. For the Board of Directors to handle conflicts effectively, it must have access to pertinent information, and further, such information may at times have to be shared with the full Board or its designee. Board members will refrain from being bound to keep secrets regarding theatre issues. Board members will refrain from taking part in divisive conversations. When information about the theatre is

discussed with one Board member, that information will be open to all Board members. Therefore when talking to community members or other interested parties about theatre concerns, Board members must use discretion in the event their confidence or their assurance of confidentiality is requested.

I have read the conflict resolution policy. I understand, and I agree to abide by the terms at all times.

Name

Date