



Restoration Policy

1.0 Purpose

This policy offers a reconciliation process by which a person can be restored to good standing in Unity Worldwide Ministries who: has been suspended by the Ethics Review System [ERS], or has previously chosen to rescind Unity Worldwide Ministries' membership.

2.0 Scope

All Unity ministers who have been suspended by Ethics Review System or who have rescinded their membership in Unity Worldwide Ministries

3.0 Policy

Restoration of good standing depends on restoring or healing relationships. This requires:

3.1 That a person come back into right relationship with Unity Worldwide Ministries' Codes of Ethics, policies and procedures.

3.2 It may also require that a person establish or reestablish a harmonious relationship with one or more people and/or a ministry.

3.3 This policy is intended to be an expression of restorative justice which has as its focus the questions, "What harm has been done and how can the harm be repaired?" This policy is intended to avoid expressing attributes of retributive justice which seeks to blame and administer punishment.

3.4 Time, usually a year or more, gives all parties the opportunity to see what has happened not only in terms of the other person's role, but in terms of one's own contribution to the situation. These opportunities to broaden perspective come through prayer, reflection and dialogue with others.

3.5 Suspended reviewees may be eligible to seek restoration under Unity Worldwide Ministries' Restoration Policy no earlier than twelve months after their suspension and/or their last day of ministerial employment, whichever is later.

4.0 Definitions

4.1 ERS: UWM's Ethics Review System which investigates allegations of unethical behavior by UWM Members

- 4.2 Suspended Minister: Unity Minister who has been reviewed by ERS with decision that minister is ineligible to serve in a Unity Ministry
- 4.3 Advocate: "The Advocate is the member of the Ethics Review Team who connects with, assures, supports, and responds to the needs of the Reviewee while supporting the highest healing/resolution of the situation."
- 4.4 Good Standing: Unity Minister who is qualified to serve in a UWM member ministry

5.0 Responsibilities

- 5.1 Suspended Ministers seeking restoration shall submit application for restoration with UWM's Director of Member Services.
- 5.2 UWM's Director of Member Services will direct application to the Standards Ministry Team and provide direction and staff support to Suspended Minister and the Standards Ministry Team.
- 5.3 The Standards Ministry Team shall review requests for restoration, and make decisions about whether person is eligible for restoration.
- 5.4 The Advocate will provide support and guidance to individual seeking restoration.

6.0 Procedures

- 6.1 When an individual desires reconciliation with Unity Worldwide Ministries, that person will contact Unity Worldwide Ministries' Director of Member Services. Reconciliation happens for individuals, not couples.
- 6.2 If two persons were involved in the original incident, they need to apply for reconciliation separately.
- 6.3 The Director of Member Services contacts the Chair of Standards.
- 6.4 Chair of Standards contacts the Advocacy Chair who assigns an Advocate who will work with the individual seeking restoration throughout the process.
- 6.5 The individual will be asked to write a letter reflecting on what occurred, what they have learned, and what choices they have made and actions they have taken as a result of this learning that have improved their life.
- 6.6 The letter and other pertinent material will be reviewed by Standards Ministry Team to determine whether steps toward restoration to good standing are warranted. Standards Ministry Team may decide to:
- a) Determine that the person be restored to good standing/cleared status, or,

- b) Meet with the person by conference call, Skype, or face-to-face before making a recommendation, or,
- c) Refer to Judicatory Representative for a review, or,
- d) Decline to recommend restoration.

6.7 Standards Ministry Team may require if applicable that the individual will be responsible to make things right by:

- a) Agreeing that a written apology to colleagues will be reviewed and approved by the Standards Ministry Team and will be published in an appropriate internal media.
- b) Making amends to individuals or ministries that have been harmed through written or face-to-face apology.

6.8 Conditions of restoration may also require the individual to:

- a) Work closely with a mentor or coach.
- b) Attend the Ministry Skills Institute Training.
- c) Receive psychological counseling.
- d) Accept clearance for limited placement.
- e) Fulfill other requirements as determined by the Standards Ministry Team.

6.9 Decisions of the Standards Ministry Team will be considered to be decisions in effect under the authority of the Board of Trustees of Unity Worldwide Ministries.

6.10 If the decision is made not to restore, the Chair of Standards will write a letter to the individual notifying them of the decision. A copy of the letter will be placed in the minister's permanent file.

6.11 If the decision is made to restore, the Chair of Standards will write a letter to individual who is restored to good standing/cleared status. A copy of the letter will be placed in the minister's permanent file.

6.12 An individual restored to good standing/cleared status will have his/her name removed from the list of suspended ministers and will have the option of having an announcement of restored status published in *The Path*.