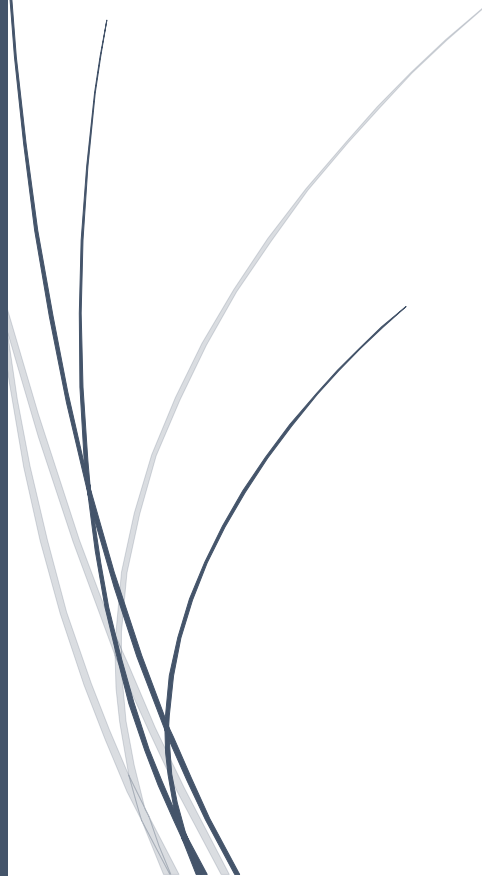


Manual of The Christian and Missionary Alliance in Canada 2018

Updated
January 2018



The Christian and Missionary
Alliance in Canada



This document is designed to reflect as completely as possible the actions of General Assembly and regulations approved by the Board of Directors.

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**Manual of
The Christian and Missionary
Alliance in Canada
2018**

Updated: January 2018

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Amendments to the Manual based on General Assembly 2016 Actions

1. Amendments by General Assembly 2016

- The Vision Prayer was replaced with the new Vision Prayer.
- General Operating Bylaw No. 1 was replaced with General Operating Bylaw No. 2.
- The General Constitution and General Bylaws were replaced with the Statement of Faith, the Policy on General Assembly, and the Policy on Organization and Government.
- Policy on Organization and Government
 - Item 3.1.4, which read: Up to one-half of the membership may be lay persons.
Was amended to read: Up to two-thirds of the membership may be lay persons.
- Policy on Process for Electing the President
 - Footnote No. 2 which read: Due diligence shall include but not be restricted to a criminal record police check.
Was amended to read: Due diligence shall include, but not be restricted to, a criminal record police check and an oral interview.
 - A new Item 4.3 was added:
Where there is only one candidate for president, and where that candidate is the incumbent who has been elected to at least one previous term, Item 4.1 does not apply.
- The District Constitution was replaced with the Policy on District Organization.
- Policy on Process for Electing District Superintendents
 - Footnote No. 2 which read: Due diligence shall include but not be restricted to a criminal record police check.
Was amended to read: Due diligence shall include, but not be restricted to, a criminal record police check and an oral interview.
 - A new Item 4.3 was added:
Where there is only one candidate for district superintendent, and where that candidate is the incumbent who has been elected to at least one previous term, Item 4.1 does not apply.
- Local Church Constitution
 - A new paragraph was added to Item 9.1 Senior Pastor:
Churches, which by a two-thirds majority vote of the members present at a duly called meeting of the membership have affirmed to have women serve on the Board, may call a woman to serve as senior pastor in consultation with the district superintendent.
 - Item 9.1, last sentence of the first paragraph which read: ...the senior pastor and his wife become members of the church.
Was amended to read: ...the senior pastor and spouse become members of the church.
- Constitution for Developing Churches

- Item 9.1, second sentence of the first paragraph which read: ...the senior pastor and his wife become members of the church.

Was amended to read: ...the senior pastor and spouse become members of the church.

- The Role of Women in Ministry was replaced with The Roles of Men and Women in Ministry along with the Egalitarian Guideline and the Complementarian Guideline.
- A new document, Ecumenical Guidelines, was added to the Manual.

2. Amendments made by the Board of Directors

November 2016

- Core Value #2 - the word “doctrinal statement” was changed to “statement of faith”.
- The Policy on Organization and Government, Section 3.5 - the term “President’s Cabinet” was changed to “Lead Team”.

November 2017

- Licensing Policy, Item 4.3, Worker Emeritus License, was amended to say:

Those workers who have held an official worker portable license for at least ~~five~~ twenty-five years and who ~~are no longer employed in ministry and/or who are retired~~ have retired from employment with the C&MA in Canada may be granted a lifetime worker emeritus license. The worker emeritus license does not qualify the worker for voting status at District Conference or General Assembly. Those carrying the worker emeritus license continue to uphold the code of ethics for licensed workers (‘A Call to Excellence’) and are subject to the Policy on Discipline, Restoration and Appeal for Official Workers and the Policy on Process for Mediation and Arbitration for Official Workers of the C&MA.

The Christian and Missionary Alliance in Canada

Purpose Statement

As a family of churches, we make disciples and multiply transformational churches in Canada and the world to the glory of the Triune God.

Vision Prayer

O God, with all our hearts, we long for you.
Come, transform us to be
Christ-centred, Spirit-empowered, Mission-focused people,
multiplying disciples everywhere.

Legacy Impact 2024

By 2024, the people of The Christian and Missionary Alliance in Canada are a healthy and mobilized mosaic, empowering the generations to risk all to invite the most neglected to enjoy and be agents of Jesus Christ and His Kingdom.

Core Values

We are committed to:

1. The Glory of the Triune God

Therefore: We love Him wholeheartedly, worship Him sincerely and seek passionately to complete the work He has given us to do.

2. The Authority of the Bible

Therefore: We adhere to our statement of faith as a summary of key truths from the Bible that we agree on as a family of churches. We affirm the ministries of preaching and teaching in order to understand, obey, and apply the Bible to our faith and practice.

3. Christ-centred Living

Therefore: We lead believers into the fullness of the Spirit and faith in the all-sufficient Christ for healing and power to live holy lives of service.

4. The Church

Therefore: We love the Church universal and seek to plant and nurture healthy, transformational local churches as the means of building Christ's Kingdom and nurturing individual Christians. We minister on the basis of spiritual giftedness as essential to divine power and effectiveness. We encourage dynamic creativity resulting in diverse congregational composition, language, and organizational structures in order to fulfill Christ's desire to reach all people.

5. Lost People

Therefore: We allocate a disproportionately large amount of energy and resources to reaching lost people, disciplining them to maturity in, and devotion to, Christ.

6. Missions

Therefore: We give priority to world evangelization. We give priority in our missionary activity to evangelizing those people who have had the least opportunity to hear the Gospel, thus expediting the return of Christ.

7. Leadership

Therefore: We intentionally identify and train godly leaders. We affirm and empower our pastors, other credentialed workers, and lay leaders, esteeming them highly in the Lord.

8. Strategic Cooperation

Therefore: We serve each other with humility and compassion. We create strategies, structures, and policies that enhance local initiative and maximize cooperation in the accomplishment of our purpose. We develop strategic partnerships with those of like-minded message, mission, passion, and purpose.

9. Social Responsibility

Therefore: We uphold biblical justice. We minister to the poor and oppressed as ministry to Jesus Himself. We encourage and strengthen marriages and families.

10. Stewardship

Therefore: We view all our resources and possessions as God-owned and we use them with integrity, accountability, and maximum effectiveness. We embrace faithfulness and sacrifice in the advance of Christ's Kingdom.

11. Prayer

Therefore: We do nothing until we pray.

Statement of Faith

(Also contained in the Local Church Constitution and the Constitution for Developing Churches)

THE CHRISTIAN AND MISSIONARY ALLIANCE IN CANADA – L'ALLIANCE CHRETIENNE ET MISSIONNAIRE AU CANADA

1. There is one God,¹ who is infinitely perfect,² existing eternally in three persons: Father, Son, and Holy Spirit.³
2. Jesus Christ is true God and true man.⁴ He was conceived by the Holy Spirit and born of the Virgin Mary.⁵ He died upon the cross, the just for the unjust, as a substitutionary sacrifice, and all who believe in Him are justified on the ground of His shed blood. He arose from the dead according to the Scriptures.⁶ He is now at the right hand of the Majesty on high as our great High Priest.⁷ He will come again to establish His Kingdom of righteousness and peace.⁸
3. The Holy Spirit is a divine Person, sent to indwell,⁹ guide, teach, and empower the believer, and to convince the world of sin, of righteousness, and of judgment.¹⁰
4. The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of His will for the salvation of people. They constitute the divine and only rule of Christian faith and practice.¹¹
5. Humankind, originally created in the image and likeness of God,¹² fell through disobedience, incurring thereby both physical and spiritual death. All people are born with a sinful nature, are separated from the life of God, and can be saved only through the atoning work of the Lord Jesus Christ.¹³ The destiny of the impenitent and unbelieving is existence forever in conscious torment, but that of the believer is everlasting joy and bliss.¹⁴
6. Salvation has been provided only through Jesus Christ. Those who repent and believe in Him are united with Christ through the Holy Spirit and are thereby regenerated (born again), justified, sanctified, and granted the gift of eternal life as adopted children of God.¹⁵
7. It is the will of God that in union with Christ each believer should be sanctified thoroughly,¹⁶ thereby being separated from sin and the world and fully dedicated to God, receiving power for holy living and sacrificial and effective service toward the completion of Christ's commission.¹⁷

This is accomplished through being filled with the Holy Spirit which is both a distinct event and progressive experience in the life of the believer.¹⁸
8. Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the mortal body. Prayer for the sick and anointing with oil as taught in the Scriptures are privileges for the Church in this present age.¹⁹

¹ Isaiah 44:6; 45:5-6

² Matthew 5:48; Deuteronomy 32:4

³ Matthew 3:16-17; 28:19

⁴ Philippians 2:6-11; Hebrews 2:14-18; Colossians 2:9

⁵ Matthew 1:18; Luke 1:35

⁶ 1 Corinthians 15:3-5; 1 John 2:2; Acts 13:39

⁷ Hebrews 4:14-15; 9:24-28

⁸ Matthew 25:31-34; Acts 1:11

⁹ John 14:16-17

¹⁰ John 16:7-11; 1 Corinthians 2:10-12

¹¹ 2 Timothy 3:16; 2 Peter 1:20-21

¹² Genesis 1:27

¹³ Romans 8:8; 1 John 2:2

¹⁴ Matthew 25:41-46;

2 Thessalonians 1:7-10

¹⁵ Titus 3:5-7; Acts 2:38; John 1:12;

1 Corinthians 6:11

¹⁶ 1 Thessalonians 5:23

¹⁷ Acts 1:8

¹⁸ Romans 12:1-2; Galatians 5:16-25

¹⁹ Matthew 8:16-17; James 5:13-16

9. The universal Church, of which Christ is the Head, consists of all those who believe on the Lord Jesus Christ, are redeemed through His blood, regenerated by the Holy Spirit, and commissioned by Christ to go into all the world as a witness, preaching the Gospel to all nations.²⁰

The local church, the visible expression of the universal Church, is a body of believers in Christ who are joined together to worship God, to observe the ordinances of baptism and the Lord's Supper, to pray, to be edified through the Word of God, to fellowship, and to testify in word and deed to the Good News of salvation both locally and globally. The local church enters into relationships with other like-minded churches for accountability, encouragement, and mission.²¹

10. There shall be a bodily resurrection of the just and of the unjust; for the former, a resurrection unto life;²² for the latter, a resurrection unto judgment.²³
11. The second coming of the Lord Jesus Christ is imminent and will be personal and visible.²⁴ As the believer's blessed hope, this vital truth is an incentive for holy living and sacrificial service toward the completion of Christ's commission.²⁵

Amendments to the statement of faith may be made only by special resolution at any regular business session of General Assembly, written notice having been given prior to General Assembly.

²⁰ Ephesians 3:6-12; 1:22-23

²¹ Acts 2:41-47; Hebrews 10:25;
Matthew 28:19-20;
Acts 1:8, 11:19-30; 15

²² 1 Corinthians 15:20-23

²³ 2 Thessalonians 1:7-10

²⁴ 1 Thessalonians 4:13-17

²⁵ 1 Corinthians 1:7; Titus 2:11-14;
Matthew 24:14; 28:18-20

Corporate Objects

(Excerpt from the Certificate of Continuance)

**THE CHRISTIAN AND MISSIONARY ALLIANCE IN CANADA –
L'ALLIANCE CHRETIENNE ET MISSIONNAIRE AU CANADA
(a Federal Corporation)**

hereinafter referred to as the "Corporation"

The purposes of the Corporation is/are:

- a) To advise, promote and increase the diffusion of the faith and doctrine of The Christian and Missionary Alliance in all lawful ways;
- b) To promote mutual fellowship and harmony in and among all branches of the Corporation and its congregations;
- c) To organize district conferences and to assist those churches where there are no organized district conferences;
- d) To promote, organize, establish, maintain, superintend, carry on, and conduct branches and activities of the Corporation, including churches, Sunday Schools, Missions, Bible Camps, Conferences, theological training schools, seminaries and colleges; and including also benevolent institutions such as hospitals, children's homes, homes for the aged or needy; and including any other institutions for religious, congregational, social or recreational purposes;
- e) To promote the erection and purpose of houses of worship, parsonages, and any other buildings necessary to carry out the objects of the Corporation;
- f) To administer the property, business, and other temporal affairs of the Corporation;
- g) To publish and distribute Christian literature for the support of the doctrines and faith of the Corporation;
- h) To promote generally the spiritual welfare of all of the members, congregations, district conferences, and mission fields of the Corporation as a religious denomination;
- i) To collect and raise monies by way of donations, fundraising campaigns, or otherwise to fulfill the objects of the Corporation;
- j) To solicit, acquire, and receive by purchase, lease, devise, gift, or otherwise any property, real, personal, or mixed and to hold, use, and dispose of the same, to fulfill the objects of the Corporation;
- k) To invest the monies of the Corporation not immediately required for the purposes of the Corporation in such investments as may be permitted for insurance companies.

General Operating Bylaw No. 2

A bylaw relating generally to the transaction of the affairs of

**THE CHRISTIAN AND MISSIONARY ALLIANCE IN CANADA -
L'ALLIANCE CHRETIENNE ET MISSIONNAIRE AU CANADA
(a Federal Corporation)**

hereinafter referred to as the "Corporation"

WHEREAS the Corporation was incorporated by Letters Patent issued by the Minister of Consumer and Corporate Affairs of Canada on the 1st day of April, 1972 and recorded on the 29th day of May 1972;

AND WHEREAS Supplementary Letters Patent dated July 16, 1982 were issued by the Minister of Consumer and Corporate Affairs;

AND WHEREAS the Corporation has been continued pursuant to the provisions of the Canada Not-for-profit Corporations Act, S.C. 2009, c. 23;

NOW THEREFORE BE IT ENACTED that General Operating Bylaw No. 1 of the Corporation be repealed and the following by-law be enacted as the General Operating Bylaw No. 2 of **The Christian and Missionary Alliance in Canada - L'Alliance Chrétienne et Missionnaire au Canada.**

Article 1 – General

1.1. Definition

In this bylaw and all other bylaws of the Corporation, unless the context otherwise requires:

- a) **“Act”** means the Canada Not-For-Profit Corporations Act S.C. 2009, c.23 including the Regulations made pursuant to the Act, and any statute or regulations that may be substituted, as amended from time to time;
- b) **“Auditor”** means a public accountant who meets the qualifications as set out in Section 180 of the Act and who has been appointed by the Members to audit the financial statements of the Corporation in accordance with the Act and this General Operating Bylaw or, if permitted by the Act and so authorized by the Members, the public accountant who has been appointed to provide a review engagement;
- c) **“Board”** means the Board of Directors of the Corporation;
- d) **“Bylaw”** means this bylaw and any other bylaw of the Corporation as amended and which are, from time to time, in force and effect;
- e) **“Committee”** means a Committee or Committees of the Corporation as defined in this General Operating Bylaw;
- f) **“Director”** means a member of the Board;

- g) **“General Assembly”** means the legislative body as defined in the Policy on General Assembly;
- h) **“General Operating Bylaw”** means this bylaw, any amendments thereto, and any other bylaws of the Corporation intended to amend or replace the General Operating Bylaw herein;
- i) **“Manual”** means the current edition of the book which is the repository for all governance and other documents of the Corporation approved by General Assembly or the Board of Directors.
- j) **“Member”** means such church that meets the qualifications for membership as set out in Section 2.1 of this Bylaw and who has been admitted into membership in accordance with Section 2.1;
- k) **“Officer”** means an Officer of the Corporation appointed by the Board;
- l) **“Ordinary resolution”** means a resolution passed by a majority of the votes cast on that resolution;
- m) **“Policies, Regulations, Official Statements, and Guidelines”** means those policies, regulations, official statements, and guidelines adopted pursuant to this General Operating Bylaw from time to time concerning the management and operations of the Corporation in the pursuit of its charitable purposes.
- n) **“Proposal”** means a proposal submitted by a Member of the Corporation that meets the requirements of section 163 (Member Proposals) of the Act;
- o) **“Regulations”** means the regulations made under the Act, as amended, restated, or in effect from time to time;
- p) **“Resolution”** means a motion or resolution passed by either the Board, a Committee, or the Members by a majority vote of those Board members, Committee members, or Members who are present, unless the Act or this General Operating Bylaw otherwise requires;
- q) **“Special resolution”** means a resolution passed by a two-thirds (2/3) majority of the votes cast on that resolution.

1.2. Corporate Seal

The Corporation may have a corporate seal in the form approved from time to time by the Board. If a corporate seal is approved by the Board, the Executive Vice President, or an Officer designated by the Board of the Corporation, shall be the custodian of the corporate seal.

1.3. Execution of Documents

Contracts, documents, or any instruments in writing that require the signature of the Corporation, shall be signed by any two Officers and all contracts, documents, and instruments in writing so signed shall be binding upon the Corporation without any further authorization or formality. The Board shall have power from time to time by resolution to appoint an Officer or Officers on behalf of the Corporation to sign specific contracts, documents, and instruments in writing or to empower an Officer or Officers to sign contracts within the limitations specified by the Board. The Board may give the Corporation's power of attorney to any registered dealer in securities for the purposes of the transferring of and dealing with any stocks, bonds, and other securities of the Corporation. The seal of the Corporation, when required, may be affixed to contracts, documents and instruments in writing signed as aforesaid or by any Officer or Officers appointed by resolution of the Board.

1.4. Financial Year

The financial year end of the Corporation shall be December 31st in each year.

1.5. Banking Arrangements

The banking business of the Corporation shall be transacted at such bank, trust company, or other firm or corporation carrying on a banking business in Canada or elsewhere as the Board may designate, appoint, or authorize from time to time by resolution. The banking business or any part of it shall be transacted by an Officer or Officers of the Corporation and/or other persons as the Board may by resolution from time to time designate, direct, or authorize.

1.6. Borrowing Powers

The Directors of the Corporation may, without authorization of the Members,

- a) borrow money on the credit of the Corporation;
- b) issue, reissue, sell, pledge, or hypothecate debt obligations of the Corporation;
- c) give a guarantee on behalf of the Corporation; and
- d) mortgage, hypothecate, pledge, or otherwise create a security interest in all or any property of the Corporation, owned or subsequently acquired, to secure any debt obligation of the Corporation.

1.7. Annual Financial Statements

The Corporation shall send to the Members within a period that is 21 to 60 days before the date of the annual Meeting of Members a copy of the comparative annual financial statements and other documents referred to in subsection 172(1) (Annual Financial Statements) of the Act or a copy of a publication of the Corporation reproducing the information contained in the documents. Instead of sending the documents, the Corporation may send a summary to each Member along with a notice informing the Member of the procedure for obtaining a copy of the documents themselves free of charge. The Corporation is not required to send the documents or a summary to a Member who, in writing, declines to receive such documents.

