Choisir ses batailles et construire un consensus

Karnik Doukmetzian
Conseiller Général
Conférence Générale des églises adventistes du 7ème jour®

Seventh-day Adventist® Church
GENERAL CONFERENCE

OBJECTIFS

- Reconnaître l'impact des conflits dans les contextes religieux et administratifs
- Identifier ce qui peut causer un tel conflit
- Comprendre comment prévenir les conflits
- Comprendre comment résoudre les conflits
- Déterminer comment créer un consensus

Changements de paradigme

- Les fins justifient la philosophie des moyens
- Nous faisons le travail du Seigneur
- Membre plus instruit / plus sophistiqué
- Moins confiant, pardonnant et acceptant le leadership de l'église
- Ne pas avoir peur de contester ou de se retrouver devant les tribunaux
- Les employés qui défient le plus l'autorité
- Le leadership n'a pas peur de défier le leadership et l'autorité

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® Chu
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.

Seventh-day Adventist® Chu
GENERAL CONFERENCE

Que fait un bon pasteur dans de tels cas?

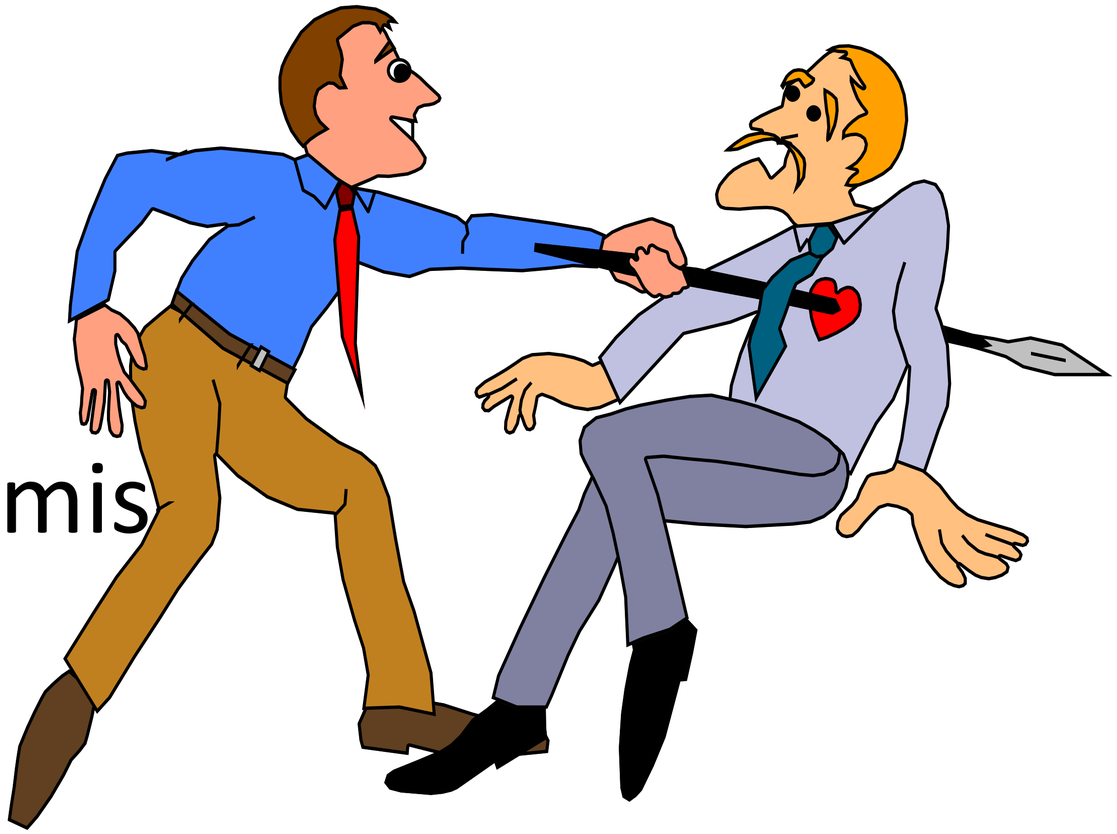


Comment traitons-nous les conflits?

