Escogiendo sus batallas y construyendo consenso

Karnik Doukmetzian, Esq.
Director Jurídico
Asociación General de Adventistas del Séptimo Día©

Seventh-day Adventist® Church
GENERAL CONFERENCE

Objetivos

- Reconocer el impacto del conflicto en la iglesia y en los entornos administrativos
- Identificar qué puede causar tal conflicto
- Comprender cómo prevenir los conflictos
- Comprender cómo resolver conflictos
- Determinar cómo crear consenso

Cambios de paradigma

- Filosofía de ‘el fin justifica los medios’
- Estamos haciendo la obra del Señor
- Membresía mejor educada/más sofisticada
- Menos confianza, perdón y aceptación del liderazgo de la iglesia
- No teme cuestionar o presentar quejas ante los tribunales
- Los empleados desafían más a la autoridad
- Liderazgo sin miedo a desafiar liderazgo y autoridad

Seven held over canning bishop

KABAROLE

By Wilson Asiimwe

The Bishop of the Seventh-day Adventist (SDA) Church of Western Uganda Field (WUF), Samuel Mwebaza, is nursing injuries after a group of Christians attacked and canned him on Tuesday.

Mwebaza was dragged out of his office at the WUF headquarters in Fort Portal town at around 1:00pm and canned.

The angry Christians, whom the Police allege were led by Jonathan Kihumuro, accused the bishop of mismanagement of church funds and failing several projects which they had initiated.

It took the intervention of the people around the bishop's offices to rescue him as more Christians advanced towards him with sticks and stones.

Kihumuro, who is being held at Fort Portal central Police station on charges of assaulting the man of God, said several projects, including construction of a church and health centre have stalled due to the mismanagement of funds.

Grace Kabagweri, another member of the SDA church accused the bishop of disrespecting church members.

The entrance leading to the church where Mwebaza was beaten in Fort Portal

"As members of the SDA church in Rwenzori region, we thought it was wise if we could bring back to order our bishop by canninh him," Kabagweri said.

She said the church members' intention was not to kill bishop Mwebaza, but rather punish him for the slowed development in the church.

"We tried to advise him for many years, but he did not adhere to our advice for over two years, so we decided to punish him," Kabagweri said.

However, other sources blamed the incident on tribal sentiments. Mwebaza hails from central Uganda.

BETWEEN THE LINES

The Christians accused the bishop of mismanaging church funds and failing to run several projects which they had initiated.

"It started like drama and we didn't expect the Christians to behave like that; we thought they were shooting a video but all of the sudden they started beating the bishop. We called the Police but they arrived late," Patrick Kasangaki, a businessman in Fort Portal said.

Besides Kihumuro, others arrested are Amos Mugenyi, Julius Kakwezi, Moses Mutegeki, Bob Kaheebwa and Joshua Kakwezi, all members of the church, according to Lydia Tumushabe, the Rwenzori West regional police spokesperson. The seventh person who was arrested had not been identified by press time. "It was an embarrassment canning a bishop in public. He has reported a case of assault at Fort Portal Central Police Station and we have seven people in custody," Tumushabe said.

She said the Christians stole the bishop's valuables and damaged his laptop during the scuffle.

She added that the Police was hunting for other suspects because the group was big. After investigations, they will be arraigned in court to answer charges of assault.

"The bishop is the complainant in this case. He reported the case at Police and we immediately started investigations. We condemn such acts," Tumushabe said.

Stephen Asiimwe, the Resident District Commissioner for Kabarole condemned the actions of the Christians.

"That is indiscipline on the side of church members attacking a bishop with sticks and canning him. We shall not entertain that nonsense; all those who participated in the beating will be hunted down and arrested," he said.

"It was a big embarrassment to the bishop and we have asked the head of the SDA church in Uganda to intervene because they have been embroiled in many wrangles," he explained.

By press time, the bishop could not be traced as his phone was off and his offices in Fort Portal town remained closed.