1.8. Invalidity of any Provision of this Bylaw

The invalidity or unenforceability of any provision of this Bylaw shall not affect the validity or enforceability of the remaining provisions of this Bylaw.

1.9. Omissions and Errors

The accidental omission to give any notice to any Member, Director, Officer, member of a Committee of the Board, or Auditor, or the non-receipt of any notice by any such person where the Corporation has provided notice in accordance with the bylaws or any error in any notice not affecting its substance shall not invalidate any action taken at any meeting to which the notice pertained or otherwise founded on such notice.

1.10. Procedural Guide

Unless otherwise provided by statute or the bylaws of the Corporation, the most recent version of Robert's Rules of Order shall be used as a procedural guide for all meetings.

1.11. Interpretation

In these Bylaws and all other bylaws of the Corporation hereafter passed unless the context otherwise requires, words importing the singular number or the masculine gender shall include the plural number or the feminine gender, as the case may be, and vice versa, and references to "person" shall include, an individual, body corporate, partnership, trusts and unincorporated organizations.

Article 2 – Membership**2.1. Membership Conditions and Qualifications**

There shall be one class of Members in the Corporation. Such Members shall be those churches that have adopted the Local Church Constitution or the Constitution for Developing Churches as set out in the Manual and churches that have incorporated using a similar constitution which has been approved by the District Executive Committee and have been accepted as a Member church by the District Executive Committee of the District (as such term is defined in the Manual) within which the church is located.

2.2. Membership Transferability

A local church's membership in the Corporation cannot be transferred to another church.

2.3. Notice of Members Meeting

Notice of the time and place of a Meeting of Members shall be given to each Member entitled to vote at the meeting and the Auditor by the following means:

- a) by mail, courier, or personal delivery to each Member entitled to vote at the meeting and the Auditor during a period of not less than 21 days and not more than 60 days before the day on which the meeting is to be held; or
- b) by telephonic, electronic, or other communication facility to each Member entitled to vote at the meeting and the Auditor during a period of not less than 30 days and not more than 35 days before the day on which the meeting is to be held; or
- c) at least once in a publication of the Corporation that is sent to all Members during a period of 21 to 60 days before the day on which the meeting is to be held.

Notice of any meeting where special business will be transacted should contain sufficient information to permit the Member's Delegate to form a reasoned judgment on the decision to be taken.

2.4. Delegate

All Members shall be represented by delegates (herein called "Delegates" or "Delegate") who have been duly appointed by the Member in accordance with the rules and regulations concerning the number of Delegates a Member may appoint as established by General Assembly. Subject to the provisions of Section 5.8, each Delegate appointed to represent a Member must be a member of the local church appointing such individual. In addition to delegates appointed by Members, and subject to the provisions of Section 5.8, all persons holding an Official Worker's license issued by proper authorities in the denomination; all members of the Board of Directors and such other persons as it may designate; members of special committees of the General Assembly; the national and district presidents of Alliance Men's Ministries, the national and district Women's Ministries Directors, and all members of national committees shall be delegates to Meetings of the Members. Each

delegate identified in this section who is present in person at a Meeting of the Members shall have the right to exercise one vote.

2.5. Members Calling a Meeting of Members

The Board shall call a special Meeting of Members in accordance with Section 167 of the Act, on written requisition of Members carrying not less than five percent of the voting rights. If the Board does not call a meeting within twenty-one (21) days of receiving the requisition, any Member who signed the requisition may call the meeting.

2.6. General Assembly

The General Assembly of The Christian and Missionary Alliance in Canada - L'Alliance Chrétienne et Missionnaire au Canada (herein called the "General Assembly") is the ultimate spiritual authority under God of The Christian and Missionary Alliance in Canada.

Through seeking God's direction, the General Assembly establishes the goals, direction, vision, and resultant ministries and activities of the corporate entity, The Christian and Missionary Alliance in Canada - L'Alliance Chrétienne et Missionnaire au Canada.

To accomplish such purposes, the General Assembly shall meet every two years at such time and place as determined by the Board. In exercising their rights and responsibilities as Members of the Corporation, the Members shall elect a Board of the Corporation and both the Corporation and the Board shall respect the authority of the General Assembly. The Corporation, under the direction of the Board, shall be responsible under God for the administration of the Corporation in accordance with the General Operating Bylaw and within the legislation and limitations passed by the General Assembly. The role and function of the General Assembly and its governance structure shall be as set out in the Policy on General Assembly.

- 2.7. The election of a president and a Board and the amendment of this Bylaw and other governing documents shall be limited to annual meetings which coincide with the biennial General Assembly.

Article 3 – Membership Dues and Termination

3.1. Membership Dues or Fees

There shall be no dues payable by Members for membership in the Corporation.

3.2. Withdrawal of Membership

Any Member may withdraw from membership by delivering to the district office, within which the Member is located, a formal resolution of resignation approved by special resolution of the people who are members of the local church (i.e. Member) seeking to withdraw.

3.3. Termination of Membership

Any Member may be required to resign by a majority vote of the District Executive Committee of the district in which it is located. Any such Member will be granted an opportunity to be heard by the District Executive Committee and shall also be granted an appeal to the Board of The Christian and Missionary Alliance in Canada should it be the desire of the Member to follow such a procedure.

3.4. Effect of Termination of Membership

Subject to the Articles, upon any termination of membership, the rights of the Member, including any rights in the property of the Corporation, automatically cease to exist. Notwithstanding the foregoing, should the church cease to be subject to the Manual which includes the Statement of Faith of The Christian and Missionary Alliance in Canada, but continues to abide by a similar Statement of Faith and promote similar purposes, the District Executive Committee of the district within which the church is located or with which it is affiliated by law may allow the church to retain ownership of its property, appurtenances, and effects.

Article 4 – Proposals

4.1. Proposal Rights

A Member entitled to vote at an annual Meeting of Members may:

- a) submit to the Corporation for inclusion in the notice of an annual Meeting of Members, notice of any matter that the Member proposes to raise at the meeting (herein referred to as a "Proposal"); and
- b) discuss at the meeting any matter with respect to which the Member would have been entitled to submit a Proposal.

The provisions of Section 163 of the Act shall apply to any Proposal. Rights with respect to Proposals do not apply if the Proposal does not relate in a significant way to the affairs of the Corporation, if it is to address a personal claim or grievance or if it falls within the other exceptions set out in Subsection 163(6) of the Act. Proposals must be submitted to the Corporation for inclusion in the Notice of the annual Meeting of Members within a period that is 90 to 150 days before the anniversary of the previous annual Meeting of Members.

4.2. Cost of Publishing Proposals for Annual Meetings of Members

A Member who submits a Proposal shall pay the cost of including the Proposal and any statement in the notice of meeting at which the Proposal is to be presented unless otherwise provided by ordinary resolution of the Members present at the meeting.

Article 5 – Meetings of Members

5.1. Place of Meetings of Members

Subject to compliance with section 159 (Place of meetings) of the Act, meetings of the Members may be held at any place within Canada determined by the Board and on such day as the Board may appoint.

5.2. Persons Entitled to be Present at Meetings of Members

Unless otherwise specifically excluded by the resolution of the Board, all persons shall be entitled to be present at a Meeting of Members, including but not limited to, the Auditor of the Corporation.

5.3. Chair of Meetings of Members

The Board shall appoint the moderator/chair of Meetings of Members. If no appointment is made, the chair or vice chair of the Board shall chair the meeting. In the event that the chair of the Board and the vice chair of the

Board are absent, the Members who are present and entitled to vote at the meeting shall choose one of their number to chair the meeting.

5.4. Quorum at Meetings of Members

A quorum at any meeting of the Members (unless a greater number of Members are required to be present by the Act) shall be one-third (1/3) of the registered Delegates who are entitled to vote at the meeting. If a quorum is present at the opening of a Meeting of Members, the Members present as represented by their Delegates may proceed with the business of the meeting even if a quorum is not present throughout the meeting.

5.5. Votes to Govern at Meetings of Members

At any Meeting of Members, every question shall, unless otherwise provided by the General Operating Bylaw or by the Act, be determined by a majority of the votes cast on the questions. In case of an equality of votes either on a show of hands or on a ballot or on the results of electronic voting, if so permitted by this Bylaw, the chair of the meeting shall not have a second or casting vote. Members shall not be permitted a proxy vote at Meetings of Members.

5.6. Absentee Voting at Meetings of Members

A Member's delegate who is not in attendance at a Meeting of Members shall not have the right to vote by proxy.

5.7. Annual Meeting of Members

There shall be an annual Meeting of Members at such time and place as determined pursuant to Section 5.1 to be no later than fifteen (15) months after the last preceding annual Meeting of Members and, in any event, not later than six (6) months after the end of the Corporation's preceding financial year unless otherwise permitted by the Minister responsible upon proper application by special resolution of the Members. The purpose of the annual Meeting of Members will be to do the following:

- a) receive necessary reports from the Officers, Committees, and the Board, including the financial statements for the immediately preceding year, including the Auditor's report thereon;
- b) appoint the Auditor for the upcoming year;
- c) elect Directors to the Board as required; and
- d) transact any other necessary business.

5.8. General Assembly and the Annual Meeting of Members

When in session, the biennial General Assembly of The Christian and Missionary Alliance in Canada shall constitute the annual Meeting of Members. Unless otherwise directed in advance by majority vote of the Members present at the General Assembly, the Members hereby appoint the members of the Board to be their Delegates for the annual Meeting of Members in the year following the biennial General Assembly. In that year, the annual Meeting of Members shall be held on the date of a meeting of the Board that is not later than six (6) months after the end of the Corporation's preceding financial year.

5.9. Special Meetings

At the request of the president or the Board or upon the request of the Members in accordance with Section 2.5, other special Meetings of Members shall be called and convened with notice of any such meeting being provided in accordance with this Bylaw.

Article 6 – Directors

6.1. Number of Directors

The Board shall be comprised of thirteen (13) Directors, including the president. No more than two Directors, in addition to the president, shall be employees of the Corporation.

6.2. Qualifications of Directors

In addition to the qualification provisions set out in the Act, a Director must be a member of a local church that is a Member of the Corporation.

6.3. Election and Term of Office of Directors

In order to be elected to the Board, a Director must receive a majority of the ballots cast. The Directors shall be elected to hold office for a term expiring not later than the close of the fourth annual Meeting of Members following the election. Subject to the provisions of the Act, the Board, by a majority vote, shall be entitled to fill any vacancy among the Directors and a Director appointed or elected to fill such vacancy shall hold office for the unexpired term of the predecessor director.

6.4. Consecutive Terms

No person shall serve more than two (2) full four (4) year terms of office as a Director, with the exception of the president, subject to the conditions of Section 8.3 and Section 8.6.1. Upon completion of such maximum number of consecutive terms on the Board, a minimum of four (4) years absence from the Board is required before eligibility for re-election to the Board is restored. The time in office served by a Director who was appointed or elected to fill a vacancy part way through a four (4) year term shall not preclude such Director from serving two (2) full consecutive four (4) year terms following such partial term.

6.5. Termination Date

A Director shall immediately cease to be a Director:

- a) if a Member presents a written petition for dismissal of a Director and the dismissal is authorized by special resolution of the Delegates present at the annual Meeting of Members or at a special Meeting of Members requisitioned for such purpose;
- b) if a Director has resigned his office by delivering a written resignation to the secretary of the Corporation;
- c) if he is found by a court to be of unsound mind;
- d) if he becomes bankrupt or suspends payment or compounds with his creditors; or,
- e) on death.

Provided that if any vacancy shall occur for any reason in this Section, subject to Section 6.6, the Board by majority vote may, by appointment, fill the vacancy with a member of a local church that is a Member of the Corporation.

6.6. Vacancies

So long as a quorum of the Board remains in office, a vacancy on the Board may be filled by the Board. If no quorum of the Board exists, the remaining Directors shall forthwith call a special Meeting of Members to fill the vacancies on the Board. A Director so appointed to fill the vacancy shall hold office for the unexpired term of predecessor Director. If the number of Directors is increased between the terms, a vacancy or vacancies, to the number of the authorized increase, shall thereby be deemed to have occurred, which may be filled in the manner above provided.

6.7. Calling of Meetings of Board

Meetings of the Board may be held at any time and place to be determined by the Board provided that not less than forty-eight (48) hours written notice of such meeting shall be given, other than by mail, to each Director. There shall be not less than one (1) meeting per year of the Board. No error or omission in giving notice of any meeting of the Board or any adjourned meeting of the Board shall invalidate such meeting or make void any proceedings taken thereat and any Director may at any time waive notice of any such meeting and may ratify, approve, and confirm any or all proceedings taken or had thereat. Notice of a meeting shall not be necessary if all of the Directors are present, and no one objects to the holding of the meeting, or if those absent have waived notice of or have otherwise signified their consent to the holding of such meeting. Notice of an adjourned meeting is not required if the time and place of the adjourned meeting is announced at the original meeting. Unless this Bylaw otherwise provides, no notice of meeting need specify the purpose or the business to be transacted at the meeting except that a notice of meeting of the Board shall specify any matter referred to in subsection 138(2) (Limits on Authority) of the Act that is to be dealt with at the meeting. Subsection 138(2) sets out restrictions on the powers of a Director or a committee of the Board, if so appointed by the Board.

6.8. Meetings by Electronic Means

If all the members of the Board consent thereto generally or in respect of a particular meeting, a Director may participate in a meeting of the Board or of a Committee of the Board by means of such conference telephone or other communications facilities as permit all persons to participate. All persons participating in the meeting by such means are deemed to be present at the meeting.

6.9. Regular Meetings of the Board

The Board may appoint a day or days in any month or months for regular meetings of the Board at a place and hour to be named. A copy of any resolution of the Board fixing the place and time of such regular meetings of the Board shall be sent to each Director forthwith after being passed, but no other notice shall be required for any such regular meeting.

6.10. Votes to Govern at Meetings of the Board

At all meetings of the Board, every question shall be decided by a majority of the votes cast on the question. Each Director shall have one (1) vote except for any Director who is an employee of the Corporation, who shall not have a vote. In case of an equality of votes, the chair of the meeting shall not have a second or casting vote.

6.11. Remuneration of Directors

The Directors shall serve as such without remuneration and no Director shall directly or indirectly receive any profit from his position as such; provided that a Director may be paid reasonable out-of-pocket expenses incurred in the performance of his duties.

6.12. Retiring Director

A retiring Director shall remain in office until the dissolution or adjournment of the meeting at which his retirement is accepted. The resignation of a Director may be accepted forthwith.

6.13. Indemnities to Directors

Every Director and Officer of the Corporation, or other person who has taken or is about to undertake any liability on behalf of the Corporation and their heirs, executors and administrators, and estate and effects, respectively, shall from time to time and at all times, be indemnified and saved harmless, out of the funds of the Corporation, from and against:

- a) all costs, charges, and expenses whatsoever which the Director, Officer, or other person sustains or incurs in or about any action, suit, or proceeding which is brought, commenced, or prosecuted against him or in respect of any act, deed, matter, or thing whatsoever made, done, or permitted by him in or about the execution of the duties of his office or in respect of any such liability; and
- b) all other costs, charges, and expenses which he sustains or incurs in or about or in relation to the affair thereof, except the costs, charges, or expenses occasioned by his own willful neglect or default.

6.14. Protection of Directors and Officers

No Directors or Officers of the Corporation shall be liable for the acts, receipts, neglects, or defaults of any other Director or Officer or employee or for any loss, damage, or expense happening to the Corporation through the insufficiency or deficiency of title to any property acquired by the Corporation or for or on behalf of the Corporation for the insufficiency of any security in or upon which any of the money of or belonging to the Corporation shall be placed out or invested or for any loss or damage arising from the bankruptcy, insolvency, or tortious act of any person, firm, or corporation with whom or which any moneys, securities, or effects shall be lodged or deposited or for any loss, damage, or misfortune whatever which may happen in the execution of the duties of his respective office or trust or in relation thereto unless the same shall happen by or through his own wrongful and willful act or through his own wrongful and willful neglect or default.

6.15. Responsibility for Actions

The Directors for the time being of the Corporation shall not be under any duty or responsibility in respect of any contract, act, or transaction whether or not made, done, or entered into in the name or on behalf of the Corporation, except such as shall have been submitted to and authorized or approved by the Board.

6.16. Conflict of Interest

No Director shall place himself in a position where there is a conflict of interest between his duties as a Director and his other interest. Every Director who is in any way directly or indirectly interested in or may become interested in a material way in an existing or proposed contract, transaction, or arrangement with the Corporation or who otherwise has a conflict of interest by virtue of involvement with a member of his family (with "family" defined as spouse, father, mother, child, brother, or sister, or spouse of such family members)

or by the involvement of his partner, business associate, or corporation that the Director is involved with as either a director, shareholder, officer, employee, or agent, then such Director shall declare his conflict of interest fully at a meeting of the Board and shall withdraw from any vote thereon.

Article 7 – Committees

7.1. Committees of the Board

The Board may, from time to time, appoint such Standing Committees, Ad Hoc Committees, or any other advisory body as it deems necessary or appropriate for such purposes and, subject to the Act, with such powers as the Board shall see fit. Any such Committee may formulate its own rules of procedure, subject to such regulations or directions as the Board may from time to time make. Any Committee member may be removed by resolution of the Board. All Committees shall be fully responsible to the Board.

Article 8 – Officers

8.1. Officers

The Officers of the Corporation shall be:

- a) President;
- b) Treasurer;
- c) Secretary;
- d) Such additional Officers determined from time to time by the Board.

Any two offices may be held by the same person. All Officers must be members of a local church which is a Member of the Corporation. Any Officer may, but need not be, a Director unless otherwise stipulated.

8.2. Election of President

The president shall be elected by the Members of the Corporation at an annual Meeting of Members, which is the biennial General Assembly, or at such meeting of the Members as may be called earlier than the biennial General Assembly for the purpose of filling any vacancy in such position and shall continue in office until he resigns, becomes incapacitated, dies, is no longer a member of a local church which is a Member of the Corporation, or is otherwise removed by special resolution of the Board.

8.3. President as Director

Subject to the provisions of Section 8.4, the election of the president shall constitute the election of such person as a Director.

8.4. Voting Rights of President

As a Director, the President shall have the same rights, duties, privileges and obligations as all other Directors, including the right to receive notice of, attend, and fully participate at all meetings of the Board and vote on all matters requiring a vote which come before the meeting. In the event the president is an employee of the

Corporation, he shall have all of such rights, duties, privileges, and obligations - save and except the right to vote.

8.5. Appointment of Officers

The president shall nominate candidates to the Board to fill all Officer positions other than the president. The Board shall appoint such Officers from the list of candidates for such positions as submitted by the president.

8.6. Terms of Office

- 8.6.1. The president of the Corporation may, in addition to any unexpired term of a predecessor which he may be filling, hold office for a term of four (4) years. He may be re-elected for a maximum of two (2) additional terms of four (4) years.
- 8.6.2. The secretary shall serve for a term of one (1) year. There shall be no limitation on the number of consecutive terms that can be served by the secretary.
- 8.6.3. The treasurer shall serve for a term of one (1) year. There shall be no limitation on the number of consecutive terms that can be served by the treasurer.
- 8.6.4. There shall be no specified term of office for all other Officers.
- 8.6.5. Any Officer may be removed by the Board upon special resolution of the Board at a duly constituted meeting of the Board.

