



Policy on Discipline, Restoration and Appeal for Official Workers

有關任職員工的紀律、復原、和申訴之政策

A Policy of The Christian and Missionary Alliance in Canada

加拿大宣道會政策

Preamble

Discipline is an exercise of Scriptural authority for which the Church is responsible.

「紀律」乃教會表達聖經權威的行動。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. 加拿大宣道會 (C&MA) 相信聖經建立了行為和信心之標準，C&MA 內所有持執照為主侍奉的事奉人員必須謹守聖經建立的紀律守則。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. 堅守紀律的目的是要尊榮上帝，保護教會的純潔，防止其他基督徒受到誘惑、誤導、分裂、或受到任何傷害，更要使犯罪的基督徒悔改。Discipline is administered to achieve restoration, while also providing for the spiritual welfare of the local church. 紀律的執行不單為了個人或教會的復原，同時也為當地教會帶來屬靈上的得益。Discipline is to be corrective and redemptive. It is to be exercised with mercy, grace, and forgiveness; 紀律是為了糾正和救贖，執行者應以仁慈、恩典、和寬恕的態度去執行紀律。however, restoration to fellowship with Christ and His Church does not necessarily result in a reinstatement of licensed ministry with the C&MA. 然而在某些情況下，縱然犯罪者與基督及教會的團契關係得以復原，但並不代表犯罪者在 C&MA 的執照職份也得以復原。

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. 所有紀律、復原、申訴（以下簡稱「政策」）和紀律之處分程序是宗教性的，即建立在基督教信仰的教義之上。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. 此政策和程序旨在將聖經中關於行為和信念的教義應用到 C&MA 中帶有權威和領導職務的人員。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. 除非政策中另有規定，否則對政策的解釋或應用有任何分歧或爭議時，該管轄權將完全由宣道會會長負責。

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. 本政策並不旨在解決任職教會員工在擁有權力或與他人存在權威差異的情況下發生的性行為不端案子。The Policy and Procedures on Sexual Misconduct for Official Workers and Churches is applicable in such cases. 要參閱此類情況之資料，請參考《有關處理任職員工和教會性行為不端之政策和程序》。

This Policy is not meant to replace civil process for allegations that are criminal in nature. 本政策並不旨在取代任何針對刑事指控的民事訴訟程序。When an allegation comes to the ecclesiastical authority that may be criminal in nature, the ecclesiastical authority will retain legal counsel. 當教會當局知悉涉及犯罪的指控時，教會當局將保留法律顧問的權利。The ecclesiastical authority will seek counsel as to their responsibility to notify the civil authorities. 教會當局有責任去尋求指導，並將其事件通知民事當局。The ecclesiastical authority will advise all parties that their situation



may be criminal in nature and advise them to seek their own legal advice. 教會當局需告知所有肇事者，因其情況可能屬於刑事性質，教會應建議他們尋求專業的法律意見。

Article 1 - Biblical Basis for Discipline

第 1 條- 以聖經為紀律之基礎

1.1. Growth in Faith 信心成長

Discipline serves to encourage growth and development in faith. *Rebuke them sharply, so that they will be sound in faith...* (Titus 1:13). 紀律能鼓勵信心得到更深的成長。「你要嚴嚴的責備他們，使他們在真道上純全無疵」（提多書 1:13）。

1.2. Redemption and Restoration 救贖與復原

Discipline serves to spiritually redeem and restore those who have fallen into immoral or otherwise unChristlike ways. 紀律可為那些陷入不道德或不基督化的人帶來屬靈上的救贖和復原。*Brothers, if someone is caught in a sin, you who are spiritual should restore him gently* (Galatians 6:1). 弟兄們，「若有人偶然被過犯所勝，你們屬靈的人就當用溫柔的心把他挽回過來」（加拉太書 6:1）。

1.3. Bearing One Another's Burdens 互相擔當重擔

Discipline benefits the Church because it teaches the Church to be redemptive by carrying the burden of seeking to restore fallen believers. 紀律能幫助教會，因它能教導教會去為他人帶來基督救贖的醫治，並互相擔當重擔去復原那些失喪的信徒。*Carry each other's burdens, and in this way you will fulfill the law of Christ* (Galatians 6:2). 「各人的重擔要互相擔當，如此就完全了基督的律法」（加拉太書 6:2）。

1.4. Forgiveness, Comfort, Love 寬恕、安慰、和愛

Discipline involves compassion, even for those who have committed sinful acts and espoused beliefs contrary to Scripture. 堅守紀律是需要我們懷有憐憫之心。我們應對那些犯下違背聖經行為和信條的人存憐憫之心。*...you ought to forgive and comfort him, so that he will not be overwhelmed by excessive sorrow* (2 Corinthians 2:5-7) 「你應該原諒和安慰他，這樣他才不會因過度的悲傷而被壓倒」（哥林多後書 2:5-7）

