

Role Play Facts

For your information and convenience, following are the basic role play facts for the role play used in this training event.

Mike and Sarah Fuller

Basic Role Play Information

Mike (39) and Sarah (40) Fuller were married 17 years ago, between their junior and senior years at Michigan State. Both grew up in Christian homes with parents who remain married to each other. They met when both were involved as team leaders in Campus Crusade for Christ. Although Mike and Sarah had dated others throughout high school and college, they were amazed at the intensity of their attraction to each other from the first time they met.

After graduation, Mike and Sarah taught in the same school district for the first five years of their marriage. Sarah has stayed at home for the last twelve years since their first child, Ben, was born. They also have an eight-year-old daughter, Dana.

Seven years ago Mike resigned his teaching position and launched a computer network consulting firm entitled *Hi-Tech Solutions* (HTS). The Fullers used an \$80,000 inheritance received by Sarah from her grandmother's estate as capital to start the business and support them during the first year. HTS has become quite successful, with annual income to the Fullers of about \$100,000. Sarah manages all the accounts receivable and billing for HTS from her home office.

The Fullers are members of Four Hills Bible Church, a large non-denominational church that has an elder rule form of government. They continue to attend, although Mike misses about half of the time due to business trips. Until two years ago, they occasionally taught adult Sunday School classes. There are three couples from the church with whom they socialized in the past, including an elder and his wife, but Mike and Sarah have not visited with them in months.

Mike and Sarah have found that through the years they have had less and less to talk about. The demands of the firm keep Mike out of the home at least sixty hours a week, and he travels to visit out-of-state clients at least three times a month. Mike no longer feels physically or personally attracted to Sarah. Although he has remained sexually faithful during his marriage, Mike recently became reacquainted with his former college girlfriend, Nicki, whom he met while working out at his health club. Mike had no contact with Nicki for almost twenty years. When he invited Nicki to join him for lunch to "catch up," Mike felt slightly guilty. The week before their lunch engagement, Mike found himself engaged in prolonged thoughts about what it would be like to have a physical relationship with Nicki.

Sarah has given up trying to persuade Mike to be home for dinner on a regular basis. Although they once had periodic intense and passionate verbal arguments, followed by equally passionate reconciliation, their personal and physical relationship over the last couple of years could, at best, be described as congenial and, at worst, a state of "cold war." Further, Sarah believes the children may be better off not having a father at all than live with the frustration of a father who

almost never spends time with them. Sarah now questions whether she ever really loved Mike in the first place.

Last week, Sarah “found out” about Mike and Nicki when she saw them having lunch together in a restaurant. She insisted that Mike move out of the home. At the encouragement of her pastor, Sarah contacted the peacemaking team at her church to discuss options available to help them work through this crisis. She does not want to end the marriage, but feels confused and hurt and is reluctant to seek reconciliation until a period of separation reveals that Mike is serious about the marriage. Sarah knows that she and Mike will need help with some of the practical issues related to their separation, as well as to determine a plan of reconciliation if they are to put their marriage back together.

Mike and Sarah both report that they have lost interest in each other. Inquiring into Mike and Sarah’s sexual relationship reveals that about eight years ago, around the time their last child was born, Mike and Sarah’s sex life took a turn for the worse. Early in their marriage, their sexual relationship was free, fun and frequent. But with Sarah’s last pregnancy, and following delivery, Sarah suffered serious post-partum depression which required medical attention. In addition, she lost all interest in sex.

During this same time period, Mike was very busy building a new business and became increasingly disengaged at home. During an argument, when their eight-year-old daughter Dana was an infant, Mike admitted to Sarah that he didn’t find her attractive anymore. Sarah was devastated. This argument was never fully resolved. Mike tried to reassure her that he loved her, but both Mike and Sarah admit that his efforts were half-hearted at best.

Sarah has never forgiven Mike for hurting her and admits that she intentionally refuses to initiate sex with Mike or communicate any desire for him sexually, emotionally or spiritually. In fact, in anger, she has verbalized to him that she views him as unspiritual and ungodly.