8.7. Duties of Officers

- 8.7.1. The president shall be chief executive officer of the Corporation. He shall have the general and active management of the affairs of the Corporation. He shall see that all orders and resolutions of the Board of Directors are carried into effect. In the event he is a paid employee of the Corporation, he shall have the rights as set out in Section 8.4.
- 8.7.2. The treasurer shall ensure appropriate custody of the funds and securities of the Corporation and shall ensure that full and accurate accounts are kept of all assets, liabilities, receipts and disbursements of the Corporation in the books belonging to the Corporation. He shall perform such other duties as may from time to time be directed by the Board. The treasurer shall be appointed from amongst the Directors.
- 8.7.3. The secretary may be empowered by the Board, upon resolution of the Board, to carry on the affairs of the Corporation generally under the supervision of the Officers thereof and shall attend all meetings and ensure that all votes and minutes of all proceedings are recorded in the books to be kept for that purpose. He shall give or cause to be given notice of all meetings to the members of the Board, and shall perform such other duties as may be prescribed by the Board of Directors or president. The secretary shall be appointed from amongst the Directors.

8.8. Succession

On an annual basis, the Board of Directors shall appoint an order of succession to come into effect should the President be unable to serve for any reason, including but not limited to absence or disability. However, in the absence of such designation, the order of succession shall be:

- a) Executive Vice President

- b) Vice President, Global Ministries
- c) Vice President, Canadian Ministries
- d) Vice President, Finance

8.9. Agents

The Board may appoint such agents and engage such employees as it shall deem necessary from time to time and such persons shall have such authority and shall perform such duties as shall be prescribed by the Board at the time of such appointment.

Article 9 –Policies, Regulations, Official Statements, and Guidelines

9.1. Adoption of Policies, Regulations, Official Statements, and Guidelines

The Board or the Members may adopt, amend, or repeal by Resolution, Policies, Regulations, Official Statements, and Guidelines not inconsistent with the General Operating Bylaw concerning the management and operation of the Corporation and how it can best achieve the charitable purposes of the Corporation as the Board or the Members may deem appropriate from time to time.

9.2. Effective Date

Any Policy, Regulation, Official Statement or Guideline adopted by the Board shall continue to have force and effect until amended, repealed, or replaced by a subsequent Resolution of the Board or the Members, which Members' Resolution, if applicable, shall take priority over any conflicting Resolution of the Board.

Article 10 – General Provisions

10.1. Books and Records

The Board shall see that all necessary books and records of the Corporation required by the by-laws of the Corporation or by any applicable statute or law are regularly and properly kept.

10.2. Minutes of Board

The minutes of the Board shall not be available to the Members of the Corporation but shall be available to the members of the Board, each of whom shall receive a copy of such minutes.

10.3. Auditor

Members shall at each annual Meeting of Members appoint an Auditor to audit the accounts of the Corporation for report to the Members at the next annual Meeting of Members. The Auditor shall hold office until the next annual Meeting of Members provided that the Board may fill any vacancy in the office of Auditor. The remuneration of the Auditor shall be fixed by the Board.

Article 11 – Amendments

11.1. Amendments to this General Operating Bylaw

This Bylaw may be amended only by special resolution at any regular business session of the General Assembly, written notice having been given prior to General Assembly

Article 12 – Effective Date

12.1. Bylaws and Effective Date

Subject to the General Operating Bylaw, the Board may, by a resolution that is passed unanimously by the Board, make, amend, or repeal any bylaw that regulates the activities or affairs of the Corporation. Any such bylaw, amendment, or repeal shall be effective from the date of the resolution of the Board until the next Meeting of Members, which is a biennial meeting of the General Assembly, called for the purpose of considering the bylaw where it may be confirmed, rejected, or amended by the Members by special resolution of the voting delegates of the Members. If the bylaw, amendment, or repeal is confirmed or confirmed as amended by the Members, it remains effective in the form in which it was confirmed. The bylaw, amendment, or repeal ceases to have effect if it is not submitted to the Members at the next Meeting of Members, which is a biennial meeting of the General Assembly or if it is rejected by the Members at the meeting. In the event a resolution to make, amend, or repeal a bylaw is not unanimously passed by the Board, any such proposed revision to the by-law shall be presented to the Members at the next annual Meeting of Members, which is a biennial meeting of the General Assembly, and if the proposed revision is approved or amended by special resolution of the voting delegates of the Members, such bylaw, as approved, shall have effect as of the date it is so approved.

Policy on General Assembly

THE CHRISTIAN AND MISSIONARY ALLIANCE IN CANADA – L'ALLIANCE CHRETIENNE ET MISSIONNAIRE AU CANADA

The General Assembly, thoroughly representative of the entire membership, is the ultimate authority under God of The Christian and Missionary Alliance in Canada.¹

Article 1 – Presiding Officer - Moderator

A Moderator² shall be appointed by the Board of Directors one year in advance of the General Assembly meeting. His duty shall be to act as chair of the business sessions of the General Assembly. He may be assisted in this capacity by anyone so designated by the Board of Directors.

Article 2 – Function of General Assembly

- 2.1. The General Assembly is the highest legislative authority in The Christian and Missionary Alliance in Canada. All legislation enacted by Assembly is therefore binding on all member churches.
- 2.2. The General Assembly shall require full reports from the Board of Directors through the president.
- 2.3. Legislation may be enacted by General Assembly. Such legislation shall direct and limit the administration.
- 2.4. Assembly planning committees shall ensure that in addition to adequate time for business, there are times for worship, inspiration, and fellowship at each Assembly.

Article 3 – Basis of Representation

3.1. Accredited Delegates

3.1.1. Accredited delegates³ include:

- a) Persons holding an Official Worker's license, issued by proper authorities in the denomination;
- b) Members of the Board of Directors, and such others as it may designate;
- c) Lay members of special committees of General Assembly who may not have been otherwise appointed;
- d) Lay members of national committees;
- e) The national and district presidents of Alliance Men's Ministries;
- f) The national and district Women's Ministries directors.

¹ General Operating Bylaw No.2, Article 2, Item 2.6

² General Operating Bylaw No.2, Article 5, Item 5.3

³ General Operating Bylaw No.2, Article 2, Item 2.4

3.1.2. All lay delegates appointed by Member churches must be members of that Christian and Missionary Alliance church⁴.

3.1.3. Churches that have adopted the Local Church Constitution of The Christian and Missionary Alliance in Canada may send two lay delegates. If the active membership of the Member church is 150 or more, another lay delegate may be sent for each additional 100 members, or fraction thereof. The Board of each Member church shall be responsible for the certification of its lay delegates. This certification is to be verified by the signature of the Secretary of the Board of the Member church.

3.1.4. Churches that have adopted the Constitution for Developing Churches of The Christian and Missionary Alliance in Canada may have one lay delegate appointed by the appropriate district superintendent, after consultation with the Advisory Committee. This appointment is to be verified by the signature of the district superintendent.

3.2. Corresponding Delegates

3.2.1. A corresponding delegate may be admitted by a two-thirds vote of the General Assembly, without the right to debate or vote.

3.2.2. Corresponding delegates include:

- a) Any member of a church of The Christian and Missionary Alliance attending the General Assembly as a visitor, on recommendation of the Committee on Credentials;
- b) Any representative of any national church in working agreement with The Christian and Missionary Alliance in Canada, appointed by his national church;
- c) Such representatives of contributing societies as the Board of Directors may invite.

Article 4 – General Assembly Committees

4.1. The chair, vice chair, and secretary of each General Assembly committee, other than the Committee on General Assembly Committees and the Committee on Nominations, shall be appointed by the Board of Directors prior to General Assembly.

Other members of these Committees shall be appointed by the Committee on General Assembly Committees.

4.2. The Committee on General Assembly Committees

This committee shall be composed as follows:

- a) One member appointed by the Board of Directors, who shall be the Chair,
- b) One international worker on regular home assignment, appointed by the Board of Directors,
- c) One member from each district of The Christian and Missionary Alliance in Canada, appointed by the respective District Executive Committee.

4.3. General Assembly Committees

General Assembly Committees shall include:

- a) Committee on Agenda

⁴ General Operating Bylaw No.2, Article 2, Item 2.4

- b) Committee on Credentials
- c) Committee on Finance
- d) Committee on General Legislation
- e) Committee on Nominations
- f) Committee on Rules
- g) Committee on Strategic Plan

4.4. The Board of Directors and/or General Assembly may designate other committees as the need arises.

4.5. **Composition of General Assembly Committees**

4.5.1. The Committee on Nominations shall include: the chair; vice chair; secretary, as elected by General Assembly; two persons elected by each Canadian district conference; and, two international workers on home assignment appointed by the Board of Directors.

4.5.2. Other committees shall include: the chair; vice chair; secretary, as appointed by the Board of Directors; as far as possible, three persons from each Canadian District; three international workers on home assignment; and three representatives-at-large, except for the committees on credentials, agenda and rules which are three-member committees composed of the chair, vice chair, and secretary only.

Article 5 – Procedures

5.1. **Introducing Legislation at General Assembly**

5.1.1. All resolutions proposing new laws or regulations, or amendments to existing laws or regulations, presented directly on the floor of General Assembly shall be referred to the appropriate committee, or to such other standing committee as the chair will direct, before being discussed by General Assembly.

5.1.2. No legislation introduced from the floor of General Assembly, requiring submission to a General Assembly committee before being considered, shall be presented on the last day of business sessions of General Assembly.

5.2. **Approach to General Assembly**

5.2.1. District Conferences may approach General Assembly on matters pertaining to the general policies of the denomination through the Board of Directors by a properly prepared proposal. Such proposal shall receive careful consideration in its relationship to the denomination by the Board of Directors and either be passed on to General Assembly, with or without recommendation, or be referred to all District Conferences so that, if fifty (50) percent of the conferences approve, it shall be passed on to General Assembly, and if not, it shall not be passed on to General Assembly.

5.2.2. Accredited delegates to General Assembly have the right to appear before meetings of General Assembly committees and present their views on any subject before it, at such reasonable times as, upon request, the committee may appoint, but during the deliberation of the committee, no one has a right to be present except the members of the committee.

5.2.3. If any accredited delegate to General Assembly desires a special privilege, he shall address the chair and make known the nature of his request. If, in the judgment of the chair, the request seems to be in order, he may assign him the floor for a period not to exceed three minutes. If the chair feels the speaker should have more time, he may refer it to the body for an extension.

5.3. Reports to General Assembly

5.3.1. Report of the Board of Directors

The Report of the Board of Directors, through the president, shall present a survey of all the work of The Christian and Missionary Alliance in Canada, including matters reported and referred. This report shall be placed in the hands of the delegates at the opening session of the General Assembly. The final disposition of matters that have been referred to various committees, divisions, commissions, Board of Directors, or individuals, will be included in the Board of Directors' report to the General Assembly.

5.3.2. General Assembly Committees' Reports

The committees of General Assembly shall carefully consider all reports and matters referred to them and shall report to the Assembly, with such recommendations as they may consider advisable.

Committees may also consider other matters that normally come within the scope of said committees, not growing out of these reports. Recommendations, however, growing out of matters not referred, are to be presented as a first reading before final action is taken at a subsequent session.

5.3.3. Disposition of Reports

All parts of the report from the Board of Directors shall be referred to an appropriate committee of the General Assembly before being discussed by the Assembly.

5.3.4. Reports of Special Committees or Commissions

All reports of special committees or commissions elected or appointed by the General Assembly, whose personnel are determined by the Assembly, shall be reported directly to the Assembly, and after the second reading may be discussed by the Assembly. Such reports shall be presented in written form and made available to all delegates.

5.4. Changes to the General Operating By-law and Constitutions

All legislation proposing changes to the General Operating Bylaw or constitutions shall be presented to the General Assembly with the principles of such changes defined without the technical wording of the amendments. When these changes have been approved by the General Assembly they shall then be referred to the Committee on Rules for proper wording and reported back to the General Assembly for final approval.

5.5. Quorum

5.5.1. One-third of the registered delegates shall constitute a quorum.⁵

5.5.2. In the event that elections have not been completed and a quorum is not present, all incomplete elections shall be referred to the Board of Directors with power to fill vacancies until the next General Assembly.

⁵ General Operating Bylaw No.2, Article 5, Item 5.4

5.6. **Rules of Order**⁶

Where there is no existing legislation, the current edition of Robert's Rules of Order will apply.

Article 6 - Amendments

Amendments to the Policy on General Assembly may be made only by special resolution at any regular business session of General Assembly, written notice having been given prior to General Assembly.

Adopted – General Assembly 1980
Amended – General Assembly 2012
Amended – General Assembly 2014
Amended - General Assembly 2016

⁶ General Operating Bylaw No.2, Article 1, Item 1.10

Policy on Organization and Government

THE CHRISTIAN AND MISSIONARY ALLIANCE IN CANADA – L'ALLIANCE CHRETIENNE ET MISSIONNAIRE AU CANADA

Article 1 – Constituent Elements of Organization

The following elements constitute the organized work of The Christian and Missionary Alliance in Canada:

- a) A legislative body, known as the General Assembly
- b) An executive body, known as the Board of Directors
- c) District organizations in Canada
- d) Alliance churches in Canada
- e) Alliance ministries overseas
- f) Publications
- g) Education ministries
- h) Auxiliary enterprises

Article 2 – General Assembly

General Assembly is conducted according to the Policy on General Assembly.

Article 3 – Board of Directors

The Board of Directors is the executive body and is responsible under God for the administration of The Christian and Missionary Alliance in Canada in accordance with the General Operating Bylaw and within the legislation and limitations passed by the General Assembly.

3.1. Membership

- 3.1.1. The Board shall be comprised of thirteen (13) Directors, including the president. No more than two Directors, in addition to the president, shall be employees of the Corporation.¹
- 3.1.2. At the time of election, there shall be one member from each district of The Christian and Missionary Alliance in Canada and the other persons, one of whom shall be an international worker, elected without consideration as to their district of residence.
- 3.1.3. In order to be elected to the board of directors, a nominee must receive at least a majority of the ballots cast.²
- 3.1.4. Up to two-thirds of the membership may be lay persons.

¹ General Operating Bylaw No.2, Article 6, Item 6.1

² General Operating Bylaw No.2, Article 6, Item 6.3

3.2. Conflict of Interest³

No Director shall place himself in a position where there is a conflict of interest between his duties as a Director and his other interest. Every Director who is in any way directly or indirectly interested in or may become interested in a material way in an existing or proposed contract, transaction, or arrangement with the Corporation or who otherwise has a conflict of interest by virtue of involvement with a member of his family (with "family" defined as spouse, father, mother, child, brother or sister, or spouse of such family members) or by the involvement of his partner, business associate, or corporation that the Director is involved with as either a Director, shareholder, officer, employee, or agent, then such Director shall declare his conflict of interest fully at a meeting of the Board and shall withdraw from any vote thereon.

3.3. Vacancies⁴

So long as a quorum of the Directors remains in office, a vacancy on the Board may be filled by the Directors. If no quorum of Directors exists, the remaining Directors shall forthwith call a special Meeting of Members to fill the vacancies on the Board. A Director so appointed to fill the vacancy shall hold office for the unexpired term of predecessor Director. If the number of Directors is increased between the terms, a vacancy or vacancies, to the number of the authorized increase, shall thereby be deemed to have occurred, which may be filled in the manner above provided.

3.4. Terms of Office

3.4.1. No Person shall serve more than two (2) full four (4)-year terms of office as a Director, with the exception of the president, subject to the conditions of Section 8.3 and Section 8.6(a). Upon completion of such maximum number of consecutive terms on the Board, a minimum of four (4) years absence from the Board is required before eligibility for re-election to the Board is restored. The time in office served by a Director who was appointed or elected to fill a vacancy partway through a four (4)-year term shall not preclude such Director from serving two (2) full consecutive four (4)-year terms following such partial term.⁵

3.4.2. Approximately one-half of the Board is to be elected at each General Assembly.

3.4.3. The term of office of the president shall commence on August 1 following his election.

3.5. Lead Team

The Lead Team shall be appointed annually by the Board. Its members shall be nominated by the president and appointed by the Board.

Article 4 – District Organizations

District organizations are governed by the Policy on District Organization.

Article 5 – Local Churches in Canada

Local churches in Canada operate according to the Policy on Local Churches.

³ General Operating Bylaw No.2, Article 6, Item 6.16

⁴ General Operating Bylaw No.2, Article 6, Item 6.6

⁵ General Operating Bylaw No.2, Article 6, Item 6.4

Article 6 – Alliance Ministries Overseas

Alliance ministries overseas operate according to relevant denominational policies.

Article 7 – Publications

Official publications are authorized by the president.

Article 8 – Education Ministries

Education ministries operate according to the Policy of Official Schools (post-secondary).

Article 9 – Auxiliary Enterprises

Auxiliary enterprises, including but not limited to conferences, camps and campgrounds, retirement centres, schools (non-post-secondary), and home assignment residences, operate under the auspices of the district organizations.

Article 10 - Amendments

Amendments to the Policy on Organization and Government may be made only by special resolution at any regular business session of General Assembly, written notice having been given prior to General Assembly.

Adopted – General Assembly 1980

Amended – General Assembly 2012

Amended – General Assembly 2014

Amended - General Assembly 2016

Policy on Process for Electing the President

In this policy, all references to “the Committee” shall be interpreted as meaning “the General Assembly Committee on Nominations”.

1. General Assembly Committee on Nominations

- 1.1. The chair, vice chair, and secretary shall have full discretion to commence preparatory work for the nominating committee including, but not limited to, publishing a call for nominations.¹
- 1.2. The Committee shall report exclusively to the General Assembly.
- 1.3. The Committee shall request from the chair of the Board of Directors input regarding the needs of the C&MA in Canada in the next season of its life as identified by the Board.
- 1.4. The Committee shall only receive nomination papers from individuals who are committed and able to meet the criteria for a member of the Board of Directors, as outlined in General Operating Bylaw No.2, and who:
 - a) are Canadian citizens;
 - b) are approved for licensing by the C&MA in Canada before they submit their papers; and
 - c) have a significant Canadian ministry leadership experience.
- 1.5. The Committee shall exercise due diligence² and fair treatment in its assessment of each candidate.
- 1.6. The Committee shall operate in absolute confidentiality. No person submitting nomination papers shall be identified until the committee presents its report to the constituency.
- 1.7. The Committee shall inform each candidate regarding whether or not the candidate is being recommended by the committee prior to presenting its report to the constituency.
- 1.8. The Committee shall report to the constituency regarding the nomination of the president no later than 30 days prior to the election. The report shall identify which candidate it recommends to General Assembly and shall also list:
 - a) The names of persons who submitted nomination papers whose nomination papers were found to be in order and who have not withdrawn.
 - b) A brief résumé of each candidate’s ministry.
 - c) The position statement of vision, goals, and expected outcomes during the term, as submitted by each candidate.
- 1.9. Nominations from the floor of General Assembly shall not be accepted.

2. Nomination Papers

- 2.1. All candidates for the position of president, including the incumbent president, should the incumbent be eligible, shall file nomination papers with the chair of the Committee.

¹ The establishment and composition of the Nominating Committee is in the Policy on General Assembly, Item 4.5.1.

² Due diligence shall include but not be restricted to a criminal record police check and an oral interview.

- 2.2. A candidate may withdraw his candidacy at any time prior to the vote to elect the president at General Assembly by providing notice to the chair of the Committee.

3. Incumbent

Not later than one hundred and eighty (180) days before the convening of General Assembly, the incumbent president, if eligible for re-election, shall provide written notice to the chair of the Committee stating the incumbent president's intention to allow or not allow his name to stand for re-election. The chair of the Committee shall, not later than five business days after receiving such written notification, ensure that the stated intention of the incumbent president be posted on the public website of The Christian and Missionary Alliance in Canada should such a web site exist.

