

Policy on Discipline, Restoration, and Appeal for Official Workers

A Policy of The Christian and Missionary Alliance in Canada

Preamble

Discipline is an exercise of Scriptural authority for which the Church is responsible. The Christian and Missionary Alliance in Canada (the “C&MA”) believes the Scriptures establish standards of conduct and belief by which individuals serving Christ through licensed ministry within the C&MA must live. The goals of discipline are to honour God; to protect the purity of the Church; to guard other Christians from being tempted, misled, divided, or otherwise harmed; and to bring fallen Christians to repentance. Discipline is administered to achieve restoration, while also providing for the spiritual welfare of the local church. Discipline is to be corrective and redemptive. It is to be exercised with mercy, grace, and forgiveness; however, restoration to fellowship with Christ and His Church does not necessarily result in a reinstatement of licensed ministry with the C&MA.

The Policy on Discipline, Restoration, and Appeal (“the Policy”) and the disciplinary proceedings are ecclesiastical in nature, founded on the teachings of the Christian faith. The policy and proceedings seek to apply Scriptural teachings concerning conduct and belief to persons holding positions of authority and leadership within the C&MA. Unless otherwise provided for in the policy, in a case of disagreement or dispute concerning the interpretation or application of the policy, the jurisdiction to decide such matters lies solely with the C&MA president.

This Policy is intended to address issues other than those of sexual misconduct by clergy where a real or perceived differential in power or authority is deemed to be involved. The Policy and Procedures on Sexual Misconduct for Official Workers and Churches is applicable in such cases.

This Policy is not meant to replace civil process for allegations that are criminal in nature. When an allegation comes to the ecclesiastical authority that may be criminal in nature, the ecclesiastical authority will retain legal counsel. The ecclesiastical authority will seek counsel as to their responsibility to notify the civil authorities. The ecclesiastical authority will advise all parties that their situation may be criminal in nature and advise them to seek their own legal advice.

Article 1 - Biblical Basis for Discipline

1.1. Growth in Faith

Discipline serves to encourage growth and development in faith. *Rebuke them sharply, so that they will be sound in faith...* (Titus 1:13).

1.2. Redemption and Restoration

Discipline serves to spiritually redeem and restore those who have fallen into immoral or otherwise un-Christlike ways. *Brothers, if someone is caught in a sin, you who are spiritual should restore him gently* (Galatians 6:1).

1.3. Bearing One Another’s Burdens

Discipline benefits the Church because it teaches the Church to be redemptive by carrying the burden of seeking to restore fallen believers. *Carry each other’s burdens, and in this way you will fulfill the law of Christ* (Galatians 6:2).

1.4. **Forgiveness, Comfort, Love**

Discipline involves compassion, even for those who have committed sinful acts and espoused beliefs contrary to Scripture. *...you ought to forgive and comfort him, so that he will not be overwhelmed by excessive sorrow (2 Corinthians 2:5-7).*

1.5. **Warning to the Divisive**

Discipline serves to deter and instruct against beliefs and conduct contrary to Scripture. *Warn a divisive person once, and then warn him a second time. After that, have nothing to do with him (Titus 3:10).*

1.6. **Judgment and Expulsion**

Discipline may lead to judgment, including expulsion from the church. *...Are you not to judge those inside [the church]? God will judge those outside. Expel the wicked man from among you (1 Corinthians 5:12-13).*

Article 2 - Scope of the Policy

2.1. **Persons Subject to Discipline**

This policy applies to all workers licensed by the C&MA.

2.2. **Ecclesiastical Authority**

Disciplinary proceedings will be initiated and administered by the person who licensed the individual. This is normally the superintendent of the district in which the individual was licensed. The Board of a local church may not conduct disciplinary procedures against an official worker or worker emeritus. Such discipline, when needed, will be conducted under the supervision of the district superintendent.

In the case of international workers, the district superintendent or designate will initiate and administer the disciplinary proceedings.

2.3. **Basis of Discipline**

Matters that may give rise to disciplinary proceedings include, but are not limited to:

- 2.3.1. Holding to and/or promulgating doctrines contrary to the fundamental tenets of the Christian faith as stated in the C&MA statement of faith.
- 2.3.2. Defiance or failure to submit to constituted authority.
- 2.3.3. Moral or ethical failure including, but not limited to sexual misconduct, theft, misappropriation of funds or property, and other financial transgressions.
- 2.3.4. Dishonesty, fraud, perjury, and other misrepresentations.
- 2.3.5. Spreading false rumors about another.
- 2.3.6. Causing dissension or division within the church.
- 2.3.7. Violence or abuse directed toward others, especially a child or vulnerable adult¹.