1.5. Warning to the Divisive 警告分裂者

Discipline serves to deter and instruct against beliefs and conduct contrary to Scripture. 紀律用於引導和指示那些反對信條和違背聖經的人。*Warn a divisive person once, and then warn him a second time. After that, have nothing to do with him* (Titus 3:10). 「分門結黨的人，警戒過一兩次，就要棄絕他」。（提多書 3:10）。

1.6. Judgment and Expulsion 審判與開除

Discipline may lead to judgment, including expulsion from the church. 紀律可導致審判，包括被教會開除。*...Are you not to judge those inside [the church]?* 「教內的人豈不是你們審判的嗎？*God will judge those outside. Expel the wicked man from among you* (1 Corinthians 5:12-13). 至於外人，有神審判他們。你們應當把那惡人從你們中間趕出去」！（哥林多前書 5:12-13）。



Article 2 - Scope of the Policy

第 2 條- 政策範圍

2.1. Persons Subject to Discipline 受到紀律處分的人員

This policy applies to all workers licensed by the C&MA. 此政策適用於所有持有 C&MA 執照許可的所有員工。

2.2. Ecclesiastical Authority 教會當局

Disciplinary proceedings will be initiated and administered by the person who licensed the individual. 肇事員工的紀律處分程序將由頒發其個人執照的人員啟動和管轄， This is normally the superintendent of the district in which the individual was licensed. 這通常由已獲得執照許可的地區監督負責。 The Board of a local church may not conduct disciplinary procedures against an official worker or worker emeritus. 本地教會的董事會不得對任職員工或名譽退休人員進行紀律處分。 Such discipline, when needed, will be conducted under the supervision of the district superintendent. 必要時，此類紀律將在區監督的督導下進行。

In the case of international workers, the district superintendent, or designate, will initiate and administer the disciplinary proceedings. 對於國際員工的紀律處分程序，區監督或任何委派者都能擁有管理其程序的權力。

2.3. Basis of Discipline

Matters that may give rise to disciplinary proceedings include, but are not limited to: 可能引致紀律處分的例子包括但不限於：

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. 堅持和/或發佈任何教義與 C & MA 信仰聲明中所述的基本原則相悖。

2.3.2. Defiance or failure to submit to constituted authority. 蔑視或不服從受任命的權威。

2.3.3. Moral or ethical failure including, but not limited to sexual misconduct, theft, misappropriation of funds or property, and other financial transgressions. 涉及道德上的過失，包括(但不限於)性不當行為、盜竊、挪用資金或財產、以及其他財務違法行為。

2.3.4. Dishonesty, fraud, perjury, and other misrepresentations. 不誠實、欺詐、偽證、和其他虛假陳述。

2.3.5. Spreading false rumors about another. 散播關於第三者的謠言。

2.3.6. Causing dissension or division within the church. 在教會內部引起分歧或分裂。

2.3.7. Violence or abuse directed toward others, especially a child or vulnerable adult. 針對他人行使暴力或虐待，尤其是兒童或脆弱的成年人。¹

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. 弱勢成年人 - 不論其個人狀況是暫時或永久，任何人因其年齡、殘疾或其他情況，需要依賴他人或比一般人更容易受到有權威或信任地位人士、團體、或陌生人之傷害，那人即是弱勢成年人。弱勢成年人還包括容易受到權力差異影響的人。



2.3.8. Judgment of guilt by a criminal court of law. 刑事法例下列出的任何有罪判決。

1.1.1.2.3.9. Abuse of power in a pastoral relationship²: 在教牧關係中濫用權力

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. 對於擔任領導職務的任職員工或退休名譽者，他們與其他教牧同工具有一定的權力和信任。 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. 這來自於他們還在就職時與他人建立了關係，例如與其教友、學生、顧問、僱員、或任何擔任同等職位的人員。

2.3.10. Harassment 騷擾

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. 加拿大宣道會禁止所有任職員工和退休名譽者以任何方式，無論是口頭、視覺、身體或其他方式，去作出不當、不受歡迎、或令人反感的行為。任何形式的性騷擾都是非法和絕不容忍的。

Article 3 - General Procedures and Considerations

第 3 條 - 一般程序和注意事項

3.1. Committee Members 委員會成員

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).

調查委員會和紀律委員會的成員都應有正直的心、成熟的屬靈感知、有愛心關懷的能力、以及沒有偏見的態度。他們因而受到尊重（加拉太書 6：1-2）。

3.2. Confidentiality and Disclosure 保密和披露

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. 紀律處分的程序在任何階段中均會保密。但是，有份參與程序的各人士之間就未必能夠得到保密。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. 為了調查和修正指控，加上要考慮並實施任何復原的程序，過程中可能有必要披露被指控者的資料和情況，包括被投訴人和控訴者的身份。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