4. Election Procedure

- 4.1. Immediately prior to the election, all candidates for president shall be given opportunity to present to General Assembly a speech which shall be approximately 15 minutes in length. Speaking order will be determined by drawing lots. Candidates will meet with the Moderator immediately after the session in which the second reading of the Report on Nominations is presented to establish the speaking order.
- 4.2. Following the speeches, delegates will be given 15 minutes for prayer and consideration prior to the ballots being distributed.
- 4.3. Where there is only one candidate for president, and where that candidate is the incumbent who has been elected to at least one previous term, Section 4.1 does not apply.
- 4.4. All candidates submitting nomination papers found to be in order by the Committee, and who have not withdrawn, shall be listed on the ballot with the candidate recommended by the Committee identified thereon.
- 4.5. The vote to elect the president shall take place on the afternoon of the day prior to the last day of business meetings of General Assembly.
- 4.6. In order to be elected president, a candidate must receive a majority of the votes cast. In the event that no candidate receives the required majority on the first ballot, the two candidates receiving the most votes in their favour on the first ballot shall be the only two candidates that the delegates to General Assembly shall consider on a second ballot. The delegates to General Assembly shall vote on the second ballot as soon as practicable after the moderator announces the names of the two candidates.
- 4.7. The moderator of General Assembly shall announce the name of the elected candidate as soon as conveniently possible after ballot counting has been completed.
- 4.8. The elected candidate shall be declared the president for the next term.

5. Dispute Resolution

In the event of a need for interpretation of this policy before the beginning of General Assembly, the chair of the Nominating Committee shall request such interpretation of the Board of Directors and the Nominating Committee shall abide by the ruling of the Board of Directors. Once General Assembly has commenced, the Rules Committee shall make any necessary rulings.

6. Amendments

This policy may be amended by a majority vote of General Assembly, written notice having been given prior to General Assembly.

Adopted – General Assembly 2006
Amended – General Assembly 2008
Amended – General Assembly 2010
Amended – General Assembly 2014
Amended - General Assembly 2016

Policy on Official Schools (Post-Secondary)

1. General

The Christian and Missionary Alliance in Canada may designate post-secondary educational institutions as official schools of The Christian and Missionary Alliance in Canada for the purposes of teaching its beliefs and preparing persons for service.

An official school of The Christian and Missionary Alliance in Canada is one whose relationship to The Christian and Missionary Alliance in Canada (the denomination) is set out in a memorandum of understanding, officially endorsed by the governing boards of both parties, which contains, but is not limited to:

1.1. Commitments by the denomination to:

- a) Endorse and promote the school and its programs.
- b) Work collaboratively to place graduates of the school into suitable ministry in the denomination.
- c) Support the school financially in a manner approved by the Board of Directors of the denomination.
- d) License faculty members in biblical, theological, ministry, and other faculties who meet the qualifications for licensing in the Manual.
- e) Invite the chief officer of the school to attend meetings of the global leadership team of the denomination.

1.2. Commitments by the school to:

- a) Promote the teachings of the denomination as set forth in its statement of faith.
- b) Prepare persons to serve domestically and internationally in the denomination through alignment of programs and courses with the purposes and priorities of the denomination.
- c) Appoint the president of the denomination or his appointee to the school's governing board as well as a defined proportion of members of its governing board from members of member churches of the denomination.
- d) Present timely reports to the Board of Directors of the denomination of impending or actual changes regarding the tenure of the chief officer of the school and impending or actual changes to the governing documents of the school.
- e) Present annual reports (including program enrollment, placement of graduates, and the financial state of the school) to the Board of Directors of the denomination and to General Assembly when in session.

2. Current official schools of The Christian and Missionary Alliance in Canada:

Ambrose University (including Ambrose Seminary) – 150 Ambrose Circle SW, Calgary, Alberta T3H 0L5

École de Théologie Évangélique du Québec – 4824, chemin de la Côte-des-Neiges, Suite 301, Montréal, Québec H3V 1G4

3. Additional official schools of The Christian and Missionary Alliance in Canada

Any post-secondary educational institution wishing to be designated as an official school of The Christian and Missionary Alliance in Canada, or any person(s) wishing to initiate an officially designated school of The Christian and Missionary Alliance in Canada, shall make a proposal in writing to the Board of Directors through the president. The president shall conduct appropriate review and investigative procedures in connection with the application, following which the president shall make a recommendation to the Board of Directors concerning the disposition of the application.

4. Amendments

This policy may be amended by a majority vote of the Board of Directors.

Amended – Board of Directors – April 2002

Amended – General Assembly 2004

Amended - Board of Directors - November 2015

Policy on District Organization

(Formerly known as District Constitution)

Each district of The Christian and Missionary Alliance in Canada that is not incorporated shall be governed by this policy. The governing documents of incorporated districts shall reflect the provisions of this policy to the extent possible in keeping with the appropriate provincial legislation.

Preamble

District organization in The Christian and Missionary Alliance in Canada is designed to help churches grow; to provide for regional relationships; and to give oversight to the licensing, ordination, and leadership of its official workers.

While the local assembly is the primary visible form of the church, relationships beyond the congregation are essential if the local church is to fulfill its function in the fellowship, evangelism, church development, extension, and world missions.

Therefore, The Christian and Missionary Alliance churches of this district are united in governance, fellowship, and service in order to promote unity of faith in the fullness of Jesus Christ as Saviour, Sanctifier, Healer, and Coming King, and to facilitate the spread of the Gospel in Canada and globally under the guidance and enabling of the Holy Spirit.

Article 1 – Name

This district shall be known as the _____ District of The Christian and Missionary Alliance in Canada. Its boundaries are defined by the Board of Directors of The Christian and Missionary Alliance in Canada.

Article 2 – Organization and Government

The organization of this district shall be in harmony with the provisions outlined in the Manual of The Christian and Missionary Alliance in Canada and shall include all member churches, official workers, and ministries of The Christian and Missionary Alliance within this district, except such as may be under the immediate control of the Board of Directors of The Christian and Missionary Alliance in Canada.

2.1. District Conference

The District Conference shall constitute the legislative body of the district. The district superintendent shall be the chair or shall appoint the chair. Its legislation shall be limited to district affairs and in no case shall such legislation be in conflict with the actions of the General Assembly. The District Conference may provide a voice into actions contemplated by General Assembly wherein the district may be unduly impacted by such action. One third of registered accredited voting delegates shall constitute a quorum. It shall meet biennially and shall be comprised of the following:

2.1.1. Accredited Voting Delegates

The District Executive Committee shall establish the process by which the credentials of voting delegates are confirmed.

- a) Officers and official workers of the district

- b) Local church delegates:
 - i. Churches that have adopted the Local Church Constitution of The Christian and Missionary Alliance in Canada may be represented at the District Conference by two voting lay delegates appointed by the board of elders. If the active membership is 150 or more, another voting lay delegate may be sent for each additional 100 members, or fraction thereof.
 - ii. Churches that have adopted the Constitution for Developing Churches of The Christian and Missionary Alliance in Canada may be represented at the District Conference by one voting lay delegate appointed by the district superintendent after consultation with the Advisory Committee.
- c) Lay members of the District Executive Committee
- d) Lay leaders of district ministries appointed by the District Executive Committee
- e) Members of the Board of Directors of The Christian and Missionary Alliance in Canada residing in the district
- f) International workers of The Christian and Missionary Alliance in Canada on home assignment residing in the district
- g) A representative of The Christian and Missionary Alliance in Canada appointed by the president
- h) A representative of each official school (post-secondary) of The Christian and Missionary Alliance appointed by the chief officer of that institution
- i) Official workers, licensed by the president, residing in the district

2.1.2. Corresponding Delegates

Members of member churches of The Christian and Missionary Alliance in Canada visiting District Conferences may be admitted as corresponding delegates. Corresponding delegates shall not have the right to vote.

2.2. District Executive Committee

The administrative work of the district shall be committed to the District Executive Committee. This committee shall consist of the officers of the district and such other members as shall be elected by District Conference. As far as possible, they shall represent the diversity of the district. The district superintendent shall serve as chair or appoint the chair.

Persons shall not vote on any matter which may directly or indirectly result in financial benefit to them, whether such benefit be in the nature of salary or other payment.

2.3. Officers

The officers of the district shall consist of the district superintendent, the chair, the secretary, the treasurer and others as specified in the district bylaws.

2.3.1. District Superintendent

The district superintendent shall be the recognized head of the entire work of the district and shall be a member ex officio of all district committees

2.3.2. Chair

The chair or an appointee of the chair shall preside at regular and special meetings of the District Executive Committee.

2.3.3. District Secretary

The district secretary shall be responsible for the minutes of the District Conference and the minutes of all meetings of the District Executive Committee, and shall perform all other duties pertaining to the office or assigned by the District Executive Committee.

2.3.4. District Treasurer

The district treasurer shall oversee the financial policies and practices of the district and shall report to the District Executive Committee and the District Conference regarding the financial affairs of the district. The treasurer shall chair the Audit Committee of the district.

2.4. Elections/Appointments

2.4.1. Committee on Nominations

The district Committee on Nominations shall be composed of three members who shall be elected by the District Conference two years before the conference at which they will report, plus three other members appointed by the District Executive Committee following the election. The District Executive Committee shall appoint the chair, vice chair, and secretary from among the elected and appointed members.

2.4.2. District Superintendent

The district superintendent shall be elected by District Conference. The term of office shall be four years, beginning August 1 following the election with eligibility for a maximum of three consecutive elected terms of office. Prior to the completion of each term, a formal evaluation of the district superintendent's ministry shall be conducted under the supervision of the president of The Christian and Missionary Alliance in Canada, in consultation with the District Executive Committee. A written report of the formal evaluation and the criteria used shall be submitted to the Committee on Nominations.

The election of the district superintendent shall be in accordance with the Policy on Process for Electing District Superintendents.

A person who is nominated for the position of district superintendent but who is not an official worker in the respective district is to be allowed a vote in the election of the district superintendent.

In the event that a decision cannot be reached by District Conference or in the event that the office of the district superintendent becomes vacant for any reason, the president of The Christian and Missionary Alliance in Canada, in consultation with the District Executive Committee and the Board of Directors, shall appoint a district superintendent until the office has been filled by election at the District Conference.

2.4.3. District Executive Committee

The District Executive Committee shall be elected by District Conference to terms as specified in the district bylaws.

2.4.4. General Assembly Committee on Nominations

District Conference shall elect two members to serve on the Committee on Nominations at the next biennial General Assembly. In the event that an elected member is not able to serve, the District Executive Committee shall appoint a replacement to serve on this committee ensuring that, as far as possible, any lay nominee who cannot serve is replaced by a lay delegate.

2.5. Licensing Committee and Ordaining Council

The District Executive Committee shall appoint licensing committee(s) and ordaining council(s) for the district.

The licensing committee shall examine and approve candidates for the official workers license in accordance with the licensing policy. All licenses approved shall be issued by the district superintendent.

The ordaining council shall examine and approve for ordination qualified candidates for the Christian ministry in accordance with the ordination policy of The Christian and Missionary Alliance in Canada.

2.6. Property

The district may acquire, own, improve, mortgage, hypothecate, pledge, encumber, exchange, dispose of, sell, convey, or otherwise deal with property, real and personal, for district or local church purposes, in conformity with the laws of the province or territory in which the property is situated. The District Executive Committee is empowered to act as its agent in all matters pertaining to property real and personal.

The district may empower any two of its officers to release a reversionary or other contingent interest in the real property of a local church in the event of sale of church real property, or to subordinate such interest to a mortgage, when it is in the best interest of both the church and the district.

Where special conditions warrant, the District Executive Committee may permit an incorporated member church to own property and hold the title thereto. In such circumstances, the corporate documents shall contain a clause that identifies the district as the recipient of the assets of the church should the church cease to exist or cease to be subject to the Manual which includes the Statement of Faith of The Christian and Missionary Alliance in Canada.

Should the district cease to exist as a corporate body, or cease to be subject to the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance in Canada, then all property, appurtenances, and effects then owned or held by the district shall inure to the benefit of and become the property of The Christian and Missionary Alliance in Canada as incorporated under the laws of the Government of Canada or another Alliance district as may be required by law.

2.7. Member Churches

A member church of The Christian and Missionary Alliance in Canada (C&MA) shall be established when an association of people who have voted to become a member church of the C&MA and to abide by the governing documents of the C&MA has been accepted as a member church by the District Executive Committee of the district within which the church is located.

Member churches of The Christian and Missionary Alliance in Canada that are fully organized shall be governed by the Local Church Constitution. The local church may adopt additional bylaws, policies, and regulations which govern the local church but in no case shall such bylaws, policies and regulations contradict the provisions of the Local Church Constitution.

Member churches of The Christian and Missionary Alliance in Canada that have fewer than fifteen (15) members or that are not yet fully organized, shall be governed by the Constitution for Developing Churches.

The developing church may become fully organized and adopt the Local Church Constitution upon approval of the district superintendent.

Member churches of The Christian and Missionary Alliance in Canada that are incorporated shall be governed by the incorporating documents and corporate bylaws approved by the District Executive Committee. The incorporating documents, corporate bylaws, and policies of incorporated churches shall conform to the provisions of the Local Church Constitution.

A non-Alliance church that agrees to abide by the conditions approved by the Board of Directors of The Christian and Missionary Alliance in Canada may become affiliated with The Christian and Missionary Alliance in Canada upon approval of the District Executive Committee of the district within which the church is located. Affiliated churches are not member churches of The Christian and Missionary Alliance in Canada and consequently are not represented at District Conference or General Assembly by lay delegates.

Gatherings of believers without the probable potential of becoming organized churches, but desiring to align themselves with The Christian and Missionary Alliance in Canada, shall be governed as approved by the District Executive Committee.

2.8. Auxiliary District Ministries

District proposals for major capital projects other than church building programs shall be approved by the District Executive Committee unless the carrying costs of any single project exceeds 20% of a district's annual gross income for the immediately preceding financial year, in which case approval will be required by the Board of Directors of The Christian and Missionary Alliance in Canada.

2.9. Bylaws

District bylaws, not in conflict with the provisions of this policy, may be adopted by the District Conference by a majority vote.

2.10. Amendments

This policy may be amended by a two-thirds vote at any regular business session of General Assembly, written notice having been given prior to General Assembly.

Adopted – General Assembly 1984
Amended – General Assembly 2008
Amended - General Assembly 2016

Policy on Process for Electing District Superintendents

This policy shall govern the election of the district superintendent in each district of The Christian and Missionary Alliance in Canada.

In this policy, all references to “the Committee” shall be interpreted as meaning the District Committee on Nominations.

1. District Committee on Nominations

- 1.1. The chair, vice chair, and secretary shall have full discretion to commence preparatory work for the nominating committee including, but not limited to, publishing a call for nominations.¹
- 1.2. The Committee shall report exclusively to the District Conference.
- 1.3. The Committee shall request from the chair of the District Executive Committee input regarding the needs of the District in the next season of its life as identified by the District Executive Committee.
- 1.4. The Committee shall consult with the president of The Christian and Missionary Alliance in Canada.
- 1.5. The Committee shall only receive nomination papers from individuals who are committed and able to meet the criteria for a director as outlined in the corporate documents of the district, and who:
 - a) are Canadian citizens;
 - b) are approved for licensing by the C&MA in Canada before they submit their papers; and
 - c) have a significant Canadian ministry leadership experience.
- 1.6. The Committee shall exercise due diligence² and fair treatment in its assessment of each candidate.
- 1.7. The Committee shall operate in absolute confidentiality. No person submitting nomination papers shall be identified until the Committee presents its report to the district constituency.
- 1.8. The Committee shall inform each candidate regarding whether or not the candidate is being recommended by the Committee prior to presenting its report to the district constituency.
- 1.9. A partial report of the District Committee on Nominations to the district constituency shall identify which candidate it recommends to District Conference and will occur at least 30 days prior to the beginning of District Conference. The report shall also list:
 - a) the names of the persons who submitted nomination papers whose nomination papers were found to be in order and who have not withdrawn;
 - b) a brief resume of each candidate’s ministries; and
 - c) the position statement of vision, goals, and expected outcomes during the term, as submitted by each candidate.
- 1.10. Nominations from the floor of District Conference shall not be accepted.

¹ The establishment and composition of the Nominating Committee is in the Policy on District Organization, Item 2.4.1.

² Due diligence shall include, but not be restricted to, a criminal record police check and an oral interview.

2. Nomination Papers

- 2.1. All candidates for the position of district superintendent, including the incumbent district superintendent, should the incumbent be eligible, shall file nomination papers with the chair of the Committee.
- 2.2. A candidate may withdraw his candidacy at any time prior to the vote to elect the district superintendent at District Conference by providing notice to the chair of the Committee.

3. Incumbent

No later than one hundred and eighty (180) days before the convening of District Conference, the incumbent district superintendent, if eligible for re-election, shall provide written notice to the chair of the Committee stating the incumbent district superintendent's intention to allow or not allow his name to stand for re-election. The chair of the Committee shall, no later than five business days after receiving such written notification, ensure that the stated intention of the incumbent district superintendent be posted on the public website of The Christian and Missionary Alliance in Canada should such a website exist.

4. Election Procedure

- 4.1. Immediately prior to the election, all candidates for district superintendent shall be given opportunity to present to District Conference a speech which shall be approximately 15 minutes in length. Speaking order will be determined by drawing lots. Candidates will meet with the Moderator immediately after the session in which the second reading of the Report on Nominations is presented to establish the speaking order.
- 4.2. Following the speeches, delegates will be given 15 minutes for prayer and consideration prior to the ballots being distributed.
- 4.3. Where there is only one candidate for district superintendent, and where that candidate is the incumbent who has been elected to at least one previous term, Item 4.1 does not apply.
- 4.4. All candidates submitting nomination papers found to be in order by the Committee, and who have not withdrawn, shall be listed on the ballot with the candidate recommended by the Committee identified thereon.
- 4.5. The vote to elect the district superintendent shall take place at such time as is in accordance with the agenda adopted for the meetings of District Conference.
- 4.6. In order to be elected district superintendent, a candidate must receive a majority of the votes cast. In the event that no candidate receives the required majority on the first ballot, the two candidates receiving the most votes in their favour on the first ballot shall be the only two candidates that the delegates to District Conference shall consider on a second ballot. The delegates to District Conference shall vote on the second ballot as soon as practicable after the chair announces the names of the two candidates.
- 4.7. The chair of District Conference shall announce the name of the elected candidate as soon as conveniently possible after ballot counting has been completed.
- 4.8. The elected candidate shall be declared the district superintendent for the next term.

5. Dispute Resolution

In the event of a need for interpretation of this policy before the beginning of District Conference, the chair of the Nominating Committee shall request such interpretation of the Board of Directors and the Nominating Committee shall abide by the ruling of the Board of Directors. Once District Conference has commenced, the Rules Committee shall make any necessary rulings.

6. Amendments

This policy may be amended by a majority vote of General Assembly, written notice having been given prior to General Assembly.

Adopted – General Assembly 2010
Amended – General Assembly 2012
Amended - General Assembly 2014
Amended – General Assembly 2016

Licensing Policy

It was he who gave some to be apostles, some to be prophets, some to be evangelists; and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up (Ephesians 4:11-12).

No one takes this honor upon himself; he must be called by God, just as Aaron was (Hebrews 5:4).

1. General Principles

All full- or part-time¹ paid local church ministry² staff and fully- or partially-funded international workers are required to be licensed by The Christian and Missionary Alliance in Canada (C&MA). In special circumstances self-funded workers may be issued the appropriate license.