Mwebaza was the SDA Uganda Union Communications director before he was appointed bishop of WUF in 2017.

Other incidents of assault

This is not the first time churchgoers in Uganda turn against their prelates. In February 2002, the congregation at St Andrew's Cathedral, Sesame in Kisoro were thrown into a panic when Bishop Ernest Shalita, who was in the process of sitting down, suddenly cried out in pain, clutching the seat of his cassock. Shalita, the then bishop of Muhabura Protestant Diocese, was pricked by needles believed to have been planted in his throne by unscrupulous church members.

Bishop Kityo Luwalira of Namirembe Diocese also survived being beaten when a man, clutching sticks, tried to attack him on the pulpit as he was about to start last year's Easter Sunday service. The bishop was only saved by a bar at the altar, which trapped the man before worshippers overpowered him.

Spare the rod and have a lazy bishop or faithful? Not for the SDA

FRIDAY APRIL 5 2019

Last week, SDA faithful went to the bishop's office, pulled him out and without fear of his royal vestments, whipped the "man of God."
ILLUSTRATION | JOHN NYAGA | NMG

In Summary

- Having been told by the government that corporal punishment was not permissible in schools and sports training, the Christians of Rwenzori seem to have reasoned that caning of religious leaders was right since they were neither student nor sportsmen.

Uganda is a secular state whose motto is "For God and My Country." But that is not a contradiction. It means that all religions are free.

Seventh-day Adventist® Church
GENERAL CONFERENCE

Kisii. MCA calls on leadership to resolve standoff amicably to avoid causing divisions.

Faithful eject pastor in row over changes

Faithful in 28 churches claim they are forcibly being moved to a different bishopric.

By Edwin Nyarangi
enyarangi@standardmedia.co.ke

Trouble is brewing in the local Seventh Day Adventist (SDA) church after some members rejected plans to move them to new bishopric.

At least 28 churches in Nduru District, which is under South Kenya Conference, have refused to be moved to the newly created South Gusii Conference headquartered at Kenyenya.

The churches, mainly in South Mugirango Constituency, have vowed to remain in South Kenya, whose headquarters is in Kisii town.

And on Saturday, members of Esaka SDA church ejected Pastor Rex Ondari, who is in charge of Nduru District, after he announced plans to move them to a new district, Omobera.

This disrupted the service as irate faithful forced Ondari to cut short his speech as he was booed and jeered. Nduru District comprises 28 churches.

Faithful who kicked the pastor out of the church compound said they would not be forced to join a new conference against their wish.

"I have come here to preach the word of God and not fight with worshipers. If they are against moving to the new conference as proposed by the church leadership, I have no option but to leave and report to my bosses," said Pastor Ondari.

> **"I have come here to preach the word of God and not fight with worshipers. If they are against moving to the new conference as proposed by the church leadership, I have no option but to leave and report to my bosses."**
>
> **Rex Ondari, a pastor.**

Boikanga MCA Joseph Chweya, who attended the service, called for calm and asked the leadership of South Kenya Conference and South Gusii Conference to resolve the issue amicably to avoid causing divisions.

"I am calling on the SDAs top leadership to listen to what their members are saying and make a decision that would ensure there are no divisions and fights in the church so we can set a good example to the society," said Mr Chweya.

Sam Manyara, a church elder, said regulations stated that they could not be forced to join a new bishopric against their wish and asked the leadership to respect their decision to remain in South Kenya.

"Members of our 28 churches wanted the leadership to allow us freedom to decide where they want to be," he said.