As Mike withdrew from Sarah in response to her coldness, sex became a monthly and then quarterly experience. Both Sarah and Mike have grown very lonely and isolated. Now, ten years later, Mike and Sarah’s physical intimacy is virtually non-existent. In fact, neither Sarah nor Mike can remember the last time they had sex, and they wonder now if they ever truly loved each other.

Mike’s Prepared Opening Statement for the Mediation

“I’ve left the house because Sarah forced me out. For the past few months I’ve been living with my mother. The situation is bearable because my mom is pretty supportive. But I can tell you that I’m really disgusted with this whole thing. I am the one who works full-time, I pay the bills, and I have to leave the house because Sarah won’t listen to reason.

Sarah is acting like a pouting child and is trying to punish me for something that never even happened. I don’t get to see the kids very often, and I think this mess has been really hard on them. It has been hard on me too. I don’t feel like I can go to church without wondering what people are thinking of me. I slip into the balcony after church starts, and I leave before the service is over so that I don’t run into anyone.

What do I want from this mediation? I want to move back home as soon as possible. If Sarah wants more time away from me, then I think she should move out and let me live at home. All she seems to want is my money and my help with the house.

I want everything to go back to normal. I want Sarah to get some help for her anger. And I want an apology from Sarah for the way she has treated me.”

Sarah’s Prepared Opening Statement for the Mediation

“I think Mike needs to decide what he wants in his life. He clearly doesn’t love me anymore, or want to be a part of our family. If he did, he would show it. So, what I want from this mediation is to have a written agreement on what Mike is going to pay in order to keep the house running and to take care of me and the kids. I don’t want to have to ask him for anything, I just want the check to show up on time so I can pay the bills. I also want to know what Mike is willing to do around the house so I don’t pay someone to do anything that isn’t necessary. By the way, I’m not willing to leave the house. I’ve been home with the kids for the past 12 years, and I intend to stay at home to take care of them as long as possible.

Our pastor has told us both that he wants us to work on reconciling our relationship. If Mike wants to save this marriage, then we are going to need some sort of plan. I’m not willing to let him come back home until I see some real changes in him. This marriage is miserable, and I’m miserable. I just want to hear what Mike is going to say about his relationship with Nicki. Is it over?”

Role Play Forms

For your information and convenience, following are the basic role play forms that were obtained from Mike and Sarah prior to the mediations. These forms are to help you prepare for the role play exercises you will be experiencing.

Christian Conciliation Case Information Form: Individual

The information provided on this form will be used in accordance with the confidentiality provisions set forth in Rules 16 and 17 of the Rules of Procedure for Christian Conciliation, for purposes of case administration and conciliator selection. This information will not be provided to other participants or to an arbitrator; a copy will be provided to the mediator if pursuing mediation or mediation/arbitration. A complete set of the Rules of Procedure for Christian Conciliation can be found at www.peacemaker.net/rules.

DATE COMPLETED:

April 22, 2010

NAME: Sarah Fuller

E-MAIL ADDRESS: s.fuller@sbcglobal.net

CONTACT INFORMATION: For delivery/receipt of communication, correspondence, and resources.

Address: 123 Main Street

City/State/Zip/Country: Des Moines, IA 42221

Address is: Business Residence Other _____

Phone: 555-234-5678

Cell:

Fax:

PERSONAL BACKGROUND:

Marital Status: Never Married Widowed Married 17 Years Divorced Times Separated 1 mo/yr
Number of Children 2 Ages 8 and 12

EDUCATION (MAJOR/TYPE):

B.S in Education

RELIGION: None Christian Jewish Agnostic Other

Do you believe in God? What role does God have in your life?

Yes. I grew up in a strong Christian home. I knew from an early age that I would be called into ministry. I met my husband working with Campus Crusades. I believe Jesus paid my debt for me. Because of his sacrifice, I will live in eternity with him. Although right now, I feel abandoned by God.

What is your opinion of the Bible? What role does it have in your life?

