



CHURCH OF THE  
**GOOD SHEPHERD**  
UNITED CHURCH OF CHRIST

## Be a Part of the Reconciliation Team!

*We are seeking member to serve on this team. Please let Maryle Malloy ([maryle@widewebadvisor.com](mailto:maryle@widewebadvisor.com)) know if you believe you are called to this ministry!*

### Frequently Asked Questions

#### **Why am I just now hearing about the Reconciliation Team?**

It used to be called the “Response Team.” It was created as a part of our Safe Church Policy years ago, but it has since become inactive.

#### **What is the job of the Reconciliation Team?**

“The Reconciliation Team consists of two members, one male and one female, and two (2) alternates, one male, and one female, selected by the Council in preparation for the possibility of hearing and acting on complaints covered by the Safe Church Policy.”

#### **I’ve never heard anyone make use of this team. Why?**

First – most people don’t know it exists. Second – while the Safe Church policy has a detailed process for managing “complaints” about sexual harassment, bullying, violence, etc, it lacks guidance on how to support members when there are everyday misunderstandings that lead to stress on the community.

It is rare for one member to file a “complaint” against another member. Instead, we usually find there are gaps in communication, hurt feelings, and misunderstandings that come from several sides of an issue.

#### **What would I do as a part of the team?**

Part of the Reconciliation Team’s initial work will be reconsidering the role of the team itself. The current policies and procedures have not been used in 8 years, and yet we have had several situations that would have benefitted from mediation, conversation, or deep listening. In addition to reviewing our current policy, the team will consider different scenarios and how listening, mediation, and support would make a difference.

Once they’ve clarified their role, the team will also do some congregational education about what they do and how they can help.

They may be called on to mediate disagreements, listen to concerns, and support improved communication between members once more people know about them. In rare cases, they may be called on to investigate allegations of misconduct (bullying, harassment, etc) and act in concert with the Council to correct unwelcome behavior and support the healing of all involved.

**What type of people should consider serving?**

People serving on this first group of 4 (2 active, 2 alternates) should be good listeners first and foremost. They should be open-minded and compassionate. Experience with mediation is a plus. They should be also be comfortable with confidentiality and respecting others' privacy. Given the difficult nature of some conversations they may encounter, they should also be grounded, have a strong support network, and be able to care for themselves in times of stress.