

Grace Lutheran Church

GUIDELINES FOR WHEN WE DISAGREE

In keeping with our Congregation's Constitution and in the hopes of encouraging dialogue and resolution of issues or misunderstandings as soon as possible, our Church Council has adopted the following guidelines for our congregation's use, recommending this process be followed faithfully by all members and friends of our faith community, whether the 'issue' or concern is with the Pastor or another member/friend of the faith community. In other words, any one of us could be the "me" as named in the guidelines.

1. If you have a criticism of me or a problem with me, come and talk to me about it. I promise to listen respectfully and work with you about your concern.
2. If someone comes to ask you to go to me with their complaint or criticism, ask him/her to talk to me about it.
 - a) If s/he refuses, offer to accompany him/her to facilitate the process.
 - b) If s/he still refuses, say you will take the complaint to me, but you will reveal the source of the complaint/criticism.
 - c) If the person insists on anonymity, drop the issue. No one can act based on anonymous complaints.
3. All anonymous letters go into the wastebasket and are never referred to.

These guidelines are based on *Matthew 18:15-17*, the direction Jesus gave his disciples for moving forward in resolving disputes and are meant to help individuals resolve their conflicts directly so that the process of forgiveness and reconciliation, marks of a healthy Christian community, become possible. May God help us to make it so!

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