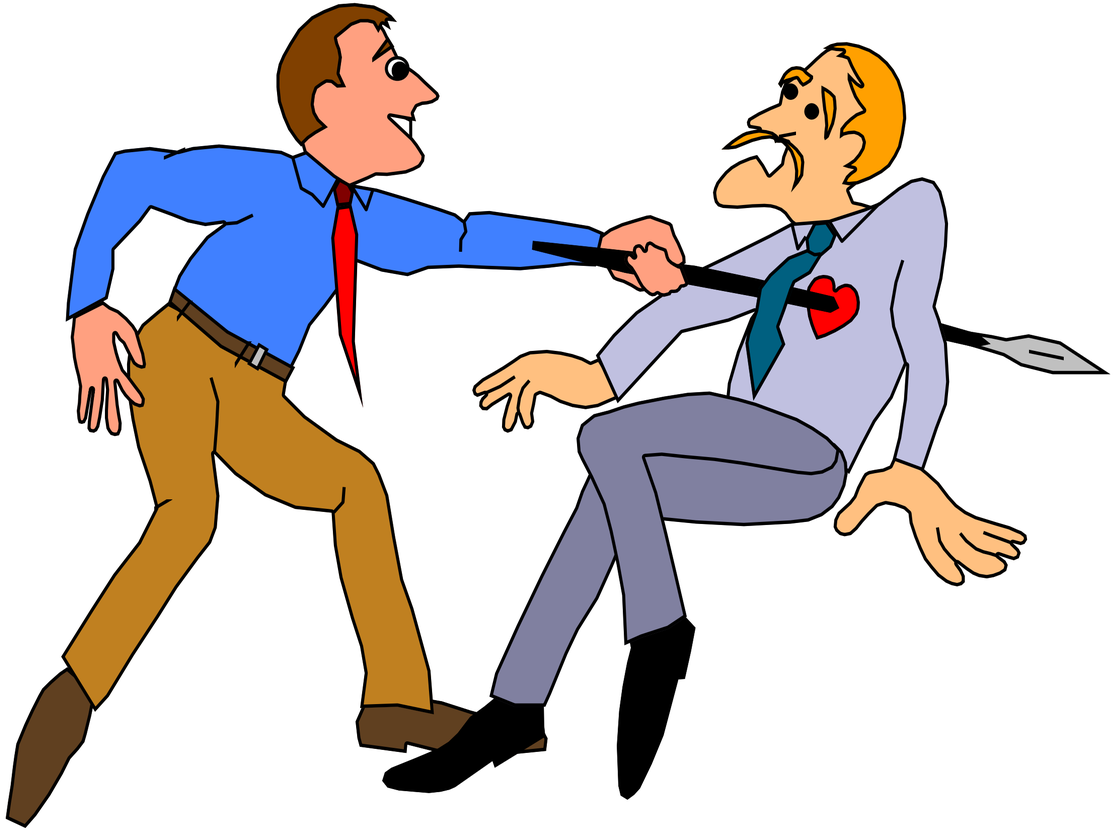
¿Qué hace un buen pastor en tales casos?

¿Cómo lidiamos con el conflicto?

El conflicto es inevitable

Cómo abordar los conflictos

- Huir
- Rendirse
- Luchar
- Compromiso
- Colaborar



Preguntas que debe hacer antes de elegir su batalla

- ¿Seré capaz de cambiar opiniones?
- ¿Es esta mi batalla para pelearla?
- ¿Vale la pena luchar por ello?
- ¿Es realmente importante?
- ¿Esta batalla es sobre mis sentimientos, orgullo o ego?
- ¿Es mejor alejarse?
- ¿Qué pasa si pierdo esta batalla?

Pick your battles.
You don't have to show up to every argument you are invited to.

- Mandy Hale

Lo que sabemos

- El conflicto es un fenómeno natural para los seres humanos
- Las personas no se involucran en situaciones de conflicto a menos que tengan algún interés en la relación o en el resultado, o en ambos.
- Algunas personas hacen cualquier cosa para evitar el conflicto
- Algunas personas crean o prosperan con los conflictos

Cómo crear consenso

- Inclusivo
- Participativo
- Colaborativo
- En busca de acuerdos
- Cooperativo

Construyendo consenso

Envíe un mensaje claro

- Piense antes de hablar
- Evite señalar con el dedo
- Sea honesto
- Evite la perspectiva de superioridad

Escuche

- Preste atención a lo que se dice
- Haga preguntas
- Póngase en el lugar de la otra persona

Separados pero no independientes:

...cada nivel de organización ejerce un área de autoridad y responsabilidad final que puede tener implicaciones para otros niveles de organización. De manera similar, cada organización depende en cierta medida del reino de la autoridad (eclesiástica no legal) ejercida por otros niveles de la organización.

