

New Feature:
Quick Reference Judiciary Protocol

GCP E

General Council of Pastors and Elders
Church of God in Christ



MEDIATION HANDBOOK



GENERAL COUNCIL OF PASTORS & ELDERS

MEDIATION HANDBOOK



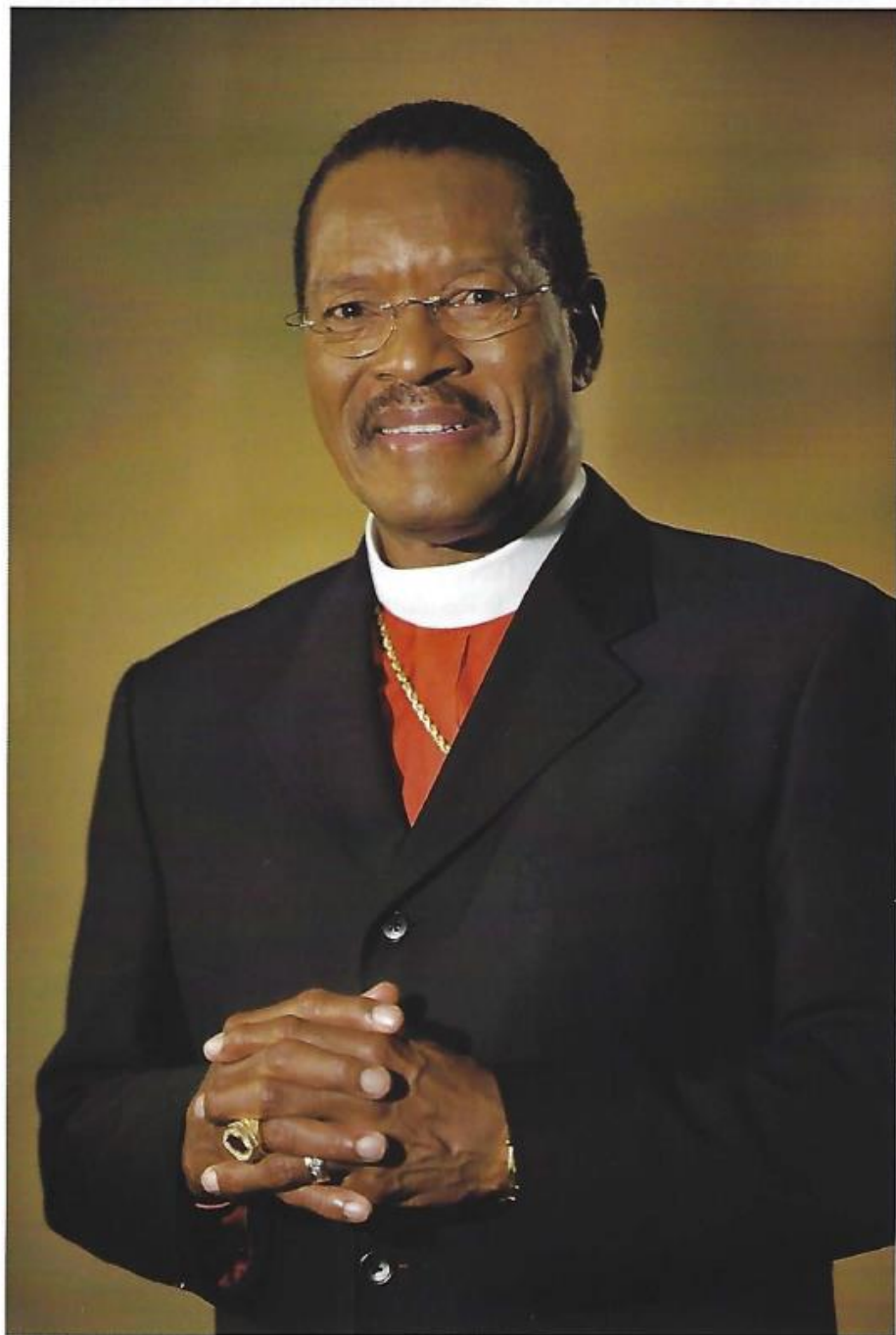
CHURCH OF GOD IN CHRIST, INC.

