

Sample ICC Case Reporting Answers

Introduction: The following are sample answers for case reporting. They are not designed to be copied verbatim as each person has their own writing style and conciliation process. They are meant to show good answers that give enough detail for the advisor to understand the case and show good reporting. Some questions have one answer, and others have two to show stylistic differences. Your advisor may ask follow-up or clarifying questions, or request more detail which is up to their discretion. For any questions in your report that do not have an answer, either leave blank or write "N/A".

*****Note: Advisor-supervised mediation cases require regular communication with your advisor throughout the process to meet that requirement*****

Case Management (Case Management is everything that precedes the actual conciliation and is often a significant preparation for both conciliator and the parties.)

1. How did you hear about the case, who contacted you?

Answer #1 - She is a regular attender of our church and sought me out for counsel.

2. Question is deprecated (no answer required)
3. Did your intake conversation help move the party toward conciliation services?
How?

Answer #1 - The first conversation was one of expressing the frustration and the hurt, and through the disclosure we discussed forgiveness, history of the relationship and she was able to acknowledge the desire to continue the relationship and the serving together on a volunteer team. She recognized the need for a conversation and a meeting with B but felt unable to manage that herself. Yes, the safety of a previous connection with myself and outlining the process of mediation helped her.

Answer #2 - Yes. Both parties understood the process and the intake forms. I explained to them the process for mediation and ensured they understood the commitment, my role, and their responsibility. My pastor and his wife were involved in the initial conversation concerning possible conciliation services.

4. Did you assess the party(s) spiritual maturity, nature of the conflict, and issues to be resolved? How?

Answer #1 - I think there are a couple of things that helped. I did the party information forms and issues and learned a lot that way, including how much they spend time in the word, spiritual engagement, and some of their story, and for him - I learned he wasn't sure he was saved.

5. Were non-parties included in the process? If so, who and why?

Answer #1 - Yes. The marriage bible study leaders and mentors requested to be a part of the process to learn and support A and E and that was also at their request. I was amenable to that because it was an opportunity to develop this marriage bible study couple who have limited training, but because also the intensity of the conflict required more support for A and E than I could provide to help stabilize things. I'm a few weeks in and it's worked out well so far. I've pulled in the mentor wife into individual coaching with E and the mentor husband into individual coaching with A. It's worked well too because the 4 of them are all in the marriage bible study once a week together too so there is a larger ecosystem of support. I also thought having this couple experience the process might open more doors to more cases later. But the most important factor has been the support of A and E and what they need.

Answer #2 - Yes, spouses of parties were included. One was there to support and advise a party (L) who had felt tremendously hurt. That spouse (B) was also a good friend of another party (P) who L was at odds with, so seeing them be reconciled was another benefit of B joining as an advisor. Another spouse (K) was there so that she could feel/be included in the process since it was her husband (P) who had been attracted to another woman and this attraction was a main issue people were voicing the need to get help resolving. The chairman of the council was included because he had been looped in on the issues previously and was a part of acquiring AoR help as well as pastoral accountability and decisions on how they might all move forward after the process. It was important to hear him voice where he was at with everything as well. Another spouse was invited in as an advisor and interviewed to help us understand where he was at as well.

6. Which forms were used?

Answer #1 - Coaching agreement for both parties; Preliminary issues list; final report and mediation summary offered.

7. Was the church or pastor involved? How? What conversations did you have with the parties regarding pastoral awareness or involvement?

Answer #1 - M attends a local church, and she didn't give us authority to contact the pastor. She learned of our services through the church's women's ministry director. B does not attend church. He professes that he is agnostic.

b. What conversation did you have with the parties regarding pastoral awareness or involvement? We did discuss with M that she should consider seeking spiritual support from her pastor or from her women's ministry leader during this process as we explained that having their support would be reinforcing to the understanding of God's perspective

on the issues as we work through the mediation process. We also emphasized that having the church support would help manage the stress of the situation.

8. Did you explain the conciliator's role? How did you avoid misunderstanding or inflated expectations?

Answer #1 - I explained my role at the beginning of the process. I could tell the husband was leaning on a expectation that this would keep the marriage together while the wife did not so I repeated several times that this process is to seek reconciliation, which does not guarantee the marriage steers away from divorce. This was repeated in each of the coaching sessions with the husband as well.