¹ Vulnerable Adult - A person who because of their age, a disability, or other circumstances, whether temporary or permanent, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed by a person or persons in Positions of Trust or authority relative to him/her or by a stranger. It may also include individuals that find themselves vulnerable to a power differential.

2.3.8. Judgment of guilt by a criminal court of law.

2.3.9. Abuse of power in a pastoral relationship²:

An official worker or worker emeritus, as a holder of a position of leadership, is in a position of power and trust in pastoral relationships. These include any relationship where one who relates or has related to the worker as congregant, student, counselee, employee, or in a comparable role, while the worker was engaged in the conduct of ministry.

2.3.10. Harassment

The C&MA prohibits all official workers and workers emeritus from inappropriate, unwelcome, or offensive conduct, whether verbal, visual, physical, or otherwise. Harassment, sexual or otherwise, is illegal and will not be tolerated in any form.

Article 3 - General Procedures and Considerations

3.1. Committee Members

Members of the Investigation Committee and the Discipline Committee will be persons respected for their integrity, spiritual stature, capability of communicating loving concern, and lack of bias in the case at hand (Galatians 6:1-2).

3.2. Confidentiality and Disclosure

Disciplinary proceedings will be conducted with confidentiality in all aspects of the proceedings; however, there is no guarantee of confidentiality within disciplinary proceedings for any participant. It may be necessary to disclose the facts and circumstances of the charge, including the identities of the accused person and those submitting the allegation, in connection with investigating and remedying the charge and considering and carrying out possible restoration. In addition, the findings and conclusions of the disciplinary proceeding may be announced to appropriate parties who were an integral part of the proceedings, affected members of the C&MA, and official workers associated with the body that most recently licensed the charged worker.

If a member of the Investigation Committee or a member of the Discipline Committee is contacted by the press, law enforcement authorities, lawyers or other individuals associated with civil/criminal proceedings, or other persons not involved with the disciplinary proceedings but seeking information, the ecclesiastical authority responsible for the case will be contacted immediately. No information may be disclosed without the permission of the appropriate authority unless otherwise required by law.

The findings, conclusions and records of the disciplinary proceedings may be communicated to churches and entities within the C&MA for decisions concerning employment and official worker's status. A record of the findings and conclusions will be entered in the worker's file and may be conveyed with the file if the worker seeks to transfer from one C&MA organization to another. Information may be transmitted even after restoration to the individual's former position or status. The C&MA and its ecclesiastical authorities reserve the right, within their discretion, to disclose any information to outside parties as they determine appropriate under the circumstances.

² A "pastoral relationship" does not include: a married minister's relationship with the minister's spouse; or an unmarried minister's dating relationship with an unmarried person with whom the minister has had a pastoral relationship, if the minister has clearly communicated to the person that the minister will not provide for, and another minister should provide for, all one-to-one pastoral ministerial responsibilities concerning the person.

Since ecclesiastical proceedings permits the respondent to testify on behalf of himself/herself, such evidence shall not be released to use in any civil proceeding in which the respondent may become involved. It is essential that all records, whether of investigation or of discipline, be guarded carefully lest they become the basis of gossip or unauthorized use. All records shall be filed with the ecclesiastical authority who licensed the worker. All disciplinary matters shall be reported to the president of the C&MA.

