

GUIDELINES FOR ELDERSHIP HEARING  
BETWEEN DON BARNETT AND JERRY ZWACK

1. The purpose of the hearing is to resolve <sup>all of</sup> Jerry Zwack's <sup>spiritu</sup> grievances against Don Barnett. ~~The issues include whatever material Jerry Zwack's grievances contain.~~
2. Discussion shall be restricted to the issues. Discussion of other issues shall not be permitted, unless the moderator agrees that the information is relevant.
3. Russell MacKenzie is moderator and has final control over who speaks and how long they speak.
4. Initially, each party shall present their <sup>entire</sup> case ~~for one hour~~ without interruption, beginning with Jerry Zwack.
5. ~~Subsequent talks by the parties shall be of equal time length unless the moderator decides otherwise.~~
6. The hearing shall be strictly confidential. No permanent notes or recordings of any kind shall be permitted. No discussion of the hearing shall be permitted with people outside the elders who attend.
7. All allegations or charges shall be investigated by the elders as much as ~~possible to~~ <sup>possible to</sup> determine the facts. The elders shall distinguish between allegations that are disputed, and ones that are admitted to be true. No allegation shall be accepted as fact unless it is admitted to be true, or it is supported by witnesses.
8. The moderator may allow the elders to interject questions at any time (including during the first ~~one hour~~ presentation) for the purpose of correct understanding.
9. After both parties have presented their case, the elders may ask any questions necessary to develop a complete picture. These questions shall be regulated by the moderator.
10. Don Barnett and Jerry Zwack must both be present at all hearings, except for the exclusive eldership review sessions which will be held after the hearings are completed. Neither Don nor Jerry shall attend these review sessions.
11. The hearings must be conducted in a respectful manner. The elders shall show respect for both parties, and both parties shall show respect for the elders. No arguing, interruptions, disdain, or manifestations of any kind shall be permitted.
12. ~~The elders shall have final authority to decide every issue. Their final decisions regarding the case shall be made at the exclusive eldership review sessions, not at the hearing. Their final decisions may not be overturned. Their task shall be judgment, fairness, and the exercise of wisdom.~~ Final decisions shall be determined by a majority vote of all elders present at the review sessions, not including Don Barnett or Jerry Zwack. David Motherwell and John Bergin shall be regarded as elders during



all sessions and may vote. The elders shall present their final decisions to Don Barnett and Jerry Zwack, and ~~both parties shall agree to the decisions regarding them as the elders' honest attempt to resolve the grievances.~~

13. Elders may use the following guidelines to help distinguish actual events (e.g., facts about acts that were done or things that were said) from reasons why these events occurred. Elders should recognize when anyone blurs the distinction between what happened and why it happened.

I. PAST EVENTS (Approximately pre-1985)

CAUSES OR WHY EVENTS HAPPENED

ACTUAL EVENTS

- |                |                        |                   |                 |
|----------------|------------------------|-------------------|-----------------|
| 1. Needs       | + 2. Conditions        | X 3. Motivation = | 4. Actions      |
| a. Realistic   | a. Outside his control | (Free choice      | (Accountability |
| b. Unrealistic | b. Inside his control  | to act)           | for actions     |
|                |                        |                   | regardless of   |
|                |                        |                   | causes)         |

II. RECENT EVENTS (Approximately 1985 to present)

CAUSES OR WHY EVENTS HAPPENED

ACTUAL EVENTS

- |                |                        |                   |                 |
|----------------|------------------------|-------------------|-----------------|
| 1. Needs       | + 2. Conditions        | X 3. Motivation = | 4. Actions      |
| a. Realistic   | a. Outside his control | (Free choice      | (Accountability |
| b. Unrealistic | b. Inside his control  | to act)           | for actions     |
|                |                        |                   | regardless of   |
|                |                        |                   | causes)         |

III. RECENT CONSEQUENCES OF THE ABOVE

1. Consequences he controls
2. Consequences he influences but does not control
3. Consequences he cannot influence or control