Answer #2 - Yes. we did so both through some of the forms mentioned above and in our initial conversations. We avoided misunderstandings and inflated expectations by carefully explaining the process generally and our roles in it, their roles in it, and the role that the Lord, His Word, and the personal times they would need to spend on homework assignments with the Lord as we went forward would play in process. Then as we went forward, we were careful to be create an environment where they were free to ask questions, and we were frank and thorough in our responses to their questions.

9. Did anyone supporte you in prayer for this case? Were any Scriptures helpful for you?

Answer #1 - Prayed for by my co-mediator and my husband.

Eph 1:18 – Pray also that the eyes of your heart may be enlightened in order that you may know the hope to which He has called you. I always claim this verse going into mediation that my heart will be open to the Holy Spirit's leading and that the "eyes" of the clients will be open to a new "hope" in Christ to reconcile their differences and hurts. This confidential support provided me with confidence in God's leading and wisdom."

Pre-Mediation Coaching Questions (Conflict Coaching cases do not apply toward Supervised case requirements. However, Pre-Mediation coaching is essential and counts toward your total mediation case hours).

1. Issues: What were the issues raised by each party at this stage (both substantive and personal)?

Answer #1 - M - substantive - she needed help when her car broke down, she has helped others before - they owed her, she was a member on B's team and felt B would disqualify her from future roles due to the incident

personal -felt disrespected, humiliated, and unheard in the situation and that B over spiritualizes situations making her feel less than and doesn't show empathy

B - substantive - she gave her time, money to help, and felt she was obligated rather than

had a choice to drive and pick up M

personal -felt she was only invited into situations when needed - felt used and disrespected, the cursing and yelling in her car was more than she was willing to allow in a friendship, she was horrified by the response and felt anger

Answer #2 - Their sibling conflict came to a crisis a year ago at a family wedding. The crisis was about differences in values around family, COVID, safety and religion. This crisis led to a shut down in communication between them and they have communicated very little with each other and seen each other infrequently since that time. However, their parents are getting older and they know they need to work together to make decisions and their parents are very grieved over their broken relationship. They both desire to have a better relationship with each other even after their parents are gone. Not having a relationship with their only sibling is unacceptable to both of them.

2. Questions: Describe the water-ski and idol-exposing questions that you used.

Answer #1 - The most potent questions were these:

- What did the other party do to hurt you?
- What do you miss most about your relationship? What did you see in the other couple that moved you to ask them to mentor your children and if necessary, adopt them into your family should anything happen to you as parents?
- What were you trusting in that brought about this conflict? How did you punish the other couple? Was it satisfactory? What did you do to sin against them in thought, word, or deed?
- Did you ever consider the interest of the other party? Or did you only consider your own interests?
- How do you see the others in this conflict? What keeps you from forgiving the other?
- What grieves you most about what happened?
- What are some consequences of not forgiving the other?
- How do you understand the situation of this conflict?
- How do you view God in this conflict? What difference does that make?
- Since you all are believers, you will spend eternity in heaven together. How does that impact your current situation with them?
- How do you understand your worth to God?
- Do you have a conflict with anyone else in the sphere of this relationship? Who do you need to go to tell them the outcome of this mediation?
- Parents are responsible for the discipling of their children. In what ways have you modeled to your children how to deal with conflicts with brothers and sisters in Christ?
- How will you prepare to restore the others with forgiveness? Have you prepared yourself by getting the log out of your eye? (Matt 7:1-5).
- What will you do if the other couple admits no wrong or refuses to forgive you?
- How will you proclaim God's forgiveness to the others?

Answer #2 - a. Both parties: Entry gate question: What were your interpersonal experiences in your family of origin: Effective question: This allowed the mediator team to identify patterns of interpersonal conflict and way the parties resolved or nurtured those conflicts in their lives

b. Both parties: Idol exposing question: How did your interpersonal relationships within your family and with your friends affect your understanding and relationship with others? With God? Effective question: This question helped us identify the parties' early and ongoing faith and walk with the Lord.

c. J: Idol exposing question: How did you respond to your family's dynamics? How were you involved in the tension and aggressive behavior you perceived in your household and in your mother?

d. E: Idol exposing question: What was your parenting style? Who was the dominant "force" in the family?

3. Heart Issues: What were the heart issues that you identified in conflict coaching for each party? What led you to believe these were issues of the heart?

