



CSA Restoration Policy: Leadership that is 'strong, firm and steadfast'

Christian leadership is a noble undertaking, and it is a responsibility not to be taken lightly. The term 'leader' in CSA includes (but is not limited to):

- Junior/ trainee leader
- Core-group member
- Mission Coordinator
- Field worker
- Staff member
- Regional Coordinator
- National Administrator / Manager
- National Director
- National Board Member

God is clear on His expectations for those answering the high calling to serve with the gift of leadership – they must “take the responsibility seriously” (Rom 12:8, *Surfer's Bible*). All disciples of Jesus are called to holiness, especially leaders because of the wide effect they have on others around them.

1. Introduction (skip this and you'll get it all horribly wrong):

CSA recognises that though we are all imperfect, and are being continually transformed into Christ-likeness (2 Cor 3:18), there are standards set out in the Bible that leaders must live up to. They are the necessary-but-not-sufficient criteria for leadership; that is they *must* also be accompanied by a heart that hungers and yearns for holiness for the simple reason that *our loving God is holy*. Legalism will not raise its ugly head when love for God and His missionary people are our motivations here. The CSA leadership standards are distilled from scriptures 1 Tim 3: 1-13, Tit 1: 6-9, Eph 5:1-21, John 13:1-17, Heb 13:17 & 1 Pet 5:1-11 (amongst others) as follows:

A CSA leader shall be: above reproach, the husband/wife of one spouse, self controlled, respectable, hospitable, able to instruct from the Bible, not given to drunkenness, sexually pure, not violent but gentle, not quarrelsome, not a lover of money, and without pride or malice. Further, they must manage their family well, not be a recent convert, and have a good reputation outside CS (ie to both believers and non-believers). They must hold to the deep, core truths of the faith (as seen in the CSA statement of faith) with a clear conscience, and regularly fellowship in a local Christian community over and above any involvement with CSA.

If a leader in CSA does not live up to this Biblical standard, then true love for them requires pastoral action. *All action is to be taken with the spiritual and emotional restoration of the leader, and the health of CSA, as the primary goals.* True Biblical discipline (not 'discipline' in the contemporary, negative,





sense of the term) that is the touchstone – with its focus on pastoral care for the leader, and the fruitfulness of the mission.

Regarding timeframes: it should be remembered that *all* Christian leaders – if they continue to hold Christ as their Lord – will ultimately be *completely* restored. God *always* restores His people. That's His nature! For many, restoration in Christian leadership will happen this side of eternity. Some, however, may have to wait to be restored by God as they one day stand before Him in glory. They may still serve God's people here on earth of course, just not through leadership.

So, keep eternal perspective as you come to this.

2. FOR ALL CSA LEADERS:

2.1. Truth in Love

All action will be taken by the Regional Coordinator (or the National Director in their absence). The matter is to be investigated fairly and without prejudice to ascertain the truth.

If either party requests, other mature and trusted Christians may be present during the discussion. Each side must feel they can 'have their say', and the meeting should start and end in a time of open prayer and fellowship.

2.2. Purpose and Timeframes

Resolution of the matter will begin within 7 calendar days of its coming to the RCs notice, preferably before. The RC will make their decision after hearing all the relevant information (from all parties, and other sources such as written statements or a 'CSA Incident Report'). The RC's decision is final, and shall be based on Biblical principles of fairness and for the good of the mission and the leader in question.

Suspension from active leadership, if deemed appropriate, is to be for a specified **Restoration Period**. Though this period will be open to review, explicitly stating it will aid in healing and expectations. The time is for prayer, reflection and strengthening. This Restoration Period begins from the time the suspended leader shows their willingness to fully remain under CSA care and authority.

The **timeframe of the Restoration Period** will come down to this question – 'how long does love require that this person be allowed to grow spiritually and to heal'. The well-being of the suspended leader, and of the mission, should both be taken into account here. The RC may want to seek advice at this point.

2.3. Action Once the Restoration Period Begins

The leader ceases to act on behalf of CSA, and this must be made known –





clearly but with discretion – to all appropriate crew. This includes their pastor/minister, the CS family (globally, if appropriate), grommets and other parties considered appropriate by the RC.

The leader is to seek regular Christian counselling where appropriate, and they also need to meet with their RC (or someone considered suitable by their RC) on a regular (e.g. weekly) basis for accountability, empowerment and prayer. All should diligently seek God's healing.

This is to continue for the entire Restoration Period with the suspended leader reviewing the progress each month with their RC, plus a final review at the end of this period.

If, on completion of the Restoration Period, the leader is making active steps forward in spiritual growth they may be considered for a leadership position in CSA. Both the RC and the leader must reach consensus on this decision.

During the restoration period the leader must not, without the RC's permission, come to any CSA event where anyone under 18 years old is present.

If a leader is going through a Restoration Period, they still remain a beloved part of CS, all of whose crew will continue to welcome them with open arms. They are part of the CSA family, always.

However, the narrow gate of leadership is closed to them at this time.

3. FOR RCs, NATIONAL STAFF OR BOARD MEMBERS

3.1. Truth in Love

All action will be taken by the CSA National Board by the calling of an emergency meeting. The board may delegate its authority to the National Director where it considers this appropriate. The matter is to be investigated fairly and without prejudice to ascertain the truth.

If either party requests, other mature and trusted Christians may be present during the discussion. Each side must feel they can 'have their say', and the meeting should start and end in a time of open prayer and fellowship.

3.2. Purpose and Timeframes

Resolution of the matter will begin within 7 calendar days of its coming to notice, preferably before. The Board/ND will make their decision after hearing all the relevant information (from all parties, and other sources such as written statements or a 'CSA Incident Report'). The decision is final, and shall be based on Biblical principles of fairness and for the good of the mission and the leader in question.





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3.3. Action Once the Restoration Period Begins

The leader ceases to act on behalf of CSA, and this must be made known – clearly but with discretion – to all appropriate crew. This includes their pastor/minister, the CS family (globally, if appropriate), grommets and other parties considered appropriate by the National Board.

The leader is to seek regular Christian counselling where appropriate, and they also need to meet with the Board/ND (or someone considered suitable by the Board/ND) on a regular (e.g. weekly) basis for accountability, empowerment and prayer. All should diligently seek God’s healing.

If, on completion of the restoration period, the leader is making active steps forward in spiritual growth they may be considered for a leadership position in CSA. Both the National Board and the leader must reach consensus on this decision.

Whilst the person is going through their Restoration Period, their position is vacated. It may be advertised and applications sought.

The leader, at the end of their restoration period may be given a chance to reapply for the vacated position if it remains open. The restored leader’s application is to be viewed in the same light as any other application.

During the Restoration Period the leader must not, without the Board/ND’s permission, come to any CSA event where anyone under 18 years old is present.

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