Le conflit est inévitable

Comment résoudre les conflits

- Fuir
- Abandonner
- Se battre
- Faire des compromis
- Collaborer



Questions à poser avant de choisir votre bataille

- Pourrai-je changer d'opinion?
- Est-ce ma bataille?
- Vaut-il la peine de se battre?
- Est-ce vraiment important?
- Cette bataille concerne-t-elle mes sentiments, ma fierté ou mon égo?
- Est-il préférable de s'en aller?
- Qu'est-ce qui se passe si je perds cette bataille?

Choisissez vos batailles.
Vous n’êtes pas obligé de relever tous les arguments même si vous y êtes invité.

Mandy Hale.

Ce que nous savons

- Le conflit est un phénomène naturel chez l'homme
- Les gens ne sont pas impliqués dans des situations de conflit à moins d’avoir un intérêt dans la relation ou le résultat, ou les deux
- Certaines personnes feront tout pour éviter les conflits
- Certaines personnes créent ou prospèrent grâce au conflit

Comment construire un consensus?

- Inclusif
- Participatif
- Collaboratif
- Recherche d’un accord
- Coopératif

Construire un consensus

- Envoyer un message clair

Réfléchir avant de parler

Éviter de pointer du doigt

Être honnête

Eviter la supériorité du point de vue

- Écouter

Faire attention à ce qui se dit

Poser des questions

Se mettre à la place de l'autre personne

Séparé mais non indépendant:

…chaque niveau d'organisation exerce un pouvoir final d'autorité et de responsabilité pouvant avoir des implications pour les autres niveaux d'organisation. De la même manière, chaque organisation dépend dans une certaine mesure du domaine de l'autorité (ecclésiastique et non juridique) exercé par les autres niveaux d'organisation.

(IAD Working Policy B 01 clause 6)

E.G. White

«Si des questions difficiles entre frères ne sont pas mises au clair avant d'autres, mais franchement évoquées entre elles dans l'esprit de l'amour chrétien, combien de mal pourrait être prévenu! Combien de racines d'amertume par lesquelles beaucoup sont souillées seraient détruites, et combien étroitement et tendrement les disciples de Christ pourraient être unis dans son amour! »- Pensées du mont de la Bénédiction p59.

Manuel d‘Eglise

Différences - Tous les efforts doivent être faits pour régler les différends entre les membres d’église et contenir la controverse dans la plus petite sphère possible. La conciliation des différences au sein de l'église devrait, dans la plupart des cas, être possible sans recourir à un processus de conciliation prévu par l'église ou à un litige civil. Page 59

Ce qu'il faut faire et ne pas faire pour résoudre un conflit

Faire…

- Comprendre que les conflits sont inévitables.
- Aborder le conflit rapidement.
- Se concentrer sur le problème.
- Être ouvert aux solutions.
- Reconnaître ce que ressent l'autre personne.
- Écouter activement.

Suite….

A ne pas faire…

- Se concentrer sur les traits de personnalité qui ne peuvent être changés.
- Interrompre.
- Attaquer.
- Ne pas tenir compte des sentiments de l'individu.
- Éviter le conflit.
- Permettre aux émotions de reprendre la conversation.
- Imposer des valeurs ou des croyances personnelles.

Les conflits dégénèrent parce que…

- Les problèmes ne sont pas résolus
- On ne se concentre que sur les problèmes
- Une autre personne se sent menacée
- On en fait une affaire personnelle



Litige

- Un espace où nous avons besoin de plus de résolution de conflits
- Le litige devrait être une option de dernier recours
- Evidemment pour certains c'est le premier recours
- Matthieu 18
- Vous vous êtes rencontré et avez parlé, pas de résolution, et maintenant?

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 conmonths.

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

Que se passe-t-il quand on échoue?