Answer #1 - Husband: one idol is his family. He says he will do anything to keep the family together. (more in question 5). I believe there may be some "pride and arrogance" as well as he seems unable/unwilling to understand his wife's perspective and needs to have her talk to him in ways that he understands; however, both are not clear in their communication with each other.

Wife: I believe she is mixed with "fear of man" (but not in the sense of being afraid of the husband) and "good things want too much". There is a desire to build her social network and get a job outside of the house. While there is financial security without her having to work, there is a sense that she has wasted the past 30-years by not getting work experience that she can fall back on.

Answer #2 - The main issue were pride and arrogance and fear of man. In trying to listen for their motivations, issues related to these two emerged. There were power issues and questions of authority and abuse of authority that were obvious. Some of the reactions dealt with the tension between trusting the Lord and doing what seemed to be right or necessary for survival. Each thought they were doing what they thought was right, they were totally wrong. This happened on both sides in different ways. At other times the side that condemned the one side would end up doing the same thing themselves. This helped to identify who they were serving. There is a high degree of love of material possessions involved as seen in their making the church one of their idols as well. An additional issue was preserving aspects of the church that they felt was threatened can be seen as "good things I want too much." This showed itself in being willing to compromise Scripture and to do what they thought was needed to be done to protect the idol of the church.

4. Scripture: What scriptures did you introduce in conflict coaching? How did you use it? Why did you use each passage? How did the party respond?

Answer #1 - We relied heavily on: Matt 15:18; 7:3-5; James 4:1-4; Eph 4:31-5:2 ; Phil 2:3-7; Gal 6:1-2; Rom 12:18 ; Prov 19:11; 1 Cor 13:1-8; Col 3:13; 1 John 3:1-2; 2 Cor 5:17-20; 2 Peter 1:9; Ps 139:23-24; 51.

Most of these Scriptures were part of the lessons from Conflict Resolution. We brought them up as we reviewed the homework assignments with the couples. We asked them to write out the texts in the workbook and to read some of them aloud during coaching.

Answer #2 - We looked at Ephesians 4 about falsehood. He didn't need a lot of guidance...he started identifying a lot of his own idols on his own. But when we talked about the other 2 in the conflict, I asked if he had ever used Scripture in his time trying to shepherd the other 2 in their conflicts. He looked at me with big eyes and smiled sheepishly. He said, "It never occurred to me. That's a problem!" So, I asked him what passages he would have wanted to use with them, and he shared things like Matthew 18, Matthew 7, and some of the standard conflict passages. I encouraged him. Then I asked him how those passages might apply to him with any of his unresolved conflict in this situation. He smiled again and said - all of them. He said he needs to deal with his own sin before God through this and then go to them and ask for forgiveness, seeking reconciliation before trying to mediate between them.

5. Proclaiming Forgiveness: Did the party discover their idols? If so, how did you proclaim forgiveness? What was their reaction?

Answer #1 - Yes. They named them during Lesson 2 of the workbook. We modeled for them how to receive God's forgiveness using the pamphlet "Proclaiming God's Forgiveness" using a story from Bob's own experience. They seemed strengthened and unburdened by the proclamation of forgiveness.

Answer # 2 - He did discover his idols and confessed that he was angry, anxious, and ungrateful because he was only looking at his own interests and desires. I reminded him of his forgiveness, and he was relieved, and his tone shifted and he started sharing more personal elements of his inner life and fears more freely and comfortable.

6. Homework: What homework assignments did you use for each party? How well were assignments completed by each party? How did each party respond to the homework?

Answer #1 - As a first round of homework, I tried to get them back in the Word. I asked them to read 1st John (good summary of the gospel) and James (good summary of what they may be experiencing). I gave them some questions to answer about each to help facilitate the next coaching session. Both completed the homework and admitted it was difficult to start. I told them there would be many distractions whenever they try and get into the Word and they should push forward and read, preferably out loud so that they could also "hear" the Word.

I also gave the husband the bookmark assignment on "Loving Others".

Answer #2 - I wanted to assign a little more but there was so much chaos as a result of how we started, and they have 4 small girls under 8 years old. So, I gave a little bit more to Husband since he had more time. I gave them a series of passages each week to look at and reflect on. I gave a few select *Forgiven to Forgive* devotionals each week. I gave them some things to focus on and work on each week since they needed some coaching on stabilizing their situation and without giving advice, helped them figure out what they wanted to do related to child services and other support resources. They were also doing a marriage bible study once a week at the same time, so they were learning different things there as well. So, I focused on specific scriptures to review what we talked about and that would prepare for the next session. They both did what I asked, Husband especially did. Towards end of coaching, I gave her some homework related to showing her heart to Husband and being vulnerability with her emotions while I gave him homework to break the cycle of how he responds with anger and to be curious and ask questions to try to connect with his wife's heart through questions rather than reacting in judgment and fear. I felt like they have come to the next session ready and with having spent time with the Lord and reflection over the things they are learning.

