



CICC MINISTERS' DISCIPLINARY POLICY

1. Background

Under the Constitution of the Cook Island Christian Church Incorporation (CICC) part of the responsibilities of the General Assembly and the Executive Council (EC) are:

- i. To approve or terminate the appointment of the Orometua Ngateitei and any Orometua (Minister) or Principal Officer (PO) of the Church;
- ii. To set standards of behaviour for its Ministers and POs and members of the Church.
- iii. To discharge such other functions as may be necessary for the promotion and advancement of the church.

Church ministers and POs of the CICC are people who are highly regarded by the public and especially by members of the Church because they are seen as the shepherds of God's people.

The CICC now have over 60 branches or Ekalesias throughout the Cook Islands, New Zealand and Australia and the number are likely to increase as our people continue to migrate overseas, hence it is important that rules and conditions are set for the conduct and behaviour of Ministers and POs of the CICC as a guideline and in addition to the guidance and directions outlined in the CICC Procedures Manual published in 2010.

2. Policy

In the exercise of its powers to terminate the term of appointment of any Minister or PO of the Church the General Assembly and in its absence the EC may terminate the appointment of any Minister or PO of the Church for any misconduct.

The following are deemed to be "misconduct" and unacceptable on the part of a Minister or PO of the CICC.

- a) To be charged and or convicted of any criminal offence irrespective of the country in which the charge is laid.
- b) Causing violence including assaults manslaughter, murder, fights and causing injury to other person or persons.
- c) Crime of dishonesty including theft, burglary, misappropriation or misuse of funds without authorisation.
- d) Fraud, misrepresentations and dishonesty
- e) Sexual immorality including adultery, rape, fornication and other forms of immoral sexual behaviour
- f) Being obstinate, argumentative, dictatorial, divisive, disruptive and/or unpleasant.
- g) Disobedient to instructions from the Church leadership (General Assembly; EC; President and other lawful authorised representatives of the CICC.)
- h) Wilful disregard of the guidelines and directions of the CICC Procedures Manual.
- i) Any other behaviour considered by the CICC to be unbecoming of the position of Minister or PO of the CICC

3. Complaint

The EC of the CICC shall be the body responsible for dealing with any complaint of misconduct or misdemeanour of a Minister or PO of the Church. The EC shall act only on the following basis:

- i. On receiving an official complaint by telephone, letter, or other form of communication from the Ekalesia Secretary or Deacons Secretary or officer of the CICC branch in which the Minister is appointed as Minister or of a PO.
- ii. After receipt of the communication, the General Secretary (GS) shall proceed to seek information or clarification and confirmation to establish the validity or otherwise of the complaint or allegation of wrong doing or misconduct. Where possible he should also seek the views and advise of the CICC Church Council in the area in New Zealand or Australia or the Cook Islands where the respondent Minister or PO resides.
- iii. If the Police or other Governmental regulatory authority is involved in the matter the GS shall seek information about the charges or complaints laid with such agency of government
- iv. After he has carried out his own independent inquiry and gathered all information relevant to the complaint, the GS may decide that there is no serious case to answer and in which case he must present a report to the EC with his recommendations as to how the EC should deal with the matter. Thereafter the matter shall be in the hands of the EC.
- v. If the GS decides that there is misconduct serious or otherwise then he should present this to the Minister or PO complained of and seeks explanation or a statement of his side of the story and any defence he or his representative could provide. The GS may consult the Legal Adviser of the CICC for advice and guidance in the investigation to ensure compliance with the law and any other rules or regulations relevant to the matter.
- vi. All complaints must be referred to the EC for final decision with or without the recommendation of the GS.

4. EC Decision

The EC shall decide on the complaint laid against the Minister or PO and may:

- i. Reject or dismiss the complaint.
- ii. Refer the complaint back to the GS or the Legal Adviser for more inquiry or discussions with the relevant parties.
- iii. Suspend the Minister or PO on the terms and conditions set by the EC.
- iv. Refer the matter to the Disciplinary Committee to hold a hearing or further inquiry into the matter and report back to the EC or make the necessary findings or decisions in respect of the complaint.
- v. Dismiss the Minister or PO on such terms and conditions if any which the EC shall decide.
- vi. Put the Minister or PO on leave, or recall to Takamoā or on such other terms or conditions as the EC may decide.

5. Appeal

The Minister or PO may, on receiving the decision of the EC, lodge an appeal against the decision of the EC to the EC within one calendar month of the date of the decision of the EC or the Disciplinary Committee as the case may be.

Such appeal shall be supported with whatever information of arguments or supporting documents the Minister or PO shall decide to provide in person or through agent or legal counsel. It is for the EC or the Disciplinary Committee to decide whether a full and open hearing shall be conducted and if so it will set the rules and conditions for the conduct of the hearing or appeal.

