

Orders and Regulations for Senior Pastoral Care Councils

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Date Composed:- 22/04/2002

Date Modified:- 11/07/2014

1. **Care of soldiers.** The major concern of the PCC must be the care of soldiers of all ages, giving them guidance, advice and protection, offering them a helping hand when they have fallen under temptation, and by faith and action seeking to bring about their restoration. Positive and discreet guidance on moral issues should be given to young people in the crucial years of developing adulthood.

2. **Removal of names.** The regulations governing the removal of names from the soldiers' roll apply also to the removal of names from the recruits' roll.

3. **CO's six-month embargo.** Until he or she has been at least six months in command of the corps no officer may remove or propose the removal of names of soldiers or recruits from the rolls, except for transfer, promotion to Glory or such reason coming within the categories set out in *paragraphs 8 and 11* of this Section.

4. **Insufficient reasons for removal of names.** The following reasons are not of themselves sufficient for the removal of names from the rolls:

- (a) Disloyalty to the CO;
- (b) Failure to wear uniform;
- (c) Refusal to contribute to Army funds;
- (d) Failure to participate in the normal activities of the corps, eg, by irregular attendance at the meetings, or attendance at other corps or other places of worship.
- (e) Legal separation, divorce or annulment of marriage, unless disciplinary action is required under *paragraphs 8, 9 or 11* of this section.

5. **Efforts to restore unsatisfactory soldiers.** Efforts to restore an unsatisfactory soldier should always include special visits by the CO and members of the PCC or other suitable soldiers. Where distance makes such visits impracticable, arrangements may be made through the DC of the area in which the soldier resides, for a responsible officer to visit and to forward a report.

Should it be felt that the soldier concerned has refused to cooperate in efforts to help him or her, the PCC shall direct one of its members to visit and give counsel, and to inform him or her that unless there is a change in conduct it may be necessary to remove his or her name from the roll. If it is found impossible to see the person concerned, an appropriately worded letter must be sent by the CO under private cover and recorded (registered) delivery post, informing him or her as above.

As soldiership implies that a person is of good standing in the community, great care must be taken in discussing with the unsatisfactory soldier the proposal to remove his or her name from the roll. Records of such conversations and copies of letters should be preserved, in case of a possible charge of defamation of character.

6. **Pastoral Care Council's authority to remove names.** The PCC at its regular meetings, whether

the DC is present or not, is empowered to remove the name of any soldier or recruit:

- (a) who has been promoted to Glory;
- (b) who has been transferred to another corps (including newly-commissioned officers; see *Section 2, paragraph 13(f)*);
- (c) who since the last annual PCC meeting has not responded favourably following efforts made to effect restoration (in such an instance the removal of a name must accord with the stated decisions of the annual council meeting, presided over by the DC or DHQ representative); or
- (d) concerning whom the CO has received from the DC written instructions to remove the name because of a serious moral lapse (see *paragraph 11 of this Section*) and following a proper and conclusive inquiry. (See *Section 3, paragraph 7* , concerning the ex-soldiers' roll.)
- (e) who has ever been convicted in a court of law or where there is sufficient evidence of:-
 - i. a criminal sexual offence against or involving a vulnerable person as defined by the law of the country, or a person under the age of consent, or an adult; or
 - ii. any offence (possessing, making, taking, distributing, showing or publishing) related to an indecent visual representation of a child or vulnerable adult.

7. Divisional commander's authority to remove names. Apart from the reasons stated in *paragraph 6* , names may not be removed from the rolls, except:

- (a) by the decision of the annual PCC meeting under the presidency of the DC or DHQ representative, and then only in harmony with *paragraphs 5 to 11* of this section; or
- (b) by the DC acting upon instructions from the territorial commander or the TC's representative.

8. Reasons for removal of names by divisional commander. At the annual PCC meeting, presided over by the DC or DHQ representative, reports must be recorded and evidence produced of efforts made by the CO and/or members of the council to restore an unsatisfactory soldier or recruit.

The members of the council must satisfy themselves that the procedure laid down in *paragraph 5* has been implemented. Only then can consideration be given to the removal of names for the following reasons.

- (a) Taking of alcoholic drinks or using tobacco; becoming directly connected with the manufacture of alcoholic drinks or tobacco; taking a proprietary interest in the sale of alcoholic drinks or tobacco; undertaking work in premises devoted mainly or exclusively to the sale of alcoholic drinks or tobacco; or engaging in the non-medical use of addictive drugs; in each case, if persisted in after counsel has been given.
- (b) Failing to make efforts to clear any dishonourable or serious debt of long standing, after reasonable proposals have been made to effect a settlement.
- (c) Persistently and mischievously circulating libellous statements, spreading unfounded rumours, or engaging in conduct injurious to the interests of the Army.

(d) Being guilty of an immoral act or practice (see *paragraphs 10 and 11*).

(e) Being guilty of an offence as defined in paragraph 6 (e) above.

9. Criminal offences.

9.1 Mandatory suspension or removal. Where allegations have been made of an offence as defined in paragraph 6(e) above, suspension from all duties and from uniform wearing shall be immediate, pending investigation of the allegations. Where an individual has been convicted in a court of law or where there is reasonable suspicion of an offence as defined in paragraph 6 (e) above, his/her name shall be removed from the soldiers', recruits' or adherent members' roll.