(Política de trabajo de la DIA B 01, cláusula 6)

E.G. White

“Si las dificultades entre hermanos no se manifestaran a otros, sino que se resolvieran francamente entre ellos mismos, con espíritu de amor cristiano, ¡cuánto mal se evitaría! ¡Cuántas raíces de amargura que contaminan a muchos quedarían destruidas, y con cuánta fuerza y ternura se unirían los seguidores de Cristo en su amor! {DMJ 53.5}

Manual de la Iglesia

Diferencias - Se debe hacer todo lo posible para resolver las diferencias entre los miembros de la iglesia y contener la controversia dentro de la esfera más pequeña posible. La reconciliación de las diferencias dentro de la iglesia debe, en la mayoría de los casos, ser posible sin recurrir a un proceso de conciliación proporcionado por la Iglesia o a un litigio civil. P. 59

Lo que se debe y lo que no se debe hacer en los conflictos

Hacer..

- Comprender que los conflictos son inevitables.
- Aborde el conflicto rápidamente.
- Concéntrese en el problema.
- Esté abierto a las soluciones.
- Reconocer cómo se siente la otra persona.
- Escuche activamente.

Continuación……

No hacer ...

- Enfocarse en los rasgos de personalidad que no pueden ser cambiados.
- Interrumpir.
- Atacar.
- Hacer caso omiso de los sentimientos del otro individuo.
- Evitar el conflicto.
- Permitir que las emociones se apoderen de la conversación.
- Imponer valores o creencias personales.

Los conflictos se intensifican porque.....

- No se abordan los problemas
- Falta enfoque en los temas
- Otra persona se siente amenazada
- Se personalizan

Los litigios

- Un área en la que necesitamos más resolución de conflictos
- El litigio debe ser una opción de último recurso
- Obviamente para algunos es el primer recurso
- Mateo 18
- Se han reunido y hablado, sin resolución, ¿y ahora qué?

Court blocks SDA church from declaring eastern president

By Jackie Nambogga

The High Court in Jinja has blocked the board of trustees of the Seventh Day Adventist Church (SDA) in Uganda from declaring the new or any other person as president of the church's Eastern Uganda Field.

A March 12 temporary injunction signed by the deputy registrar, Jesse Byaruhanga, bars the declaration of Pr James Katunzi and or any other as president.

Pr Dr Daniel Mate is the Uganda Union mission president of the SDA churches, while Israel Kafeero is its executive secretary.

The trustees, together with Mate and Kafeero, were dragged to court by the Eastern Uganda Field president, Pr Frederick Ofwono, protesting his removal from office and the consequential replacement by Katunzi.

Katunzi is the pastor of Mbale Central SDA church, which is under the Eastern Uganda Field's jurisdiction.

Ofwono was on November 23, last year removed from his seat before concluding his five-year term, which ends in 2020.

Ofwono, through Kiiza and Company Advocates, petitioned court, arguing that his removal contravened the church's policies.

Byaruhanga said the parties were given three months to sort out their differences.

He said in case they fail to reach a consensus, any of the parties would be free to notify court so that it can proceed with the main suit.

BETWEEN THE LINES

Pr Frederick Ofwono was on November 23, last year removed from his position before concluding his five-year term, which ends in 2020.

Samuel Musiho, the Eastern Uganda Field secretary, who is opposed to Ofwono's dismissal, named embezzlement or theft of funds and property as some of the grounds for sacking the president.