GENERAL COUNCIL OF PASTORS AND ELDERS CHURCH OF GOD IN CHRIST

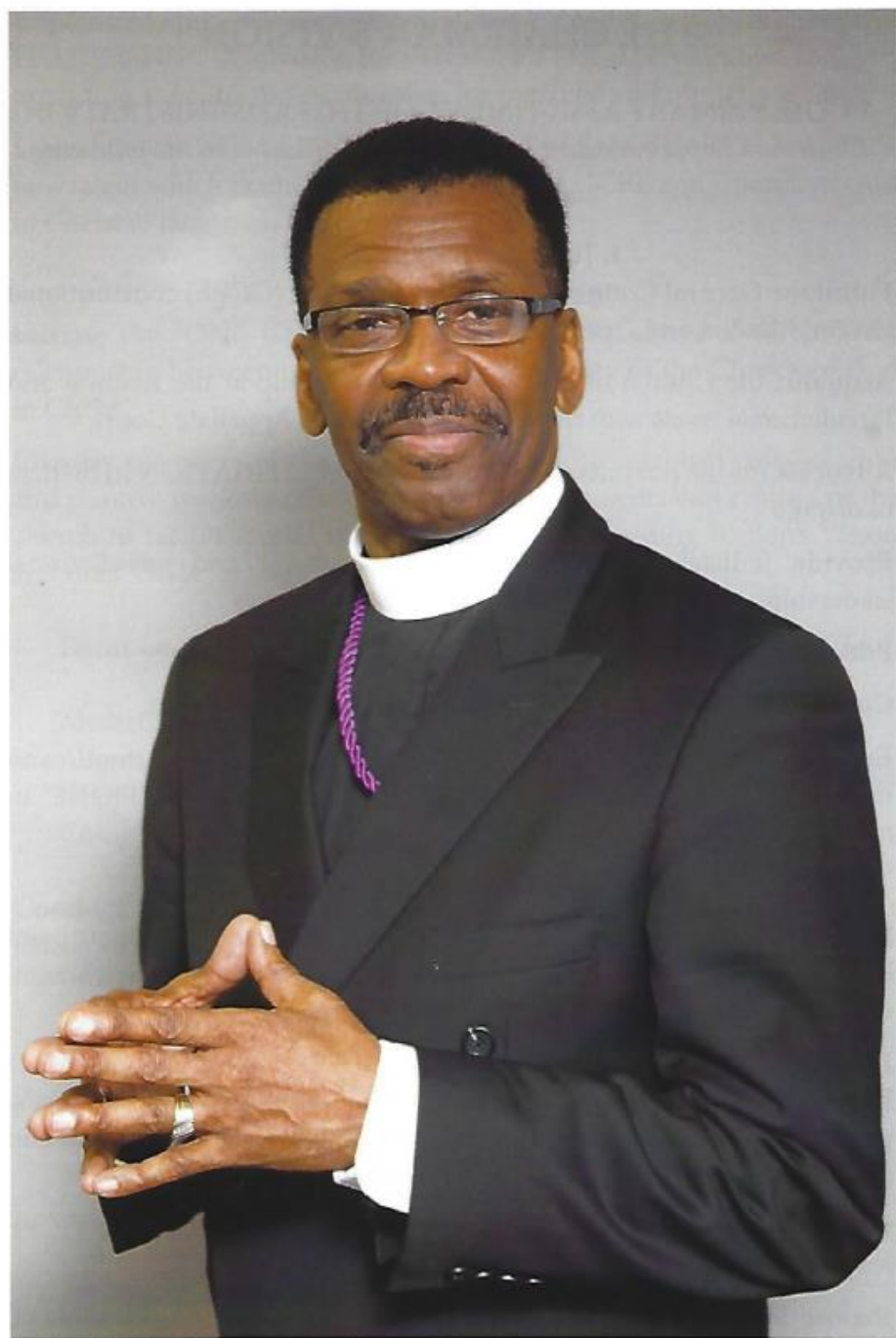
Administrative Assistant Superintendent Michael Eaddy, Chairman

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Presiding Bishop Charles E. Blake, Sr.



Chairman Superintendent Michael Eaddy

"THE CHAIRMAN'S VISION"

AS THE PRIMARY ASSIGNMENT OF THIS ADMINISTRATION

Chairman Superintendent Michael Eaddy's focus is in the following three (3) areas:

I. JUDICIAL "PROCESS"

Fulfill the General Council of Pastors and Elders (GCPE) constitutional Origin, Mission and Operations

Acquaint the Church of God in Christ leadership at the Pastoral and Jurisdictional levels with the role of GCPE as an Appellate Court

Advocate for the pursuit of MEDIATION over LITIGATION in matters of dispute

Provide judicial consultation to both pastoral and jurisdictional leadership

Educate on DUE and FAIR PROCESS in matters of dispute

Conduct HONEST and OBJECTIVE appellate deliberations

Engage in DIRECT INTERVENTION with both pastoral and jurisdictional leadership to embrace "PEACEFUL RESOLUTIONS" in matters of dispute

II. INDIVIDUAL "SUCCESS"

Link every available resource to Pastors and Elders for the achievement of their individual personal and ministry goals for family enrichment, community impact and economic development

Focus on the PERSONAL DEVELOPMENT and CONTINUED

EDUCATION of Pastors and Elders to meet their wholistic needs, personally, emotionally, financially, spiritually, professionally and academically

Grant opportunity for participation and elevation within the GCPE leadership.

