



Guidance for Interaction for Dinkey Memorial Evangelical Lutheran Church *Holy manners*



1. We are all responsible for success – everyone’s participation is needed and **expected**.
2. Start off believing that everyone is trying their best to have this church serve God faithfully and well.
3. If it becomes obvious that behaviors are non-productive, disruptive, or destructive – confront them using the “Grievance Reconciliation Procedure”.
4. Speak only for yourself using “I” statements:
 - “I believe...” vs. “Lutherans believe...”
 - “I think...” vs. “Some people think...”
5. Ask questions to clarify your understanding or to check out assumptions.
6. Avoid defensive reactions.
7. Be open to new ideas.
8. Feel free to disagree with issues or methods, but please restate what you are disagreeing with first.
9. Participate fully, but please don’t try to “win”, “prove your point”, or “prove someone else is wrong”.
10. Say what is on your mind without blaming or shaming others.
11. Remember hidden agendas are **always** destructive.
12. We **all** need to “work” at staying fully engaged in this process in order that **together** we can achieve our purpose.

Remember:

- This is Christ’s church. We are here to discern and do God’s will.
- We are servants of God and stewards of God’s Holy Church.
- Our words and our behaviors communicate many things; what we see and hear passes through many filters. Some of these include our faith, our fears, our visible and invisible loyalties, our sense of self and sense of others, and our past experiences. What I intend to say is not always what you hear, and vice versa, so please be patient. God willing, **together**, in some way for Jesus’ sake, we will succeed and thereby build up God’s kingdom here on earth.