3.3. Relationship to Employment

- 3.3.1. In the case of an individual employed by a C&MA entity or by a district or church entity (referred to herein as employing entity), where the ecclesiastical authority determines in their discretion that it would be just to do so, the ecclesiastical authority may place in abeyance immediately the license of an individual licensed by the C&MA where:
 - 3.3.1.1. An allegation has been made that the individual engaged in conduct that may give rise to a charge or disciplinary proceeding (regardless of whether the individual is then subject to a charge or disciplinary proceeding) or against whom a charge or disciplinary proceeding has been brought, or
 - 3.3.1.2. The ecclesiastical authority has reasonable grounds to believe that the individual engaged in conduct that may give rise to a charge or disciplinary proceeding.
- 3.3.2. In deciding whether it is just to place the individual's license in abeyance, the ecclesiastical authority may consider:
 - 3.3.2.1. Whether dissension is likely to arise if the individual's license is not placed in abeyance,
 - 3.3.2.2. Whether the individual's licensed ministry will be seriously impaired if the individual's license is not placed in abeyance,
 - 3.3.2.3. Whether it is necessary to place the individual's license in abeyance to protect the freedom of witnesses or to guard the course of justice, or
 - 3.3.2.4. Any other factors that the ecclesiastical authority considers relevant and appropriate in the circumstances.
- 3.3.3. Where possible, the ecclesiastical authority shall consult with the individual's employing entity before placing the individual's license in abeyance. Where the ecclesiastical authority has placed an individual's license in abeyance, then for the period of such abeyance, the individual shall not be in active ministry; the individual shall not claim the status or any functionality that comes with their licensing; including speaking of themselves as being licensed and the employing entity shall immediately suspend the individual from public ministry activities and shall, where possible and appropriate in the circumstances, continue payment of the individual's wages and benefits.
- 3.3.4. Information presented in any disciplinary proceeding may be conveyed to the supervisor(s) of the individual and may affect the employment relationship independent of the disciplinary proceeding. Also, the information may form the basis for a charge or complaint under another C&MA policy or regulation.
- 3.3.5. An individual subject to a charge or disciplinary proceeding may be immediately suspended from public ministry or subject to other personnel action as determined by the employing entity (which in some cases may be the ecclesiastical authority).

Article 4 - Procedures for Disciplinary Proceedings

4.1. Allegations and Confessions

The disciplinary process is initiated when a formal allegation of conduct subject to discipline is submitted to the appropriate ecclesiastical authority either in person or in writing, or when such conduct is confessed by the offender to the ecclesiastical authority. Normally an allegation should be presented by at least two witnesses (1 Timothy 5:19), but there may be circumstances where an inquiry would be initiated on the basis of one person's allegation. When the allegation is submitted verbally, the nature of the offense shall be recorded in writing and signed by the person(s) making the allegation. An allegation is not properly submitted if it is not a basis for discipline (see item 2.3) or if the accused person is not subject to discipline (i.e. does not hold a worker's license).

The person making the allegation shall receive no retaliation or retribution for a report that was provided in good faith – and that was not done primarily with malice to damage another or the organization.

Any person(s) making false statements in submitting an allegation or providing false information in a disciplinary proceeding may be subject to discipline or other actions at the discretion of the appropriate ecclesiastical authority.

When an official worker or worker emeritus confesses to the ecclesiastical authority, in the absence of a written allegation, the authority will initiate an inquiry to determine whether the confession is complete.

4.2. Inquiry

Reports of actions by an official worker and worker emeritus warranting discipline will be subject to a preliminary inquiry by the appropriate ecclesiastical authority or designate (the inquirer) to determine whether there is basis for and/or evidence supporting the allegations. Such inquiry shall be done in a timely manner.

4.2.1. Preliminary Interviews

The person(s) who brought the allegation of sinful conduct (the complainant) will be interviewed to ascertain the facts and to clarify any portions of the allegation. The person conducting the inquiry may interview other persons as necessary to determine the veracity of the facts related to the allegation.

4.2.2. Interview with the Respondent

The person accused of a disciplinary offense (the respondent) may be interviewed regarding the allegation as part of the inquiry process.

An oral statement of confession, a statement of intent to resign one's ministry, and/or return their license to the C&MA, or an oral decision to immediately resign one's ministry and/or return their license to the C&MA, will be noted by the inquirer and recorded by the ecclesiastical authority; however, the ecclesiastical authority may continue the inquiry and/or investigation process as outlined herein with or without the cooperation of the respondent. A resignation from one's place of ministry or return of license to the C&MA while a disciplinary action is pending, shall not be given effect until the church has fulfilled its God-given responsibility to encourage repentance, attempt the restoration of the respondent, and bring the disciplinary process to an orderly conclusion.

4.2.3. Dismissal of Allegation

If, after the preliminary inquiry, the inquirer determines that there is no basis for and/or insufficient evidence supporting the allegation, the inquirer may inform the complainant that no further action will be taken.