Expose leaders to BEST PRACTICES and MODELS for exceptional ministry using cutting edge methodology

Equip GCPE constituents with the TECHNOLOGICAL UPGRADES for MARKETING CHRIST in the 21st Century

Implement a progressive program named-"EMERGING MILLENNIAL LEADERSHIP". A division for Pastors and Elder’s 50 years and younger, providing a mentoring relationship for personal and ministry growth

Launch a NATIONAL PROFESSIONAL TALENT SEARCH to identify new talent which could positively impact the GCPE and Church of God in Christ at large

III. COGIC "ONENESS"

Initiate the "ONE CHURCH" INITIATIVE to create a WIN/ WIN relationship between the GCPE and every entity in the Church of God in Christ

Identify members of the GCPE as Liaisons to establish collaboration and positive working relations with the departments and entities of the church to facilitate goal achievement of the Presiding Bishop's Vision and the COGIC at large.

Focus on the philosophy of the "ONE CHURCH" INITIATIVE of:

- | | |
|---------------|----------------------|
| Mediation | Education Dissem- |
| Adjudication | ination Facilitation |
| Cooperation | Unification |
| Communication | |

Conduct a "LISTENING TOUR" coupled with Regional Conferences nationwide to:

EDUCATE on Judicial Process

ACTIVATE - Pastors and Elders 50 years and younger

ASSIMILATE - Pastoral and Jurisdictional leadership towards productive working relationships

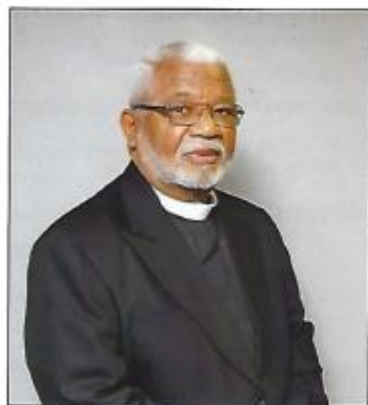
Elected Officers General Council Of Pastors And Elders



Vice Chairman
Superintendent Destry Bell



Secretary Superintendent
Prince E.W. Bryant II



Treasurer
Elder Thomas May

GENERAL COUNCIL OF PASTORS AND ELDERS

Church of God in Christ.

MEDIATION HANDBOOK

PREAMBLE

Administrative Assistant Superintendent Michael Eaddy, Chairman of the General Council of Pastor's and Elders (GCPE), presented a God-given vision for the GCPE and projected a "ONE CHURCH" initiative. An essential element in the implementation of Chairman Eaddy's vision, is given by the scriptural mandate found in Hebrews 12:14 to "Follow peace [resolutions] with all men, and holiness, without which no man shall see the Lord". In an attempt to foster a greater spirit of mediation versus litigation in the life of the church, a biblically guided mediation process was implemented in the GCPE.

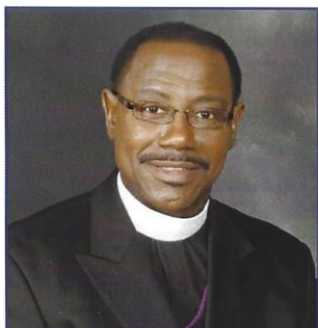
This Mediation Handbook is a quick reference guide to assist leaders in handling disputes, before they escalate to the level of judicial process within General Council of Pastors and Elders. This handbook is intended to encourage the use of mediation and similar conciliatory techniques in religious matters to bring about amicable solutions for Bishops, Pastors, Elders, Jurisdictional and Local Church disputes.

May the wisdom of God and the ministry of reconciliation guide you as you implement these suggested mediation practices. This is our prayer.

Administrative Assistant Superintendent Marcus R. Ways Sr., B.A., M.A.
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Marcus Ways



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General Council of Pastors and Elders

PURPOSE

- 1) The General Council shall serve as an Appeals Court for the Church of God in Christ, Inc. It shall consider those matters referred to it by the General Assembly, the General Board, the Board of Bishops, Jurisdictional Bishops, Jurisdictional Assemblies, Departments and members of the Church of God in Christ. It shall serve as an Ecclesiastical Council to try, hear and determine cases and all other matters/issues referred to it under the Constitution and/or Laws of the Church of God in Christ as they now are or may be amended from time to time, and it shall exercise all other powers and duties vested in it by the Charter, Constitution and By-Laws of the Church as outlined in **Article V, Section A** of the Constitution of the Church of God in Christ.
- 2) In accordance with **Article V, Section B** Amendment to the Constitution passed and adopted in the General Assembly April 14, 1982 title **BOARD OF BISHOPS AND GENERAL COUNCIL OF PASTORS AND ELDERS**, which has not been further amended or rescinded, but remains in full force and effect, The Board of Bishops and the General Council of Pastors and Elders may meet jointly and review programs, procedures and organization of the Church and to promote harmony between the Bishops, Pastors and Elders.
- 3) Recommendations and proposals from the joint meeting may be referred to the Presiding Bishop and General Board on matters relating to the organization, procedures and programs of the Church, and the same may be presented to the General Assembly for its consideration.
- 4) The General Council shall, at its discretion, sponsor national and regional conferences for its members.
- 5) The General Council shall upon request provide assistance to Jurisdictional Pastors and Elders Councils, in holding elections, establishing trial procedures, and formulating rules and regulations for their governance

- 6) The General Council shall not engage in any activities that violate the Constitution of the Church of God in Christ, or any laws adopted by the General Assembly or endorsed by the Judiciary Board.