7. Outcomes: What were the outcomes of the coaching or pre-mediation coaching for each party?

Answer #1 - Both couples were more than ready to get to the mediation table. They came prepared to spend four hours to work through the agenda. They wrote down their remarks for opening statements and storytelling. During storytelling, each person got emotional when it came to confessing how they hurt one another. We were surprised at D's admission of intentionally trying to hurt K. When asked to be forgiven, the couples forgave one another. Their proclamations of forgiveness were not like the pamphlets but were heartfelt. We instructed them about the "Four Promises of Forgiveness" and this seemed to help them.

Answer #2 (Coaching only, not pre-mediation): Husband was able to craft a genuine and heartfelt confession of sin and commitment to be pursuing genuine repentance that he presented to his wife in a meeting with me on date. I believe he is truly repentant. I believe the confession was genuine and heartfelt.

His wife was pleasantly surprised at the depth and thoroughness of his confession ("that was not what I expected," she said). I believe she expected him to be prouder and more self-righteous about things. Her initial reaction was to extend a verbal commitment of forgiveness (subsequent interactions have indicated that in some of the situations she is still holding on to the past offenses and is not willing to accept his confession. Though she extended a verbal "I forgive you," she proceeded to read her own brief statement of her resolve to end the marriage. It was very sad.

8. Next Steps: What were the next steps you proposed? If this was pre-mediation coaching, how did you help them prepare & how did you know they were ready for mediation?

Answer #1 (Coaching only, not pre-mediation): That she leaves a phone message inviting SIL into an in-person discussion where they would both have a chance to share. Steps after than call were to keep in touch by getting together even if the relationship currently felt frayed and fragile. They could strengthen it as they continued and remembered other parts of their relationship that didn't involve the family tensions.

Answer #2 (Pre-mediation): We then began to prepare them for the mediation sessions by giving them an overview of the process ("GOSPEL"), how each step worked and the purpose of each, and then gave them tips and handouts to help them prepare their Opening Statements and Story Telling. We could tell they were ready for mediation because: (a) they were itching to be done with the process; and (b) their hearts had been softened in a way that they were willing and able to see: (i) where they had been blinded to what each was (often unintentionally) doing to the other, (ii) where they had been blinded to the wounds in their own hearts; and (iii) how God has been and is using this process to help them each see Truth in their own hearts where there had been levels of deception from the Enemy, and to see and really be reminded of their love for each other.

Mediation Case Questions (Continue completing this case form for all mediation cases, independent or supervised. You need to be the lead conciliator on two (2) cases submitted and you need to complete the intake for two (2) cases submitted.

Did you discuss this case with your advisor prior to the case? What considerations did your advisor offer?

Answer #1 - We had two or three conversations about this case with our advisor. We decided to conduct the mediation by video conferencing. Advisor gave us some good advice about its practicality. She strongly recommended that the couples agree not to record the session. She also recommended that the couples bring their laptops so that we could see both couples' facial expressions, and body language as video would allow. We also asked her about the order of storytelling. We read in Ted Kober's book that the "initiating party" should go first. She agreed and that's what we did. We had a further question about setting a limit for storytelling. She directed us not to worry about that. The men, she said, would take less time but the wives might take more. She recommended that we coach the meeting along and avoid rabbit trails.

Answer #2 - I was in contact with my advisor throughout the process, from notification to after the group intake, coaching, and mediation preparation. He offered advice on heart issues and some Scripture, which I incorporated.

1. Logistics: Describe the mediation setting and seating arrangements. What were the parties' demeanor at the start of the mediation?

Answer #1 - The setting was PM's church office at a rectangular table with 8 chairs. Co-conciliator was at one end of the table, I sat on his left. This worked well enough - I was more comfortable with it on the mediations I lead, but on the ones co-conciliator led, it was hard for me to see him, making it a bit more challenging to follow his lead. But other arrangements had worse downsides. Some parties were nervous, some sad, one was very anxious, one confused.