4.2.4. Response to Confession

If the inquirer determines that the confession is complete and if the ecclesiastical authority judges that the offense is subject to a reprimand rather than a more serious form of discipline, the ecclesiastical authority may reprimand the offender and initiate a restoration program. If the offense is of a more serious nature, the ecclesiastical authority may move directly to a disciplinary hearing.

4.3. Investigation

When warranted, the appropriate ecclesiastical authority will appoint two or more persons as an Investigation Committee to conduct an investigation of the allegation. It is wise to appoint a female as a committee member when either the respondent or the complainant is a woman. The appointment of the members of the committee will be by letter and a copy of the letter will be provided to the respondent and the next level of ecclesiastical jurisdiction. The investigative process may include:

4.3.1. Interview with the complainant(s).

4.3.2. Interview with the respondent. Prior to the interview, the respondent will be provided with a written copy of the allegation and informed of the right to submit a written response to the allegation. A Christian advocate may be chosen by the respondent to provide guidance and counsel in the preparation of their reply once the respondent has received a copy of the allegation and to accompany the respondent to any interview.

Unwillingness to appear at a scheduled interview without acceptable reason will be noted in the report. The ecclesiastical authority shall continue the investigation as outlined herein.

4.3.3. Interview with witnesses identified by the complainant(s), the inquirer, and the respondent and other witnesses requested by the committee.

4.3.4. Review of any written statements provided by the respondent and any documents presented by the complainant(s), or any other person identified as having relevant information.

4.3.5. Collection and review of other documentary evidence relevant to the allegation.

The Investigation Committee will determine the scope of investigation. Interviews with the complainant(s), victims of the alleged wrongful conduct (if they did not submit the charge), and the respondent will be conducted by at least two committee members. Recordings may be made of any sessions of investigation with the full knowledge of all participants.

The Investigation Committee will prepare a written report of the investigation including a summary of evidence relevant to the allegation. The report will outline specific charges substantiated by the evidence and recommendations. A copy will be provided to the respondent and the ecclesiastical authority.

In the case of sexual misconduct, investigators should note in their report whether or not there was also a violation of power and trust by the official worker or worker emeritus (as outlined in item 2.3.9). If two official workers or worker emeritus are involved, the investigators must note whether there was a power differential between the two (supervisor/supervisee, lead pastor/staff pastor etc.).

4.4. Response to the Investigation

Upon receipt of the report of Investigation Committee, the ecclesiastical authority will take one of the following actions:

- 4.4.1. If it has been determined by the Investigation Committee that the allegation is unsubstantiated, and there is no reasonable basis for proceeding with a hearing, letters will be provided to the complainant(s), the respondent, and, if appropriate, personnel who had knowledge of the allegation(s), informing them of the decision to dismiss all allegations. The ecclesiastical authority shall ensure that appropriate pastoral care is provided to the respondent.
- 4.4.2. If it is decided by the Investigation Committee that the allegation is substantiated and that a formal disciplinary hearing is warranted, the appropriate ecclesiastical authority shall appoint a Discipline Committee.

Article 5 - Disciplinary Hearing

5.1. Discipline Committee

The Discipline Committee shall consist of no less than three members. The ecclesiastical authority shall appoint the members of the committee and may fill vacancies in the committee as necessary. The ecclesiastical authority or appointee shall serve as the moderator and will provide copies of the following documents to each member of the committee: the written charge, the written response statement, if any, and the Investigation Committee's report. If the charges are undisputed or admitted, the hearing may be limited to specific matters of response, restitution and restoration to full fellowship with Christ and the church. The Discipline Committee will make decisions by majority vote and determine its own procedure as consistent with this Policy.

5.1.1. Moderator

The moderator will be responsible for the orderly conduct of the hearing and may rule on all procedural questions and questions related to the admission of tangible evidence including witness testimony subject to reversal by a majority vote of the committee.

5.1.2. Secretary

A secretary will be appointed by the moderator to keep accurate records of all proceedings and to preserve all documents submitted to the committee.

5.2. Scheduling the Disciplinary Hearing

A disciplinary hearing will be conducted as soon as possible after the appointment of a Discipline Committee. The moderator will schedule the disciplinary hearing at a date and time mutually agreed to by the respondent and others participating in the hearing.