OVERVIEW

OBJECTIVE

To encourage the use of mediation and similar conciliatory techniques to bring about amicable solutions for Bishops, Pastors, Elders, Local Churches and Jurisdictional disputes.

PURPOSE

The handbook is a quick reference guide to assist leaders in handling disputes, even before they escalate to the General Council of Pastors and Elders.

Additionally, the handbook prescribes best practices for the use of mediation for the purpose of avoiding litigation.

I. DEFINITION OF KEY CONCEPTS (GLOSSARY) Terms:

Alternative Dispute Resolution (ADR) - refers to any means of settling disputes outside of the courtroom. ADR is the procedure for settling disputes without litigation, such as arbitration, mediation, or negotiation. ADR procedures are usually less costly and more expeditious.

Best Alternative To A Negotiated Agreement (BATNA) - is a term coined by Roger Fisher and William Ury in their 1981 bestseller, *Getting to Yes: Negotiation Without Giving In*. It stands for "Best Alternative To A Negotiated Agreement." It is the best you can do if the other person refuses to negotiate with you. It is not your ideal outcome. It is the best you can do without them.

Worst Alternative To A Negotiated Agreement (WATNA) - is a term coined by Roger Fisher and William Ury in their 1981 best-seller, *Getting to Yes: Negotiation Without Giving In*. It stands for

"Worst Alternative To A Negotiated Agreement:' It is the worst you can do if the other person refuses to negotiate with you. It can be used in evaluating whether to walk away from an agreement. If the "WATNA" is better than the current proposed resolution, a party may be inclined to take the risk and walk away from the mediated settlement.

I. CONFLICT MANAGEMENT MODELS

- Alternative Dispute Resolution (ADR)
 - a. Parties are involved in coming to their own resolution
 - b. The Process Creates a Climate for Mutual Negotiations
 - c. Collaborative Problem Solving is a Joint Effort
- Mediation
Resolving disputes by assuming an intermediary or conciliatory position between individuals or sides. Serving in a role often by consent or invitation to intervene in a friendly and diplomatic manner, securing a proposal of measures acceptable to the disputants.
 - a. Foster a "win/win" outcome
 - b. Resolve to avoid litigation
- Negotiation
Pursuing and utilizing every available option to explore amicable approaches to contrasting concerns in order to reach a mutually productive agreement. Identifying arrangements, terms of settlement which successfully address conflicting individual goals and objectives.
- Litigation
Non-biblical approaches of a legal nature pursuing to resolve disputes between opposing individuals or entities and finding remedy only through lawsuits, court proceedings and trials. The many drawbacks to this approach to resolution must be viewed as being:
 - a. Extremely costly to the church and individual believers
 - b. Resigned to a legal decision by an "outside third party"
 - c. The worst case scenario with a "Win/Lose" Model
 - d. A non-biblical approach to settlement
 - e. Undermining to the biblical emphasis on "saintly" relationships

- **Biblical Models/Texts**

The bible clearly addresses the fact that disputes will arise, and it gives us proven principles to apply when they do occur. The GCPE strongly encourages the implementation of these time tested truths as our preferred model of dispute resolution.

- a. Abraham and Lot dispute, Genesis 13:5-12**

- i. Conflict was that the land was not able to bear their flocks because their substance was great. Thus, strife arose between their herdsmen.
 - ii. Conciliation was that Abraham requested that there be no strife between them or their herdsmen, because they were brothers.
 - iii. Conflict resolution resulted when Abraham acted very un-selfishly to establish a peaceful resolution.
 - iv. Resolution was a win-win for both Abraham and Lot in that their flocks were sustained and their relationship remained intact.

- b. Jealousy between Joseph and his brothers, Genesis 45**

- i. Conflict was that Joseph's brothers had sold him into slavery due to sibling rivalry.
 - ii. Conciliation was that Joseph focused on God's divine providence, as opposed to his brother's offenses against him.
 - iii. Joseph chose to operate in forgiveness rather than revenge.
 - iv. Resolution became an act of love and forgiveness that brought healing and restoration to a very dysfunctional family situation.