Answer #2 - We met at a table in the fireside room of the church it is welcoming and private. The parties sat opposite one another, and I sat at the end of the table. Both parties were nervous, and M was guarded in her mannerisms and slow to interact. M said she was embarrassed to have to have a mediator to manage a conversation. B was pleasant and happy to be in the room.

2. Agenda and Ground Rules: Describe.

Answer #1 - Concerns were expressed surrounding confidentiality during the prep exercises. I ran through the ground rules again as part of the mediation opening process, but no concerns were raised at that point. The parties were both confident and comfortable with the process.

Answer #2 - I used the GOSPEL agenda and ground rules from the mediation training. I opened it up for additional ground rules, but they did not add any others.

3. Devotion: Describe the unique biblical focus of this case. Describe.

Answer #1 - I did a brief devotion from "Day 20, Handle with Kid Gloves" from the devotional Forgiven to Forgive. The devotion illustrates how to apply Galatians 6:1. I included the story of how Jesus handled Peter's restoration after his resurrection. Jesus asked Peter three times if he loved him (John 21:15-17). I pointed out that Jesus never said what we might want to say, "Peter do you love me? Then how could you betray me like that?" or "Why didn't you come to my defense?" or "Why did you turn on me." Instead, Jesus gave him a new commission, which signaled both forgiveness and future purpose.

4. Opening Statements: Describe.

Answer #1 - M - I want to work through the conflict, and I want to be able to serve on the same team together at church. I would like to continue our friendship if possible.

B - I don't want to have a friendship like we have had, and I need to set boundaries. I will not stop M from serving on the team, but I will not be disrespected as a person.

Answer #2 - We asked them and J decided to be first to share.

Both J and E appeared somewhat defensive in the opening statements but later began to open up in storytelling and express their more personal fears and anger.

5. Storytelling: Describe. **Note that this should be the longest answers of all the Mediation questions**

Answer #1 - PM/Sh: started out with what they appreciated about one another. PM gave his timeline of 3 waves of disruption (culminating in the council chair being informed) since Sh and P's inappropriate relationship. He had seen her as defensive and dismissive of his concerns. Hard because he didn't perceive her as being open with him; her husband didn't accept invitations to talk. He struggled with carrying the things people were telling him about her that he had to keep confidential. He apologized for how this must have felt to her. She forgave him and understood how hard it must have been since her dad was also a pastor. She shared that the relationship was unprofessional, inappropriate. They discussed what that meant and what PM meant when he said emotional affair. She agreed she had acted according to his definition but wouldn't have defined emotional affair that way.

PM/Se: Se talked about her background with her dad and how that was impacted her relationship with PM. PM talked about their organization not doing ok if she quit. They discussed her previous concern that she may be retiring soon.

PM/J: J described how she had fielded lots of complaints and how bad that felt. Also described feeling abandoned during a meeting when PM was on his computer. Now abandoned with complaints landing on her.

Se/Sh: Sh shared she got a weird vibe from some at work, Se being one of them. She didn't know what was going on. Se said it was about Sh's relationship with P and them not separating like they had agreed to (in a previous meeting laying out boundaries). Sh said she thought they had and explained away times when they appeared not to have. Sh shared that she and her husband had worked through things and were good.

K et al: started with a warm memory, moved into describing K's barrier to sharing, Se and PM expressed much care for her, encouraged her that she mattered, PM shared his desire for a win/win and valuing of each person. P and K described how they are doing now.

L et al: described much hurt and confusion in a difficult to follow explanation. Others let her know they knew it took courage for her to come in and they appreciated her sharing.

6. Heart issues: What heart issues were exposed during storytelling? How are they different than what you experienced in pre-mediation conflict coaching?

Answer #1 – The meeting revealed that the parents (especially mom) were still not at a place where they: (a) could understand what daughter was saying and attempt to see things from her perspective; or (b) consider that what the daughter was saying had any degree of truth or validity. They instead tried to convince daughter that the things she mentioned were just generational differences over which she just needed to give them grace rather than on insisting that they behave differently.

7. Private meetings: Were private meetings utilized? If so, why did you elect to have a private meeting? What issues did you address, and what Scriptures were used? What homework did you leave with the parties outside the private meeting?

