

Committee on Conflict Transformation Handbook Page

Purposes and Objectives

The Committee on Conflict Transformation serves the Monthly, Quarterly and Regional Meetings and Worship Groups in New York Yearly Meeting; Committees of the Yearly Meeting; and the Yearly Meeting itself when it convenes in Sessions. Its objective is, when invited, to assist meetings in situations of disabling conflict and help facilitate the transformation of those situations into opportunities for spiritual growth, both for the individuals involved and for their Meetings. This objective can be accomplished by timely intercession in response to a crisis, or by helping the engaging group to build skills in avoiding debilitating conflict. In addition, the Committee offers general education on the principles and tools of conflict transformation in order to strengthen the skills of Monthly Meetings.

History

Minute 2006-07-20 of the 2006 Yearly Meeting sessions approved the establishment of the Committee as a standing committee of the Yearly Meeting.

Functions & Activities

1. The Committee acts in two capacities: First, as “First Responders” to a crisis; and second, as a resource to train Meetings in the skills of conflict acknowledgement, understanding and prevention.
2. The Committee's work is under the care of the Ministry Coordinating Committee, to which it reports as needed or requested. The work of the Committee is confidential, and in its reports no identification or attribution is made without the permission of all concerned.
3. The Committee seeks the active engagement of the Yearly Meeting and its Monthly and Quarterly Meetings, and of individuals, in identifying debilitating conflict and seeking opportunities for spiritual growth. In order to achieve this goal, the Committee works closely with, and periodically consults, the General Secretary.
4. The Committee provides workshops in conflict identification, skills learning, approaches to reconciliation and transformation, and the challenges of conflict avoidance and denial. All workshops emphasize acknowledgement, eldering in love, participation of the Spirit, and Compassionate Listening as key components in the processes of healing and transformation that conflicts can prompt.
5. The Committee makes itself available in a confidential capacity to Monthly, Quarterly and Yearly Meeting Committees that are experiencing conflict, listening and encouraging healing worship and communication.
6. The Clerk of the Committee serves as a member of the Traveling Friends Advisory Group.

Organization & Method of Appointment

The Committee comprises six to eight members appointed by the Yearly Meeting for three-year terms, with a two-term limit to service. The Committee appoints its own clerk, who also serves as, or assigns, the Committee's representative to Ministry Coordinating Committee.

The Committee particularly seeks members who possess mediation/negotiation/eldering skills and training; gifts in spiritual centeredness; an ease with conditions of confidentiality and neutrality; gifts and training in empathetic and active listening; and a predisposition to counsel through questions rather than instructions or directives.

Meeting Times & Places

Meetings of the Committee are held at times and places convenient for the Committee. It is flexible with respect to the arrangements of its meetings.

Finances

The Committee's activities are funded from two sources. Funds are provided from the operating budget of the Yearly Meeting through the requests made on the Committee's behalf by the Ministry Coordinating Committee which approves an annual budget provided by the Committee. The Committee may also generate revenue by way of contributions from Meetings or individuals who seek its services.