If the respondent is unable to be present at a scheduled hearing, the respondent may request to have a Christian representative appear in their place or may request a rescheduling of the hearing. Unwillingness to appear or be represented at a hearing without acceptable reason may be considered an admission of guilt. The absence of the respondent or a representative at any hearing will not prevent the Discipline Committee from proceeding with the hearing.

5.3. Participants

5.3.1. Persons Present

Persons present during the hearing will only include the members of the Discipline Committee, the reporter, the respondent, and one witness at a time while testifying. The spouse and the representative for the respondent may also be present while any testimony is being given. At the discretion of the Discipline Committee, the complainant may also be present.

5.3.2. Reporter

The investigation committee shall choose a reporter to present the findings of the committee along with any witnesses and documents relevant to the charge. An effort will be made to present only the witnesses and documents of greatest relevance to the issues raised in the charge, both favorable and unfavorable to the respondent. If possible, repetitive testimony will be avoided. The reporter will be excused prior to final deliberations.

5.3.3. Respondent

The respondent may recall witnesses presented by the reporter, call additional witnesses, provide additional testimony on their behalf, and/or submit a written statement at the time of the hearing. The respondent will have the right to appoint a representative at the hearing.

5.3.4. Witnesses

Witnesses may be examined by the reporter, the respondent (and the advocate for the respondent, if any), and one or more members of the Discipline Committee including the moderator. One or more members of the committee (usually not the moderator) may be selected to question the respondent and any witnesses on behalf of the committee.

5.4. Evidence

Along with witness testimony, the committee may also consider relevant documents, the report of the Investigation Committee, and other documents submitted by the parties. Tape recordings and other types of magnetic and/or digital recordings will be admitted as evidence if the recordings had been made with the full knowledge of those giving testimony or being charged, recognizing exceptions may be necessary at the discretion of the Committee.

5.5. Record of Proceedings

The report of the Investigation Committee, the conclusions of all disciplinary actions, and all records of actions relating to the suspension of license and/or the expulsion of official workers from the C&MA shall be forwarded to the president.

5.6. Conduct of the Hearing

5.6.1. Both the reporter and the respondent or advocate will have opportunity to present evidence, summarize their conclusions, and respond to the evidence and conclusions of the other party. In circumstances where the person subject to disciplinary action has confessed, and where there is evidence of genuine repentance and a willingness to submit to a restoration process as outlined by the ecclesiastical authority, it is permissible, with the consent of all parties, to omit unnecessary procedures.

5.6.2. Members of the Discipline Committee may question the reporter, the respondent, and any witnesses.

5.6.3. The Discipline Committee will render a decision on each charge. A majority vote is required for a decision of guilty. At its option, the committee may permit a written summation by the reporter and the respondent to be submitted within five (5) days of the hearing but prior to any deliberations.

5.7. Judgement of the Discipline Committee

The committee will submit its decision in writing with respect to each charge and the discipline to be imposed and will advise the respondent of the right to appeal and the process to be followed. Each member of the committee will sign the document and a signed copy will be given to the person(s) subject to discipline. A copy will be forwarded to the next higher level of jurisdiction. The committee may announce its decision at the conclusion of the hearing or later in its written report. Usually, the committee's written decision will be prepared and issued following the conclusion of the hearing.

Article 6 - Determination of Severity of Discipline

The facts and circumstances of an individual case determine what discipline will be imposed. If the offense is isolated and considered relatively minor with no actual harm to others, then a less severe discipline may be appropriate. If the offense involves flagrant misconduct, maliciousness, gross rejection of Scriptural principles or C&MA doctrine, failure to submit to constituted authority, repeated incidents, or a pattern of wrongful behavior involving harm to others, then more severe discipline may be deemed necessary. Evidence of remorse and repentance and a genuine desire to change, especially if occurring prior to the disciplinary proceeding, may be grounds to opt for a lesser penalty. In determining the discipline to be imposed, the Discipline Committee will seek guidance in Scripture and through prayer, and will seek to promote the purity and faith of the spiritual body of believers while striving to promote growth and restoration of the erring believer to fellowship with Christ and the church.

6.1. One of the following forms of discipline will be imposed for any offense for which a person is found guilty:

6.1.1. Reprimand

This is the lowest degree of censure and consists of reproving the offender, warning the respondent of their guilt and danger and exhorting them to a more consistent walk with the Lord. The respondent's relationship to the C&MA is not impaired. Disclosure of the reprimand shall be at the sole discretion of the ecclesiastical authority.