Only a person of sound Christian experience, with a godly life and a keen sense of mission, and who is in full agreement with the doctrines and teachings of The Christian and Missionary Alliance in Canada, may be approved by the C&MA for licensing.

Individuals in active violation of Scriptural moral standards shall not be licensed. The term "violation of Scriptural moral standards" as used by The Christian and Missionary Alliance in Canada shall include, but not be limited to: guilt in a criminal offense, misappropriation of funds, dishonesty or fraud in business or legal transactions, sexual activity outside of a monogamous heterosexual marriage, and sexual harassment or assault. The implications for eligibility for licensing of previous violations of Scriptural moral standards shall be assessed on a case-by-case basis through the approval process. The innocent party in a divorce or a person married to the innocent party in a divorce may be considered for licensing and appointment to district or national offices. The decision shall be informed by, and be in accordance with, our statement on "Marriage, Divorce, and Remarriage."

2. Licensing Authority

Authority to issue licenses on behalf of The Christian and Missionary Alliance in Canada shall be vested in the district superintendent for personnel ministering within the district and the president for those who are international workers and who minister at Ambrose University, ETEQ or the National Ministry Centre.

Each license holder is ultimately accountable to the authority that issues the license. Any licensing authority of the C&MA shall recognize the action of another C&MA licensing authority in matters of licensing and discipline as equal to its own acts.

3. Terms of License

Licenses for initial appointment to a specific ministry will be issued at time of placement. All licenses are issued annually with January 1 deemed to be the anniversary date.

Licenses remain valid during the period of time in which the worker is appointed to a specific ministry as defined by the licensing authority. Workers who transition to a new location of ministry shall re-sign the Call to Excellence.

¹ Part time = 15 hours/week or more

² Local church ministry = a primary focus on meeting the spiritual needs of people and/or providing church leadership.

A person with a portable license who is unassigned may retain his/her license for the balance of the current year and one additional year. Any extension of time beyond this period shall be at the discretion of the licensing authority only. In order to retain a license, the unassigned person must be available for ministry.

All license holders directly employed by C&MA churches may hold any position the church determines, with the understanding that annual reporting is defined by and presented to the governing authority of the local church.

All license holders not directly employed by C&MA churches but serving the denomination may be granted licenses to hold any position approved by either national or district entities (dependent on the scope of such ministry), with the understanding that annual reporting is defined by and presented to the licensing authority and that such licenses may only be extended upon satisfactory presentation of such reports.

Official workers and workers emeriti shall retain active membership in a C&MA church unless such membership is not possible due to exceptional circumstances as approved by the licensing authority.

Licenses are subject to revocation by the issuing authority if conditions leading to licensing are not met or if disciplinary action under the Discipline, Restoration, and Appeal for Official Workers Policy is in effect. Workers who fail to be relicensed by the district superintendent for reasons other than the application of the discipline policy may appeal to the District Executive Committee, and those who fail to be relicensed by the president may appeal to the Board of Directors.

If a worker's license lapses for reasons other than disciplinary action, their license may be reinstated within two years upon appointment to a specific ministry.

After a lapse of between two years and five years the candidate must:

- a) affirm that the statements contained in the original application forms and doctrinal questionnaire are still valid; and
- b) be interviewed by a licensing committee at the discretion of the licensing authority.

After a lapse of five years the candidate must reapply for licensing.

4. Categories of License

There shall be three categories of license issued by The Christian and Missionary Alliance in Canada. These licenses are considered to be clergy licenses by the C&MA. The portable and non-portable licenses provide accredited delegate status at District Conference and General Assembly.

4.1. Official Worker License (Portable)

The portable license shall be for persons who are called, gifted, and appropriately trained to serve the Church at large both within the setting of a local church and/or in other ministries. Persons holding the portable license are eligible for ministry anywhere within, or on behalf of, the C&MA in Canada. All senior pastors and non-local church licensed personnel³ shall carry the portable license unless specifically authorized by the licensing authority.

Only those holding a portable license may use the titles "pastor" or "reverend" (upon ordination) and may oversee the administration of the ordinances and the solemnization of marriages.

³ For example, this includes district superintendents and district office staff, National Ministry Centre leadership, para-church ministry leadership, pastors of affiliated churches, chaplains, evangelists, theological faculty and leadership of official schools (post-secondary), etc.

4.2. Official Worker License (Non-Portable)

The non-portable license shall be for persons who are called and gifted to serve in a particular local church or as an international worker in a particular ministry.

Those holding the non-portable license may administer the ordinances under the authority of the senior pastor, district superintendent, or Canadian regional developer and, if responsible for a church, may be given the title “pastor” by special permission of the district superintendent or president.

4.3. Worker Emeritus License

Those workers who have held an official worker portable license for at least twenty-five years and who have retired from employment with the C&MA in Canada may be granted a lifetime worker emeritus license. The worker emeritus license does not qualify the worker for voting status at District Conference or General Assembly. Those carrying the worker emeritus license continue to uphold the code of ethics for licensed workers (‘A Call to Excellence’) and are subject to the Policy on Discipline, Restoration and Appeal for Official Workers and the Policy on Process for Mediation and Arbitration for Official Workers of the C&MA.

5. Prerequisites

5.1. Official Worker License (Portable)

5.1.1. Appropriate Training:

- a) theological training at a bachelor degree level from an accredited Bible college, college, or university; or
- b) any bachelor degree or its equivalent as decided by the licensing authority (up to 10% of workers applying per year can be granted equivalence), plus the completion of a diploma/certificate program of 8-10 courses from an ATS (Association of Theological Schools) or an ABHE (Association for Biblical Higher Education) accredited institution.

5.1.2. Successful completion of the approval process.

5.1.3. Commitment to completion of the Alliance History and Thought course for credit within one year.

5.2. Official Worker License (Non-Portable)

5.2.1. Successful completion of the approval process.

5.2.2. Commitment to completion of the Alliance History and Thought course for credit within one year.

5.2.3. Commitment to completion of the Foundations for Ministry Certificate or its equivalent within a reasonable time frame.

6. Approval Process

6.1. Official Worker License (Portable)

6.1.1. Satisfactory completion of denominational application forms. All forms shall be submitted to the appropriate licensing authority.

- a) Application Form
- b) Applicant Reference Form

- c) Biographical Inventory
- d) Doctrinal Questionnaire
- e) Call to Excellence: Code of Ethics for official workers of the C&MA in Canada
- f) Criminal record check
- g) Endorsement from the board of the local church in which the applicant is a member when applying
- h) Applicants for international ministry may be required to complete additional application forms

6.1.2. Satisfactory interview with a Licensing Committee appointed by the District Executive Committee or, in the case of international workers, by the president or his designate. A standard form will be used to record the interview.

6.2. Official Worker License (Non-Portable)

6.2.1. Satisfactory completion of denominational application forms. All forms shall be submitted to the appropriate licensing authority.

- a) Application Form
- b) Applicant Reference Form
- c) Biographical Inventory
- d) Doctrinal Questionnaire
- e) Call to Excellence: Code of Ethics for official workers of the C&MA in Canada
- f) Criminal Record Check
- g) Endorsement from the board of the local church in which the applicant is a member when applying.
- h) Applicants for international ministry may be required to complete additional application forms.

6.2.2. Satisfactory interview with a Licensing Committee. A standard form will be used to record the interview.

6.2.2.1. For ministry in Canada, the committee will be comprised of the district superintendent or his appointee and at least two other ordained persons holding a portable license. If one of these is the senior pastor of the church in which the applicant will serve, the other must be from outside that church.

6.2.2.2. For international ministry, the committee will be appointed by the president or his designate.

7. Amendments

The Licensing Policy may be amended by a majority vote of the Board of Directors.

Adopted – Board of Directors, November 2007

Amended – Board of Directors, April 2011

Amended – Board of Directors, November 2017

Ordination Policy

Ordination is the solemn observance whereby representatives of the church corporate, together with the elders representing the local congregation, set apart and charge those persons whom God has called already and equipped for ministry, through the laying on of hands and the offering of prayer for spiritual enduement.

The following general directives will govern the practice of ordination:

1. The president shall be responsible for the Ordination Policy, including the Ordination Requirements. Administration of the policy shall be the responsibility of district superintendents. They shall also submit recommended changes to the policy or list of requirements to the president.
2. The examining and ordaining body shall be constituted according to the Policy on District Organization.
3. A basic ordination program, including reading of selected material, the preparation of papers on selected subjects, an oral examination, and practical church ministry will be outlined in a list of requirements.
4. Candidates shall be required to complete the ordination requirements within a three-year period after placement in ministry. Extensions are not normally granted but may be granted for extenuating circumstances. Requests need to be made according to the district procedures. Bi-vocational pastors may have four years to complete the ordination program with an extension of up to one year.
5. Only persons who are definitely called to a preaching or theological ministry shall be considered for ordination.
6. Only those who hold a portable license issued by the C&MA are eligible to be ordained.
7. A seminary or Bible college graduate may be considered for ordination after one year of acceptable ministry as a pastor, provided the candidate has been licensed for at least one year during training.
8. The ordination of ordained persons with acceptable ministry experience in a recognized denomination or group may be sustained by the ordaining council. The licensing or ordination council of each district will determine whether the candidate's previous ordination experience will suffice or supplementary work will be required.
9. When circumstances require, the Vice President of Global Ministries may request the ordination of a candidate who has not fulfilled the necessary three-year requirement for ordination. The president may make exception to the general directives for ordination when considered advisable.¹
10. Candidates shall be assigned to a suitable mentor by the appropriate district, who will act as counselor during the candidate's program.
11. Each district will establish procedures governing the arrangements for ordination services for successful candidates.
12. Ordination may be revoked by the C&MA at the recommendation of a discipline committee.
13. While gifting and spiritual power may remain, when a person has left ministry and no longer bears a portable or emeritus worker's license of The Christian and Missionary Alliance, that person's ordination should be considered as in abeyance. This means that they have not had their ordination lifted, as would be the case were they under discipline, but that, no longer being active in the ministry, they may not claim

¹ The final decision of ordination is dependent upon the recommendation of the church board.

the status or any functionality that comes with ordination, including speaking of themselves as being ordained.

Amendments

The Ordination Policy may be amended by a majority vote of the Board of Directors.

Amended – Board of Directors - March 1996

Amended – General Assembly 2012

Amended - Board of Directors - November 2015

Ordination Policy for Native Pastors

1. The policy concerning ordination procedures for native pastors is as follows:
 - 1.1. Evidence of a specific call of God through the life and ministry of the applicant.
 - 1.2. Graduate of a recognized theological college, or cycle one of Theological Education by Extension with Volume I – Preaching, or an equivalent of Bible knowledge.
 - 1.3. Four years of successful ministry, two years of which should be under the direction of a senior native minister or a missionary.
 - 1.4. Interview by a special ordaining council appointed by the First Nations Alliance Church Committee.
2. The recommended membership of the special ordaining council is as follows:
 - 2.1. Director of Native Ministries (Moderator)
 - 2.2. A district superintendent
 - 2.3. One member of a district ordaining council
 - 2.4. Two members appointed by the First Nations Alliance Church Committee

Amendments

The Ordination Policy for Native Pastors may be amended by a majority vote of the Board of Directors.

Amended – Board of Directors - March 1996

Amended – General Assembly 2012

Ordination Requirements

1. Study Requirements

1.1. Candidates shall read the following books and submit a two page report focusing on personal application:

1.1.1. One (1) Historical Book:

- *All For Jesus* by Robert L. Niklaus

Alternates:

- *Footprints: The Beginnings of the Christian and Missionary Alliance in Canada* by Lindsay Reynolds
- *Rebirth: The Redevelopment of the Christian and Missionary Alliance in Canada* by Lindsay Reynolds

1.1.2. Three (3) Books authored by A.B. Simpson:

- *The Gospel of Healing*
- *Serving the King*
- *The Self Life and the Christ Life*

Alternates:

- *The Lord for the Body*
- *The Four-Fold Gospel*
- *A Larger Christian Life*
- *Missionary Messages*
- *The Challenge of Missions*
- *Wholly Sanctified*

1.1.3. One (1) Theological Christian and Missionary Alliance Book

- *The Heart of the Gospel: A.B. Simpson, the Fourfold Gospel and Late Nineteenth-Century Evangelical Theology* by Bernie A. Van De Walle

Alternates:

- *The Glory of Christ in His Church* by Samuel J. Stoesz
- *Sanctification: An Alliance Distinctive* by Samuel J. Stoesz

1.1.4. One (1) Missions Book

- *Perspectives on the World Christian Movement* edited by Ralph Winters and Steven Hawthorne (Read any 300 pages)

Alternate:

- Completion of the Kairos Course with submission of a three-page report focusing on personal application.

1.2. Candidates shall read the following books and submit up to a three-page report focusing on personal application:

1.2.1. One (1) reading related to the worker's focus of ministry.

1.2.2. One (1) reading related to a current theological topic.

1.3. Candidates shall read:

1.3.1. The entire Bible in a version not previously read

1.3.2. The Manual of The Christian and Missionary Alliance in Canada

Candidates may submit their written reports in the language of their preference. In some instances, where books are unavailable in the language of the candidate, other books may be substituted. All substituted books must reflect Alliance doctrine. When substitution of reading requirements becomes necessary, the selection of books shall be done in consultation with the district superintendent and the chair of each appropriate national cultural association recognized by The Christian and Missionary Alliance in Canada. Languages not represented by national organizations may substitute books in consultation with the district superintendent.

2. Written Requirements

Candidates shall write four papers in the language of their preference. Ordination papers should be 8-10 pages, typed and double-spaced, outlining the candidate's understanding of the subject with insight into its application to the candidate's life and ministry. A proper bibliography should be included, documenting research and quotations used. The candidate will complete all four papers listed under one of the following themes with approval of the ordaining council:

Theme 1 – The Fourfold Gospel

- Christ as our Saviour
- Christ as our Sanctifier
- Christ as our Healer
- Christ as our Coming King

Theme 2 – Life and Ministry

- Christ-Centred Life and Ministry
- Spirit-Empowered Life and Ministry
- Mission-Focused Life and Ministry
- The Scriptures (Alternate: Divine Healing)

3. Speaking Requirements

Submission of four recorded weekend sermons in the language of preference.

Alternate: In those cases where the candidate has little opportunity to preach, the ordaining council may approve submission of four recordings of a 20 minute teaching time demonstrating an ability to rightly handle the Word of God.

4. Oral Examination Requirement

Candidates shall complete an oral examination before the ordaining council. To the extent possible, ordaining councils shall include ordained pastors fluent in the language of the candidate. The council will examine a candidate's:

- a) call to the Gospel ministry;
- b) personal experience and maturity in Christ;
- c) theological understanding and working knowledge of Scripture;

- d) completion of the study, written and speaking requirements; and
- e) evaluations from local church leadership and the district superintendent.

5. Amendments

Ordination requirements may be amended by the president as per Ordination Policy, item 1.

Revised May 2010

Amended by the president - July 2016

Policy on Local Churches

1. Member Church

A member church of The Christian and Missionary Alliance in Canada (C&MA) shall be established when an association of people who have voted to become a member church of the C&MA and to abide by the governing documents of the C&MA has been accepted as a member church by the District Executive Committee of the district within which the church is located.

Member churches of The Christian and Missionary Alliance in Canada that are fully organized shall be governed by the Local Church Constitution. The local church may adopt additional bylaws, policies, and regulations that govern the local church, but in no case shall such bylaws, policies, and regulations contradict the provisions of the Local Church Constitution.

Member churches of The Christian and Missionary Alliance in Canada that have fewer than fifteen (15) members or that are not yet fully organized shall be governed by the Constitution for Developing Churches. The Developing Church may become fully organized and adopt the Local Church Constitution upon approval of the district superintendent.

Member churches of The Christian and Missionary Alliance in Canada that are incorporated shall be governed by the incorporating documents and corporate bylaws approved by the District Executive Committee. The incorporating documents, corporate bylaws, and policies of incorporated churches shall conform to the provisions of the Local Church Constitution.

2. Affiliated Church

A non-Alliance church may become affiliated with The Christian and Missionary Alliance in Canada upon approval of the District Executive Committee of the district within which the church is located. Affiliated churches are not member churches of The Christian and Missionary Alliance in Canada and consequently are not represented at District Conference or General Assembly by lay delegates.

The non-Alliance church shall:

- a) agree with the statement of faith of the C&MA in Canada;
- b) call only pastoral and other ministry staff who are licensed by the C&MA;
- c) contribute to the district employee benefit plans and Alliance Retiral Fund on behalf of the pastors and staff;
- d) provide for the pastors and ministry staff to participate in District Conference, district prayer retreats and General Assembly;
- e) support the national and global ministries of the C&MA through prayer, recruiting workers and giving to the Global Advance Fund, the Canadian Ministries Fund and (if applicable) to the District Operating Budget; and
- f) sign a memorandum of understanding with the District Executive Committee that shall expire at the end of five years and is subject to renewal.

3. Amendments

This policy may be amended by a majority vote of the Board of Directors.

Adopted – Board of Directors, April 2012

Local Church Constitution

Preamble

The Local Church Constitution has been framed and adopted by the General Assembly of The Christian and Missionary Alliance in Canada, the denomination's highest legislative body.

Because each Christian and Missionary Alliance church is an integral part of the national and worldwide fellowship, it is united in governance, fellowship, and service in order to promote unity of faith in the fullness of Jesus Christ as Saviour, Sanctifier, Healer, and Coming King, thereby facilitating the spread of the Gospel at home and abroad under the guidance of the Holy Spirit. Each local church shall be governed by the following constitution.

This constitution has two objectives:

- 1) to state the purpose of this local church and to define the nature of the relationships of this local church to The Christian and Missionary Alliance in Canada and the district of which it is an integral part; and
- 2) to stipulate the enabling instruments, legal procedures, and the empowering conditions under which this local church is to carry out its local and worldwide work.

The local church is the fundamental unit of Christian fellowship as exemplified in the Scripture. Faithfulness in multiplying churches around the world that are nourished in the Bible and full of the Holy Spirit is the Scriptural pattern for carrying out the redemptive purposes of God and the Great Commission of our Lord and Saviour. The statement of our founder, A.B. Simpson, is as relevant today as when he gave it in his address to General Council in 1912:

"We need to be perfectly adjusted in our loyalty to Christ and at the same time in our responsibility to the special trust which he has committed to our hands. God does not want us to be afraid of losing our consecration by being true to The Christian and Missionary Alliance, by knowing how to keep rank and by marching loyally under our own standard.

"Further, we must have the right adjustment of our home and foreign work, and the interdependence each upon the other, the home work as the constituency of the foreign, and the foreign as the outlet and complement of the other.

"Our foreign work is not only the fulfillment of the supreme duty of the Church of Christ, but the loftiest inspiration and uplift of our whole Christian life at home.

"God grant that this work may never lose its old simplicity, self-sacrifice and separation, not only from the secular but from the religious world in its spirit and practice. But at the same time, we must keep abreast of the progress of our age and be men and women of today in our message and ministry to our generation."

Article 1 – Name

The name of this church shall be _____ of The Christian and Missionary Alliance in Canada.

The church shall receive approval of the District Executive Committee of the district of The Christian and Missionary Alliance in Canada of which it is a part prior to the legal registration or use of the name.

Article 2 – Purpose

The purpose of this church is to glorify God by proclaiming the Good News of Jesus Christ and persuading men and women to become His disciples and dependable members of His Church.

