

# Terms of Agreement for Church-Based Mediation Services

Oaks Ministry Collaborative

## Nature of the Mediation Role in Spiritual Care

I serve in mediation as part of my work within the local church. As such, my role is grounded in the calling to be a *mediator of the gospel of Jesus Christ*. The mediation process I facilitate reflects a biblical model of reconciliation, which involves each party:

- Naming specific instances and patterns of wrongful behaviors and speech (what the Bible calls "sin") with humility and integrity
- Taking responsibility for harm caused
- Seeking repair and restored fellowship when possible (if needed, see additional statement of What Reconciliation Is and Isn't)
- Participating in relational practices that moves individuals and communities toward maturity, kindness, love and peace.

Biblical reconciliation is not a demand for fast resolution, a denial of real harm, or a coercion of another to change. It is a redemptive process oriented toward honesty, repair, and renewed relationship with repentance, trust, boundaries, and ownership.

## Training and Scope

This mediation is not a mental health service, and therefore within a mediation role:

- I will not diagnose, assess, or treat mental illness using the DSM or any clinical modalities
- I will not provide psychotherapy or clinical treatment which addresses the roots of trauma and etiology of mental health disorders

At the same time, I am ethically responsible to apply any relevant professional competencies to ensure that mediation is structured, ethical, trauma-informed, and aligned with best practices. I will use my experience and training only to support the mediation process, not to provide clinical conclusions or treatment.

## **Non-Legal Mediation**

I am not certified in legal mediation, and this service should not be considered a replacement for legal mediation.

This mediation does not produce legally binding contracts or enforceable outcomes.

## **Purpose and Goals of Mediation Process**

This mediation reflects a biblical, relational, and peace-seeking approach. Therefore, the goals are to:

- Provide a structured process for understanding the conflict
- Offer a neutral third-party witness
- Support honest communication rooted in dignity and humility
- Discern possible solutions that lead to restoration or clarity
- Establish agreements or action steps that support future peace in relationship

Any agreements reached are voluntary and rooted in the participants' integrity and commitment—not legal enforcement.

## **Participant Responsibilities**

Participants agree to:

- Engage in good-faith conversation
- Uphold honesty, humility, and mutual respect
- Follow the mediation structure
- Refrain from intimidation, threats, or retaliatory behavior
- Maintain confidentiality within the agreed-upon parameters

## **Limits of Confidentiality**

As a mandated reporter, I must report disclosures of:

- Abuse or neglect of a minor, elder, or vulnerable adult
- Threats of imminent harm to self or others
- Other situations required by law

Additional confidentiality expectations will be discussed prior to the start of mediation, and we will sign this agreement.