Answer #1 - T was skipping things in her story-telling that I knew were relevant, almost exclusively related to R. I held a caucus to ask her why. She was afraid to “stir up trouble.” We talked about Ephesians 4:15, speaking the truth in love, and 4:25 how silence was really a form of falsehood (not being transparent and honest). She took it to heart, spent a few minutes in quiet prayer, and came back in ready to share openly.

R needed a caucus after an attempted confession where the response was “I don’t think dad gets it.” He was a little defensive (blame shifting, but without “if” “but” and “maybe”), and was more expressing regret than he was confessing sin. It took a long time (seven strolls around the outside of large church facility) to help him see why he was being perceived as a bit dismissive. He received it eventually, though it was a difficult discussion. When we returned, he did an excellent job of humble confession, expressing his understanding and commitment to change. It was received well by A (and the others).

8. Scriptures: What Scriptures did you use during the process? How did you use them? Why did you use each passage? How did each party respond?

Answer #1 - We started with 1 John 3:1 to remind them whose they are, Romans 8:1 to share no condemnation in Christ, and then opened with the Luke devotional. 1 Cor 6:18-20 was used in coaching and then reiterated in mediation (flee from sexual immorality). Ephesians 4:17-27 was suggested by my advisor (put off the old and put on the new), which I agreed. Psalm 44:21 was important in resolving one of the issues (God knows the secrets of our heart). Galatians 6:1 was also used in an agreement (clarifying "caught" and "restore"), Lastly 1st Cor 7:4 was used to reinforce that the husband's body is for the wife, not for sin against his own flesh. Each Scripture was well received. There is probably many more I could have used.

9. Confessions: Describe any confessions offered during the process. How did the other party respond? Did you or the other party Proclaim God’s Forgiveness to the confessor?

Answer #1 - There are numerous descriptions above under other headings. Confessions were made during their own storytelling, or in response to the storytelling of another.

Perhaps the most significant was near the beginning of the second mediation session, when M read what she had finally prepared. She had been engaged in a pattern of deceit and irresponsibility that was so pervasive that all other members of the family had essentially stopped confronting her or even expecting her to be honest and responsible. She had avoided talking or confessing in the first mediation meeting. It was an amazing time seeing her confess, and seeing her family respond with grace. It was like a monkey on

the back of the whole family.

After this, it seemed evident the whole family was relieved, and we took some time to recognize how thankful we were for this process teaching them how to repent, confess, and reconcile. I also reminded them of Luke 17:3-4, that our lives are usually lived in patterns and that the willingness and attitude of forgiveness is something that you may need to fight for when sin happens again in the future. But this is the example of Christ, who willingly offers us this repeated forgiveness, for repeated sins, because of His grace. It was a sweet time and made the transition to discussing issues and solutions a smooth and happy one.

Answer #2 - J was the first to admit her embarrassment and shame for her actions, words that were hurtful and disrespectful. She asked for forgiveness, but the couple did not respond - they just looked at her with uncertainty. The process of walking them to forgiveness by asking will you forgive J and waiting for a response, was so powerful - they both said yes. We discussed what this meant and the need to walk in this way as healthy in all our relationships.

The husband responded by saying he too was very frustrated with her behavior, and his intentions and reactions were wrong, and he too wanted forgiveness, J granted that to him and thanked him.

10. Problem Identification & Clarification: Describe.

Answer #1 - Parties created an issues list before the mediation and brought that to the mediation. As a group, T, K, and both conciliators worked together to create an issues list and then to determine which were the cornerstone and urgent issues that needed to be addressed during the mediation and which issues could be addressed in a follow up care plan.

Answer #2 - I previewed each parties issues in the final coaching. We then took turns listing the issues on the white board using the storytelling information to better shape each issue into the final question, especially where the issues were similar. We then identified 5 issues that were "critical" and had to be answered that day. Co-conciliator captured the exact wording of each issue for the report while we began to work through the critical issues.

11. Issues: What were the issues identified in the mediation (both substantive and personal)? What were the parties' positions and interests?

