

## Restored Hope Network Standards for Leadership

These are the guidelines and minimum standards for leadership within Restored Hope Network adopted by the Board of Directors. The categories include spiritual, sexual, and relational standards.

1. Generally speaking, the greater the authority of the leader, the higher the standard of Christian maturity that will be expected from him or her.
2. The Ministry Director must have a sound reputation as a disciple of Christ, and not be vulnerable to charges of moral laxity, such as drug and alcohol abuse, or contentiousness. Instead, *“The Lord’s servant must not be quarrelsome but must be kind to everyone, able to teach, not resentful. Opponents must be gently instructed, in the hope that God will grant them repentance leading them to a knowledge of the truth, and that they will come to their senses and escape from the trap of the devil, who has taken them captive to do his will.”* 2 Timothy 2:24-26
3. The Ministry Director must be committed to a local church.
4. The Ministry Director needs to demonstrate a commitment to relational wholeness and integrity, as defined by careful stewardship of his or her relationships. If the leader is married, (s)he needs to ensure that the integrity of his or her marriage is a priority. Those struggling to find the time, motivation, and resources to strengthen a weakened marriage may need to forsake ministry leadership during that transitional period. Those leaders who are single must seek to become established in healthy relationships outside of the ministry context in order to make good their commitment to relational wholeness and integrity.
5. A Ministry Director must have demonstrated awareness of personal vulnerabilities, i.e. the tendency toward emotional and sexual addiction [see (a)]. The Ministry Director need not possess a complete freedom from the temptation towards addiction; however, a Ministry Director must be free for 3 (three) years of any habitual addictive behavior pattern. Those who habitually engage in sexual and/or emotional addictions will be disqualified from leadership and encouraged to seek personal support.
6. For Ministry Directors, we require freedom from interpersonal immoral sexual conduct [see (b)] for a minimum of 5 (five) years.
7. Habitual, non-interpersonal failures disqualify a Ministry Director, especially if pornography is involved. Ministry Directors who are working out their freedom from habitual non-interpersonal sin may need to work out accountability agreements with their boards and the RHN Executive Director and board.
8. Sexual involvement by a Ministry Director with another in a ministry—particularly one whom he or she is called to lead—will be considered a grave offense and an act of resignation from leadership.
9. A Ministry Director who falls into sexual sin involving another person agrees to report this situation to his/her board. Failure to do so will be considered a breach of trust. A Ministry Leader who falls agrees to report this to his/her local board, as well as to the Restored Hope Network Executive Director.

10. All matters of sexual sin will be treated with the greatest confidentiality. Sharing such information among leaders will be on a “need to know” basis. However, if a Ministry Leader is sexually involved and refuses to report the situation to his/her board and RHN Executive Director, any other leader who is aware of the involvement should report it to the Director’s board and RHN Executive Director.

11. All means of dealing with the Ministry Director involved in sexual sin will be redemptive rather than punitive. If a Ministry Director is removed because of sexual sin, leaders of the Restored Hope Network shall continue to minister to that person for the purpose of restoring him or her to leadership, if possible.

12. We reserve the right to apply these standards on an individual basis, prayerfully considering each person and situation.

Terms:

(a) Emotional and Sexual Addiction: By emotional and sexual addiction, we refer to an ongoing, uncontrolled pattern of seeking sexual and emotional release. This includes mental/emotional preoccupation with a person, compulsive masturbation & fantasy, interpersonal contact (cybersex, prostitution, visiting strip joints, etc.), pornography use (internet, videos, magazines, etc.). Addiction by its very nature is habitual. We are referring to an ongoing dependency on these behaviors, not unlike a drug.

(b) Immoral Interpersonal Conduct: Immoral interpersonal conduct includes all forms of interactive sexual behaviors, including inordinate, exclusive dependency on another, all forms of genital contact with another (genital contact includes touching of breasts, buttocks, and genitals, whether clothed or unclothed), cybersex, and phone sex with another person outside of a marital covenant.

(c) Ministry Director: The Director or Executive Director of a ministry.

As a Restored Hope Network Ministry Director, I have read, understood, and agree to abide by the preceding principles.

Please indicate the amount of time you have been free from immoral interpersonal conduct and addictive patterns (see terms a & b):

- 6-11 months                       12-23 months                       2 years or more                       5 years or more

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date