

Ten Guidelines of Mutual Respect

The Ministry Staff of

**Christ Episcopal Church
Celebration Lutheran Church
St. James Episcopal Church
St. Paul's Episcopal Church**

Guidelines for Mutual Respect:

We really appreciated the document distributed by Bishop Rickel when he began his ministry in 2007 called "Ten Rules for Mutual Respect." We thought these were excellent as a beginning for how we will choose to treat each other as staff. So we made some changes in his document and worked on it together. We also request that members of the congregations take them to heart as well and join us in learning to relate to others this way.

1. If you have a problem with a staff person, come to her/him privately.
2. If a staff person has a problem with you, he/she will come to you privately.
3. If someone has a problem with a staff person and comes to you, send them to that staff person.
(We'll do the same for you.)
4. If someone consistently will not come to staff, say, "Let's go to the staff person(s) together. I am sure she/he/they will see us about this."
(We will do the same for you.)
5. Be careful how you interpret staff—we'd rather do that. On matters that are unclear, do not feel pressured to interpret our feelings or thoughts. It is easy to misinterpret intentions. We will be careful how we interpret you.
6. We mean well, but we will make mistakes and may hurt you. We will ask for your forgiveness. You will make mistakes and hurt us. When you hurt us we will work hard for reconciliation and forgiveness.
(We ask the same of you.)
7. If it's confidential, don't tell. If you or anyone comes to us in confidence, we won't tell unless
 - a) the person is going to harm himself/herself,

- b) the person is going to physically harm someone else or
- c) a child or vulnerable adult has been physically or sexually abused.
(We expect the same from you.)

8. We do not read unsigned letters or notes.
9. We will not seek to manipulate; we will seek not be manipulated; please resist being manipulated by others. Do not let others manipulate us through you. Let's leave everyone's decisions to them and the Holy Spirit - She will handle it better than we will anyway.
10. When in doubt, just say it – kindly if possible. The only dumb questions are those that don't get asked. Our relationships with one another, at the end of the day, are the most important things, so if you have a concern, pray, and then (if led) speak up. If we can answer it without misrepresenting something, someone or breaking a confidence, we will.

Adapted From Bishop Greg Rickel
Wednesday, October 7, 2009