

Yes. It happened 3 years ago when we called a ministry staff in the area of administration and visitation and she was eventually let go.

Steps taken:

1. Invitation to a private conversation/Understanding
 - a) She is sought for understanding why a conflict happened in a staff level
 - b) She is given opportunity to express her views and be assessed based on several possible scenarios:
 - i) A conflict based on a misunderstanding of autonomy
 - ii) A conflict of personality
 - iii) A conflict based on a wrong passion or vision toward church ministry
 - iv) A conflict based on a misunderstanding of authority of submission
 - v) A conflict of work style
 - c) Continuous dialogue to root out a negative cycle of mistrust and conflict by listening and prayer.

2. Several dialogues for restoration (1 Cor. 4:4-5; Gal 6:1-5; Jude vv 22-23)
 - a) She is given several chances to take responsibilities for her attitude and reach out to resolve the issue.
 - b) She is evaluated again under four categories
 - i) Personal: Does she see her blind spots?
 - ii) Professional: How does she handle the situations professionally?
 - iii) Spiritual: Does she look back on some Biblical principles and decide to change course of action?
 - iv) Congregational: Does she see her actions as having effects on church members?

3. Eldership involvement for discipline (1 Cor 5:12-13, Matt 18:15-17)
 - a) A meeting was called and all elders are involved in receiving reports from me. Input received from all of them, including inputs from staff.
 - b) I was sent back to talk to her again to request a change of her attitude/action
 - c) I was given authority to let her go.

She is eventually let go from my pastoral team.

In regards to the issue of connecting, if the ministries require chemistry on top of competence, either a taskforce, a redefining of the role or a change of ministry assignment can be considered.