- c. Church Discipline Model, St. Matthew 18:15-35**

- i. Jesus invokes a systematic model of dealing with church discipline and disputes that arise between believers in the body of Christ.
 - ii. The biblical approach is to resolve the dispute as early as possible and at the same time involve as few persons as possible, for the purpose of minimizing the number of outside influences, this keeps the conflict contained in a closed community.
 - iii. At whatever stage the conflict is resolved, the end goal is that the relationship is restored and a brother is gained.

d. The Feeding of the Grecian Widows, Acts 6:1-7

- i. The first internal conflict of the New Testament church involved the preferential treatment of one group over another in the administration of the Food Ministry.
- ii. The apostles readily addressed the dispute when it was brought to their attention and did not let it escalate into a greater problem.
- iii. The apostles acted very wisely by delegating some of their authority and overseeing the selection of Grecian diakonos (servants) to assist them in the serving of tables. The apostles' actions mediated an effective and swift solution to the conflict.
- iv. The resolution was that all the complaints were effectively addressed, barriers were removed, the word of God increased and the number of disciples were multiplied.

e. Paul and Barnabas Conflict, Acts 15:35 -41

- i. An acute conflict of opinion and personal preference arose between Paul and Barnabas concerning John Mark.
- ii. Barnabas desired to take John Mark with them on their second missionary journey but Paul refused to take him with them because he had forsaken them on their first missionary journey.
- iii. The dispute was amicably resolved by Paul and Barnabas selecting the persons they each desired, and separating from one another by taking different routes on their second missionary journey. They agreed to disagree.
- iv. The resolution was that the number of ministry teams doubled, greater ministry was accomplished, and later Paul wrote to request that John Mark join him.

f. Increased emphasis is on restoring relationships

- i. Biblical models of alternative dispute resolutions focuses heavily upon restoration of relationships. The bible is replete with various examples of conflicts and resolutions to those different conflicts. God has left us a written record of all things that pertain unto life

and Godliness, (I Peter 1:3)

- ii. As we search the scripture in our daily walk with Christ we find proven principles and answers to address a myriad of life's challenges and resolves that are pertinent for us today. As it was then, so it is now.

II. GOVERNING RULES

- COGIC Constitution
 - a. Article VIII - Church Discipline (See Appendix)

III. GCPE BIBLICALLY GUIDED MEDIATION PROCESS

- What is Mediation?
 - a. The process in which various parties in a dispute meet with a trained neutral person(s) the mediator and work out an acceptable resolution
 - b. Parties in dispute seeking options for resolving their conflict themselves
 - c. Parties voluntarily entering into settlement agreements.
- What happens in Mediation?
 - a. Ground rules are established
 - b. Each party "tells his/her story" without interruption
 - c. A Gathering of the facts
 - d. Defining and Identifying the issue(s) in dispute
 - e. Addressing the complaint(s)
 - f. Seeking to find common ground
 - g. Discovering settlement options
 - h. Arriving at a mutually acceptable resolution
- Why Mediate?
 - a. Each party has an opportunity to reach an acceptable solution
 - b. Parties have maximum control over how to resolve their disputes in mediation.
 - c. Settlements are reached through mutual agreement
 - d. Mediation fosters creative options for resolving disputes which result in "win-win" solutions
 - e. Mediation is less expensive and produces more satisfactory results than litigating a matter through trial.

- What are the advantages of Mediation
 - a. Less intrusion from third party involvement
 - b. Achieving mutually desirable outcomes
 - c. Higher level of compliance with the outcome
 - d. Greater levels of satisfaction with the outcome
 - e. Less costly than litigation
- When to Mediate?
 - a. Before Jurisdiction forms an Investigation Committee
 - b. Before the appeals process begins!!
- When is Mediation not appropriate?
 - a. Whenever Criminal Activity is suspected or determined such as:
 - i. Sexual Abuse (Pedophilia, Rape, Incest, etc.)
 - ii. Assaults
 - iii. Sexual Harassment

IV. APPENDIX

Judicial Review Committee

Purpose

1. **The Purpose of the Judicial Review Committee is to:**
 - a) Review, upon appeal, decisions and/or final judgment of the entities of the Church involving interpretation of the Articles of Incorporation, the Charter, Constitution, By-Laws, Policy and procedure, and Discipline in the Church of God in Christ.
 - b) Declare all election results in the General Council if there is dispute.
 - c) Hear all alleged violations of the rules and regulations, and /or irregularities of the General Council and Church when appealed.
 - d) Resolve grievances between members of the Council and entities of the Church of God in Christ.
 - e) Hear other grievances and issues as referred to the Judicial Review Committee by the General Board, the Board of Bishops, the General Assembly, Jurisdictional Bishop, Jurisdictional Assemblies, Departments and members of the Church of God in Christ.

