

Christ the King Lutheran Church

Reconciling and Healing Team

Steps toward Reconciliation and Healing

1. Lift up your thoughts and feelings in prayer. Think about what you experienced or observed. Does it seem inappropriate, unsafe or exclusionary? What do you think is needed to make it better? Ask God to help and guide you.
2. It is best to speak directly with the person(s) whom you believe to be the source of the problem or concern. This is in line with Jesus' instructions in Matthew 18:15-17. Go to step 3 if you do not think that talking directly is safe or appropriate, or you have tried already. Suggestions for following up with the person: Let the person know that you want to talk with them about something that may be uncomfortable for them to hear. Tell them that you want to make them aware of a concern or problem you have had or have observed. Describe as accurately as you can what happened and what adverse impact it had on you and/or others. Listen to their response.
3. If your concern or problem is not resolved in steps 1-2, then contact the Reconciliation and Healing Team. This conversation will be documented to describe what happened, what has been done to resolve it, and what next steps will be taken. The Reconciliation and Healing Team may determine that others need to be involved in order to resolve the issue. Any resolution that requires corrective action to be taken with a staff member or pastor will be addressed in collaboration with the CTK Personnel chair or the Council President.
4. This will be done respectfully and confidentially.
5. The Reconciliation and Healing Team will inform either the Senior Pastor or the Council President, if necessary, that a concern has been raised.