The EC or the Disciplinary Committee shall have full powers to decide on the appeal and may dismiss the appeal or allow the appeal and reinstate the Minister or PO with or without conditions or may suspend or put the Minister on leave on conditions set out by the EC or Disciplinary Committee.

6. Decision on Appeal Final

The decision of the EC or the Disciplinary Committee on the appeal shall be final.

Note: This policy was approved by the CICC Executive Council on Thursday 11 July 2013. It may be revised as the need arises.

TURE AKATERETERE NO TE MANAMANATA O TE AU OROMETUA E TE ARONGA MOU TAOANGA O TE CICC

1. Akatomoanga

I raro ake i te ture tumu a te Cook Island Christian Church Incorporation (CICC), ko tetai tuanga angaanga a te Uipaanga Maata e te Kumiti Akaaere (Kumiti) koia oki:

- i. Ariki me kore akanoo i te Orometua Ngateitei e tetai uatu Orometua me kore au tangata mou taoanga o te CICC (TMT);
- ii. Akanoo i te turanga akono meitaki o tona au Orometua e te TMT;
- iii. Raveanga i te au angaanga tei tau no te akamatutu atu anga i te CICC.

Ko te au Orometua e pera te TMT, e au tangata ratou tei akangateiteia e te tangata, pera tika'i te au mema o te CICC no te mea te akara iatu ra ratou mei te mea atura e, e au tiaki mamoe no te iti tangata o te Atua.

Ara atu i te 60 Ekalesia CICC te katoatoa i teiani i te Kuki Airani nei, Nutireni e Autireria, e kua tamanakoia e ka kake atu teia numero ki runga no te mea te aere nei rai te iti tangata Kuki Airani mei te Kuki Airani atu nei ki teia nga enua i runga nei. E no reira, e mea puapinga kia akanooia tetai au takainga no te akono meitaki ei aruanga na te au Orometua e te TMT. Ka riro teia i te akarava atu i tei tataia ki roto i te CICC Procedures Manual o te mataiti 2010.

2. Ture Akateretere

I roto i te taangaanga anga i te mana no te akanoo atu i tetai Orometua me kore TMT, e tikaanga to te Uipaanga Maata me kore Kumiti me kare e uipaanga maata i te reira tuata, i te akanoo atu i tetai Orometua me kore TMT no te tu makokore.

Teia i raro nei te akatakaanga i te "tu makokore" tei kore e tau kia raveia e tetai Orometua e te TMT:

- a) Kua tiatia me kore akautungaia e te akavaanga no tetai tarevake me kore kino tana i rave i roto i tetai uatu basileia.
- b) Kua piri atu aia ki roto i tetai akatupuanga manamanata maata mei te ta tangata tei mate atu, e pera te ta tangata tei riro ei kino ki te reira au tangata noatu e kare ratou i mate.
- c) Kua rave i te au angaanga tarevake e te apa i raro ake i te ture, mei te tapikikaa, keia, taangaanga tarevakeanga i te moni ma te kore e tikaanga.
- d) Kite pikikaa e te tika-kore o te angaanga tei raveia.
- e) Akaturi e tetai uatu peu taukore o te oraanga piri tane/vaine.
- f) E tangata akatupu i te orureau, pekapeka, pae ke, vava'i, kia aruia ki tana, putuputu te akarongo-kore ki te inangaro o te Ekalesia, e tetai atu au peu marekakoreia e te tangata.
- g) Kauraro-kore ki raro ake i te au akatereanga a te Uipaanga Maata, Kumiti, Orometua Ngateitei, e tetai uatu tei akamanaia i roto i te CICC.
- h) Akakoro tika'i kia kore e aru i te akateretereanga a te CICC mei tei akatakaia ki roto i te CICC Procedures Manual.
- i) E tangata rave i tetai uatu peu kare e tau kia raveia e tetai Orometua me kore TMT.

3. **Akaapaanga**

E angaanga ia na te Kumiti i te akara matatio atu ki roto i te au akaapaanga te ka tae mai kiaia no runga i te au peu taukore tei raveia e te Orometua e pera tetai uatu TMT. Teia i raro nei te akanoonoanga no te au akaapaanga:

- i. Ka tuku mai i te akaapaanga ki te Kumiti na roto i teia au mataara; phone, leta, e tetai uatu ravenga kaveanga karere. Ka na roto mai i teia aronga te tuku mai i te akaapaanga; Tekeretere o te Ekalesia me kore Uipaanga Diakono, e tetai uati opita o te Ekalesia tei tukuia te Orometua ki roto me kore te opati o te TMT.
- ii. Me tae mai te akaapaanga, ka umuume te Tekeretere Maata kia rauka mai tetai akamaramaanga me kore akapapuaanga tika'i no runga i te akaapaanga, me kua tau te reira me kare. Me anoanoia, ka tiki aia i te reira au tuatua me kore te manako o te Konitara Ekalesia i te au ngai i Nutireni, Autireria me kore i te Kuki Airani nei e tei reira te Orometua me kore TMT tei akaapaia, i te ngai i noo ei.
- iii. Me kua o mai te Akava me kore tetai uatu kopapa ture enua ki roto i te kimianga o te akaapaanga, ka tiki te Tekeretere Maata i te tuatua akamaramama mei teia au kopapa nei no runga i te akaapaanga.
- iv. I muri ake i ta te Tekeretere Maata kimikimianga ma te koikoianga mai i te au tuatua akamaramama no runga i te akaapaanga, ka paunu aia e me e akaapaanga tau te reira, e ka tata aia i tetai ripoti ki te Kumiti e tana au tamanakoanga e ka akapeea te Kumiti i te akaotianga i te manamanata. I muri ake i te reira, tei roto te reira tumu manako i te rima o te Kumiti.
- v. Me kua manako te Tekeretere Maata e kua tau te akaapaanga, ka tiki aia i te manako me kore tetai akamaramaanga mei te tangata tei akaapaia me kore tona mata ei paruruanga iaia. Me anoano te Tekeretere Maata, ka tiki katoa aia i te manako o te Roia Akamarama ei kaveianga nona kia tau ki te au ture e te au akanoonoanga no te reira tumu manako.
- vi. Te au akaapaanga katoatoa, ka tuku te Tekeretere Maata i te reira ki te Kumiti, topiri mai tana au tamanakoanga me e au tamanakoanga tana.

4. **Tukuanga Tika a te Kumiti**

I roto i te akarakaraanga e te uriurianga manako a te Kumiti i te akaapaanga i te Orometua e tetai uatu TMT, ka tuku te Kumiti i tana tika mei teia i raro nei:

- i. Kopae ke me kore takore atu i te akaapaanga.
- ii. Akaoki i te akaapaanga ki te Tekeretere Maata me kore Roia Akamarama no tetai komakoma akaouanga ki te au tangata tei tau kia komakoma iatu.
- iii. Akangaroi i te Orometua me kore TMT i raro ake i tetai au akanoonoanga ta te Kumiti ka tuku.
- iv. Akaoki i te akaapaanga ki te Kumiti Akatanotano kia rave i tetai kimikimianga ma te ripoti akaou mai ki te Kumiti no runga i te akaapaanga, me kore akaoti atu i te tuatua no runga i te akaapaanga.
- v. Akanoo i te Orometua me kore TMT i raro ake i tetai au akanoonoanga, me e mea tetai, ta te Kumiti ka akanoo.
- vi. Tuku i te Orometua me kore TMT ki runga i te turanga orote, me kore akaoki mai ki Takamoia nei, me kore tuku ki runga i tetai au akanoonoanga ta te Kumiti ka akanoo.

5. **Kimi Akaouanga**

Me tae te tukuanga tika a te Kumiti me kore Kumiti Akatanotano ki te Orometua me kore TMT tei akaapaia, e tikaanga tona i te tuku i tetai patianganga nana kia akarakara akaouia te

reira tukuanga tika. Ka anoanoia aia kia tuku i te reira patiangā i rotopu i te tai marama mei te ra i tuku ei te Kumiti me kore Kumiti Akatanotano i tana tika.

I roto i te patiangā tana ka tuku mai, ka anoanoia tetai au tuatua no te turuanga i te reira patiangā tana me kore ta tona mata ka tuku mai ki te Kumiti me kore Kumiti Akatanotano. E angaanga ia na teia nga Kumiti i te iki e me kua tau te tukuanga tika kia akara akaouia, me kare. Me kua tau, ka tuku nga Kumiti i tetai au kaveiangā no te reira akara akaouanga.

E mana to te Kumiti me kore Kumiti Akatanotano i te tuku tika no runga i te patiangā kimi akaouanga, e ka iki aia no te akara akaou me kore takore atu i te reira patiangā. Me kare te patiangā e arikiia, ka noo rai ireira te utunga ta te Kumiti me kore Kumiti Akatanotano i akanoo no te Orometua me kore TMT. Me arikiia te patiangā, ka akaokiia ireira te Orometua me kore TMT ki runga i tona taoanga ma te kore e utuanga e orongaia, inara ka orongaia e te Kumiti me kore Kumiti Akatanotano kiaia tetai au tuatua akamatakiteanga tei tau kia orongaia.

6. Tukuanga Tika no Runga i te Kimi Akaouanga ko te Mea Openga ia

Ko te tika ta te Kumiti me kore Kumiti Akatanotano ka tuku no runga i te kimi akaouanga, ko te tika openga rai te reira.

Akamaramaanga: Kua arikiia teia ture akateretere e te Kumiti i te Paraparau ra 11 no Tiurai 2013. Me anoanoia, ka rauka tetai uatu tuanga i te tau.