- f) To review, revise and enhance the Rules and Regulations of the General of Pastors and Elders to ensure compliance with the Charter, Constitution, By-Laws, Policy and Procedure, Customs and Tradition and Doctrinal position of the Church of God in Christ, as well as applicable By-Laws.

Operations

The General Council's Judicial Review Committee is an extension of the Judicial Process of our Church serving as an Appeals Court for both the General Council of Pastors and Elders and the Church of God in Christ, it is the First Court of Appeals. The Judicial Review Committee in concert with the General Council is also an Ecclesiastical Council with the authority to hear, try, review and determine matters referred to it by, as stated above, all done in compliance with the guidelines set down by the General Assembly and the Judicial Code of Conduct of the Church of God in Christ as it now is or may be amended from time to time.

The Judicial Review Committee is comprised of no less than 9 nor more than 15 members, who also serve as Ecclesiastical Judges of the Appeals Court for the General Council and the Church. The Chairman of the Judicial Review Committee serves as the Chief Ecclesiastical Appeals Court Judge for the Council and the Church. The Judicial Review Committee helps to ensure that the members are able to pursue their spiritual goals and mission, in an atmosphere free from unreasonable interference or threat of interference. While the Judicial Review Committee shall serve as an Appeals Court for the General Council and the Church, a report of its decisions/decrees must be presented to the General Council for its endorsement.

The process of appeal is not designed to be punitive. It is intended to educate the members of the Church about appropriate behavior and the potential consequences of their actions and choices. The Judicial Review Committee is designed to help the Church develop values and concepts. Among these values and concepts are accountability, responsibility, fairness, justice, safety and order. It also provides the Church an opportunity to develop and practice skills in leadership, group process, decision-making, ethical and moral reasoning.

Mission

To investigate and resolve complaints alleging misconduct or abuse of authority, procedural and judicial errors, as well as, to promote public confidence in the courts, the integrity and independence of the Judiciary by insuring a high standard of judicial conduct on and off the bench.

MEMBERS

JUDICIAL REVIEW COMMITTEE

Superintendent Jerry Johnson, *Chairman*

Superintendent Dr. Robert Garner, *Vice Chairman*

Superintendent Dr. Bruce McCoy, *Secretary*

Superintendent Lawrence Murray

Superintendent Carl Williams

Superintendent Jesse Lipford

Superintendent Rodney Douglas

Pastor Matthew Brown

Elder Ward Snow

ALTERNATE

Superintendent Timothy T, Smith

ARTICLE VIII-CHURCH-DISCIPLINE

SECTION A. TRIALS OF LOCAL CHURCHES

1 Offenses for which a Church may be tried are as follows:

(a) Persistently violating the provisions of the Charter, Constitution and Rules, Laws and Regulations of the Church Of God In Christ, or its Articles of Faith.

(b) Sustaining and supporting a Pastor who teaches or practices doctrines contrary to or repugnant to the Articles of Faith of the Church Of God In Christ.

(c) Sanctioning immoral practices of members and failing or refusing to take steps prescribed by the Constitution and By-Laws of the Church for trial of members charged with the commission of the foregoing offenses.

2. Procedures for trial

(a) Any member of a local church, who has just cause to believe that the Church of which he is a member has committed any and all of the offenses enumerated hereinabove, may file a charge against the Church, specifically setting out the acts and things complained of. The original charge shall be filed in the office of the Secretary of the Ecclesiastical Jurisdiction of which the Church is a part, or with which it is affiliated, and copies thereof shall be filed with the Clerk or Secretary of the local Church and copy thereof shall be filed in the office of the General Secretary.

(b) The Clerk of the Ecclesiastical Jurisdiction shall submit the charge to the Jurisdictional Bishop, who shall appoint an Investigating Committee of not less than three (3) nor more than five (5) members to examine the facts and ascertain whether there is reasonable grounds for having the church brought to trial.

(c) The Investigating Committee shall report its findings and recommendations to the Jurisdictional Bishop. If the Investigating committee determines that there is not merit to the charge and recommends that the charge be dismissed the Jurisdictional Bishop shall thereupon dismiss the charge and send copies of the letter or order of dismissal to the principal parties.

(d) If, however, the Investigating Committee finds and determines that the church should be tried it shall submit its recommendations to the Jurisdictional Bishop, who shall appoint an Ecclesiastical Council consisting of five (5) Pastors of the Jurisdiction to determine the merits of

the complaint Said Council shall give written notice to all interested parties and to the General Secretary of the time and place of the hearing at least twenty (20) days prior to the time the Ecclesiastical Council sets the cause down for trial

(e) The Parties shall base the right to be represented by Counsel, who shall be members of the Church Of God In Christ, but said Counsel may be advised by non- members of the Church.

(f) The majority decision of the Ecclesiastical Council shall be necessary to sustain the charges.