9.2. Obligation to report. Notwithstanding paragraph 9.1 above, where allegations have been made, against a recruit, soldier or adherent member, of an offence as defined in paragraph 6 (e) above or required by legislation to be reported to the police or other appropriate authority, the Senior Pastoral Care Council members must ensure that these are reported immediately to the police or other appropriate authority so that the matter can be investigated without delay.

9.3. Subject to 9.1. above, should a soldier be charged with, or confess to, a criminal offence, the case must be reported to the DC, who will decide whether the comrade concerned should be asked to refrain from uniform-wearing and public participation in any Army activity pending a verdict in the case. If a soldier is subsequently found guilty in a court of law the DC, with reference to THQ if necessary, and having indisputable evidence that the principles of the Army have been violated, will give written instructions for the removal of the name from the roll.

10. Moral expectations. A true Salvationist desires to have no part in conduct which:

(a) comes short of a proper respect for another person;

(b) results in guilty secretiveness; or

(c) brings into question his own Christian reputation.

Salvationists will not allow themselves to be influenced by any lowering of moral standards in the society in which they live. If a soldier or recruit fails to live up to the standards of sexual morality which are declared and cherished by the Army, based upon the truth and spirit of Christ's teaching, such failure cannot be ignored. Any soldier or recruit so involved should expect some disciplinary action on the part of his or her leaders, and desire the cleansing experience of repentance. Where no sense of guilt is evidenced he or she should be made aware of the serious consequences of such conduct for him- or herself, for any other person involved and for the Army.

11. Sexual misconduct. Sexual misconduct is always reprehensible and should not be countenanced by Salvationists. However:

(a) Where single people are led into sexual experimentation, sensitive help, support and guidance will be necessary. The matter should be dealt with on a pastoral basis without resort to formal action or removal from the roll.

(b) Where single people yield to the temptation to engage in sexual intercourse, whether or not there is a stable relationship between the two persons concerned, again the matter must be dealt with sensitively, with the aim of explaining and upholding scriptural

standards. Where repentance and acceptance of Christian standards are evident, the matter should be dealt with on a pastoral basis without resort to formal action or removal from the roll.

- (c) Subject to paragraph (d) below, where a soldier or recruit can be shown beyond reasonable doubt to have had any sexual relationship outside of the marriage covenant, as defined in *Salvation Army Ceremonies*, Chapter 4, Section 1, paragraph 1, while a soldier or recruit, then the soldier's or recruit's name shall be removed from the roll; pastoral care and support should be maintained.
- (d) Where unmarried couples cohabit, they are to be sensitively but firmly counselled towards the biblical ideal of marriage. The increasing practice of cohabitation has contributed to the undermining of marriage and of stable family life and is inconsistent with the commitments made when signing the Soldier's Covenant. Unmarried soldiers who enter into living arrangements which include sexual intimacy must refrain from uniform-wearing and from public participation in Army meetings until the matter is resolved. If, after a reasonable period of counsel and guidance, the parties persist in their unwillingness to marry or to live apart, their names must be removed from the soldiers' roll. At the same time, every effort must be made to keep them within the corps fellowship and to provide continued pastoral care, keeping their names in the corps records.

12. Notification of removal. Any person whose name is removed from the roll under provisions set out in previous paragraphs must be informed immediately by the CO in a personal visit, if possible, or by a carefully worded letter without further reference to the reason(s) for removal. The CO and members of the PCC will show their sorrow far beyond the necessary administrative action, and seek to help such a person in every way possible.

13. Minute book entry.

13.1. When a name is removed for other than the following reasons:

- (a) promotion to Glory;
- (b) transfer to another corps;
- (c) transfer to a church roll; or
- (d) whereabouts still unknown after making all possible attempts to locate;

only the term 'unsatisfactory' shall be entered in the PCC minute book.

13.2. When a name is removed as a result of a person having been convicted in a court of law, or with sufficient evidence of an offence, as defined in paragraph 6(e) above, the note in the PCC minute book shall state: 're-acceptance subject to THQ approval'.

14. Right of appeal. Except when the removal is as a result of a conviction in a court of law, or on the basis of sufficient evidence of an offence as defined in paragraph 6(e) above, a soldier or recruit has the right to appeal against a decision to remove his or her name from the roll. The territorial commander or the TC's appointed representative must take the final decision.

15. Reinstatement. Subject to paragraph 16 below, in any instance of acknowledged or proven misconduct under any of the provisions of *paragraphs 8, 9, or 11* of this section, the person concerned shall not be reinstated as a soldier for at least six months after the removal of his or her

name from the roll, and then only with the consent of the DC or DHQ representative. This period may be prolonged according to the circumstances of the case, at the discretion of the DC, and after consultation with THQ if necessary.

The conditions for the restoration of the name to the roll, in these circumstances are:

- (a) the comrade must give evidence of true repentance;
- (b) must state a desire for reinstatement, in writing to the CO; and
- (c) must sign the Soldier's Covenant again.

No departure from any of these conditions may be made without the authority of the territorial commander.

16. Conviction in a court of law. When a person has been convicted in a court of law or where there is sufficient evidence of an offence as defined in paragraph 6(e) above, the reinstatement decision will be subject to Section 4, paragraph 5(e) of these Orders and Regulations.
