

RECOVERY AND REINSTATEMENT PROCESS (Alcohol-Related):

Recovery Team: _____, _____, _____

This will be a two-step process of 1) Recovery and 2) Reinstatement. The first step will be the focus of the Recovery Team.

1. RECOVERY PLAN: The recovery of the minister's well-being (spiritually and otherwise) and that of his or her spouse and family is to be diligently, prayerfully, and faithfully pursued by the district in accordance with 538.1-538.7. Such recovery is to be the singular aim of this first step.

- 1. The Recovery Process should be marked by grace and truth.**
- 2. The Recovery Team shall first meet alone as a group and determine how to best implement the district-approved plan,** including a plan to report regularly on the Team's efforts and on the status of the progress of the minister and his or her spouse and family in the recovery of health and well-being, how often to meet with the minister/spouse/family, and whether to meet individually or as a group, etc.
- 3. Recovery Team shall meet as a group with the minister, and explain the process to be followed, including:**
 - Providing clarity to the minister and spouse on the process and purpose of Recovery
 - As needed, coordinating the combined efforts of the minister, the district, and any congregation involved in developing a plan to address financial, housing, medical, emotional, spiritual, and other needs that typically arise with urgency in situations where misconduct has become evident
 - explaining the restrictions to ministry outlined in 538.4
 - explaining the process for Reinstatement outlined in 538.5
- 4. In regular meetings with the minister and/or family the following areas should be explored:**
 - Is there a comprehensive understanding of the personal consequences of the misconduct? (initial meetings)
 - Is there a comprehensive understanding of the effects of the misconduct on the family? (initial meetings)
 - Is there a comprehensive understanding of the corporate consequences of the misconduct? (initial meetings)

- Is repentance evident?
- Is restitution appropriate? If so, has it happened?
- What is the status of the minister's spiritual health?
- What is the status of the minister's relational health?
- What is the status of the minister's physical and emotional health?
- What is the status of the spouse's overall health?
- Is the minister/spouse/family undergoing counseling?
- Where are the minister/spouse/family attending worship?
- What is the minister/spouse/family doing to strengthen their relationship with God?
- What is the minister/spouse/family doing to are you doing to strengthen their relationship with each other?
- To whom is the minister accountable?

At the end of two years, or whenever appropriate, the Recovery Team will communicate to the minister and his or her spouse, to the district superintendent, and to the Board of Ministry and District Advisory Board when it judges its work is nearing completion or has progressed as far as can be expected.

2. **Restoration:** At the end of two years, the Recovery Team will submit to the Board of Ministry its recommendation as to whether consideration for reinstatement of the minister to good standing is appropriate. (538.8)