



INSTITUTE
for
CHRISTIAN
CONCILIATION

Interview Agreement

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 \$150/hr when working in Billings and \$175/hr when working out-of-town. If you have limited income or are faced with unusual financial hardship, you may request a payment plan or fee adjustment. 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 17 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.

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.

Signed _____ Date _____

For _____