



# Mediation Services

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Connection, Mediation,  
Redirection

**J. Gerard O' Connor has been working with clergy and religious in the area of clergy personnel support for over 20 years in the United States, Ireland, England and Wales.**

Gerard is the Saint John Vianney Center liaison to diocesan and religious leadership. He consults with Church leadership particularly on the topics of clergy personnel issues and policies, mediation, and timely, effective intervention.



*Assessment, Treatment and Resources  
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## Mediation Services

Saint John Vianney Center provides mediation services to religious communities and dioceses. Mediation may be needed between: leadership and clergy; religious or clergy and their staff; and/or within religious communities.

### Situations that may need mediation:

- A pastor and his staff who are in conflict resulting in a breakdown of communication and factions being formed for and against individuals in the parish.
- Religious communities where the ability to share a meal or pray together has been impaired by conflict between individuals, or an individual and the community.
- A priest who has become alienated from his bishop and diocese.
- A person returning to their diocese or community after treatment where significant hurt or misunderstanding still exists from the rest of the community pre-treatment.

### Our mediation services includes:

- Initial phone consultations to listen and identify the possible sources of conflict. This may be one consultation or multiple and may include one person in leadership or several.
- Identification of issues
- A plan of action to move towards mediation, de-escalation, and ultimately resolution of the conflict.
- If during the consultation, it is deemed necessary for a mediator to go on site, we will send a trained and certified staff member to meet with leadership, followed by the other parties concerned. This face-to-face meeting helps facilitate full and open dialogue. The on-site visit usually lasts one day.
- A plan to all parties for resolution with a defined road forward for all.
- Follow up consultations as necessary with leadership.



There is no charge for the initial consultation. There is a flat fee for the mediation service. To learn more about our mediation service or to schedule a consultation, please contact us.