(g) In the event the charges are not sustained, the complaint shall be dismissed. But if the charges are sustained, the Council shall render its judgment or decision as follows:

- (1) It may order that the Church be placed on probation, or
- (2) It may order or recommend that the Church be given an opportunity to repent of its evil ways and agree to conform to the government and faith of the Church, recognize the Constitutional authorities of the Church, and specifically refrain from committing, in the future, any of the acts embraced in the charges; or
- (3) It may order that the Church be reorganized; or
- (4) It may order that the Church be disorganized or
- (5) It may order that the Pastor be suspended or removed from office; or
- (6) It may take such other orders or decisions as it may determine to be for the best interest of the Church Of God In Christ.

(h) The Jurisdictional Bishop shall execute the orders and decrees of the Ecclesiastical Council

(i) If and in the event a Church is disorganized its property, real and personal shall pass to the Trustees of the Ecclesiastical Assembly and the officers of said church, or Trustees thereof, who have the legal right to convey title, shall execute a Deed of Conveyance wherein the legal title to said property shall be vested in the Trustees of the Ecclesiastical Assembly in trust, for the use and benefit of the members of the Church Of God In Christ in the Ecclesiastical Jurisdiction of the Church: but said Trustees shall not dispose of said property except by and with the written consent of the Jurisdictional Bishop and the Trustees of the General Church.

SECTION B TRIALS OF PASTORS OF LOCAL CHURCHES

1. A Pastor may be tried for the Commission of the following offenses, to wit

(a) Repeated failure to abide by the laws, rules and regulations of the Church Of God In Christ:

(b) Misfeasance, malfeasance or nonfeasance, in office;

(c) Conviction of a felony or misdemeanor involving moral turpitude in a Court of Law.

(d) Espousing doctrines repugnant to the Articles of Faith of the Church Of God In Christ;

(e) Personal Misconduct

(f) Misappropriation or misuse of the funds of the Church;

(g) Conduct unbecoming of a Minister of the Gospel

2 The procedure for the trial of a local Pastor shall be as follows:

(a) When a majority of the members of the Church Of God In Christ have documented evidence that a Pastor of a local church has committed any or all of the offenses enumerated hereinabove, they may file charges against such Pastor specifically setting out the acts and things complained of. The original copy of the charges shall be filed in the office of the Secretary of the Assembly of the Ecclesiastical Jurisdiction of which the Church and Pastor are a part, or with which they are affiliated, and copies thereof shall be filed in the office of the General Secretary of the Church Of God In Christ at its National Headquarters in Memphis, Tennessee.

(b) The Clerk of the Assembly of said Ecclesiastical Jurisdiction shall submit the charges to the Jurisdictional Bishop who shall appoint an Investigating Committee of not less than three (3), not more than five (5). members to examine the facts and ascertain whether there are reasonable grounds for having the Pastor brought to trial.

(c) The Investigating Committee shall report its findings and recommendations to the Jurisdictional Bishop, and if it reports that the charges are without merit the trial shall be dismissed by the Jurisdictional Bishop, and notice of the dismissal shall be sent to all interested parties including the General Secretary.

(d) If the Investigating Committee finds and determines that the Pastor should be tried it shall submit its recommendations to the Jurisdictional Bishop, who shall refer the case to the Elders Council of the respective Ecclesiastical Jurisdiction and the Secretary of the Elders Council

shall give written notices to all principal parties and a copy of said notices shall also be filed in the office of the General Secretary at the National Headquarters, Memphis, Tennessee, and said notices shall be given at least twenty (20) days prior to the time the Elders Council set the matter down for trial.

(e) The Parties shall have the right to be represented by Counsel, who shall be members of the Church Of God In Christ but said Counsel may be advised by non-members of the Church.

(f) Decisions of the members of the Elders Council by a majority vote shall be necessary to sustain the charges and find the Pastor guilty of committing the alleged offenses.

(g) In the event the charges are not sustained, the complaint shall be dismissed. But if the charges are sustained, it shall render its decision or enter a Decree, as follows:

- (1) It may order that the Pastor be placed on probation; or
- (2) It may suspend the Pastor for a definite period of time; or
- (3) It may remove him from office and declare the pulpit vacant; or
- (4) It may render such other decisions or decrees as justice may demand or as it may determine to be in the best interest of the Church Of God In Christ.

(h) In the event a Pastor is dissatisfied with the decision or decree of the Jurisdictional Elders Council, he may appeal to the General Council by filing notice of appeal within thirty (30) days from the final decision of the Elders Council of the respective Jurisdiction.

(i) The General Council shall review the case and render its decision by a majority vote of the delegates and members present and voting

(j) The Jurisdictional Bishop shall execute the orders and decrees of the General Council

SECTION C TRIALS OF JURISDICTIONAL OFFICIALS

1. The Trial of the Jurisdictional Officers, except Jurisdictional Bishops, shall be the same in all respects as that of a Pastor. The decision of the Jurisdictional Assembly shall be final.