Eglise adventiste du 7ème jour, une société à but non lucratif du Texas, Alvaro Sauza, SR .. Roswitha Saenz, Alvaro Servellon, Oscar Ibuado, Jorge Ibuado, Horacio Escobar et Helga Sauza

Plaintiffs

Association de la région du sud-ouest des adventistes du septième jour, Nicholas Herrera, Calvin Watkins, Stephen Brooks, Phillip Palmer, Association des adventistes du septième jour de la Southwestern Union Conference, Larry Moore, Buford Griffin, Jr., J. Deryl Knutson, Division nord-américaine de la Conférence générale des adventistes du septième jour, Corporation de la conférence générale des adventistes du septième jour, Ted N.C. Wilson, Samuel Green, Terrell McCoy, Nancy M. Jones, Daniel R. Jackson

Defendants

Seventh-day Adventist® Church
GENERAL CONFERENCE

DANS LA COUR DE CIRCUIT DU COMTÉ DE KANAWHA, VIRGINIE DE L’OUEST

K.W., une procédure individuelle sous un nom d'emprunt,

ÉGLISE ADVENTISTE DU SEPTIÈME JOUR, DIVISION NORD-AMÉRICAINE, INC., Société du Maryland, ADVENT HOME LEARNING CENTER, INC. d / b / a ADVENT HOME YOUTH SERVICES, INC., à Tennessee Corporation, BLONDEL SENIOR, dans ses fonctions officielles, E.A. SUTHERLAND EDUCATION ASSOCIATION, INC., ASSOCIATION DE LA CONFÉRENCE DE L’UNION DE COLUMBIA, INC., Corporation du district de Columbia, ASSOCIATION DE LA CONFÉRENCE DES SYNDICATS DE LA SEPTIÈME JOUR, INC., Société du District de Columbia, a MIRACLE MEADOWS SCHOOL, INC., À West Virginia Corporation, SUSAN GAYLE CLARK, TIMOTHY ARRINGTON, LA FONDATION LAYMAN, à Tennessee Corporation, v. CHD-728769-l ASI MISSIONS, INC., Maryland Corporation, et KINGSLEY WHITSETT, à titre individuel et en sa qualité officielle de président et de membre du conseil d'administration de Miracle Meadows School, Inc., en tant que président de la conférence Mountain View des adventistes du septième jour Church North America Division, Inc. et membre des lettres de créance ministérielles de la Columbia Union Conference, qui fait partie de la division Amérique du Nord des Adventistes du Adventistes du Septième Jour pour la société du Maryland.

Politique de travail de la DIA C 20 Procédures de médiation et de conciliation

- Matthieu 18
- Résoudre les problèmes les plus proches de leur origine
- Types de réclamations exemptées de procédures
- Réclamations d'assurance, différences matrimoniales, garde, successions, recouvrement de créances, questions théologiques, discipline de l'église ou rétablissement du statut de membre
- Médiation - Le médiateur a le pouvoir sur le processus et non sur le résultat
- Conciliation-étapes décrites dans la politique
- Mise en place d'un comité de révision (appel)