² A “pastoral relationship” does not include: a married minister's relationship with the minister's spouse; 「教牧關係」不包括：已婚牧師與其配偶的關係；or an unmarried minister's dating relationship with an unmarried person with whom the minister has had a pastoral relationship, 或未婚牧師與曾有牧養關係的未婚人士之間的約會關係，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. 若牧師已明確告知對方，此牧師不會提供的，而另一位部長則應一對一地提供牧師對這個人的責任。



charged worker. 此外，紀律處分程序的任何發現和結論有可能會告知予相關人員，包括參與處分程序的人員、受影響的 C&MA 成員、以及為控訴者頒發執照的任職員工。

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. 若任何從事新聞界、執法機構、律師或與民事/刑事訴訟、或負責此案的主管部門、或與紀律處分程序無直接關係的任何人士，去聯繫調查委員會或紀律委員會的成員並尋求指控的資料，教會當局將會立即被通知。No information may be disclosed without the permission of the appropriate authority unless otherwise required by law. 除非法律另有列明，否則未經相關機構許可，委員會不得披露任何信息。

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. 紀律程序的任何發現、結論、和記錄，可以與 C&MA 所屬的教會和部門分享，以作出有關該任職員工職份的決定。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. 調查結果和結論的記錄將輸入到該員工的檔案中，若該員工要從 C&MA 所屬的一個組織轉移到另一個組織，該記錄將會被記錄在案。Information may be transmitted even after restoration to the individual's former position or status. 即使恢復到個人以前的任職位置或狀態，信息也會存在記錄中。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. C&MA 及其教會當局可保留其決定權，在他們認為適當的情況下向外部各方披露任何信息。

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. 由於教會程序允許答辯人代表他/她自己作證，因此，此類證據不得被發布或用於任何可能涉及答辯人的民事訴訟中。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. 所有記錄，無論是調查記錄還是紀律記錄，都必須小心保護，以免成為閒聊或未經授權使用的資訊。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. 所有記錄應報告給付予該員工執照的教會當局。所有紀律事項應報告給加拿大宣道會會長。

3.3. Relationship to Employment 。有關僱傭關係

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), 對於由 C&MA 所屬地區或教會機構（在本文中稱為僱傭機構）僱用的人士 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: 若教會當局經過了慎重考慮公義的情況下，教會當局可立即暫時停止僱用員工從 C&MA 獲取的個人執照，其守則包括：

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 因個人行為已被得到指控或



紀律聆訊的員工（無論該人隨後是否正式受到指控或紀律處分），或已被提出指控或紀律處分的員工，或

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. 教會當局有合理的理由相信該僱用員工從事可能會引起指控或紀律處分的行為。

3.3.2 In deciding whether it is just to place the individual's license in abeyance, the ecclesiastical authority may consider: 在決定是否暫時停止個人執照時，教會當局可以考慮以下幾點：

3.3.2.1. Whether dissension is likely to arise if the individual's license is not placed in abeyance, 若其個人執照不被暫時停止，這決定會否引起任何分歧，

3.3.2.2. Whether the individual's licensed ministry will be seriously impaired if the individual's license is not placed in abeyance, 若其個人執照不被暫時停止，這決定會否導致其負責的教會事工得到嚴重損害

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 有否需要將其個人執照暫時停止，以保護證人之自由或維護公義之彰顯

3.3.2.4. Any other factors that the ecclesiastical authority considers relevant and appropriate in the circumstances. 教會當局認為在這種情況下需要考慮的任何相關和適當因素。

3.3.3. Where possible, the ecclesiastical authority shall consult with the individual's employing entity before placing the individual's license in abeyance. 在盡可能的情况下，教會當局應在暫時停止僱用員工的執照之前，與其僱用機構進行協商。**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;** 教會當局將其僱用人士的個人執照暫時停止後，則在此期間內，該人士不得擔任現職；**the individual shall not claim the status or any functionality that comes with their licensing;** 不能再以其職位的地位和功能自稱其身份 **including speaking of themselves as being licensed and the employing entity shall immediately suspend the individual from public ministry activities and shall,** 包括自稱自己為持照人，僱用機構應立即中止該人參加任何公共事工的活動 **where possible and appropriate in the circumstances, continue payment of the individual's wages and benefits.** 在可能和適當的情况下，繼續支付該人士的工資和福利。

3.3.4. Information presented in the disciplinary proceeding may be conveyed to the supervisor(s) of the employee and may affect the employment relationship independent of the disciplinary proceeding. 紀律程序中的信息可能會分享給員工的主管。即使該員工的僱用機構不參與紀律程序，但那有可能影響該員工與其的關係。**Also, the information may form the basis for a charge or complaint under another C&MA policy or regulation.** 同樣，關於紀律程序的信息有可能成為另一項 C & MA 政策或法規下的指控依據。

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). 受到指控或紀律處分的員工有可能立即從所屬的事工職份被停職，或受到其聘請者製定的任何製裁方式所影響（在某些情況下將由教會當局負責）。