I believe the Bible is God's Word and has a lot of helpful advice on how to live life.

Does your faith have a role in conflicts you experience? If so, what?

I think that Mike has abandoned his God-given role to lead the family. He has withdrawn from church life, and I find that I have to be the spiritual leader in the family. I am angry at God for allowing my life to fall apart.



CHURCH INFORMATION

Church Name: Four Hills Bible Church

Pastor: Mike Peterson

Address: 10243 McDonnell Boulevard

Denomination: Non-denominational

City/State/Zip: Des Moines, IA 42221

Are you a member: Yes No

Phone: 555-232-6201

ATTORNEY INFORMATION - *If you are consulting with an attorney about this dispute, please complete the following section to authorize our communication with your attorney.*

Attorney: N/A

Address:

City/State/Zip:

Phone:

FAX:

E-mail:

Has a legal action been filed? If yes, list date and action, also attach copies of actions:

No.

INFORMATION ABOUT THE PARTY WITH WHOM YOU ARE IN CONFLICT

Name: Mike Fuller

Name of Organization (if applicable):

Address: P.O. Box 12

City/State/Zip: Des Moines, IA 42221

Phone: 555-234-5112

FAX:

E-mail: m.fuller@email.com

What steps have you taken to address/resolve the conflict?

I confronted Mike that night. He denied that there was anything between him and his ex-girlfriend. Then he said he thought she would like to have sex with him and I made him leave. He is going to do what he wants anyway. I've spoken with my pastor, looking for help on what we should do. We've been separated now for several weeks. My pastor recommended Christian conciliation.



PRELIMINARY STATEMENT OF ISSUES AND REMEDIES

The following questions are designed to assist the Institute for Christian Conciliation (ICC) in developing an Issues Statement for your case. The answers will also assist the ICC in appointing or nominating conciliator(s) whom are gifted to your conflict or dispute. *A copy of this page may be provided to the other party(s).* Please frame your responses in a conciliatory manner to promote dialogue with the conciliator and other party(s).

Please describe the dispute or conflict in three or four sentences.

I caught Mike red-handed. he was with this blonde woman, Nikki (met her a few times in college) in a restaurant. They were holding hands and looked like they were about to kiss.

Are you requesting Mediation, Mediation/Arbitration, or Arbitration?

The questions/issues which are to be answered/resolved through conciliation are:

Get him to cooperate so this doesn't become a worse mess.

The claims and/or remedies I seek are (if monetary, please include dollar amount):

I want to know what Mike wants out of this marriage. If he wants to get back together, I want to know what he plans to do to make things right between us. Is he willing to go to counseling? I want to figure this out ASAP - the children shouldn't have to suffer for his "mistake."



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DATE COMPLETED:

4/28/10

NAME: Mike Fuller

E-MAIL ADDRESS: m.fuller@email.com

CONTACT INFORMATION: For delivery/receipt of communication, correspondence, and resources.

Address: P.O. Box 12

City/State/Zip/Country: Des Moines, IA 42221

Address is: Business Residence Other _____

Phone: 555-234-5112

Cell: 555-5487

Fax:

PERSONAL BACKGROUND:

Marital Status: Never Married Widowed Married 17 Years Divorced Times Separated 2 mo/yr

Number of Children 2 Ages 8 and 12

EDUCATION (MAJOR/TYPE):

College - Education

RELIGION: None Christian Jewish Agnostic Other

Do you believe in God? What role does God have in your life?

My parents were nominal Christians until I was about 14. Then they experienced a revival. My sins were punished at the crucifixion of Christ so that I might have eternal life. I trust in the work of Christ for my salvation. I am seeking God's will and praying a lot.

What is your opinion of the Bible? What role does it have in your life?

I believe the Bible is a book that was inspired by God and contains helpful principles, instructions and commands that I should follow regardless of my feelings.

Does your faith have a role in conflicts you experience? If so, what?