Answer #1 - We did identify issues that we all agreed needed to be addressed through marriage and personal counseling and fall outside the realm of this mediation:

- How criticism should be given and received
- Dating one another (not just doing fun activities with others, often opposite sex, but

looking for common interests or compromising to pursue the interest of the other spouse)
- Integrity in ministry issues, particularly related to finances
- Who leads the ministry?
- "HUSBAND" allowing "WIFE" space and time to process and not demanding conversations/arguments on his timetable

12. Explore Solutions: Describe.

Answer #1 - After we prioritized which issues to focus on first T and K took turns picking which issues they wanted to start with. K wanted to talk about how to grieve what was lost and how to heal. We helped them create a list of things they lost, and we helped K think through a plan of how to address this loss. One of the things K focused on were the lost relationships with staff and kids they were serving on the mission field. K was able to create a plan on how to reach out to these individuals and still minister to them. Another issue K wanted to discuss was how to bridge the relationship with her brother. We were able to help her process and take an honest look at her relationship with her brother and mother and think about how she would want to pursue them in a biblical way.

Answer #2 - Some of the issues were resolved through the process of confession and forgiveness during the mediation. Others were to be worked on during the post-mediation mentoring period in conjunction with the care team (L and L would choose 2 issues each to bring to the monthly meeting).

13. Lead to Agreement: Describe.

Answer #1 - At the end of the mediation process, all parties agreed to the following:

1. We agreed that (pedophile responsible) will not be invited to J (K's daughter) and D's wedding.
2. We agreed that (the pedophile responsible) will no longer be invited to any family events. Also, if (the pedophile responsible) is invited to a family event outside the families, H, K, their husbands, and R will not attend.
3. We agreed to recommend to R that he remove a picture of (the pedophile responsible) in his home office and that he no longer interact with him.
4. We agreed that K, H, and R would write letters to (the pedophile responsible) exposing the evil things he perpetrated on the daughters and betraying R by blaming him for condoning (the pedophile responsible) sexual abuse. These letters will be written and reviewed by November 12, 2023, at 10:00 a.m. The meeting to review the letters will include all the parties (and mediators) and sent to (the pedophile responsible) by certified mail so that he must sign as having received the letters.

5. All parties agreed to reach out to T and B (cousins) to let them know of these events and the letters being sent to (the pedophile responsible). K, H, and their husbands will decide how and when to bring T into the discussion. No date was finalized for this decision, but we mentioned November 30, 2023, or after the first of the year.

****note the addition of specific dates in order to keep parties accountable***

Answer #2 - The conciliators and the parties were able to work together to create a robust and thorough public use statement to be shared with the congregation. This public use statement included information, heart issues and confessions from the leadership and plans for next steps for the church.

14. Documents - Please describe any case documents given to the parties.

Answer #1 - Memorandum of Agreement

15. Final Follow-Up: How will (or did) you encourage each party after the case concluded?

Answer #1 - At the end of the conciliation each person, and conciliators shared their takeaway and something meaningful that happened during the mediation. It gave an opportunity to celebrate what they accomplished and give them hope and encouragement for the future. Conciliator scheduled a follow up meeting with T to discuss a care plan regarding temptation to use pornography and Conciliator was going to offer different options for follow up coaching.

Answer #2 - Checked in with them about a week out. Both parties were appreciative and felt like a huge weight had been lifted off their shoulders.

Personal Reflection (This section is one of the most important and helps your advisor and the Review Team understand your perspective and growth as a conciliator)

1. What did you learn from this experience?

Answer #1 - I used to think that Christian conciliation could be open to anyone, regardless of their worship routines (or lack thereof); however, I'm beginning to see that a foundation of worship attendance is necessary, or at least a great start, when committing to a reconciliation process. Their focus on a substantive issue (physical separation and who would be the one to move out) blinded them to any reconciliation efforts or to even hearing how God could be involved in the process.

2. What would you do different if you could do it over again?

Answer #1 - At the end of L(B)/Sh/PM/P I would have called private meetings to check on L and find out where she was at. She stated she had shared all she wanted to, but her

demeanor was only somewhat changed, not fully free. In the large group meeting at the end this showed up as well.

Ask L (in a private meeting) if she would like to be given the opportunity to confess something to the group.

Answer #2 - What I would do differently is that I would have considered another coaching session before I brought the two parties together. Though the mediation went quite smoothly, I think it would have improved the process.

3. What emotions did you experience during the process?

Answer #1

Fear -- what if I get this wrong?

Anger -- people in authority not taking action to protect others who ask for help or to remove power from those who misuse it

Relief when things went well

4. If you worked with a co-conciliator, describe your experience.

Answer #1 – Co-conciliator is one of the best Christian conciliators I have worked with. He has a heart for the Lord and always leans into Christ when working with our clients. His first thought is how to bring the clients into a better relationship and understanding of Christ's grace.