However, Musiho said there seems to be a personal feud against Ofwono because he was not summoned to defend himself against the allegations.

Ofwono is said to have been removed from office for failure to manage the church affairs to the top leadership's expectations.

Consequently, Ofwono opted to take legal action seeking a judicial review of the procedures that were applied while sacking him.

However, before court could fix a date for hearing the main suit, Ofwono asked for an injunction restraining anybody from succeeding him.

Despite the injunction, the applicant regretted that Mate was introducing Katunzi as the Eastern Uganda Field president.

In a letter dated April 2 to Mate copied to court, Ofwono cited a workshop of Adventist Development Relief Agency (ADRA) at the Adventist Centre Makerere, where Katunzi was on March 26 introduced as the new president.

ADRA is the church's national humanitarian organisation.

When contacted, Immanuel Ogwal, the church's union communications director declined to comment about the case. However, he confirmed there was "a vacuum, though the union's executive secretary is overseeing the eastern field now".

Seventh-day Adventist® Church
GENERAL CONFERENCE

Religion. New team opens bank accounts for tithes

SDA splinter group registers new conference

New conference was listed on March 15 and is currently operating from Maendeleo House, Loita Street.

By Geoffrey Mosoku
gmosoku@standardmedia.co.ke

Wrangles at the Nairobi Central Seventh Day Adventist (SDA) have divided the church as one faction registers a new conference.

Although the SDA church in Nairobi is run administratively by the Central Kenya Conference (CKC), a faction led by some elders has now created the Nairobi Cosmopolitan Conference (NCC).

The NCC was registered on March 15 and is currently operating from temporary offices at Maendeleo House, Loita Street, Nairobi.

Last Saturday, the team behind the new conference held its inaugural Sabbath at the Technical University of Kenya (TUK) and this reduced attendance at Nairobi Central Church by more than half.

The dispute

- The dispute follows a case filed in February to contest the selection of church officials
- Two elders accuse two pastors of presiding over a flawed process
- The squabbles started late last year when the pastors and elders differed on the names to serve in the nomination committee mandated to pick officials to lead the church this year

hold across Nairobi and Kajiado stations to enlighten and sensitise faithful," said Elder Sammy Masara.

The NCC is run by three directors, who are supported by a caretaker committee comprising 27 people drawn from churches in Nairobi and Kajiado stations.

These leaders are holding office on an interim basis until a formal election is con-

months.

The caretaker committee has already created eight sub-committees, which are working to establish the new Conference.

The caretaker committee has been mandated to put all structures of the NCC in place and prepare for elections of the Conference officials.

Already the team has opened bank accounts, where members have been asked to channel their tithes to instead of paying to CKC.

"The membership of NCC will be both individual and corporate (churches). There will be no geographical limitations. Members and churches will be free to be members of NCC or CKC," a document seen by *The Standard* reads.

The leadership dispute follows a case filed last February to contest the selection of church officials.

In an affidavit sworn by elders Humphrey Nguma Macharia and Gerald Kireki Ongoro on behalf of the other elders, the two accused two

Seventh-day Adventist® Chu
GENERAL CONFERENCE

¿Qué sucede cuando fallamos?

Iglesia Adventisa Del Septimo Dia, El Paso East, Una corporación sin fines de lucro de Texas, Alvaro Sauza, SR.. Roswitha Saenz, Alvaro Servellon, Oscar Ibuado, Jorge Ibuado, Horacio Escobar and Helga Sauza

Demandantes

Asociacion de la Region Suroeste de Adventistas del Septimo Dia, Nicholas Herrera, Calvin Watkins, Stephen Brooks, Phillip Palmer, The Southwestern Union Conference Corporation Of Seventh-day Adventists, Larry Moore, Buford Griffin, Jr., J . Deryl Knutson, División Norteamericana de la Asociación General de Adventistas del Séptimo Día, Corporación de la Asociación General de Adventistas del Séptimo Día, Ted N.C. Wilson, Samuel Green, Terrell McCoy, Nancy M. Jones, Daniel R. Jackson,