Article 4 - Procedures for Disciplinary Proceedings

第 4 條－紀律處分程序

4.1. Allegations and Confessions 指控和自白

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. 當正式指控以書面形式或被親自提交予教會當局時，或當犯罪者向教會當局親身認罪時，紀律程序便會立即開始。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. 通常，指控至少要有兩名證人提出（提摩太前書 5:19），但是在某些情況下，可能會根據一個人的指控便開始調查。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. 口頭提出指控時，犯罪的細節應記錄在案，並由提出指控的人簽字。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). 如果指控不是依據紀律的指引（請參閱第 2.3 條）或被投訴人未受到紀律的約束（即不持有員工執照），則不會正式提出指控。

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. 提出指控的人不得因其誠懇的舉報和資訊提供受到任何報復的對待。該舉報需是絕對誠實，而絕非是為了惡意破壞他人或組織而作出其指控。

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. 在紀律程序中，任何人提出虛假指控或作虛假陳述，會由教會當局酌處紀律處分或採取其他行動。

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. 當任職員工或退休員工向教會當局承認控罪時，在沒有書面指控的情況下，委員會將發起詢問以確定其招認是否誠懇及完全。

4.2. Inquiry 查詢

Reports of actions by an official worker and workers emeritus warranting discipline will be subject to a preliminary inquiry by the appropriate ecclesiastical authority or designee (the inquirer) to determine whether there is basis for and/or evidence supporting the allegations. 針對任何任職員工和退休員工的舉報將由相應的委員會或其委派者（詢問者）進行初步調查，以確定其指控是否有依據和/或有證據支持。Such inquiry shall be done in a timely manner. 此類調查需及時地進行。

4.2.1. Preliminary Interviews 初步面談

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. 提起指控犯罪行為的人（投訴人）將接受採訪，以查明事實並澄清指控的任何細節。The person conducting the inquiry may interview other persons as necessary to determine the veracity of the facts related to the allegation. 進行調查的人可以根據需要去採訪其他人，以確定與指控有關的事實之真確性。



4.2.2. Interview with the Respondent 與受訪者面談

The person accused of a disciplinary offense (the respondent) may be interviewed regarding the allegation as part of the inquiry process. 在調查過程中，被指控違反紀律者（被投訴人）或需出席面談。

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; 其口頭認罪聲明、辭職聲明、和/或退回 C&MA 的執照，或口頭立即決定辭職和/或退回 C&MA 的執照，這一切聲明及決定均應由詢問者摘取其細節，和由教會當局記錄在簿。however, the ecclesiastical authority may continue the inquiry and/or investigation process as outlined herein with or without the cooperation of the respondent. 但是，在有或沒有被投訴人的配合下，教會當局可以繼續其詢問和/或調查過程。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. 教會應履行上帝賦予的職責，即鼓勵犯罪者悔改、試圖為犯罪者帶來復原、和採取有序的紀律處分行動。若教會未履行這些職責，犯罪者的職份亦不能被辭去，其執照亦未需退還給 C&MA。

4.2.3. Dismissal of Allegation 駁回指控

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. 進行初步詢問後，若詢問者確定沒有充分依據和/或證據指控被投訴人，則應通知投訴人不會再採取進一步行動。

4.2.4. Response to Confession 回應被投訴人的認罪

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. 若詢問者確定被投訴人的認罪是完整，而教會當局判斷出該指控應只受到譴責而不應受到更嚴重的紀律處分，教會當局只需訓斥犯罪者並為其開始復原程序。If the offense is of a more serious nature, the ecclesiastical authority may move directly to a disciplinary hearing. 若其罪行的性質更為嚴重，則教會當局可以直接進行紀律聽證。

4.3. Investigation 調查

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. 必要時，適當的教會當局將任命兩個或兩個以上人員作為調查委員會，以對指控進行調查。當被調查者或投訴人為女性時，應任命女性為委員會成員。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. 委員會成員的任命將以信函方式進行，信函副本將提供給答辯人和下一級別的人事管轄團。The investigative process may include: 調查過程可能包括：

4.3.1. Interview with the complainant(s). 與投訴人面談。

4.3.2. Interview with the respondent. 與被投訴人人面談



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. 在進行面談前，被投訴人將收到指控的書面副本，並告知他/她是有權對指控提出相應的書面答覆。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. 被投訴人可以選擇一名基督徒指導員，在收到指控的副本後為其提供指導和諮詢，及準備他們的答覆，這名指導員可以陪同被投訴人進行任何面談。

Unwillingness to appear at a scheduled interview without acceptable reason will be noted in the report. 若在沒有可接受的理由之情況下，被投訴人不願意參加預定的面談，那將會記錄在案。The ecclesiastical authority shall continue the investigation as outlined herein. 即使被投訴人不願意參加面談，教會當局應繼續此文件概述的調查程序。

4.3.3. Interview with witnesses identified by the complainant(s), the inquirer, and the respondent and other witnesses requested by the committee. 與被委員會要求的證人進行面談，這些證人需被投訴人、詢問者、被投訴人、或其他證人鑒定。

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. 檢閱被投訴人提供的任何書面聲明以及投訴人提出的任何相關信息文件，或任何提供有助審查的任何文件。