6.1.2. Probation

Where the respondent has been found guilty of a violation of Scriptural moral standards, imprudent and unchristian conduct, or of repeated defiance of constituted authority, or of charges that may need the passing of time to determine whether there has been true repentance, the respondent shall be placed on probation for a period of time to be decided by the committee on discipline. During this period the license is retained and, if possible, the worker's employment will be maintained.

6.1.2.1. By probation, it is further understood that the respondent's ministries are confined strictly to the local church. In the case of international workers, the scope of ministry will be determined by the Global Ministries strategy director in consultation with the field leader.

6.1.2.2. During this period the respondent is to walk circumspectly, proving himself/herself before God, the Board of the local church, the district superintendent/Global Ministries strategy director, and the president.

6.1.2.3. A review of the respondent's case shall be made at the termination of the period of probation.

6.1.2.4. Disclosure of the disciplinary action shall be at the sole discretion of the ecclesiastical authority.

6.1.3. Suspension of License

If the respondent is found guilty of a violation of Scriptural moral standards, continued insubordination, or if the nature of the offence requires their removal from public ministry, the respondent shall deposit their license with the district superintendent or president and resign from all ministry appointments for a period of at least one year. The suspension may be removed after there has been evidence of true repentance and a request for spiritual restoration.

When an individual ordained by the C&MA has returned their license, and circumstances arise that would normally warrant the initiation or completion of the disciplinary process, but the C&MA no longer has direct authority over the individual, it is within the purview of the ecclesiastical authority to recommend to the appropriate Ordaining Council the withdrawal of the individual's ordination. A decision to withdraw an individual's ordination will be automatically appealed to the next higher level of jurisdiction.

Disclosure of the disciplinary action shall be at the sole discretion of the ecclesiastical authority but shall include the official workers in the district of the guilty person (the home district and region of service of an international worker). The ecclesiastical authority shall inform the president who shall inform all district superintendents and Global Ministries strategy directors.

6.1.4. Expulsion

Where the respondent has been found guilty of a violation of Scriptural moral standards, or of promulgating doctrines contrary to the basic tenets of the Christian faith as set forth in the Statement of Faith of the C&MA, or of any other items listed as offenses, and has demonstrated no evidence of repentance or change in willful and continued defiance of constituted authority, the respondent shall be dismissed as an official worker or worker emeritus and shall have their license removed. When this person has been ordained by the C&MA, their ordination will automatically be removed. All contractual agreements with the C&MA shall be null and void.

The ecclesiastical authority shall inform the president, who shall inform all district superintendents and Global Ministries strategy directors. Further disclosure of the disciplinary action shall be at the sole discretion of the ecclesiastical authority.

6.2. In addition to, or in lieu of, the above penalties, the Discipline Committee, at its discretion and in consultation with the local church Board of Elders, may impose requirements on the terms and conditions of the guilty person's employment, including but not limited to personnel action such as adjustment in job duties, transfer, demotion, or reassignment, disciplinary action, and/or immediate termination of employment.

Article 7 - Appeal Process

7.1. Appeals may be made from any decision of a committee on discipline to the next level of jurisdiction. The basis on which appeals may be made include penalties that may seem too severe, the violations of the rights of the respondent to a fair hearing, failure of a committee on discipline to recommend the restoration of the license and privileges of the respondent after the designated term of probation or suspension, or a faulty designation of the offenses of which the respondent has been found guilty.

- 7.2. Appeals shall be made, in writing, not later than 30 days after the verdict of the committee on discipline has been rendered or the respondent's failure to respond to overtures concerning the restoration of rights and privileges.
- 7.3. The secretary of the Discipline Committee shall forward to the ecclesiastical authority of the next level of jurisdiction to which the appeal is made, a copy of all the proceedings of the committee, with copies or originals of all correspondence involved with the one making appeal. The body to which the appeal has been made shall review all the proceedings with no additional evidence or testimony permitted, unless there exists exceptional circumstances. This appellate body may vote to sustain the lower body or to recommend a lighter penalty, but in no case a heavier penalty. It may refer the matter back to the lower level of jurisdiction recommending another hearing for the offending party.
- 7.4. If the respondent is a licensed district or international worker, the appeal is made to the president or, if the president participated in the Investigation or Discipline committees, the appeal is made to the chair of the Board of Directors. If the respondent is a C&MA National Ministry Centre employee or officer, the appeal is made to the chair of the Board of Directors.
- 7.5. When an appeal is granted and results in a decision being annulled, and where both parties were licensed workers, the discipline case of the other licensed worker will be reviewed automatically.