Demandados

En el tribunal de circuito del condado de Kanawha, West Virginia

K.W.,

un individuo procediendo bajo un nombre falso,

SEVENTH-DAY ADVENTIST CHURCH, NORTH AMERICAN DIVISION, INC., a Maryland corporation, ADVENT HOME LEARNING CENTER, INC. d/b/a ADVENT HOME YOUTH SERVICES, INC., a Tennessee Corporation, BLONDEL SENIOR, in his official capacities, E.A. SUTHERLAND EDUCATION ASSOCIATION, INC., ADVENTIST LAYMEN'S SERVICES & INDUSTRIES, OUTPOST CENTERS INTERNATIONAL, COLUMBIA UNION CONFERENCE ASSOCIATION OF SEVENTH DAY ADVENTISTS, INC., a District of Columbia corporation, MOUNTAIN VIEW CONFERENCE ASSOCIATION OF SEVENTH-DAY ADVENTISTS, a West Virginia corporation, MIRACLE MEADOWS SCHOOL, INC., a West Virginia Corporation, SUSAN GAYLE CLARK, TIMOTHY ARRINGTON, THE LAYMAN FOUNDATION, a Tennessee Corporation, v. CHD-728769-I ASI MISSIONS, INC., a Maryland Corporation, and KINGSLEY WHITSETT, individually, and in his official capacity as President and Board Member of Miracle Meadows School, Inc., as President of Mountain View Conference of the Seventh Day Adventists Church North America Division, Inc. and as a Ministerial credentialed member of the Columbia Union Conference, a part of the Seventh Day Adventists Church North America Division, Inc., a Maryland corporation,

Política de trabajo de la DIA

C 20 Procedimientos de mediación y conciliación

- Mateo 18
- Resolver los problemas lo más cerca posible de su origen
- Tipos de reclamaciones exentas de procedimientos
- Reclamos de seguros, diferencias matrimoniales, custodia, patrimonio, cobranza de deudas, cuestiones teológicas, disciplina eclesiástica o restablecimiento de la membresía.
- Mediación - El mediador tiene poder sobre el proceso, no sobre el resultado
- Conciliación - Pasos esbozados en la política
- Establecimiento de un Comité de Revisión (apelación)

Conciliación

- Un proceso alterno de resolución de disputas
- También conocido como Mediación
- Las partes en controversia acuerdan recurrir a un conciliador

- El propósito es resolver las diferencias
- Se hace reduciendo las tensiones, mejorando las comunicaciones y alentando a las partes a explorar posibles soluciones.
- Es más probable que se preserve la buena voluntad entre las partes
- Carácter confidencial de los procedimientos
- Mayor rapidez, costo menor y mayor flexibilidad

Difamación

- Definida como la acción de dañar la reputación de alguien mediante calumnias o libelo.
- Expone a una persona al odio, al ridículo, hace que sea rechazada, perjudica financiera o por su reputación a la persona o a su negocio.
- Responsabilidad por la repetición de declaraciones difamatorias
- Noticias falsas
- ¿Defensa contra la difamación?
- Obligaciones de confidencialidad
- Medios de comunicación social, blogs, salas de chat en Internet

Ten cuidado con lo que publicas en línea.

Seventh-day Adventist® Church
GENERAL CONFERENCE

Preguntas

karnikd@gc.adventist.org

Seventh-day Adventist™ Church

Esta presentación y todos los materiales que se distribuyan son información general basada en hechos y no deben, bajo ninguna circunstancia, ser considerados como asesoría legal específica en relación con un tema o asunto en particular. Por favor, consulte a su abogado local si desea discutir cómo una jurisdicción local trata con cualquier circunstancia específica que pueda estar enfrentando.

Copyright © 2019 Asociacion General de Adventistas del Séptimo Día y
Todos los derechos reservados.

adventist.org