



## Summary Comparison between Consultation Weekend and Group Reconciliation Assistance

### Consultation Weekend

- Occurs over one extended weekend
- Full-Day Bible study seminar
- May include teaching Sunday Bible study
- 12 hours of consultation providing opportunity for 5 to 8 meetings with key leaders and a few groups
- One presenter/consultant
- Single visit for seminar & consultation
- Meets with a few leaders & leadership groups
- Reviews Constitution & Bylaws, main policies, main statistics of congregation (from LCMS web site)
- Provides initial assessment of issues, potential conflicts to reconcile & resolve, and makes recommendations for further action (NOTE: This process does not provide opportunity for extensive coaching, mediation, or other reconciliation processes)
- Provide oral report to leadership on initial observations and recommendations:
  - ◆ Description of process employed
  - ◆ Observations/assessments from meetings
  - ◆ Initial Recommendations (spiritual & material)
  - ◆ Discussion with leadership
- Brief written report (2 – 4 pages)
- Cost is about one fourth of GRA

### Group Reconciliation Assistance

- Occurs over several months
- Full-Day Bible study seminar
- Preaching & teaching Bible study – 2<sup>nd</sup> visit
- 350 – 400 hours of consultation providing opportunity for 100 to 150 meetings with individuals & groups
- Team of 2 to 5 presenters/consultants (varies by size of church)
- Three visits: two with entire team, follow-up with team leader
- Meets with all leaders, leadership groups, members, and former members
- Reviews Constitution & Bylaws, all policies, two years' minutes of key boards, correspondence, emails, congregational statistics, financial records, and other data (usually 300 to 500 pages of data)
- Provides comprehensive assessment of issues, including addressing key parties involved, coaching of all leaders & members, extensive coaching of key parties, mediations of key parties (with their agreement), and some leadership training
- Provide oral report to leadership and/or congregation, including:
  - ◆ Description of GRA process employed
  - ◆ Current status of church
  - ◆ Strengths & weaknesses
  - ◆ Description of conflicts identified
  - ◆ Identification of corporate sins
  - ◆ Comfort of the Gospel
  - ◆ Extensive recommendations (spiritual & material)
  - ◆ Report of reconciliations (by parties)
  - ◆ Response by audience and potential participation in group reconciliation
- Detailed written report (15 to 25 pages)
- Follow-up consultation (8 hours) by team leader, which may include leadership training or additional coaching & mediation
- Cost is about four times the cost of a weekend consultation

## Summary of Group Reconciliation Assistance (GRA)

### Preparation

- Process begins: Congregation accepts proposal  
Church leaders authorize contract and contact Ambassadors
- 4-8 weeks min. Ambassadors appoints team (3 people) & schedules GRA visits  
Church leaders complete pre-GRA homework  
Reconciliation Team reviews church records and governing documents

### Part 1

- 1<sup>st</sup> Visit
  - Day 1 Team makes its first on-site visit to church (usually Sat. – Tues.)  
Team presents full-day Bible study on peacemaking (everyone strongly encouraged to attend); individuals sign up for interviews at end of study.
  - Day 2 Team attends worship services; meets with boards and leaders; begins individual interviews (everyone encouraged to sign up for interviews)
  - Days 3-4 Team continues individual interviews
- Between Visits
  - Leaders Usually a couple of weeks to a month  
Complete additional homework assigned by reconciliation team
  - Members Encouraged to begin peacemaking as coached by reconciliation team
  - Team Reconciliation team studies all data collected and prepares for 2<sup>nd</sup> visit

### Part 2

- 2<sup>nd</sup> Visit
  - Day 1-2 Team returns (usually Thursday through Sunday morning)  
Coaching key individuals  
Interviewing possible reconcilers from congregation  
Mediate with key persons who are willing to work with Team
  - Day 3 Team makes oral report to leadership (usually in evening)
  - Day 4 Team participates in morning worship as invited by leaders;  
Team makes oral report to those in worship as determined by leadership

### Part 3

- Written Report Reconciliation Team provides written report within 30 days after leaving site. The report:
  - Notes strengths and weaknesses of congregation
  - Identifies the major conflicts affecting the congregation
  - Observes sinful behaviors of congregation and groups
  - Provides long-term and short-term recommendations, both spiritual and material

### Part 4

- Follow-up One team member makes a one day follow-up visit within 90 days after Congregation receives written report