Certain principles condition the implementation of this purpose:

- 2.1. The church fosters spiritual maturation through participation of its members in worship and nurturing activities according to their maturity, gifts, and abilities in ministering to the needs of the body in her task of evangelization at home and abroad.
- 2.2. The church observes the ordinances of believer's baptism and the Lord's Supper and complies with the biblical qualifications for selection of church leadership. She considers the basic methods of communicating the Gospel to be through worship, preaching, teaching, witnessing, and example. She takes discipline and restoration of the offender seriously. She holds that the fullness of the Holy Spirit is essential for holiness of life and effective witness. She affirms the necessity for fervent prayer, faithful service and sacrificial giving as modeled by Christ Himself. She regards social service and good citizenship as outgrowths of the Gospel.
- 2.3. The local church is the visible, organized expression of the Body of Christ. She conducts her affairs decently and in order. She organizes herself so that all members can contribute according to their gifts and abilities to the total working of the body. She operates on the assumption that the congregation finds broader meaning and outreach by fulfilling her biblical responsibilities within and beyond the life and witness of the denomination.
- 2.4. The church cultivates fellowship and not sectarianism. Her local and extended family seeks for common spiritual ground on which fellowship with other groups may be enriched and strengthened through an open and transparent relationship.

Article 3 – Statement of Faith

This church subscribes to the following statement of faith which is the statement of faith of The Christian and Missionary Alliance in Canada as amended from time to time.

1. There is one God,¹ who is infinitely perfect,² existing eternally in three persons: Father, Son and Holy Spirit.³
2. Jesus Christ is true God and true man.⁴ He was conceived by the Holy Spirit and born of the Virgin Mary.⁵ He died upon the cross, the just for the unjust, as a substitutionary sacrifice, and all who believe in Him are justified on the ground of His shed blood. He arose from the dead according to the Scriptures.⁶ He is now at the right hand of the Majesty on high as our great High Priest.⁷ He will come again to establish his Kingdom of righteousness and peace.⁸
3. The Holy Spirit is a divine Person, sent to indwell,⁹ guide, teach and empower the believer, and to convince the world of sin, of righteousness and of judgment.¹⁰
4. The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of his will for the salvation of people. They constitute the divine and only rule of Christian faith and practice.¹¹

¹ Isaiah 44:6; 45:5-6

² Matthew 5:48; Deuteronomy 32:4

³ Matthew 3:16-17; 28:19

⁴ Philippians 2:6-11; Hebrews 2:14-18; Colossians 2:9

⁵ Matthew 1:18; Luke 1:35

⁶ 1 Corinthians 15:3-5; 1 John 2:2; Acts 13:39

⁷ Hebrews 4:14-15; 9:24-28

⁸ Matthew 25:31-34; Acts 1:11

⁹ John 14:16-17

¹⁰ John 16:7-11; 1 Corinthians 2:10-12

¹¹ 2 Timothy 3:16; 2 Peter 1:20-21

5. Humankind, originally created in the image and likeness of God,¹² fell through disobedience, incurring thereby both physical and spiritual death. All people are born with a sinful nature, are separated from the life of God, and can be saved only through the atoning work of the Lord Jesus Christ.¹³ The destiny of the impenitent and unbelieving is existence forever in conscious torment, but that of the believer is everlasting joy and bliss.¹⁴
6. Salvation has been provided only through Jesus Christ. Those who repent and believe in Him are united with Christ through the Holy Spirit and are thereby regenerated (born again), justified, sanctified and granted the gift of eternal life as adopted children of God.¹⁵
7. It is the will of God that in union with Christ each believer should be sanctified thoroughly¹⁶ thereby being separated from sin and the world and fully dedicated to God, receiving power for holy living and sacrificial and effective service toward the completion of Christ's commission.¹⁷

This is accomplished through being filled with the Holy Spirit which is both a distinct event and progressive experience in the life of the believer.¹⁸

8. Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the mortal body. Prayer for the sick and anointing with oil as taught in the Scriptures are privileges for the Church in this present age.¹⁹
9. The universal Church, of which Christ is the Head, consists of all those who believe on the Lord Jesus Christ, are redeemed through His blood, regenerated by the Holy Spirit, and commissioned by Christ to go into all the world as a witness, preaching the Gospel to all nations.²⁰

The local church, the visible expression of the universal Church, is a body of believers in Christ who are joined together to worship God, to observe the ordinances of baptism and the Lord's Supper, to pray, to be edified through the Word of God, to fellowship, and to testify in word and deed to the Good News of salvation both locally and globally. The local church enters into relationships with other like-minded churches for accountability, encouragement and mission.²¹

10. There shall be a bodily resurrection of the just and of the unjust; for the former, a resurrection unto life;²² for the latter, a resurrection unto judgment.²³
11. The second coming of the Lord Jesus Christ is imminent and will be personal and visible.²⁴ As the believer's blessed hope, this vital truth is an incentive for holy living and sacrificial service toward the completion of Christ's commission.²⁵

Article 4—Relationship

This church is a constituent member of the district and national organizations of The Christian and Missionary Alliance in Canada as such organizations are defined in the Manual. The policies and regulations of this church shall be consistent with, and the church shall operate in accordance with, the Manual of The Christian and Missionary Alliance in Canada as amended from time to time.

¹² Genesis 1:27

¹³ Romans 8:8; 1 John 2:2

¹⁴ Matthew 25:41-46; 2 Thessalonians 1:7-10

¹⁵ Titus 3:5-7; Acts 2:38; John 1:12; 1 Corinthians 6:11

¹⁶ 1 Thessalonians 5:23

¹⁷ Acts 1:8

¹⁸ Romans 12:1-2; Galatians 5:16-25

¹⁹ Matthew 8:16-17; James 5:13-16

²⁰ Ephesians 3:6-12; 1:22-23

²¹ Acts 2:41-47; Hebrews 10:25; Matthew 28:19-20; Acts 1:8, 11:19-30; 15

²² 1 Corinthians 15:20-23

²³ 2 Thessalonians 1:7-10

²⁴ 1 Thessalonians 4:13-17

²⁵ 1 Corinthians 1:7; Titus 2:11-14; Matthew 24:14; 28:18-20

Article 5—Ordinances

Believer's baptism and the Lord's Supper are recognized as the two ordinances of the Church as commanded by the Lord Jesus Christ. Baptism is an act of obedience for all believers. While other modes of believer's baptism are recognized, baptism by immersion is taught and practiced as the Scriptural mode. The Lord's Supper is administered regularly and offered to all believers.

Article 6 – Membership

6.1. Privileges and Qualifications

There shall be a voting membership and such additional types of association as may be defined in the bylaws.

The privileges of membership include eligibility to vote, to be considered for election to serve on the Board subject to Article 8, and such further privileges as may be specified in the bylaws.

The qualifications for membership include a credible testimony of faith in the Lord Jesus Christ before members of the Board; believer's baptism; a commitment to the principles of the Preamble; a commitment to the Purpose (Article 2), and statement of faith (Article 3) of this church; submission to the discipline procedures of The Christian and Missionary Alliance in Canada; and such further qualifications as may be specified in the bylaws.

6.2. Discipline

Discipline is an exercise of that spiritual authority that the Lord Jesus has given to his Church. The purposes of discipline are to maintain the honour of the Redeemer, the purity of the Church, the spiritual benefit of the members, and the restoration of the offender. The discipline of a member shall be the responsibility of the Board or its designates, and shall be in accordance with the Discipline and Restoration Policy for Members of Local Churches adopted by The Christian and Missionary Alliance in Canada. It shall be a condition of membership that persons accept and comply with the Discipline and Restoration Policy for Members of Local Churches.

Article 7 – Government

There shall be an annual meeting of the membership to be held as specified in the bylaws. It shall receive reports from the senior pastor and the Board, receive financial statements, and shall conduct such other business as may be presented in keeping with the bylaws.

Unless another process for election is stipulated in the bylaws, at the annual meeting the members shall elect a Board from among the voting membership to be responsible for the affairs of the church between annual meetings. The Board is amenable both to the membership and to the district superintendent as constitutionally defined.

Meetings of the membership may be called by the Board by proper notice to the membership as specified in the bylaws. The senior pastor or his appointee shall act as the chair of meetings of the membership.

Article 8 – Board

8.1. Composition and Responsibilities

The highest functioning authority of the local church shall be the Board of Elders which may be called by another name and is herein referred to as the "Board". Board members shall be elected, and along with the

senior pastor, will provide oversight of the ministry and operation of the local church. Criteria for membership on the Board are the biblical qualifications of elders.

The church may, by a two-thirds majority of the members present at a duly called meeting of the membership, choose to have women serve on the Board.

The Board shall have a minimum number of four members, including the senior pastor, with the maximum number to be established by the bylaws.

With the exception of the senior pastor, who is a member ex-officio, the members of the Board shall be elected at the annual meeting unless another process for election is stipulated in the bylaws.

The senior pastor or a member of the Board appointed by him shall be the chair. The senior pastor shall have primary responsibility for oversight of the Board and the church and shall function within the job description approved by the Board.

The Board shall serve with the senior pastor in the oversight of the church. It shall have authority to fill vacancies between annual meetings. It shall hold regular meetings for prayer and business and shall report as the church membership may decide. Special meetings of the Board may be called by the chair or upon written request by a majority of its members. All other officers and organizations, except the Nominating Committee, are amenable to the Board.

Persons shall not vote on any matter that may directly or indirectly result in financial benefit to them, whether such benefit be in the nature of salary or other payment.

8.2. Officers

The officers of the church shall include, but not be limited to, the chair, vice chair, secretary, and treasurer. Additional officers of the church may be designated by the bylaws of the church or laws of the province or territory in which this church is located. They shall be appointed from among the Board members, except in the case of the chair, when that post is filled by the senior pastor.

8.3. Duties

The officers shall carry out the following duties and such additional duties as directed from time to time by the Board:

8.3.1. Chair

The chair shall preside at regular and special meetings of the Board.

8.3.2. Vice chair

The vice chair acts in the absence or at the request of the chair.

8.3.3. Secretary

The secretary shall keep the minutes of meetings of the Board and the membership. The secretary shall have the care of the corporate seal, if any, and ensure the safekeeping of the official records. The secretary shall conduct the official correspondence of the church as directed by the Board.

8.3.4. Treasurer

The treasurer shall ensure that all funds of the church are received and disbursed as directed by the Board, shall ensure that proper records are maintained, and shall report as required.

8.4. Trustees

Where required, trustees shall be selected in conformity with the laws of the province or territory. They shall be under the direction of the membership and the Board.

Article 9 – Pastor and Official Workers**9.1. Senior Pastor**

The district superintendent shall suggest to the Board the names of such workers as in his judgment have proper qualifications for senior pastor of this church (who may be given another title). The Board shall give consideration only to candidates approved by the district superintendent. The senior pastor of the church shall be called by the Board and appointed by the district superintendent. Upon his appointment by the district superintendent, the senior pastor and spouse become members of the church.

Churches, which by a two-thirds majority vote of the members present at a duly called meeting of the membership have affirmed to have women serve on the Board, may call a woman to serve as senior pastor in consultation with the district superintendent.

The senior pastor may resign from the church by giving due notice of his intention to the district superintendent and the Board. The Board may, with the written approval of the district superintendent, terminate the employment of the senior pastor in accordance with the policies of The Christian and Missionary Alliance in Canada.

The district superintendent may, after consultation with the Board and with the approval of the District Executive Committee, terminate the appointment of the senior pastor.

9.2. Pastors (other than senior) and Official Workers

The senior pastor shall consider for ministry staff only those candidates who in his judgment have proper qualifications for pastors or official workers in the church and are approved by the district superintendent. All official workers shall be nominated by the senior pastor, called by the Board, and appointed by the district superintendent. Upon appointment, the official worker and spouse become members of the church.

The official worker may resign from the church by giving due notice of intention to the senior pastor and the district superintendent and through the senior pastor to the Board. The senior pastor may, with the approval of the Board, and after consultation with the district superintendent, terminate the employment of workers covered in this section in accordance with the policies of The Christian and Missionary Alliance in Canada. The district superintendent may, after consultation with the senior pastor and Board and with the approval of the District Executive Committee, terminate the appointment of the official worker.

Article 10 – Organizations

The Board may establish organizations, committees, and teams strategic to fulfilling the purpose of this church. They shall be under the authority of the Board and shall fulfill the duties determined by the Board.

Article 11 – Missions

The biblical basis of missions and the current efforts to transform the world for Christ shall be emphasized and promoted throughout the year in conjunction with the district and national programs of The Christian and Missionary

Alliance in Canada. The church shall enlist prayer support, recruit workers, and raise financial support for the global work of The Christian and Missionary Alliance.

Article 12 – Property and Records

12.1. Property

This church will be operated without purpose of gain for its members, and any profits or other assets of the organization will be used solely to promote its objectives.

Real property may be acquired, disposed of, improved or encumbered by order of the Board, subject to the approval of the membership and the District Executive Committee. Except as otherwise provided herein, all real property shall be registered in the name of the district in which the property is situated and the district shall be deemed to be the legal and beneficial owner of all real property, appurtenances and effects. The district shall be entitled and authorized to mortgage, hypothecate, pledge, or otherwise create a security interest in, or charge on, all or any part of such property to secure payment of debt or performance of any other obligation of either the church or the district.

The above requirements may be waived by an incorporated church by a two-thirds majority of the members present at a duly called meeting of the membership and with the approval of the District Executive Committee. In such cases, the church shall have a clause in its bylaws which states that, should the church cease to exist as a corporate body, or cease to be subject to the Manual, which includes the statement of faith of The Christian and Missionary Alliance in Canada, all of its real property, appurtenances, and effects then owned or held by it shall inure to the benefit of, and become the property of, the district corporation of The Christian and Missionary Alliance in Canada, within which jurisdiction this church is located or with which it is affiliated by law. Further, the church will assume full responsibility for all encumbrances with respect to the subject property and will obtain a full release for the district of any security interest provided by the district for the benefit of the local church.

Should the church cease to exist or cease to be subject to the Manual, which includes the statement of faith of The Christian and Missionary Alliance in Canada, all of its real property, appurtenances, and effects then owned or held by it shall inure to the benefit of and become the property of the district corporation of The Christian and Missionary Alliance in Canada within which this church is located or with which it is affiliated by law.

Should the church cease to be subject to the Manual, which includes the statement of faith of The Christian and Missionary Alliance in Canada, but continue to abide by a similar statement of faith and promote similar purposes, the District Executive Committee of the district within which this church is located or with which it is affiliated by law may allow the church to retain ownership of all of its real property, appurtenances, and effects.

12.2. Records

The official records of all officers of this church and all its departments are the property of the church. All financial records shall be prepared and maintained according to Accounting Standards for Not-For-Profit Organizations, and shall be subject to an audit, review, or other independent evaluation annually as prescribed by the bylaws.

In the event of the death or resignation of an incumbent officer or upon the election or appointment of a successor, the current records of the office shall be returned to the secretary of the Board. All records, other than the current ones, shall be kept in a secure repository designated by the Board.

Article 13 – Nominating Committee

The Nominating Committee, when required, shall consist of the senior pastor and a minimum of four members with equal representation from the Board and the membership, the number to be established in the bylaws. The senior pastor, or his appointee, shall chair this committee. They shall be elected by ballot by the respective bodies at least three months prior to the annual meeting and shall serve until the annual meeting. In cases where only the required number is nominated, the ballot may be waived by unanimous vote.

Article 14 – Elections

In preparation for elections at the annual meeting, the Nominating Committee shall present and post, at least three weekends prior to the annual meeting, one name for each office to be filled. Any procedures for receiving additional nominations from the membership shall be specified in the bylaws. Elections shall be by ballot and, in order to be elected to the Board, a nominee must receive a majority of the ballots cast.

Article 15 – Bylaws

Church bylaws may not be in conflict with this Constitution. Bylaws and subsequent revisions become valid upon adoption by a majority of the votes cast at a duly called meeting of members and approval of the District Executive Committee. A copy of the bylaws must be filed with the district.

Article 16 – Amendments

This constitution may be amended only by special resolution at any regular business session of General Assembly of, written notice having been given prior to the General Assembly.

Adopted – General Assembly 2004
Amended – General Assembly 2010
Amended – General Assembly 2014
Amended - General Assembly 2016

Constitution for Developing Churches

Preamble

Each Christian and Missionary Alliance church is an integral part of the national and worldwide fellowship, and it is united in governance, fellowship, and service in order to promote unity of faith in the fullness of Jesus Christ as Saviour, Sanctifier, Healer, and Coming King, thereby facilitating the spread of the Gospel at home and abroad under the guidance of the Holy Spirit. Member churches of The Christian and Missionary Alliance in Canada that have not adopted the Constitution for Local Churches shall operate in accordance with this Constitution.

This constitution has two objectives:

- 1) to state the purpose of this local church and to define the nature of the relationships of this local church to The Christian and Missionary Alliance in Canada and the district of which it is an integral part; and
- 2) to stipulate the enabling instruments, legal procedures, and the empowering conditions under which this local church is to carry out its local and worldwide work.

The local church is the fundamental unit of Christian fellowship as exemplified in the Scripture. Faithfulness in multiplying churches around the world that are nourished in the Bible and full of the Holy Spirit is the Scriptural pattern for carrying out the redemptive purposes of God and the Great Commission of our Lord and Saviour. The statement of our founder, A.B. Simpson, is as relevant today as when he gave it in his address to General Council in 1912:

“We need to be perfectly adjusted in our loyalty to Christ and at the same time in our responsibility to the special trust which he has committed to our hands. God does not want us to be afraid of losing our consecration by being true to The Christian and Missionary Alliance, by knowing how to keep rank and by marching loyally under our own standard.

“Further, we must have the right adjustment of our home and foreign work, and the interdependence each upon the other, the home work as the constituency of the foreign, and the foreign as the outlet and complement of the other.

“Our foreign work is not only the fulfillment of the supreme duty of the Church of Christ, but the loftiest inspiration and uplift of our whole Christian life at home.

“God grant that this work may never lose its old simplicity, self-sacrifice and separation, not only from the secular but from the religious world in its spirit and practice. But at the same time, we must keep abreast of the progress of our age and be men and women of today in our message and ministry to our generation.”

Article 1 – Name

The name of this church shall be _____ of The Christian and Missionary Alliance in Canada.

The church shall receive approval of the District Executive Committee of the district of The Christian and Missionary Alliance in Canada, of which it is a part prior to the legal registration or use of the name.

Article 2 – Purpose

The purpose of this church is to glorify God by proclaiming the Good News of Jesus Christ and persuading men and women to become His disciples and dependable members of His Church.

Certain principles condition the implementation of this purpose:

- 2.1. The church fosters spiritual maturation through participation of its members in worship and nurturing activities according to their maturity, gifts, and abilities in ministering to the needs of the body in her task of evangelization at home and abroad.
- 2.2. The church observes the ordinances of believer's baptism and the Lord's Supper and complies with the biblical qualifications for selection of church leadership. She considers the basic methods of communicating the Gospel to be through worship, preaching, teaching, witnessing, and example. She takes discipline and restoration of the offender seriously. She holds that the fullness of the Holy Spirit is essential for holiness of life and effective witness. She affirms the necessity for fervent prayer, faithful service, and sacrificial giving as modeled by Christ Himself. She regards social service and good citizenship as outgrowths of the Gospel.
- 2.3. The local church is the visible, organized expression of the Body of Christ. She conducts her affairs decently and in order. She organizes herself so that all members can contribute according to their gifts and abilities to the total working of the body. She operates on the assumption that the congregation finds broader meaning and outreach by fulfilling her biblical responsibilities within and beyond the life and witness of the denomination.
- 2.4. The church cultivates fellowship and not sectarianism. Her local and extended family seeks for common spiritual ground on which fellowship with other groups may be enriched and strengthened through an open and transparent relationship.

Article 3 – Statement of Faith

This church subscribes to the following statement of faith which is the statement of faith of The Christian and Missionary Alliance in Canada as amended from time to time.