GOALS TO ESTABLISH A CULTURE OF MEDIATION

Each member of the Executive Committee of the GCPE will be trained in the GCPE Biblically Guided Mediation Process.

Each elected Jurisdictional Pastors and Elders Council Chairman, Vice Chairman, Secretary and Treasure will be trained in the GCPE Biblically Guided Mediation Process.

A “Pool of Mediators” will be created from the GCPE Executive Committee and the Jurisdictional Chairman, who have been trained in the GCPE Biblically Guided Mediation Process.

QUICK REFERENCE: GCPE JUDICIAL PROCESS AND PROTOCOL

1. There is a constitutionally outlined judicial process for the resolution of disputes in the Church Of God In Christ. It is simply:

Members of the Church Of God In Christ are constitutionally eligible to level charges against another member of the Church Of God In Christ with every expectation that their constitutional right will be honored.

2. There is a constitutionally outlined role of a Jurisdictional Bishop and a Jurisdictional Council of Pastors and Elders (JCPE).
 - a. The Jurisdictional Bishop is the Chief Executive Officer of the Jurisdiction and presides over all credential holders, departments and entities of the Jurisdiction.
 - b. The JCPE operates primarily as a lower trial court, but additionally serves as a training and development resource for Pastors and Elders and the chief promoter of positive working relations with every level of church leadership.
3. Those functioning in leadership roles within the JCPE must be cautious of not giving the appearance, in any way, which represents itself as being insubordinate to leadership.
4. A JCPE's role as a lower trial court is not to challenge decisions made by the court comprised of a 9-member panel, but to inform both the plaintiffs and defendants of the next constitutional step that can be pursued if an appeal is necessary.
5. A JCPE can function in a role of pre-trial consultation and mediation to all parties concerned.
6. A JCPE must be aware that its constitutionally mandated operation in the judicial process of the church is to convene trials.
7. A JCPE Chairman serves to facilitate the trial process which are structured to do 5 things:
 - i. Convene a nine member trial panel which will
 - ii. Review evidence
 - iii. Hear testimony
 - iv. Deliberate and determine guilt or innocence
 - v. Make recommendation to the Bishop
8. The investigative process initiated by the Bishop is to be established on the premise of discovery, documentation and evidence gathering.

9. A JCPE must clearly identify its role as a LOWER TRIAL COURT.
10. All parties in the judicial process have constitutional rights, which must be preserved and protected (i.e. plaintiffs, defendants, churches, Bishops).
11. Eligible members of an investigative committee are the following: Elders, Pastors, Superintendents and Administrative Assistants . The bishop's selections of those individuals can be BEST SERVED by persons of experience and prudence.
12. In a trial court process, witness testimony and evidence is foundational to arriving at conclusive resolution on matters of dispute.
13. There must be incorporated into an investigative committee's protocol in requesting and obtaining evidence or supportive information, an appropriate level of respect for all parties concerned.
14. A JCPE is NOT to serve as a FILTER in the judicial process, but a FACILITATOR in the judicial process, as so to never become prejudiced, compromised or disqualified in the fulfillment of its duties.
15. Judgment in matters of dispute on a trial's process, comes singly and exclusively from the nine member trial panel. Any pre-trial input comes merely as consultation or mediation to the parties involved.
16. A JCPE is constitutionally mandated to fulfill its constitutional operation to facilitate trials that have met the judicial requirement to be convened.
17. The judicial process in the Church Of God In Christ is the constitutional right of every member whether they are plaintiffs, defendants, churches or Bishops, and to deny the process in being fulfilled is the violation to an individual and the denial of remedy to the pending issue.

I pray that this administrative explanation will serve to give clarity for the execution of a godly, just and fair judicial process. Hebrews 12: 14 reminds us to *"Follow peace with all men and holiness without which no man shall see the Lord"*.

God has spoken clearly to me in 2017 with the Scripture Matthew 6: 10,- "Thy Kingdom Come, Thy Will Be Done in Earth as it is in Heaven".

The Lord is urging us as Fathers and Sons to take our cues in the Earth from the premises established in Heaven and has further impressed me to admonish the brethren to be EXALTERS OF THE VIRTUES IN THE KINGDOM and EXAMPLES OF THE VALUES IN THE EARTH, always in our every endeavor it is to **KEEP THE MAIN THING IN THE KINGDOM... THE MAIN THING IN THE EARTH.**

Peace

Superintendent Michael Eaddy,
Chairman
General Council of Pastors and Elders
Church of God in Christ

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This Handbook is a quick reference guide to assist leaders at all levels in handling disputes. Additionally, it prescribes best practices for the use of mediation for the purpose of avoiding litigation.

It offers:

- Conflict Management Model - ADR**
- Biblically Guided Mediation Process**
 - Mediation - What is it?**
 - What does it accomplish?**
 - When does one Mediate?**