4.3.5. Collection and review of other documentary evidence relevant to the allegation. 收集和檢閱與指控有關的其他文件證據。

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. 調查委員會將確定調查範圍。與投訴人、被投訴人、以及受到被投訴人不當行為的受害者（如果他們沒有提出指控）的面談，至少需由兩名委員會成員進行。Recordings may be made of any sessions of investigation with the full knowledge of all participants. 在所有參與者完全了解的情況下，才可記錄任何調查環節。

The Investigation Committee will prepare a written report of the investigation including a summary of evidence relevant to the allegation. 調查委員會將準備一份書面調查報告，包括與指控有關的證據摘要。The report will outline specific charges substantiated by the evidence and recommendations. 該報告將概述證據和建議所組合成的具體收費。A copy will be provided to the respondent and the ecclesiastical authority. 副本將提供給被投訴人和教會當局。

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). 如果發生性不當行為，調查人員應在其報告中註明任職員工或退休人員是否也違反了權力和信任的條例（如第 2.3.9 節所述）。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.). 若事件涉及到兩名任職員工或退休人員，則調查人員必須注意兩者之間是否存在權力差異（例子包括：主管和員工，首席牧師/職員牧師等）。

4.4. Response to the Investigation 對調查的回應



Upon receipt of the report of Investigation Committee, the ecclesiastical authority will take one of the following actions: 收到調查委員會的報告後，教會當局將採取以下行動：

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. 如果調查委員會確定該指控沒有根據，並且沒有合理的理由進行聽證，則會向投訴人、被投訴人、以及（如果有的話）知道情況的人員提供信函。The ecclesiastical authority shall ensure that appropriate pastoral care is provided to the respondent. 告知他們決定撤消所有指控。教會當局應確保向被投訴人提供適當的牧養。

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. 如果調查委員會認為指控成立，並要求進行正式的紀律聽證，則由相應的教會當局任命一個紀律委員會。

Article 5 - Disciplinary Hearing

第 5 條-紀律聽證會

5.1. Discipline Committee 紀律委員會

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. 紀律委員會的成員不得少於三名。教會當局應任命委員會成員，並可以根據需要填補委員會中的空缺。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. 教會當局或其任命者應擔任議長，並將以下文件的副本提供給委員會的每個成員：書面指控、書面回應聲明（如有）、以及調查委員會的報告。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. 若指控無異議或被接受，聽證的目標就只會關於教會的回應，賠償和復原，望教會得以重建基督教會合一的團契。The Discipline Committee will make decisions by majority vote and determine its own procedure as consistent with this Policy. 紀律委員會將以多數票作決定，其程序應符合本政策之規定。

5.1.1. Moderator 議長

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.

議長將負責聽證會的程序得以有序進行，並可就所有程序性的問題以及與任何實體證據有關的問題作出裁決，例子如：證人推翻其證詞，需經委員會以多數票通過。

5.1.2. Secretary 秘書

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

議長將任命一名秘書，以保留所有程序的準確記錄及提交給委員會的所有文件。



5.2. Scheduling the Disciplinary Hearing 安排紀律聽證會

A disciplinary hearing will be conducted as soon as possible after the appointment of a Discipline Committee. 任命紀律委員會後，應盡快進行紀律聽證會。The moderator will schedule the disciplinary hearing at a date and time mutually agreed to by the respondent and others participating in the hearing. 議長需得到聽證人和參加聽證人員的同意，去安排紀律聽證會之日期和時間。

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. 若被投訴人無法出席預定的聽證會，他們可要求安排一名基督徒代表出庭，也可以要求重新安排聽證會的時間。Unwillingness to appear or be represented at a hearing without acceptable reason may be considered an admission of guilt. 在沒可接受的理由之情況下，若被投訴人不願出庭可被視為有罪。The absence of the respondent or a representative at any hearing will not prevent the Discipline Committee from proceeding with the hearing. 在任何聽證會上，就算沒有答辯人或其代表的出席，紀律委員會將會繼續聽證。

5.3. Participants 參與者

5.3.1. Persons Present 在場人數

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. 聽證期間，出席會議的人員僅包括紀律委員會委員、發言人、被投訴人、和一名證人。The spouse and the representative for the respondent may also be present while any testimony is being given. 提供任何證詞時，配偶和答辯人的代表也可以在場。At the discretion of the Discipline Committee, the complainant may also be present. 由紀律委員會酌情決定，投訴人也可以在場。

5.3.2. Reporter 發言人

The investigation committee shall choose a reporter to present the findings of the committee along with any witnesses and documents relevant to the charge. 調查委員會應選擇一名發言人去公佈委員會的調查結果，以及與指控有關的任何證人身份和文件。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. 無論對被投訴人有利還是不利，發言人需盡力提供與指控相關的證物和證人。If possible, repetitive testimony will be avoided. The reporter will be excused prior to final deliberations. 如有可能，應避免重複的證詞。發言人在最終審議之前將會被免除其責任。