1. There is one God,¹ who is infinitely perfect,² existing eternally in three persons: Father, Son and Holy Spirit.³
2. Jesus Christ is true God and true man.⁴ He was conceived by the Holy Spirit and born of the Virgin Mary.⁵ He died upon the cross, the just for the unjust, as a substitutionary sacrifice, and all who believe in him are justified on the ground of His shed blood. He arose from the dead according to the Scriptures.⁶ He is now at the right hand of the Majesty on high as our great High Priest.⁷ He will come again to establish His Kingdom of righteousness and peace.⁸
3. The Holy Spirit is a divine Person, sent to indwell,⁹ guide, teach and empower the believer, and to convince the world of sin, of righteousness and of judgment.¹⁰
4. The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of His will for the salvation of people. They constitute the divine and only rule of Christian faith and practice.¹¹
5. Humankind, originally created in the image and likeness of God,¹² fell through disobedience, incurring thereby both physical and spiritual death. All people are born with a sinful nature, are separated from the life of God,

¹ Isaiah 44:6; 45:5-6

² Matthew 5:48; Deut. 32:4

³ Matthew 3:16-17; 28:19

⁴ Philippians 2:6-11; Hebrews 2:14-18; Colossians 2:9

⁵ Matthew 1:18; Luke 1:35

⁶ 1 Corinthians 15:3-5; 1 John 2:2; Acts 13:39

⁷ Hebrews 4:14-15; 9:24-28

⁸ Matthew 25:31-34; Acts 1:11

⁹ John 14:16-17

¹⁰ John 16:7-11; 1 Corinthians 2:10-12

¹¹ 2 Timothy 3:16; 2 Peter 1:20-21

¹² Genesis 1:27

and can be saved only through the atoning work of the Lord Jesus Christ.¹³ The destiny of the impenitent and unbelieving is existence forever in conscious torment, but that of the believer is everlasting joy and bliss.¹⁴

6. Salvation has been provided only through Jesus Christ. Those who repent and believe in Him are united with Christ through the Holy Spirit and are thereby regenerated (born again), justified, sanctified and granted the gift of eternal life as adopted children of God.¹⁵
7. It is the will of God that in union with Christ each believer should be sanctified thoroughly¹⁶ thereby being separated from sin and the world and fully dedicated to God, receiving power for holy living and sacrificial and effective service toward the completion of Christ's commission.¹⁷

This is accomplished through being filled with the Holy Spirit which is both a distinct event and progressive experience in the life of the believer.¹⁸

8. Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the mortal body. Prayer for the sick and anointing with oil as taught in the Scriptures are privileges for the Church in this present age.¹⁹
9. The universal Church, of which Christ is the Head, consists of all those who believe on the Lord Jesus Christ, are redeemed through His blood, regenerated by the Holy Spirit, and commissioned by Christ to go into all the world as a witness, preaching the Gospel to all nations.²⁰

The local church, the visible expression of the universal Church, is a body of believers in Christ who are joined together to worship God, to observe the ordinances of baptism and the Lord's Supper, to pray, to be edified through the Word of God, to fellowship, and to testify in word and deed to the Good News of salvation both locally and globally. The local church enters into relationships with other like-minded churches for accountability, encouragement and mission.²¹

10. There shall be a bodily resurrection of the just and of the unjust; for the former, a resurrection unto life;²² for the latter, a resurrection unto judgment.²³
11. The second coming of the Lord Jesus Christ is imminent and will be personal and visible.²⁴ As the believer's blessed hope, this vital truth is an incentive for holy living and sacrificial service toward the completion of Christ's commission.²⁵

Article 4—Relationship

This church is a constituent member of the district and national organizations of The Christian and Missionary Alliance in Canada as such organizations are defined in the Manual. The policies and regulations of this church shall be consistent with, and the church shall operate in accordance with, the Manual of The Christian and Missionary Alliance in Canada as amended from time to time.

¹³ Romans 8:8; 1 John 2:2

¹⁴ Matthew 25:41-46; 2 Thessalonians 1:7-10

¹⁵ Titus 3:5-7; Acts 2:38; John 1:12; 1 Corinthians 6:11

¹⁶ 1 Thessalonians 5:23

¹⁷ Acts 1:8

¹⁸ Romans 12:1-2; Galatians 5:16-25

¹⁹ Matthew 8:16-17; James 5:13-16

²⁰ Ephesians 3:6-12; 1:22-23

²¹ Acts 2:41-47; Hebrews 10:25; Matthew 28:19-20; Acts 1:8, 11:19-30; 15

²² 1 Corinthians 15:20-23

²³ 2 Thessalonians 1:7-10

²⁴ 1 Thessalonians 4:13-17

²⁵ 1 Corinthians 1:7; Titus 2:11-14; Matthew 24:14; 28:18-20

Article 5—Ordinances

Believer’s baptism and the Lord’s Supper are recognized as the two ordinances of the Church as commanded by the Lord Jesus Christ. Baptism is an act of obedience for all believers. While other modes of believer’s baptism are recognized, baptism by immersion is taught and practiced as the Scriptural mode. The Lord’s Supper is administered regularly and offered to all believers.

Article 6 – Membership

6.1. Qualifications

The pastor and the district superintendent or his appointee(s) shall constitute the Committee on Membership. The qualifications for membership include a credible testimony of faith in the Lord Jesus Christ; believer’s baptism; a commitment to the principles of the Preamble; a commitment to the Purpose (Article 2), and statement of faith (Article 3) of this church; submission to the discipline procedures of The Christian and Missionary Alliance in Canada; and such further qualifications as may be specified in the bylaws.

6.2. Discipline

Discipline is an exercise of that spiritual authority that the Lord Jesus has given to his Church. The purposes of discipline are to maintain the honour of the Redeemer, the purity of the Church, the spiritual benefit of the members, and the restoration of the offender. The discipline of a member shall be the responsibility of the district superintendent or his designates, and shall be in accordance with the Discipline and Restoration Policy for Members of Local Churches adopted by The Christian and Missionary Alliance in Canada. It shall be a condition of membership that persons accept and comply with the Discipline and Restoration Policy for Members of Local Churches.

Article 7 – Government

The church shall be under the direction of the district superintendent, who will appoint an Advisory Committee to assist him and the senior pastor with oversight of the church.

There shall be an annual general membership meeting where the membership shall receive reports from the pastor and Advisory Committee, including financial reports. Any recommendations from the membership shall be subject to the approval of the district superintendent.

When the number of members exceeds fifteen (15) or a higher number as established by the District Executive Committee, the church may adopt the Local Church Constitution, which shall replace this constitution.

Article 8 – Advisory Committee

8.1. Composition and Responsibilities

The Advisory Committee shall serve with the senior pastor in the oversight of the church. All officers and organizations of the church are amenable to the Advisory Committee. The Advisory Committee shall report to the district superintendent quarterly or as the district superintendent shall decide.

The senior pastor or a member of the Advisory Committee appointed by him shall be the chair. The senior pastor shall have primary responsibility for oversight of the Advisory Committee and the church and shall function within the job description approved by the district superintendent.

Persons shall not vote on any matter that may directly or indirectly result in financial benefit to them, whether such benefit be in the nature of salary or other payment.

8.2. Officers

The officers of the church shall be appointed by the district superintendent and shall include, but not be limited to, the chair, vice chair, secretary, and treasurer.

8.3. Duties

The officers shall carry out the following duties and such additional duties as directed from time to time by the district superintendent:

8.3.1. Chair

The chair shall preside at regular and special meetings of the Advisory Committee.

8.3.2. Vice Chair

The vice chair acts in the absence or at the request of the chair.

8.3.3. Secretary

The secretary shall keep the minutes of meetings of the Advisory Committee. The secretary shall ensure the safekeeping of the official records. The secretary shall conduct the official correspondence of the church as directed by the Advisory Committee.

8.3.4. Treasurer

The treasurer shall ensure that all funds of the church are received and disbursed as directed by the Advisory Committee, shall ensure that proper records are maintained and shall report as required.

8.4. Trustees

Where required, trustees shall be selected in conformity with the laws of the province or territory. They shall be under the direction of the Advisory Committee.

Article 9 – Pastor and Official Workers

9.1. Senior Pastor

The senior pastor (who may be given another title) shall be appointed by the district superintendent. Upon his appointment by the district superintendent, the senior pastor and spouse become members of the church. He shall have general oversight of the church and is a member ex officio of all committees.

The senior pastor may resign from the church by giving due notice of his intention to the district superintendent. The district superintendent may, after consultation with the Advisory Committee and with the approval of the District Executive Committee, terminate the appointment of the senior pastor.

9.2. Pastors (other than senior) and Official Workers

The senior pastor shall consider for ministry staff only those candidates who in his judgment have proper qualifications for pastors or official workers in the church and are approved by the district superintendent. All official workers shall be nominated by the senior pastor and appointed by the district superintendent. Upon appointment, the official worker and spouse become members of the church.

The official worker may resign from the church by giving due notice of intention to the senior pastor and the district superintendent. The senior pastor may, after consultation with the district superintendent, terminate the employment of workers covered in this section in accordance with the policies of The Christian and Missionary Alliance in Canada. The district superintendent may, after consultation with the senior pastor and with the approval of the District Executive Committee, terminate the appointment of the official worker.

Article 10 – Organizations

The Advisory Committee may establish organizations, committees, and teams strategic to fulfilling the purpose of this church. They shall be under the authority of the Advisory Committee and shall fulfill the duties determined by the Advisory Committee.

Article 11 – Missions

The biblical basis of missions and the current efforts to transform the world for Christ shall be emphasized and promoted throughout the year in conjunction with the district and national programs of The Christian and Missionary Alliance in Canada. The church shall enlist prayer support, recruit workers, and raise financial support for the global work of The Christian and Missionary Alliance.

Article 12 – Property and Records

12.1. Property

This church will be operated without purpose of gain for its members, and any profits or other assets of the organization will be used solely to promote its objectives.

Real property may be acquired, disposed of, improved, or encumbered by order of the District Executive Committee.

Except as otherwise provided herein, all real property shall be registered in the name of the district in which the property is situated and the district shall be deemed to be the legal and beneficial owner of all real property, appurtenances and effects. The district shall be entitled and authorized to mortgage, hypothecate, pledge or otherwise create a security interest in, or charge on, all or any part of such property to secure payment of debt or performance of any other obligation of either the church or the district.

Should the church cease to exist or cease to be subject to the Manual which includes the statement of faith of The Christian and Missionary Alliance in Canada, all of its real property, appurtenances, and effects then owned or held by it shall inure to the benefit of and become the property of the district corporation of The Christian and Missionary Alliance in Canada within which this church is located or with which it is affiliated by law.

Should the church cease to be subject to the Manual which includes the statement of faith of The Christian and Missionary Alliance in Canada, but continue to abide by a similar statement of faith and promote similar purposes, the District Executive Committee of the district within which this church is located or with which it is affiliated by law may allow the church to retain ownership of all of its real property, appurtenances, and effects.

12.2. Records

The official records of all officers of this church and all its departments are the property of the church. All financial records shall be prepared and maintained according to Accounting Standards for Not-For-Profit Organizations, and shall be subject to an audit, review, or other independent evaluation annually as prescribed by the district superintendent.

In the event of the death or resignation of an incumbent officer or upon the election or appointment of a successor, the current records of the office shall be returned to the secretary of the Advisory Committee. All records, other than the current ones, shall be kept in a secure repository designated by the Advisory Committee.

Article 13 – Bylaws

Church bylaws may not be in conflict with this Constitution. Bylaws and subsequent revisions become valid upon approval of the District Executive Committee. A copy of the bylaws must be filed with the district.

Article 14 – Amendments

This Constitution may be amended by a majority vote of the Board of Directors of The Christian and Missionary Alliance in Canada.

Adopted - Board of Directors, April 2012

Discipline and Restoration Policy

For Members of Local Churches Of The Christian and Missionary Alliance in Canada

Preamble

WHEREAS The Christian and Missionary Alliance in Canada has stated its recognition and intent with respect to the discipline of members of local churches within the denomination (see Local Church Constitution Article 6, Item 6.2);

AND WHEREAS the following Scriptural references have been reviewed and relied upon as the biblical basis for the regulations which follow: (Matthew 18:15-20; 1 Corinthians 5:9-13, 6:1-11; 1 Timothy 5:19-21; 2 Thessalonians 3:14-15);

AND WHEREAS The Christian and Missionary Alliance in Canada desires to establish clear, fair, and Scriptural regulations for the implementation of church discipline;

The following Uniform Regulations shall be used by all local churches in The Christian and Missionary Alliance in Canada.

1. Uniform Regulations

- 1.1. It shall be a condition of membership in a local church of The Christian and Missionary Alliance in Canada that each member accept and comply with the authority of the local church to discipline members in accordance with these Uniform Regulations.
- 1.2. If a member(s) of a local church of The Christian and Missionary Alliance in Canada is alleged to be in violation of Scriptural moral standards, doctrinal truth or proper Christian behaviour, he or she may be subject to the following inquiry and discipline procedure.

The term “violation of Scriptural moral standards” as used by The Christian and Missionary Alliance in Canada shall include, but not be limited to, sexual activity outside of a monogamous heterosexual marriage, sexual harassment or assault, homosexuality, misappropriation of funds, dishonesty or fraud in business and legal transactions, and guilt in a criminal offense.

2. General Directives for Investigation and Discipline

- 2.1. Ecclesiastical law permits proceedings on the presumption of innocence, but it does not endorse hasty action on the basis of rumour. It is therefore necessary that one or more responsible persons substantiate charges by signing their names to a written statement or by giving personal testimony with full consent that they may be identified before proceeding with an investigation.
- 2.2. Since negative criticism is very serious, it is essential that the testimony of accusers or witnesses be confirmed by reliable evidence to ascertain the possibility of malice or revenge. Witnesses should be reminded that, while they are not under oath, and therefore not subject to charges of perjury, they are not immune from civil suit for defamation of character if their testimony is proven to be malicious or grossly imaginative.
- 2.3. The offenses for which a person may be given a hearing include violation of a Scriptural moral standard, promulgation of doctrines that are contrary to the basic tenets of the Christian faith as set forth in the statement of faith of The Christian and Missionary Alliance in Canada, and any violation of the law of which he/she has been found guilty.

- 2.4. All investigations shall be conducted with Christian sincerity. Rumours must be verified by reliable evidence to determine what substance may be behind them. False accusation is contrary to the Ten Commandments. Damage to one's reputation is very difficult to repair. Proper restitution can be made only in part to one who has lost the confidence of good people through unfounded charges of wrong conduct.
- 2.5. The integrity of the church demands, however, that personal feelings shall not prevent thorough investigation of alleged wrongdoing. Where there is sound and reliable evidence of guilt, justice requires the pursuit of unbiased inquiry. Where there is proof of violation of a Scriptural moral standard, there is required also the application of suitable discipline.
- 2.6. Since ecclesiastical law permits the respondent to testify on behalf of himself/herself, such evidence shall not be released to use in any civil proceeding in which the accused may become involved. It is essential that all records, whether of investigation or of discipline, be guarded carefully lest they become the basis of gossip or unauthorized use. All records shall be filed with the pastor. The pastor shall report all disciplinary matters to the district superintendent.
- 2.7. The use of tape recordings or any other type of magnetic recordings shall be permitted only if such recordings are made with the full knowledge of those whose testimony or charges are given. No secret recordings shall be admissible as evidence. The names of all whose voices are recorded shall be given clearly at the beginning of their testimony. Recordings may be made of any sessions of investigation or discipline.
- 2.7.1. **Step 1:** A member(s) of the Board or a member(s) of the local church pastoral staff shall meet with the member in question who is alleged to be in violation of Scriptural moral standards, doctrinal truth or proper Christian behaviour, and they shall attempt to resolve the matter to the satisfaction of the Board and the member in question.
- 2.7.2. **Step 2:** If the matter is not resolved by Step 1, then the senior pastor, or his designated representative, and a subcommittee of the Board of the local church shall meet with the member(s) in question and attempt to resolve the matter to the satisfaction of the Board and the member(s) in question.
- 2.7.3. **Step 3:** If the matter is not resolved by Step 2, then a special meeting of the members of the Board may be called by the chair, or his designated representative, to deal exclusively with the matter of the allegations against the member in question. The member(s) in question shall be notified and invited to the special meeting. The chair, or his designated representative of the Board of the local church, shall act as the chair of this meeting. In the special meeting, the allegations against the member in question shall be summarized and the questions and discussion shall be allowed by those present during the meeting. After giving consideration to the issue, the Board shall determine specific terms and conditions of any discipline that it deems appropriate. The action of the Board and the results of the vote shall be final and binding on the Board, the local church, and the member(s) in question, subject to the rights of appeal pursuant to the Uniform Regulations.

When disciplinary action has been taken against a member(s), the Board may choose whether or not to inform the membership of the local church and the manner in which the report shall be stated.

- 2.8. **A RIGHT OF APPEAL** is given to the member(s) in question from the action of the Board taken at the special meeting described in paragraph 7.3 above. Notice of appeal must be given to the district superintendent's office within 30 days after the vote of the Board at the special meeting. An appeal hearing shall be commenced within 30 days after the request for the appeal hearing. The appeal shall be heard by the District Executive Committee or a subcommittee thereof. The district superintendent, or his designated

representative, shall be the chair of the hearing. The district superintendent shall determine the time, place, procedure, and conduct of the hearing. A full right of hearing shall be given to both the Board and the member(s) involved. The district superintendent shall allow either side to have an agent or representative to present their case for them at the appeal hearing. The District Executive Committee shall make a final determination of all questions and issues relating to the discipline of the member(s) in question within seven days after the completion of the appeal hearing. The decision of the District Executive Committee shall be final and binding on the local church, the Board, the member(s) in question, the district corporation, and The Christian and Missionary Alliance in Canada.

- 2.9. **THE DISTRICT EXECUTIVE COMMITTEE** has exclusive authority and jurisdiction to exercise the powers conferred on it pursuant to paragraph 8 above of these Uniform Regulations. The District Executive Committee has exclusive authority and jurisdiction to determine all questions of fact, Scriptural moral standards, doctrinal truth, and proper Christian behaviour for the purposes of these Uniform Regulations. The District Executive Committee decision is final and binding on all parties. No decision or ruling of the District Executive Committee shall be appealed, judicially reviewed, reconsidered, or overturned by any court or tribunal whatsoever.
- 2.10. **PROVINCIAL STATUTES AND LAWS** that govern the procedures of administrative tribunals and courts in the jurisdiction shall not apply and shall not bind any party affected by these Uniform Regulations and, in particular, the District Executive Committee in the carrying out of its duties pursuant to these Uniform Regulations.
- 2.11. **THE UNIFORM REGULATIONS** shall be followed and implemented in accordance with the highest level of integrity and Scriptural moral standards; and shall be consistent with the purposes of church discipline as stated in the Local Church Constitution of The Christian and Missionary Alliance in Canada.

3. Amendments

This policy may be amended by a majority vote of General Assembly, written notice having been given prior to General Assembly.

Amended - General Assembly 1996

Amended - General Assembly 2004

Policy on the Relationship of Official Workers and Churches of The Christian and Missionary Alliance in Canada to Those Engaged in Homosexual Conduct

The basis for this policy of The Christian and Missionary Alliance in Canada is section [4] of its statement of faith:

The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of his will for the salvation of people. They constitute the divine and only rule of Christian faith and practice (2 Timothy 3:16; 2 Peter 1:20-21).

The Old Testament reveals God's original design to make human beings in His image, male and female (Genesis 2:10-24). In the New Testament, Jesus confirms the heterosexual creation of human beings: *God made them male and female* (Matthew 19:4). Throughout Scripture heterosexual families are the norm of society. Through this family unit the human race finds its survival, and men, women and children find their home. The New Testament reinforces the teaching of heterosexual love and sexual relations within marriage alone (Ephesians 5:22-23; Hebrews 13:4; 1 Corinthians 7:1-5).