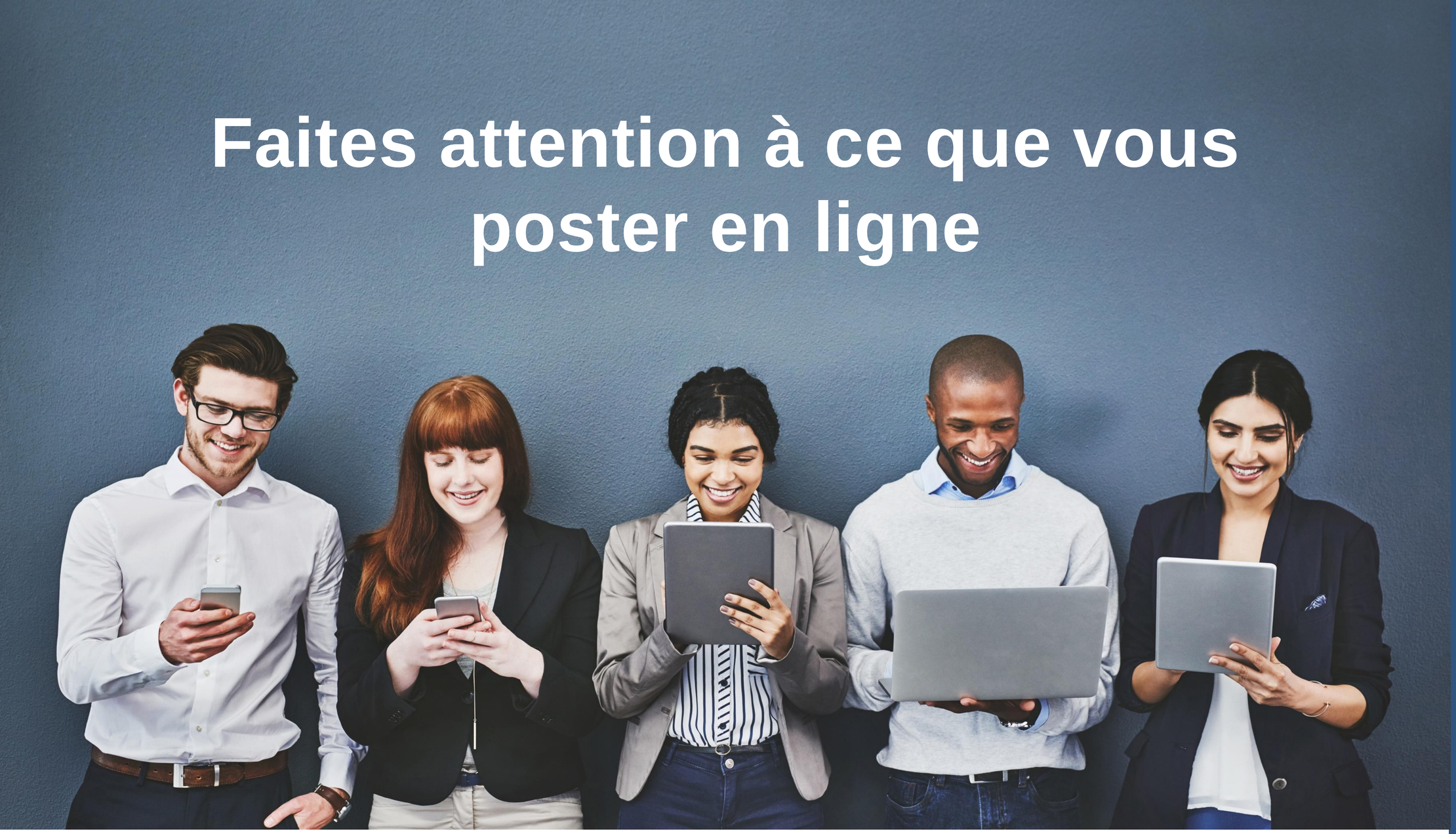
Conciliation

- Un processus alternatif de résolution des conflits
- Appelé aussi médiation
- Les parties à un conflit acceptent de faire appel à un conciliateur
- Le but est de résoudre les différends
- Faite en réduisant les tensions, en améliorant les communications et en encourageant les parties à explorer les solutions potentielles
- Plus susceptible de préserver la bonne volonté entre les parties
- Caractère confidentiel de la procédure
- Plus rapide, moins coûteux et plus flexible

Diffamation

- Définie comme l'action de nuire à la réputation de quelqu'un par la diffamation ou la diffamation
- Expose une personne à la haine, ridicule, la fait fuir, porte atteinte à se finances et à sa réputation voire même à son entreprise
- Responsabilité de répéter une déclaration diffamatoire
- Fausses informations
- Défendre la diffamation?
- Obligation de respecter la confidentialité
- Médias sociaux, articles de blog, forums de discussion sur Internet

Faites attention à ce que vous poster en ligne



Seventh-day Adventist® Church
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Questions

karnikd@gc.adventist.org

Seventh-day Adventist™ Church

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