

Stanley and Emma Jones and Susan Michaels Mediation
May 20, 2011
Memorandum of Understanding

Parties:

Stanley and Emma Jones
Susan Michaels

Mediators:

Ernie Baker
Geoffrey Chaucer

Stanley, Emma, and Susan out of a desire to glorify the Lord by being reconciled and because of the Gospel, met and confessed their sin to one another. They served one another by openly sharing their stories and lovingly listened to one another, took responsibility for their sins and failures and came to the following agreements.

The following relational agreements were reached:

- a. Stanley, Emma, and Susan agreed to abide by the following ground rules throughout the mediation:
 1. Commitment to confidentiality
 2. Honesty and openness
 3. Respectful communication
 4. Taking notes
 5. No assumicide
 6. Addressing new offenses quickly
 7. Private meetings
 8. No interrupting (with one exception)
 9. Anyone can ask for a break

- b. Susan began with a God-glorifying confession, using the 7 A's of confession, asking forgiveness for not helping the Jones' adapt to the field and actually making their transition more difficult and for having unrealistic expectations (desires that turned into demands that led to judging and punishment). She acknowledged that she has had a heart theme of control that has shaped her expectations and the way she has communicated.
Both Stanley and Emma granted forgiveness with a full understanding of the four promises of forgiveness. We were reminded of our Lord's forgiveness from Ephesians 4:32 and Jeremiah 31:34.

- c. During "storytelling" Stanley confessed being a comfort lover who has run from problems and not dealt with issues and allowed them to fester. He and Emma both acknowledged that this did not help their team and led to the further deterioration of their relationship with Susan. Susan granted forgiveness with a clear understanding of the four promises of forgiveness.

- d. Emma also acknowledged that she was wrong and had acted sinfully by withdrawing from relationship with Susan stemming from a worship of comfort loving. She asked for forgiveness and forgiveness was granted by Susan.
- e. Concerning issue one of building a team relationship we asked, “how can we rebuild and build our relationship?” It is necessary to discuss this since there has been distrust in the relationship and since from the beginning of the Jones’ term on the field little relationship was built. The following was agreed upon. We will have brunch together weekly alternating homes or going out. During this time we will share 2 or 3 prayer requests with one another. We will also schedule a weekend away together in the forest at Geoff’s. We will have 3 or 4 game nights throughout the summer. Stanley will be responsible to schedule this time. During this time they will rejoice with each other on how the Lord used one another in the previous weeks. And, in an effort to learn to walk with the Lord together and to learn better communication and especially to understand our heart motives behind why we have related to one another the way we have we will study Paul Tripp’s book *War of Words* 2 or 3 times a month.
- f. Concerning issue two of roles we asked, “who is really the team leader?” And, “what is Emma’s role?” The following was agreed upon. Geoff left the mediation to go speak with the Field Director for clarification. The Director clarified that per mission agency policy Stanley is the team leader and expressed sorrow that this had not been clarified with Susan before this time. Cadence leadership needs to follow up with Susan. Geoff is going to contact Stanley and Emma about Emma’s role. Until Geoff clarifies this Emma is operating 100% in student ministry. They will revisit the “job description” documents to make sure all responsibilities are being covered.
- g. Concerning issue three of communication we asked, “what is proper communication with one another” and “what is appropriate communication with the teens?” Based upon Ephesians 4:15; Philippians 2:4; and Romans 14 the following was agreed upon. It was agreed to work on keeping short accounts, and “speaking the truth in love” as the team standard. They will also ask weekly of one another, “how am I doing with my words?” Reading and discussing *War of Words* will also address this issue.
- h. Discussing issue four of Stanley’s leadership we asked, “How is the transition to Stanley’s leadership as the Community Director going to be made smoothly?” We also asked, “how do they function as a team with Stanley as leader?” And, “what is Stanley’s leadership style?” It was re-emphasized that they need to revisit the team job descriptions to make sure responsibilities are clear. Stanley will also initiate the scheduling of transition and scheduling meetings. Susan announced that she will probably be taking a home assignment furlough starting at the end of August and continuing to January. This would help Stanley’s transition to Director and give Susan a much needed break. It was also determined that any changes to the way ministry is done will be discussed over the summer before Susan leaves so she will know what to expect when she returns from home assignment. If there are areas where there is disagreement on issues, Susan will make Middle School decisions and Stanley will make High School decisions. Stanley

expressed his desire for there to be a team mentality. It was also decided that Stanley will start leading the team meetings and making the agenda with input from others. If there are major disagreements they will appeal to the Field Director.

- i. Because there had been an assumption that expectations were not being met we discussed, “what are the ministry expectations?” Susan again acknowledged that her expectations were wrong and unrealistic and that she was guilty of not giving charitable judgments (I Cor. 13:7). She asked for forgiveness and forgiveness was granted. It was emphasized again that they will review the official documents. They will also work on giving each other charitable judgments. They also agreed on the necessity of regular staff meetings so that expectations are clearly communicated.
- j. On the sixth issue of philosophy of ministry we discussed, “how will this be developed?” It was acknowledged by all that it would be impossible to adequately address this issue in a mediation meeting. Ernie explained how to do a SWOT analysis (Strengths, Weaknesses, Opportunities and Threats). The importance of talking about core values was agreed upon and Stanley will initiate a meeting to discuss ministry philosophy.
- k. It was also agreed upon that a copy of this memorandum can be sent to the Field Director and to Geoff who will provide support, follow-up and accountability.
- l. We acknowledge that the primary role that the mediators have played in the preparation of this Memorandum of Understanding has been to transcribe our own agreement into writing.
- m. We agree that the intended purposes of the items listed above in this Memorandum of Understanding is to facilitate personal reflection, prayer, and accountability as we voluntarily commit to comply with the agreements as specified in this document.

Stanley Jones

Date

Emma Jones

Date

Susan Michaels

Date