5.3.3. Respondent 被投訴人

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. 被調查者可以召集發言人提及的所有證人，去代表他們提供額外證詞，和/或在聆訊時提交書面陳述。The respondent will have the right to appoint a representative at the hearing. 被投訴人將有權在聽證會上任命一名代表。

5.3.4. Witnesses 證人

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. 證人或會被發言人、被投訴人（以及被投訴人的辯護人（如有））、以及一個或多個紀律委員會成員（包括議長）查問。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. 可以選擇一個或多個委員會成員（通常不是議長）來代表委員會去質疑被投訴人和任何證人。

5.4. Evidence 證據

Along with witness testimony, the committee may also consider relevant documents, the report of the Investigation Committee, and other documents submitted by the parties. 除證人的證詞外，委員會還需考慮使用任何相關文件，調查委員會的報告，以及肇事多方提交的其他文件。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. 若任何磁帶錄音和其他類型的磁性和/或數字錄音是在證人或被投訴人充分知情的情況下錄製，則其錄音或錄像會作為證據。委員會應酌情看待例外情況。

5.5. Record of Proceedings 訴訟記錄

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. 所有調查委員會的報告、紀律處分的結論、以及與暫停執照、和/或從 C & MA 解僱員工有關的所有記錄，均應全數轉發給宣道會會長。

5.6. Conduct of the Hearing 聽證會的進行

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. 發言人和被投訴人(或辯護人) 都將有機會提出證據，為其總結作出結論，或對另一方的證據和結論作出回應。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. 若應受到紀律處分的被投訴人願意承認控罪，並且有確鑿的悔改證據和願意接受教會當局概述的復原程序，那就能在各方同意的情況下，省略不必要的程序。

5.6.2. Members of the Discipline Committee may question the reporter, the respondent, and any witnesses. 紀律委員會成員可以向發言人、答辯人、和任何證人提問。

5.6.3. The Discipline Committee will render a decision on each charge. 紀律委員會將就每項指控做出決定。A majority vote is required for a decision of guilty. 作出有罪之判決需要得多數票的表決。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. 在聽證會後五天內和得到最後審議前，委員會可以準許發言人和被投訴人提交書面總結。

5.7. Judgement of the Discipline Committee 紀律委員會的裁決

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. 委員會將就每項指控和將要施加的紀律以書面形式提交其決定，並將告知被投訴人上訴權和應遵循的程序。Each member of the committee will sign the document and a signed copy will be given to the person(s) subject to discipline. 委員會的每個成員都應在文件上簽名，並將簽名的副本提供給受紀律約束的人員。A copy will be forwarded to the next higher level of jurisdiction. 副本將轉發到



下一個更高級別的管轄團。The committee may announce its decision at the conclusion of the hearing or later in its written report. 委員會可以在聽證會結束時或書面報告中宣布其決定。Usually, the committee's written decision will be prepared and issued following the conclusion of the hearing. 通常，聽證會結束後，委員會之決定會以書面形式發布。

Article 6 - Determination of Severity of Discipline

第六條-紀律嚴重程度的確定

The facts and circumstances of an individual case determine what discipline will be imposed. 不同個案的紀律處分應按照其個案之事實和情況而定。If the offense is isolated and considered relatively minor with no actual harm to others, then a less severe discipline may be appropriate. 如果指控的罪是孤立的並且對他人沒有造成實際的傷害，較輕的紀律處分應是合適的。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. 如果犯罪涉及公然的不當行為、惡意、或違反聖經原則和 C&MA 的教義、或不服從機構之掌權者、或屢屢犯同樣的罪、或涉及對他人造成傷害的不法行為，則可能給予更嚴厲的紀律處分。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. 悔改、懺悔、以及對改變自己的真誠渴望，尤其是在紀律處分程序之前的悔改，可為被投訴人帶來較輕刑罰的依據。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. 在紀律委員會確定紀律處分時，需尋求聖經中的指導。通過禱告，委員會要力求促進信徒屬靈肢體的純正和信心，同時努力幫助犯錯的信徒和復原他們與基督和教會的團契關係。

6.1. One of the following forms of discipline will be imposed for any offense for which a person is found guilty: 若發現某人有罪，應採取以下一種紀律處分：

6.1.1. Reprimand 譴責

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. 譴責是最低程度的紀律譴責，包括譴責犯罪者、警告被投訴人其犯的罪過和傷害、以及勸誡他們更需與主緊緊同行。The respondent's relationship to the C&MA is not impaired. 被投訴人與加拿大宣道會的關係不受影響。Disclosure of the reprimand shall be at the sole discretion of the ecclesiastical authority. 公開譴責應由教會當局全權決定。

6.1.2. Probation 觀察期

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. 若發現被投訴人違反了聖經道德標準、作出不禮貌和不基督化的行為、或多次蔑視既定的掌權者，那就需要觀察一段時間去確定被投訴人是否真正悔改。在這段時間內，被投訴人將被受到觀察，該觀察期之期限由紀律委員會決定。During this period the license is retained and, if possible, the worker's employment will be maintained. 在此期間，其員工執照將被暫時保留。在可能的情況下，其員工的職份應不被改變。



