

Date: January 6, 2010

RE: Memorandum of Understanding

Purpose: Plan for Spiritual Restoration of Alan Hotchkiss

Timeframe: January 2010-December 31, 2010 or until the Board of Directors believes complete healing and restoration has taken place.

The purpose of this document is to outline an agreement between Alan Hotchkiss and the ANLMI Board of Directors (BOD) regarding the timing of and specific steps necessary for Alan to make a complete recovery from his recent admission regarding his addictive and sinful behavior of viewing inappropriate material on the internet.

The Board of Directors acknowledges that in prompt response to the urging of his longtime friend and accountability partner Jed Schroder, Alan has voluntarily admitted his sin, his desire for complete repentance and need for help in spiritual restoration in person to His wife Lisa, Rick McKinley, the lead pastor of Imago Dei Community and to the ANLMI Board of Directors.

Because of Alan's position with ANLMI this agreement is applicable to and will be measured against Alan's entire life as he seeks to represent ANLMI and Jesus Christ in a blameless and upright manner.

If Alan chooses to violate any portion of this agreement The ANLMI Board of Directors reserves the right to dismiss him from his position immediately.

**Immediate Action Items:**

-Alan agrees to limit his use of the internet in every situation to the following: He will use it exclusively for the purpose of sending and replying to ANLMI and personal email. He will post updates/pictures that are relevant to his work and travels with Africa New Life Ministries and he will review websites related to the building and improvement of ANLM websites and ministry development strategies and on occasion for personal spiritual development when a specific website access is needed (example: biblegateway.com).

-Alan agrees not to use the internet for recreational purposes at anytime.

-Alan agrees to make all records of his use of the internet available for review at anytime through covenanteyes.com.

-Alan agrees to pay for a complete IT check up and cleansing of his ANLMI computer by ANLMI's computer technical support services in Portland.

-Alan agrees to send Dave Crosswhite in his place to Rwanda for the January 10-29 development trip while he begins work on his recovery.

-When traveling Alan will notify at least two people and check in with them at least ever other day for support and accountability.

## **Plan for Recovery:**

To pro-actively address the issues leading to his addictive behavior Alan will:

1. Meet regularly with Dr. Earl Wilson, a professionally trained counselor in Portland recommended by his home church, Imago Dei Community (Dr. Wilson deals specifically and effectively with Sexual Addicts.) for as long as Dr. Wilson deems necessary. Alan will personally cover the cost for these sessions and will submit to any directives Dr. Wilson requires including:
  - a. Written release of Dr. Wilson to freely discuss the content of all counseling sessions with Lisa Hotchkiss, ANLMI Board Member Rob Bauer and Imago Dei Lead Pastor Rick McKinley, Executive Pastor Luke Hendrix or another assigned staff pastor.
  - b. Completing all requirements involved in a 12 week intensive Christian sexual addiction recovery therapy group led by Dr. Wilson's associate Dr. Ryan Hosley. This group primarily made up of local pastors and ministry workers will help Alan to understand the spiritual and psychological roots of his addiction, identify behavioral issues that need to be addressed and assist Alan and Lisa in beginning the long journey toward a restoration of trust and romance in their marriage. Alan will pay \$400.00 material fee for this group. The materials have been designed by Patrick Carnes, a leading expert in the field of sexual addiction.
  - c. Joining and regularly attending a men's recovery group in Portland associated with Pure Life Alliance ([www.purelifealliance.org](http://www.purelifealliance.org)) or within Imago Dei Recovery Ministries for at least 1 year following his completion of the 12 week intensive.
2. Submit to the insight and direction of a spiritual restoration team he and Lisa meet regularly with including the following people:
  - a. Rob Bauer: Robs focus will be to help Alan move into an authentic relationship with Christ through completely submitting to the counsel of the Holy Spirit in his life. Rob plans to meet weekly with Alan, providing him with a number of resources and testimonies, discussing their implications. Rob will hold Alan accountable for the BOD.
  - b. Lisa Hotchkiss: Lisa will give input to every step of Alan's healing and will regularly discuss her sense of his progress with Rob Bauer and any other board member who would like to speak with her.
  - c. Mr. and Mrs. Dennis Miller: The Millers are a veteran ministry couple who have lived through the horror of sexual addiction and its painful recovery process for over 10 years. Mrs Miller has written a book on her experiences and both of them regularly present at sexual addition healing conferences throughout the USA. Dennis will meet weekly with Alan when Alan is in Portland overseeing his plan for recovery and holding him accountable to achieve it one step at a time. Mrs. Miller will meet regularly with Lisa,

helping her to remain strong, encouraging her to feel empowered in the process of standing by Alan and offering an experienced spousal perspective on the process.

- d. (Tentative)Luke and Donna Hendrix: Executive Pastor, Imago Dei Community. Luke will work with Alan on strengthening his role as the spiritual leader of his home while maintaining a balanced ministry schedule. He will also provide accountability to the process on behalf of Imago Dei. Donna will serve as a sounding board for Lisa. The Luke and Donna will also help Alan and Lisa to find unity in their approach to raising their children in Christ.
3. Further educate himself by reading the following books on sexual addiction
  - a. The Pornography Trap by Mark Laaser and Ralph Earle
  - b. Restoring the Fallen by Earl Wilson
  - c. Steering Clear by Earl Wilson
  - d. The Shadow Christian
  - e. Other materials recommended by his Spiritual Restoration Team or Dr. Wilson
4. Alan will submit a monthly report of his progress to the Board of Directors which has been approved by his counselors, wife and spiritual restoration team.
5. In the latter part of his recovery process (2011-2012) Alan will design a path for restoration and recovery of other ANLMI/R team members in conjunction with leaders in both the USA and Rwanda. Using his story as an example, a warning and a path of hope for others struggling with similar addictive behaviors.

Recognizing my need for God and for complete healing and forgiveness in both my immediate personal and professional relationships I humbly ask for your forgiveness and submit this plan to you, the Board of Directors for Africa New Life Ministries. It is my desire to serve you, Jesus and the people of Rwanda well and into the future as I take on this process of healing outlined above.

Signature\_\_\_\_\_

Date\_\_\_\_\_