



Appeal of decisions by the Bishop's office

1. Appeals may be made on the following basis:

Decisions of the Bishop's office shall be open to appeal with respect to whether or not due process was followed by the Bishop, Synod staff or related committees in the execution of their responsibilities. Due process shall be measured by adherence to the constitutions, bylaws and enactments of this church.

2. Appeals may be made by:

Appeals may be made by congregational councils or by rostered ministers. Lay members of congregations may not appeal decisions of the Bishop's office without the support of their congregational council.

Steps in the Appeals Process shall include:

1. Direct negotiation with the Bishop

In light of Matthew 18:15, it is understood that the first approach to conflict resolution is the direct approach by the one wronged to the person who is accused of having done wrong.

The first step is direct negotiation with the Bishop.

2. Contacting the Chair of the Synod Council

When direct negotiation does not result in satisfactory resolution, appeals of decisions of the Bishop's office shall be addressed to the Synod Council Chair. The appeal shall be in writing and signed and shall provide details regarding the decision in dispute and all the facts that pertain to the situation, including when and how the Bishop was approached to resolve the dispute.

The Chair will first ascertain that "direct negotiation" has been attempted. If the individual or group has not already made a direct approach to the Bishop to resolve the dispute, the Chair will instruct the individual or group to do so in a manner in keeping with Matthew 18.

The Chair shall report an appeal to the Bishop immediately and provide a copy of the written appeal to the Bishop. The Bishop shall make a written response to the appeal, or, if the appeal involves actions by staff or committees under the jurisdiction of the Bishop, the Bishop may involve the named party in preparing a written response.

3. Mediation through the Chair of the Synod Council

In the event that direct negotiation has failed, the Synod Council Chair and Vice-Chair shall direct the mediation. A meeting shall be arranged between those making an appeal and the Bishop's office. The goal of mediation is resolution through conversation and understanding.

The Chair shall report the incidence of an appeal, but not the source of the appeal or its subject matter, to the next regular Synod Council meeting.

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4. Arbitration by Synod Council:

In the event that mediation fails, the Synod Council Chair and Vice-Chair shall refer the appeal to Synod Council for arbitration. Synod Council Governance Policy 3.19 specifies a method for arbitration for Conflicts which the Synod Council is being asked to arbitrate.” In order to alleviate any perception of bias towards either party, the Chair and Vice-Chair shall excuse themselves from the arbitration process which will be lead by the Secretary and Treasurer.

After receiving written submissions from both parties, Synod Council or a task force appointed by the Council shall meet with the parties to arbitrate a resolution to the appeal.