6.1.2.1. By probation, it is further understood that the respondent's ministries are confined strictly to the local church. 通過觀察期，就能進一步了解到被投訴人的事工是嚴格地被當地教會檢閱。 In the case of international workers, the scope of ministry will be determined by the regional developer in consultation with the field leader. 對於國際員工，其事工的範圍將由地區發展負責人 (regional developer) 與當地領袖協商確定。

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/ regional developer, and the president. 在此期間，被投訴人應謹慎行事，向上帝、當地教會的董事會、區監督/ 地區發展負責人 (Regional Developer)、和宣道會會長證明自己已尋求真正的悔改。

6.1.2.3. A review of the respondent's case shall be made at the termination of the period of probation. 觀察期結束時，應對被投訴人的案件再次進行審閱。

6.1.2.4. Disclosure of the disciplinary action shall be at the sole discretion of the ecclesiastical authority. 紀律處分是否應被公開，則由教會當局自行決定。

6.1.3. Suspension of License 暫停執照

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. 如果被投訴人被判違反聖經道德的標準、持續不服從命令、或其犯罪性質需要撤回被投訴人的公職職位，被投訴人則應在區監督或宣道會會長的陪同下將其執照職份保留，同時需離開所有事工崗位。此停職將為期至少一年。The suspension may be removed after there has been evidence of true repentance and a request for spiritual restoration. 若被投訴人真正悔改和抱有復原的態度時，就可取消其執照之停用。

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, 當由 C&MA 受薪的員工交出其執照，或當任何情況下需要啟動或完成紀律程序，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. 但 C&MA 再沒有直接彈劾該員工的權限時，則教會當局應在其權限範圍內，向適當的議事會建議撤消對該人的按立身份。A decision to withdraw an individual's ordination will be automatically appealed to the next higher level of jurisdiction. 撤回個人按立身份的決定將可上訴到下一個更高級別的管轄團。

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). 紀律處分的披露應由教會當局全權酌情決定，那包括犯罪者所在地區（國際員工的所在地和服務區域）的任職員工。The ecclesiastical authority shall inform the president who shall inform all district superintendents and regional developers. 教會當局應通知宣道會會長，宣道會會長亦應通知所有區監督和地區發展負責人 (Regional Developer)。

6.1.4. Expulsion 開除



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 surrender their license removed. 若發現被投訴人犯有違反聖經道德標準的行為，或違反加拿大宣道會之信仰聲明中所闡明的信仰基本原則和教義，被投訴人即被列為犯罪者。若沒有表現出真正悔改，反之故意和繼續蔑視所定的掌權者，被投訴人就應被辭去在加拿大宣道會的任職員工或名譽退休人員的身份，並應交出其執照。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. 若犯罪者是加拿大宣道會所按立的，其按立的身份將被撤除。所有與加拿大宣道會的協議均會變為無效。

The ecclesiastical authority shall inform the president, who shall inform all district superintendents and regional developers. 教會當局應通知宣道會會長，主席其後應通知所有區監督和地區發展負責人 (regional developer)。Further disclosure of the disciplinary action shall be at the sole discretion of the ecclesiastical authority. 紀律處分的進一步披露應由教會當局自行決定。

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. 除上述罰款外，或代替上述罰款，紀律委員會可酌情與教會長老議會協商，可對犯罪員工的僱用條款和細則有相應的修改、增加、或提高要求，包括 (但不限於) 人事調動，例如調整工作職責、調動、降職或調任、紀律處分、和/或立即終止僱用。

Article 7 - Appeal Process

第 7 條 – 上訴程序

7.1. Appeals may be made from any decision of a committee on discipline to the next level of jurisdiction. 根據委員會的紀律處分決定，控訴者有權向下一級管轄團提出上訴。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. 可以提出上訴的依據包括: 紀律處分的處罰結果過於嚴厲、或紀律處分的過程中侵犯了被投訴人在聽證會上公正的權利、或紀律委員會未能在被投訴人完成或暫停觀察期後，去建議復原其執照和特權，或對被投訴人有罪的罪行作出了錯誤指定。

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. 書面形式的上訴申請需在紀律委員會作出裁決後的三十天內完成，或在被投訴人未就恢復其職份和特權的安排作出回應前完成。

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. 紀律委員會秘書應將



其下屬委員會所有程序的副本，以及與上訴人有關的所有信件之副本或正本，轉發給提出上訴的下一級司法級別的教會當局。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. 提出上訴的機構應審查所有程序，除非有特殊情況，否則不得提供任何其他證據或證詞。This appellate body may vote to sustain the lower body or, to recommend a lighter penalty, but in no case a heavier penalty. 該上訴機構可以投票支持上一級的管轄機構，或建議減輕處罰，但絕不能加重處罰。It may refer the matter back to the lower level of jurisdiction recommending another hearing for the offending party. 亦可以將問題交回較低的司法管轄區處理，建議對犯罪方進行另一次聽證。

