

## Interview Agreement for Conflict Coaching

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Thank you for your interest in Christian conciliation. Our goal is to help people resolve conflicts in a cooperative rather than an adversarial manner. The conciliation process is based on biblical principles that promote understanding, personal responsibility, justice, and reconciliation. We are happy to serve anyone, regardless of their religious convictions, provided they are willing to respect the Christian principles underlying the conciliation process.

**Description of Services** -- We offer three levels of service. We provide **conflict coaching** and written resources to help individuals explore ways to resolve disputes personally and privately. We also provide **mediation**, an informal process in which one or more mediators meet with all of the people involved in the conflict to help them arrive at a voluntary settlement of their differences. Finally, we provide **arbitration**, a more formal process in which one or more arbitrators hear each side's arguments and render a legally binding decision. (For a more detailed description of these services, see our *Guidelines for Christian Conciliation*, which contains an *Introduction to Christian Conciliation* and our *Rules of Procedure*.)

**Fees** -- When providing individual conflict coaching, our staff conciliators normally charge \$125/hr when working via telephone. There is typically no charge for the first 30 minutes of the initial inquiry call regarding a particular matter. The credit card number you provide below will be charged for telephone conflict coaching time after the first 30 minutes of the initial inquiry call. If you have limited income or are faced with unusual financial hardship, you may request assignment to a reduced fee or volunteer conflict coach, based on availability. If you decide to proceed with mediation or arbitration, we will provide you with a more detailed fee agreement.

**Biblical Basis** -- We believe that the Bible provides thorough guidance and instruction for faith and life. Therefore, we base our services on scriptural principles rather than those of secular psychology or psychiatry. (For a description of these principles, see question 15 in Part I of the *Guidelines for Christian Conciliation*.)

**Not Legal Representation** -- Christian conciliation may be used to resolve legal disputes. Even so, conciliators do not provide people with the kind of legal advice and advocacy they would obtain if they hired a personal attorney. Instead of representing one person against another, we work with and for all the people in a dispute to help them find a mutually satisfactory agreement. This limitation applies to all of our conciliators, including those who happen to be attorneys. Therefore, if you are concerned about your legal rights, you should consult with an independent attorney who would be willing to accompany and advise you during the conciliation process.

**Our Commitment to Confidentiality** -- Confidentiality is an important aspect of the conciliation process, and we will carefully guard the information you entrust to us. To ensure that you are receiving consistent counsel and support, however, we need to be able to discuss your situation with your attorney, if you have one, and with appropriate leaders of your church, if you belong to or attend one. Furthermore, we may need to divulge information to appropriate civil authorities if there is a clear indication that someone might otherwise be harmed (see *Rules of Procedure 16 and 17* for more information on confidentiality).

**Your Commitment to Confidentiality** -- You too must agree not to discuss our communications with people who do not have a necessary interest in the conciliation process. In addition, you must agree to treat all dealings with us in regard to this dispute as settlement negotiations, which means they will be inadmissible in a court of law or for legal discovery. Furthermore, you must agree that you will not try to force any conciliator to divulge any information acquired during conciliation or to testify in any legal proceeding related to this dispute.

**Conflict Resolution**— The parties to this agreement are represented by Christians who believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian Church (see Matthew 18:15-20; 1 Corinthians 6:1-8). Therefore, the parties agree that any claim or dispute arising from or related to this agreement shall be settled by biblically based mediation and, if necessary, legally binding arbitration in accordance with the *Rules of Procedure for Christian Conciliation* of the Institute for Christian Conciliation, a division of Peacemaker Ministries. If the parties cannot agree on a mutually acceptable conciliator, the conciliator shall be appointed by the Christian Legal Society. Judgment upon an arbitration award may be entered in any court otherwise having jurisdiction. The parties understand that these methods shall be the sole remedy for any controversy or claim arising out of this agreement and expressly waive their right to file a lawsuit in any civil court against one another for such disputes, except to enforce an arbitration award.

If you have any questions about these terms, please talk with a member of our staff. If these terms are acceptable to you, please sign below and fax this form to Peacemaker Ministries (406/ 256-0001).

Signed \_\_\_\_\_ Date \_\_\_\_\_

Print Name \_\_\_\_\_ Phone \_\_\_\_\_

Credit Card Type \_\_\_\_\_ Credit Card Number \_\_\_\_\_ Exp \_\_\_\_\_