Internship Code of Conduct Training

Values: Confidentiality, Safety, Honor and Relationship.

See Confidentiality and Safety in group guidelines. They apply in practice groups and also in the live sessions you are assisting.

As you enter into this internship, you are entering into a community and into relationships as well. Ministry cannot exist without trusting relationships. Where there is a lack of relations, there will be a lack of trust. When you join this internship, you are also committing to working out relational issues with others members of House of Hope. Old wounds or new ones; conflicts are inevitable. We do not live perfect lives but we choose to be in community that is not divisive but desiring unity above all else.

I commit to:

1) Refrain from gossip. Speaking and relating information that will change the opinion of another person towards someone else or facilitate prejudicial judgments. Refrain not only from speaking but also from hearing. Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice. Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you. Eph. 4:31-2
2) Be accountable to others for the above.
3) Be responsible for my own frailties and actions. In pursuing my own healing, I recognize that other cannot read my mind. It is my responsibility to guard my own heart by speaking up and disclosing what I need in order to feel safe. I recognize that it is not reasonable to expect something without telling the other person what I need and give them a chance to respond. I also recognize that others may not be able to meet my needs.
4) Be open to communication and working wounds and offenses out in a timely manner instead of letting things fester. Be angry and do not sin; do not let the sun go down on your anger. Eph. 4:26. It does not mean you have to deal with it the same day when you are still triggered. But protect your heart against bitterness.
5) Follow Biblical guidelines for correction and working out problems.
   a. If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector. Matt. 18:15-7. Speak to the person who hurt or offended you first. Go to the mentoring group leader next and then if needed, Ron or Deborah.
   b. First take the log out of your own eye, and then you will see clearly to take the speck out of your brother's eye. Matt. 7:5. This means your guardian, in order to protect you, may have retaliated. Look for it and own up to it. Spend time with your guardian to find out what the trigger was, what was at stake, what were you protecting. Determine what emotion is coming from past experiences that is venting through the current one instead of blaming everything on the other person.
   c. Pay attention to yourselves! If your brother sins, rebuke him, and if he repents, forgive him. Luke 17:3. Pay attention to yourselves as noted in point b. Take only the
responsibility for your part. For those who are chronically taking the blame, be careful of that pattern and learn to speak up for what was not your responsibility.

6) Some simple skills. For more skills training, please look at the book, "Crucial Conversations" by Kerry Patterson et al.

a. **Reflective listening/Attuning.** “So I heard you say..., did I get that right?” (Not needing to agree or disagree. Just reflecting it back to make sure you got the story right.)

b. **Affirming.** You are not agreeing with whether what they did or said is right but seeing where they are coming from. "Yes, I can see why you came to that conclusion... Can you consider another possibility?"

c. **Identifying the hurt and speaking for your parts instead of your part speaking directly.**

   **Letting Original Self speak with clarify and compassion.** (It gives a distance to the energy of anger and hurt so the receiver is not overwhelmed by the emotions expressed and cuts down on their defensiveness.)  Ex: "There is a part of me that was really frustrated when you didn't turn in your work on time." vs. "I am really frustrated that you can't get your work done on time." (First one is speaking up for what Emotion felt. The second one is letting Emotion take the reigns.)

d. **Speaking in the "I" perspective, instead of "you".** “When ... happened, I (or a part of me) felt (I thought) ...” rather than “You were really ...”. "I (or a part of me) felt judged when you did ..." rather than, "You judged me when ..." (Combining the parts’ statements: "a part of me really felt judged when ... happened."

e. **Be behavior oriented and not assumptive towards the motivation.** Be specific about the request for reconciliation. Take a moment to determine what it is that you want for the relationship and how the change can help it. I.e: "When you show up late for our appointments, I start doubting whether you care about how that affects me. Then am not fully present with you during the meeting. I really want to be in a state of being able to pay full attention to you when we meet. It will really be helpful to me that you come on time. Is there anything we can change to help you accomplish that?" vs "I think you don't value my time (assumption of motivation) and it really makes me mad. I don't see why you can't just come on time. (Judgment and no specific request)."

f. **Clarify and contrasting.** Ex: "You think that I said or meant ... Is that right?" "You seemed to think that I said ... but what I meant was ..."

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**Example:**

Fred: Did you share about my HeartSync with others. I overheard the people behind me saying they heard a testimony of how Jesus scooped them up and fed them ice cream that it really showed them Jesus attends to physical needs and not just emotional.

Sharon: Yeah, I was just sharing how cool that was that God did that. I didn’t mention your name. [minimizing]

Fred: I can’t believe you did that. It really shocked me. You shouldn’t have done that. [Ok, but method of delivery and tone can bring up defensiveness.]
Sharon: I don’t see why not. I was really comforted and the people who heard it were too. That’s a really cool testimony. You should be sharing it. God not only healed you but helped others with it. [Rationalizing the fault away and judging the other person—Guardian behavior.]

Fred: It’s not yours to share. DON’T share anything of MINE EVER again!!! (Guardian—aggravated tone)

Sharon: Geese, what’s your problem. God did a good thing. I was only trying to help the other person see God’s goodness to babies as the other lady was really having problems with a child part of hers. [Guardian still deflecting blame. But now also engaging in giving too much information about someone else.]

Fred: Gosh, just don’t do it. Walks away. [Guardian withdraws.]

Fred processing: God, why was I so hurt by that incident? What’s guardian upset about? Guardian, what do you want me to know? Guardian – Good or bad, it was your news to share. It was a tender gesture from God and it was so special because it was just you and Him. Now, there are others on the scene and the moment was no longer intimate just between you and God. No longer a secret special activity just between you. -- Has it happened before? G -- Yeah, especially when your brother told your parents that you were getting married, or when your wife was pregnant. You didn’t get to see the first joy of your parents. Your brother also shared things you disclosed to him in confidence to his wife and betrayed your privacy -- Work through forgiving brother, releasing hurt from Emotion, missing out etc. Guardian, is there another way? God can you show guardian another way?

Sharon processing: God did I really do something wrong. I don’t think I did. After all, I was trying to help. God – Yes Sharon, you have a part that likes to help and doesn’t want people to stay in pain. That part of you wanted to deflect the pain of that lady that was sharing about her hurt baby and you had a hard time sitting with that pain and wanted to soothe it with hope. – God will you tell me more about that part of me that is so afraid of other people’s pain. God – When your best friend in grade school was telling you about her father’s death, how did you feel? – Confused, numb and helpless. I just wanted my friend back. I just wanted to help her feel less pain. .. Continue to process that episode over time.

Fred: Hi Sharon, sorry for being so rough other day. I just wanted to say that a part of me is really protective (speaking for the part has a lower energy discharge) about my testimonies and want to be the one who shares it and to the people I want to share it with. Even though it’s good news, it’s still my story.

Sharon: So there is a part of you that is protective about your news, good or bad and you want to have the choice of who you share with. Is that right? [reflective listening]

Fred: Yes. I would have liked it if you asked me for permission first. [request for change]

Sharon: You would like in the future for me to ask you first before sharing. [reflective listening]

Fred: I felt betrayed/it brought up some feelings about betrayal in me. [speaking in the I.. instead of you betrayed my trust.]

Sharon: Is there anything else you want to say? (checking in, making sure attuning is done)

Fred: No, thanks for listening this time.

Fred can choose to end it here if everything is resolved. Sharon may request to speak and apologize for not attuning and to disclose what was going on. Self disclosure of reasons behind behavior is not necessary for closure but is helpful for one to understand his/her own internal make up.