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. 如果被投訴人是持執照的地區或國際員工，應向宣道會會長提出上訴。若宣道會會長參加了調查或紀律委員會，上訴則向董事會主席提出。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. 如果被投訴人是 C&MA 全國事工中心 (C&MA National Ministry Centre) 的僱員或高級職員，上訴則應向董事會主席提出。

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. 當上訴被批准但最終被裁定無效，並且當事人雙方均為持照員工時，另一持照員工的紀律案件將自動再次進行審查。

Article 8 - Restoration Process

第 8 條- 復原過程。

8.1. Throughout the Scripture it is obvious that God does not allow sin to go unpunished; 在聖經的教導中，很明顯地上帝不允許犯罪者逍遙法外。however, the Bible also clearly illustrates that God's agenda is much larger than punishing those who break His commandments. 然而，聖經也清楚地表明，神的計劃遠遠比懲罰那些違反誡命的人要大得多。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). 上帝總是願意寬恕懺悔的人並為他們帶來完全的醫治（詩篇 51；以賽亞書 57：14-21；耶利米書 30；何西阿書 14；路加福音 15；約翰福音 8；哥林多後書 5：18,19；加拉太書 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. 為了宣告上帝的恩慈，我們必須努力復原那些犯罪者以及受到這項政策紀律制裁的人。我們還需在尋求公義與回應寬恕的需求之間取得平衡，以實踐此紀律的最終目的。

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. 如果被投訴人受到紀律處分，紀律委員會應任命一名指導者，在紀律處分期間及之後，為犯罪者提供牧養照料和諮詢。Prayer shall be sought on behalf of the respondent from those who are advised of the discipline under provisions of this policy. 根據本政策的規定，所有對紀律處分事件知情的人都應在禱告中記念犯罪者。

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. 紀律委員會可酌情決定邀請一個或多個受害者參加復原程序，鼓勵他們獲得必要的



力量去寬恕犯罪者。This step is particularly important where the offended party is the church body. 如果受害的一方是教會團體，這一步驟尤其重要。

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. 在紀律處分期限結束時，紀律委員會應就被投訴人返回事工職份作出適當的評估。Where the restoration process is successful and where appropriate within the bounds of policies, official statements and guidelines of the C&MA, the Discipline Committee shall recommend that the respondent be given opportunity to return to ministry. 如果復原程序成功，並且成功跟從加拿大宣道會的政策、章程、和守則，紀律委員會應提出建議，給被投訴人重返事工職份的機會。

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. 即使完成了復原團契的需求，被投訴人在加拿大宣道會的職權也無法保證能得以恢復。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. 委員會可能裁定該人的舉止和態度嚴重違反了基督教教導的原則，以至於沒有可能在任何情況下和事工場所中復原其職份。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. 對於紀律委員會或法院裁定對兒童或弱勢成人實施性虐待之任職員工或名譽退休人員，他們將不可能再在 C&MA 重新復原其執照。

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. 如果紀律委員會確定不為其復原，委員會將以書面向其告知，並提供不復原之理由。

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. 復原的過程不需任何人的協議，包括教會當局、紀律委員會、僱主、或參與紀律程序的人員。復原的過程亦不應保留任何有關該紀律的信息，包括紀律結果、或被復原者在 C&MA 教會、地區、或任何其他相屬的組織尋求新職位的安排。

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. 紀律期結束時的審查結果應與紀律處分完成時一同予以報告。

Article 9 - Care for the Offended

第 9 條-照顧違法者

9.1. God has great compassion for those who are abused or oppressed (Ezekiel 34:16; Isaiah. 61:1-8). 上帝對那些被虐待或被壓迫的人有不可斗量的憐憫之心（以西結書 34:16；以賽亞書 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). 即使受害者只得一人，整個社區都會受到其影響（徒 5:11；哥林多前書 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). 經文教導表明了，受害者需參與犯罪者的紀律和復原過程（利未記 24：10-23；民數記 5：5-8，35:19；申命記 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. 耶穌基督在地上的事工多集中於改善被虐受害者的處境、為犯罪的人提供醫治、並照顧那些沒有被庇護的人。

9.5. Jesus also clearly instructed the abused and offended to forgive, not retaliate or judge (Luke 6:27-36). 耶穌還明確指示那些受虐和被得罪的人，要寬恕而不是報復或審判他人（路加福音 6：27-36）。

9.6. Using these principles as guidelines, discipline committees shall involve the offended in the discipline process where appropriate. 以這些原則為指導，紀律委員會應在適當的情況下，將違規者納入適當的紀律程序。 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. 他們還應決定採取什麼步驟，以確保受害者的委屈得以平息，並提供適當的幫助來促進其醫治之過程。

Article 10 - Amendments

第 10 條 - 修正案

Amendments to this document may be made by the Board of Directors. 董事會可以對本文件進行修訂。

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