Article 8 - Restoration Process

- 8.1. Throughout the Scripture it is obvious that God does not allow sin to go unpunished; however, the Bible also clearly illustrates that God's agenda is much larger than punishing those who break His commandments. He is always willing to forgive the penitent and to bring full restoration (Psalm 51; Isaiah 57:14-21; Jeremiah 30; Hosea 14; Luke 15; John 8; 2 Corinthians 5:18,19; Galatians 6:1). To reflect God's attitude, we must diligently work to restore those who sin and are disciplined under provisions of this policy. We must also balance our concern for justice with our own need to forgive so that the purpose of discipline is accomplished.
- 8.2. In the event the respondent is placed under discipline, the Discipline Committee shall appoint a mentor to provide pastoral care and counsel during and for a reasonable time beyond the period of discipline. Prayer shall be sought on behalf of the respondent from those who are advised of the discipline under provisions of this policy.
- 8.3. At the discretion of the Discipline Committee, the offended party or parties may be invited to participate in the restoration procedure so that they can work through the necessary steps to forgiveness. This step is particularly important where the offended party is the church body.
- 8.4. At the conclusion of the period of discipline the Discipline Committee shall make a recommendation regarding the suitability of the respondent returning to ministry. Where the restoration process is successful and where appropriate within the bounds of the policies, official statements and guidelines of the C&MA, the Discipline Committee shall recommend that the respondent be given opportunity to return to ministry.
- 8.5. Reinstatement to a position of ministry in the C&MA is not assured even if an individual has satisfactorily completed requirements for restoration to fellowship. The committee may determine that the person's conduct was so heinous and/or their attitude so contrary to Christian principles that reinstatement to licensed ministry or other public ministry is not possible at any time. In the case of an official worker or worker emeritus found guilty of sexual abuse of a child or vulnerable adult, by either a Discipline Committee or a court of law, there will be no possibility of regaining a license for ministry in the C&MA.

If the discipline committee determines that the person under discipline will not be reinstated, the committee will inform the person in writing giving the reasons for non-reinstatement.

- 8.6. Restoration will not involve an agreement by the ecclesiastical authority, Discipline Committee, employing entity, or any other person involved in the disciplinary proceeding to withhold information concerning the proceeding, including the results, in the event the restored individual seeks a new position with the denomination, district, or C&MA church entity, or a supporting organization of the C&MA.
- 8.7. The results of the review at the conclusion of the period of discipline shall be reported to the extent possible to coincide with the disclosure of the disciplinary action.

Article 9 - Care for the Offended

- 9.1. God has great compassion for those who are abused or oppressed (Ezekiel 34:16; Isaiah 61:1-8).
- 9.2. Whole communities are impacted by offenses committed even against one person (Acts 5:11; 1 Corinthians 5:4, 5, 6:1ff).
- 9.3. The Scriptural pattern suggests that the offended is to be involved in the discipline and restoration process of the offender (Leviticus 24:10-23; Numbers 5:5-8, 35:19; Deuteronomy 19:11-13).
- 9.4. Jesus Christ's ministry on earth often focused on improving the situation for the victims of abusive systems, ministering healing to the offended, and caring for those who had no advocate.
- 9.5. Jesus also clearly instructed the abused and offended to forgive, not retaliate or judge (Luke 6:27-36).
- 9.6. Using these principles as guidelines, discipline committees shall involve the offended in the discipline process where appropriate. They shall also determine what steps to take that will ensure that the grievances of the offended are addressed and appropriate help is offered to aid in the healing process.

Article 10 - Amendments

Amendments to this document may be made by the Board of Directors.

Adopted - Board of Directors, November 2008
Amended - Board of Directors, November 2015
Amended – Board of Directors, November 2018
Amended – Board of Directors, November 2020
Amended – Board of Directors, January 2021
Amended – Board of Directors, June 2021
Amended – Board of Directors, February 2022