CHURCH INFORMATION

Church Name: Four Hills Bible Church

Pastor: Mike Peterson

Address: 10243 McDonnell Boulevard

Denomination: Non-denominational

City/State/Zip: Des Moines, IA 42221

Are you a member: Yes No

Phone: 555-232-6201

ATTORNEY INFORMATION - *If you are consulting with an attorney about this dispute, please complete the following section to authorize our communication with your attorney.*

Attorney: N/A

Address:

City/State/Zip:

Phone:

FAX:

E-mail:

Has a legal action been filed? If yes, list date and action, also attach copies of actions:

No.

INFORMATION ABOUT THE PARTY WITH WHOM YOU ARE IN CONFLICT

Name: Sarah Fuller

Name of Organization (if applicable):

Address: 123 Main Street

City/State/Zip: Des Moines, IA 42221

Phone: 555-234-5678

FAX:

E-mail: s.fuller@sbcglobal.net

What steps have you taken to address/resolve the conflict?

Talked to my pastor. I'm willing to try conciliation.



PRELIMINARY STATEMENT OF ISSUES AND REMEDIES

The following questions are designed to assist the Institute for Christian Conciliation (ICC) in developing an Issues Statement for your case. The answers will also assist the ICC in appointing or nominating conciliator(s) whom are gifted to your conflict or dispute. *A copy of this page may be provided to the other party(s).* Please frame your responses in a conciliatory manner to promote dialogue with the conciliator and other party(s).

Please describe the dispute or conflict in three or four sentences.

Sarah was looking for an excuse to end our marriage. I was having lunch with a friend, Nikki. I accidentally brushed her hand when I reached for the check. NOTHING IS GOING ON with Nikki. I have told Sarah this repeatedly.

Are you requesting Mediation, Mediation/Arbitration, or Arbitration?

The questions/issues which are to be answered/resolved through conciliation are:

What is it going to take for SARah to let me come home? What are we gong to do about the children? They seem to be hurting, and this is not fair to them. What should we tell people at church?

The claims and/or remedies I seek are (if monetary, please include dollar amount):

Help Sarah be reasonable. I want Sarah to get help for her anger, and to apologize to me for the way she has treated me.



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, regard-less 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 *Introduction to Christian Conciliation* and our *Rules of Procedure*, <http://www.peacemaker.net/Rules>.)

Fees

When providing individual conflict coaching, our staff conciliators normally charge \$225/hour. 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 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 order to protect confidentiality and to ensure integrity and fairness. This applies to all oral or written communication by the parties or by the ICC as well as sharing information regarding the case on the Internet. 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 Sarah

Date May 15, 2010

For _____



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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 4/15/10

For _____



FEES AND COSTS FOR CHRISTIAN CONCILIATION

Fees

Fees — An hourly fee is charged for conflict coaching, mediation, and arbitration services. This fee applies to any time spent administering a case, talking to or meeting with the persons involved in a dispute, studying or drafting documents, conducting research, selecting a conciliation panel, arranging meeting times and locations, or conferring with conciliators.

Our staff conciliators normally charge \$225.00 /hour. Case administration will be billed at the rate of \$75.00 /hour. Fees for non-staff conciliators may vary and therefore may be set by a separate agreement.

Fees and costs are usually divided equally between the parties, unless agreed otherwise by the parties or determined otherwise through arbitration. The hourly fee applies to all of the time invested in a particular dispute, both before and after a fee agreement is signed.

Costs

Costs — Parties are required to reimburse the provider and the conciliators for any additional costs associated with a case, including long distance telephone calls, travel, written resources provided, and other out-of-pocket expenses.

Payments

Payments—The party who initially requests our assistance is required to pay an advance, non-refundable filing fee of \$ 500.00, which covers initial administrative expenses. If the other party in the dispute is unwilling to participate in conciliation, the initiating party is liable for all of the accrued fees and costs. If the parties agree to proceed with conciliation, they each shall promptly pay a retainer to cover the anticipated costs of conciliation, as determined by the provider. Any portion of the retainer not used to pay fees and costs will be refunded.

Signed



Date

4/15/10

For

Print Name

Date

4/15/10

