

Appendix D

Process for Handling Concerns about Members

The concerned Member(s) shall submit that concern in writing to the current International Chairman (or International Vice-Chairman if the International Chairman happens to be the one about whom there is concern).

The International Chairman (or International Vice-Chairman) shall pass forward that written concern to all other current Council Members, including the one about whom the concern is written, if he is a Council Member.

The Member about whom the concern was written shall have 21 days from the time the written concern was disseminated to the entire Council to respond in writing back to the International Chairman (or International Vice-Chairman). If a response is not received within that time frame, an investigation shall be instituted (see below).

If a response is received, the International Chairman (or International Vice-Chairman) shall then disseminate that response to all the Council Members who will then have 21 days to respond back in writing to the International Chairman (or International Vice-Chairman). If all other Members (aside from the one about whom there is concern) are satisfied with the response of the Member about whom there is concern, the matter shall be considered resolved.

If any Members express in writing dissatisfaction with the response of the Member about whom there is concern, an investigation shall be instituted by a committee consisting of at least two current Council Members, one of whom shall be either the current International Chairman or the International Vice-Chairman. The International Chairman (or International Vice-Chairman) shall be responsible for deciding the members of that investigative committee, conditional on their availability and willingness to serve in that capacity. The best effort shall be made in the selection of the investigating committee members, to base their selection on their proximity to the member about whom there is concern as well as their objectivity in conducting an investigation. Notice shall be sent immediately by the International Chairman to the chairman of the National Board (if applicable) of the pending investigation of the Member. That notice shall include the nature of the concerns and an explanation of the procedure the FICMI Council investigative committee will be instituting. The Council investigative committee shall work in cooperation with any investigation and/or disciplinary measures instituted by the National Board.

The FICMI investigation shall consist of 1) interviewing the one(s) expressing concern to ascertain their full perspective on the matter and 2) interviewing all National Board members and the Council Member representing that National Board about whom there is concern in order to ascertain their full perspective on the matter. All effort shall be made to handle the investigation prayerfully and objectively. The investigation shall be completed within 45 days of its commencement.

After completing the investigation, the International Chairman (or International Vice-Chairman) shall make a written report including the committee's recommendation as to whether further action is needed, and disseminate it to all current Council Members, including the Member about whom there is concern.

Council Members shall have 21 days to respond in writing back to the International Chairman (or International Vice-Chairman). If all Council Members are satisfied with the results of the investigation and see no need for further action, the matter shall be considered resolved.

If any Council Members express dissatisfaction with the matter and express their belief that disciplinary measures should be instituted against the Member about whom there is concern, the matter shall be brought to the attention of all other Council Members and their respective National Boards. These National Boards shall then have 45 days from the time the matter of possible disciplinary measures was brought to their attention, to prayerfully discuss the matter and send a written response to the International Chairman (or International Vice-Chairman).

A 75% majority agreement shall be necessary in order to institute disciplinary measures against the Member about whom there is concern. If that majority is not reached, no disciplinary measures shall be instituted, but the International Chairman shall write a letter to the Member about whom there is concern (with copies sent to all Council Members), summarizing the measures of investigation taken and expressing clearly the seriousness of the matter warranting the investigation. If that 75% majority is reached, the following measures will be instituted:

Since concerns about a Member may be concerns about a National Director, other National Office delegate or Regional Director, disciplinary measures employed will necessarily differ.

In the event of a National Director or other National Office delegate undergoing disciplinary measures, that Member shall be dismissed from the Council if he is a Council Member. The National Board of Directors of that dismissed Council Member will be notified in writing of the dismissal and will be given opportunity to retain that National Office seat on the Council if that National Board appoints a new National Director or other National Office delegate to the Council. Acceptance of that new Council Member shall be contingent on a 75% majority vote of agreement by current Council Members.

Concerns regarding a Member may extend to that Member's National Office. If confirmed concerns encompass the ministry and operations of a National Office, the Council has the option to terminate that National Office's participation in this Joint Ministry Agreement and dismiss them from FICMI. Notice of dismissal will be sent in writing to the National Director and the National Board. That National Office will immediately cease using the name "Freedom in Christ Ministries" (or local equivalent) and shall immediately remove that name from any and all public media, including any website.

In the event of a Regional Director undergoing disciplinary measures, that Council Member shall be dismissed from the Council and all of that individual's responsibility and activity as a Regional Director shall immediately cease. The Council then has the option to appoint by vote a new Regional Director, after requesting from that region's Members a new Regional Director candidate. If the Council determines that a suitable replacement for that vacated Regional Director position does not currently exist, the Council has the option to determine that Council Membership for this region will revert to delegates from National Offices within that region.

Upon dismissal from FICMI, any Member's special privileges (e.g. the funnelling of finances through another Council Member office) shall be revoked immediately. An official letter written by the International Chairman (or International Vice-Chairman) shall be sent to the dismissed Member (with copies sent to all other Members) expressing clearly the action being taken as well as any other appropriate biblical exhortations to repent (in the event of doctrinal error or sinful practices) or blessings to prosper (in the event the Member is simply moving in another valid direction not congruent with FICMI).

Any information indicating an official connection of the dismissed Member to FICMI shall be removed from all remaining Member websites within 15 days of that dismissal.

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