



TOOLKIT FOR COURAGEOUS CONVERSATIONS

Atonement Lutheran Church

This toolkit is designed to help you examine a matter:

- That is important to you;
 - That has proven difficult, or uncomfortable to address;
 - That you would like to be able to express your opinion about;
- and determine whether it would be helpful to have a courageous conversation with the appropriate person(s) regarding that matter. If you need assistance in preparing this, there are trained coaches who can help you with the form and the process of courageous conversations.

The toolkit is designed to serve as a guide to help you determine:

1. If the issue is one you wish to pursue. (You may determine that it's not so important to you.)
2. Who are the persons with whom you need to have this discussion(s)
3. Your objective(s) in holding the discussion(s).
4. How to have this conversation in a positive and beneficial way

Topic:

What is the issue?

Why is this topic and issue important to you?

Who should this conversation be with in order to resolve the matter? (The conversation should always be with the person(s) directly involved, rather than with a third party or intermediary. Understand that to “resolve the matter” means to reach a point of acceptance or agreement. It does <i>not</i> mean to “win.”)

What do you want out of this discussion? (for yourself, for others, for this relationship, etc.)

What do you NOT want out of this discussion? (For example: Do you believe there could be negative consequences for speaking up? Do you wish to not offend anyone while being able to express your opinion?)

Who would be impacted by this proposal? (i.e.; The whole congregation, a specific group or demographic only, a few people, etc.)

What do you anticipate the impact to be? Will it be different on different people?

How will this proposal help Atonement become an inclusive community fostering connection to God, one another and the world?

Do you want to continue?

Do you want to assistance with the process? (That is, do you want to speak with someone regarding how this process works, or how to initiate the conversation? This discussion would be completely confidential between you and the Task Force member.)

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If yes, contact one of the Courageous Conversation Task Force members:

➤ Jan Ydstie-Roy	➤ Branko Kosovic
➤ Andre Dion	➤ Greg Roth
➤ Jackie Glover	➤ Rebecca Scarborough