Alongside this clear biblical teaching on God's design for heterosexual marriage are specific instructions in the Old and New Testaments that prohibit homosexual conduct as out of harmony with the purpose for which God created human beings (e.g. Romans 1:18-27; 1 Timothy 1:9-11). Homosexual conduct, like all forms of sexual behavior that violate God's original design, is sin.

In addition to the affirmation of heterosexual sexual expression within marriage alone and the prohibition of homosexual behavior, the Scriptures strongly affirm the liberating power of the Gospel from all former sinful patterns of life, including homosexual behavior: *Neither the sexually immoral nor idolaters nor adulterers nor male prostitutes nor homosexual offenders nor thieves nor the greedy nor drunkards nor slanderers nor swindlers will inherit the kingdom of God. And that is what some of you were. But you were washed, you were sanctified, you were justified in the name of the Lord Jesus Christ and by the Spirit of our God* (1 Corinthians 6:9b-12).

The highest standards of life and conduct are required of those who serve in official and ministerial capacities in the Church of Jesus Christ and also of those who are received as members of local churches. Homosexual conduct is incompatible with the orthodox interpretation of Scripture as set forth in the statement of faith of The Christian and Missionary Alliance and cannot be condoned.

Persons who engage in, or endorse, homosexual conduct and/or relationships shall not be accepted as candidates for ministry, issued licenses, ordained as ministers, or appointed to serve in The Christian and Missionary Alliance. Neither shall they serve in local church ministries, nor shall they be issued membership in an Alliance church. Likewise, in conformity with The Christian and Missionary Alliance in Canada's Statement on Human Sexuality, and its Statement on Marriage-Divorce-Remarriage, which states that *[I]n no case ought any person to enter into any so-called 'marriage' with a person of the same sex*, no official worker or staff member in any Christian and Missionary Alliance ministry or local church shall, under any circumstances, sanction, bless, conduct, or officially participate in a marriage ceremony, civil or religious, nor are Alliance local church facilities or other properties belonging to any aspect of the life and work of The Christian and Missionary Alliance to be used in any way that would result in a marriage or civil union of persons of the same sex.

The Christian and Missionary Alliance will not tolerate any language of hate toward those who hold to a differing view on homosexuality. Christian and Missionary Alliance churches, pastors, workers, and members will treat persons who experience same-sex attraction, those who engage in homosexual conduct, and their relatives, with respect and compassion. We extend the Good News of repentance, forgiveness, and transformation through Jesus

Christ to such persons, just as we do to all people. We affirm that *all have sinned and fall short of the glory of God* (Romans 3:23) and that each of us is in need of the grace of God.

1. Amendments

This policy may be amended by a majority vote of General Assembly, written notice having been given prior to General Assembly.

Adopted - General Assembly 2004

A Call to Excellence

As a spiritual leader in the church, I am called to Kingdom excellence in my life and ministry. I recognize that this is not possible in my own strength but must be a by-product of the indwelling Spirit of the living God. It is in union with Christ that I am sanctified thoroughly; thereby, being separated from sin and the world and fully dedicated to God, receiving power for holy living and sacrificial and effective service toward the completion of Christ's commission. This is accomplished through being filled with the Holy Spirit, which is both a distinct event and a progressive experience in the life of the believer (1 Thessalonians 5:23; Acts 1:8; Romans 12:1, 2; Galatians 5:16-25).

Believing this to be true, I dedicate myself to conduct my ministry in the power of the Holy Spirit according to the biblical principles and ethical guidelines set forth in this code of ethics, in order that my ministry be acceptable to God, my service beneficial to the Christian community, and my life a witness to the world. I recognize that the following standards are designed to preserve the dignity, maintain the discipline, and promote the integrity of my calling as a pastor and to be a sign of the coming Kingdom of God.

Code of Ethics for Official Workers of The Christian and Missionary Alliance in Canada

Biblical principles and ethical guidelines that are pertinent to the life and ministry of leaders include:

1. **Christlikeness principle** - As representatives of Jesus Christ, C&MA official workers are to demonstrate a commitment and lifestyle that models the life of Christ in holiness, grace, compassion, and liberty (1 Corinthians 11:1; 1 Peter 2:21).
2. **Relationship principle** - Our Father in heaven is intensely relational. He invites His followers to walk with Him and know Him as "sons and daughters". He also calls them to the highest of standards in their personal relationships with self, others, and the rest of creation. Their identity in Christ is defined by the reality and visibility of their love. (Genesis 1:26; 2:18; Matthew 5:23-24; John 13:35)

Therefore:

- Knowing and walking with God will be the principal appetite of my life.
- So far as it depends on me, I will be at peace with all people and will seek both purity and health in all my relationships. (Romans 12:18)
- I will seek to be Christ-like in attitude and action toward all persons regardless of race, social class, religious beliefs, or position of influence within the church and community.
- I will place the needs of my family above those of my broader ministry family and exhibit that priority by gladly dedicating my time, love, and attention to every member of my family.
- I will be sexually and emotionally faithful to my spouse and family.
- I will seek to lead my family in such a way as to enhance my ministry effectiveness.
- I will actively resist any inclination to form improper physical or emotional relationships.
- I will seek to regard all persons to whom I minister with equal love and concern, undertake to minister impartially to their needs, and refrain from behaviour that will be divisive.
- I will endeavour to relate to all ministers, especially those with whom I serve, as partners in the work of God, by respecting their ministry, cooperating with them, and seeking to maintain supportive and caring relationships with them.

3. **Modelling principle** - A worker's private life is not exclusively his/her own. The Bible exhorts leaders to live lives that are above reproach (1 Timothy 3:2). A worker's witness requires that both the local church and the watching world see the life of Christ, which they proclaim first manifest in the worker's life.

Therefore:

- I will limit my freedoms rather than weaken ministry (1 Corinthians 9:27).
 - Although Christians may hold different views on certain behaviours, I will avoid situations that are likely to have a negative spiritual impact on self or others (Titus 2:4).
 - I will always seek to conduct myself in a way that will not discredit or diminish the public's trust in Christian leadership.
 - I will responsibly perform my ministry, seeking to lead persons to salvation and to church membership without manipulation and respecting the ministries of other churches and organizations.
 - I will refrain from drunkenness, the use of illegal substances, the recreational use of drugs, all kinds of addictive or dependent behaviour, and other self-destructive habits (1 Corinthians 3:16).
4. **Wellness principle** - Godly leaders recognize the integrated nature of body, soul, and spirit and stay attuned to the balance required for effective service. They are to care for their bodies, souls, and spirits in a disciplined and God-honouring way (Psalm 139:13-16; Proverbs 3:1-2; 1 Corinthians 3:16-17; 6:19-20; 9:2; 1 Thessalonians 5:23).

Therefore:

- I will endeavour to lead a life of prayer, study, and meditation upon God's Word, and to maintain extended times of contemplation in order to daily seek God's face.
 - I will seek to keep physically fit through the proper care of my body.
 - I will manage my time well by properly balancing personal obligations, ministry duties, and family responsibilities, and by observing a weekly day off and annual vacation.
 - I will seek to keep myself emotionally healthy.
5. **Servant principle** - Scripture contrasts the acts of the flesh and the fruit of the Spirit (Galatians 5:19-25). The flesh is characterized by taking and consuming. The work of the Spirit is characterized by giving and producing. Lifestyle choices are to reflect the heart of a servant, not an attitude of entitlement.

Therefore:

- I will seek to conduct myself consistently with my calling and commitment as a servant of God, maintaining a life of purity, integrity, and truthfulness.
- I will give full service to my ministry, and will only accept added responsibilities if they do not interfere with the overall effectiveness of my ministry.
- I will listen to the needs of those I serve and keep in confidence information shared with me unless it will result in harm to self or harm to others, or as required by law.
- I will exercise confidence in lay leaders by inviting their meaningful participation, enabling their training, and stimulating their creativity.
- I will seek to lead the ministry for which I am responsible to achieve agreed-upon goals. I will remain open to constructive criticism and to suggestions intended to strengthen ministry.
- I will exercise my teaching/preaching responsibilities, giving adequate time to prayer and preparation, so that my presentation will be biblically based, theologically correct, and clearly communicated, speaking the truth of God's Word with conviction in love, and will acknowledge any extensive use of material prepared by someone else.

6. **Stewardship principle** - All Christians are entrusted with God's gifts, resources, and creation. Leaders are to set an example in the stewardship of such a trust (1 Peter 4:10; 1 Corinthians 9:17)

Therefore:

- I will strive to grow through comprehensive reading and through participation in professional educational opportunities.
- I will be honest and responsible in my finances by paying all debts on time, never seeking special gratuities or privileges, giving generously to worthwhile causes, and living a Christian lifestyle.
- I will give tithes and offerings as a good steward and example to the church.
- I will gain permission from my Board or regional developer before starting a business or seeking additional employment.
- I will not engage in any business where I would actively solicit funds from the people to whom I minister.

7. **Submission to authority principle** – Submission to those in authority over believers is a clear biblical mandate. (Hebrews 13:17). Workers are to walk with humility and willingly submit to those in authority over them.

Therefore:

- Having chosen to minister under the authority of The Christian and Missionary Alliance in Canada, I will submit to constituted authority as identified in the Manual of the C&MA, including the leadership of the district or region within which I serve; I will abide by the constitutions, bylaws and regulations of the C&MA and I will immediately resign should I deviate from Alliance practices and principles commonly held by our family of churches.
- I believe and will faithfully teach all the doctrines contained in the statement of faith of the C&MA.
- As a worker of the C&MA, I will unreservedly advance the vision and ministry of the C&MA, including raising generous support for the Global Advance Fund, the Canadian Ministries Fund, and other denominational priorities.
- Where appropriate, I will offer responsible criticism to those in authority and I will follow C&MA processes to bring change to programs and policies of the C&MA.
- I will not use my influence to alienate the ministry to which I have been appointed from The Christian and Missionary Alliance in Canada, and I will not use my influence to solicit members from my previous ministry to start another ministry unless officially endorsed by ministry leadership.
- I will encourage the ministry of my successor at the conclusion (resignation, termination, retirement) of any ministry position and will refrain from interfering in his/her ministry or with the people he/she serves. I will entirely remove myself from that ministry unless otherwise directed or permitted by my superintendent or regional developer.
- When serving in a pastoral staff role, I will offer my support and loyalty to the lead pastor or, if unable to do so, seek another place of service.
- I will only perform services in the area of responsibility of my colleague in the Christian ministry upon his/her request or with his/her consent.

8. **Mediation principle** – Disputes between believers are to be settled within the context of the church, not the secular courts. (1 Corinthians 6:1-7)

Therefore:

- If I believe that I have been wrongly treated by my denomination or local church and choose to seek redress, I will do so first by seeking mediation for resolving the dispute as outlined in the Process for Mediation and Arbitration of The Christian and Missionary Alliance in Canada.

By signing my name to this document, I declare my intention to live my life and conduct my ministry, with God's help, in a godly and ethical way. Further, I recognize that deliberate non-compliance with the statements contained in this document renders me liable to discipline in accordance with the conditions of my license to minister in The Christian and Missionary Alliance.

Name _____ Signature _____ Date _____

Amendments

The Call to Excellence may be amended by a majority vote of the Board of Directors.

Adopted – Board of Directors, November 2011

Amended – Board of Directors, November 2013

Policy on Process for Mediation and Arbitration for Official Workers of The Christian and Missionary Alliance in Canada

The Christian and Missionary Alliance in Canada (C&MA) bases its practice on the teaching of the Holy Bible.¹ The Bible commands us to make every effort to live in peace and to resolve disputes in private or within the Christian church, and not to take these disputes to a civil court (Matthew 18:15-10; 1 Corinthians 6:1-8). Holy Scripture further states that we have all received the ministry of reconciliation (2 Corinthians 5:18), and that we are to forgive one another as Christ has forgiven us (Colossians 3:13). Therefore, whenever a dispute occurs, Scripture is very clear on the method to utilize to resolve the dispute (Matthew 18:15). Further, if the dispute is not resolved, Scripture outlines that we are to go with another person (Matthew 18:16-17) to seek resolution. Therefore, in accordance with the above scriptures as well as the underlying Gospel message of love for one another (John 13:34), any official worker who has a claim or dispute arising out of ministry with the C&MA shall take all the necessary steps to settle it by a process of biblically-based mediation, or if necessary, by a legally binding arbitration process.

1. Initiation of Mediation

- 1.1. If there is a dispute either party may initiate the mediation process by contacting the secretary to the District Executive Committee (DEXCOM) of the district in which they are licensed, or, in the case of nationally granted licenses, they shall contact the secretary of the Board of Directors, and a mutually agreed upon mediator or arbitrator shall be appointed. If a mediator cannot be agreed upon, the DEXCOM or Board of Directors shall appoint one. In the event that mediation fails, the mediator will appoint an arbitrator, having invited a recommendation from each party.
- 1.2. Mediators or arbitrators shall be members in good standing of a Christian church, and may be located outside the geographic boundary of the district in which the dispute exists. In order to protect the privacy of the parties involved in the dispute, both the mediator and the arbitrator will be required to sign a "confidentiality agreement," whereby they commit to holding all aspects of the matter, as well as the names of the parties involved, to be strictly confidential. Any travel costs pertaining for the mediator or arbitrator shall be borne by the denominational organization (church, district, or national) which is a party to the mediation/arbitration. Any mediated or arbitrated resolution shall be consistent with Scripture, shall uphold the governance and by-laws of The Christian and Missionary Alliance in Canada, and shall be in accordance with any applicable legislation relevant to the matter in dispute.

2. Protocol

- 2.1. Official workers will invoke the mediation process when evidence of unjust treatment can be provided by one of the parties, who, through a previous attempt at resolution have been unable to arrive at a mutually agreeable solution. This includes, but is not limited to, for example, matters pertaining to employment, such as matters surrounding or involved in a dismissal from employment, performance of duties, transfer or change of position and responsibilities, and so on; matters pertaining to Board and pastoral disagreements regarding governance and ministry, and so on; congregational member disputes involving the pastor and/or board members, and so on.
- 2.2. The mediation or arbitration will take place as expeditiously as possible in order to bring a resolution and conclusion to the dispute.

¹ See statement of faith, item 4.

- 2.3. The mediator and/or arbitrator shall report to the governing body that appointed them along with an identical report to the district superintendent, in which the events occurred, and to the president of the C&MA.

3. Statement of Agreement

I hereby submit myself exclusively to the ecclesiastical protocols of The Christian and Missionary Alliance in Canada. I am in agreement with the statement of faith of The Christian and Missionary Alliance in Canada, having read and signed it, and am in agreement with the principles of dispute resolution set forth in the Process for Mediation and Arbitration For Official Workers as the true and proper interpretation of the Bible, and therefore **I promise** that should I believe that I have been unjustly treated to the extent that remediation is required, that in all matters I will seek remediation in Christian mediation and/or arbitration, that I will follow the process as set forth above, and that in the event of arbitration I will submit to the ruling of the arbitrating body as the final authority.

Signed: _____ Date: _____

4. Amendments

The Process for Mediation and Arbitration may be amended by a majority vote of the Board of Directors.

Adopted - Board of Directors, November 2011

Amended - Board of Directors, April 2014

Policy on Discipline, Restoration and Appeal for Official Workers

Preamble

Discipline is an exercise of Scriptural authority for which the Church is responsible. The Christian and Missionary Alliance in Canada (C&MA) believes the Scriptures establish standards of conduct and belief by which individuals serving Christ through licensed ministry within the C&MA must live. The goals of discipline are to honour God; to protect the purity of the Church; to guard other Christians from being tempted, misled, divided, or otherwise harmed; and to bring fallen Christians to repentance. Discipline is administered to achieve restoration, while also providing for the spiritual welfare of the local church. Discipline is to be corrective and redemptive. It is to be exercised with mercy, grace, and forgiveness; however, restoration to fellowship with Christ and His Church does not necessarily result in a reinstatement of credentials for licensed ministry with the C&MA.

The Policy on Discipline, Restoration, and Appeal (“the Policy”) and the disciplinary proceedings are ecclesiastical in nature, founded on the teachings of the Christian faith. The policy and proceedings seek to apply Scriptural teachings concerning conduct and belief to persons holding positions of authority and leadership within the C&MA. Unless otherwise provided for in the policy, in a case of disagreement or dispute concerning the interpretation or application of the policy, the jurisdiction to decide such matters lies solely with the C&MA president.

This Policy is not meant to replace civil process for allegations that are criminal in nature. When an allegation comes to the ecclesiastical authority that may be criminal in nature, the ecclesiastical authority will retain legal counsel. The ecclesiastical authority will seek counsel as to their responsibility to notify the civil authorities. The ecclesiastical authority will advise all parties that their situation may be criminal in nature and advise them to seek their own legal advice.

Article 1 - Biblical Basis for Discipline

1.1. Growth in Faith

Discipline serves to encourage growth and development in faith. *Rebuke them sharply, so that they will be sound in faith...* (Titus 1:13).

1.2. Redemption and Restoration

Discipline serves to spiritually redeem and restore those who have fallen into immoral or otherwise un-Christlike ways. *Brothers, if someone is caught in a sin, you who are spiritual should restore him gently* (Galatians 6:1).

1.3. Bearing One Another’s Burdens

Discipline benefits the Church because it teaches the Church to be redemptive by carrying the burden of seeking to restore fallen believers. *Carry each other’s burdens, and in this way you will fulfill the law of Christ* (Galatians 6:2).

1.4. Forgiveness, Comfort, Love

Discipline involves compassion, even for those who have committed sinful acts and espoused beliefs contrary to Scripture. *...you ought to forgive and comfort him, so that he will not be overwhelmed by excessive sorrow* (2 Corinthians 2:5-7).

1.5. **Warning to the Divisive**

Discipline serves to deter and instruct against beliefs and conduct contrary to Scripture. *Warn a divisive person once, and then warn him a second time. After that, have nothing to do with him* (Titus 3:10).

1.6. **Judgment and Expulsion**

Discipline may lead to judgment, including expulsion from the church. *...Are you not to judge those inside [the church]? God will judge those outside. Expel the wicked man from among you* (1 Corinthians 5:12-13).

Article 2 - Scope of the Policy

2.1. **Persons Subject to Discipline**

This policy applies to all workers licensed by the C&MA.

2.2. **Ecclesiastical Authority**

Disciplinary proceedings will be initiated and administered by the person who licensed the individual. This is normally the superintendent of the district in which the individual serves. The Board of a local church may not conduct disciplinary procedures against an official worker or worker emeritus. Such discipline, when needed, will be conducted under the supervision of the district superintendent.

In the case of international workers, the president, or his designate, will initiate and administer the disciplinary proceedings.

2.3. **Basis of Discipline**

Matters that may give rise to disciplinary proceedings include, but are not limited to:

- 2.3.1. Holding to and/or promulgating doctrines contrary to the fundamental tenets of the Christian faith as stated in the C&MA statement of faith.
- 2.3.2. Defiance or failure to submit to constituted authority.
- 2.3.3. Moral or ethical failure including, but not limited to sexual misconduct, theft, misappropriation of funds or property, and other financial transgressions.
- 2.3.4. Dishonesty, fraud, perjury, and other misrepresentations.
- 2.3.5. Spreading false rumors about another.
- 2.3.6. Causing dissension or division within the church.
- 2.3.7. Violence or abuse directed toward others, especially a child or vulnerable adult.
- 2.3.8. Judgment of guilt by a criminal court of law.

2.3.9. Abuse of power:

2.3.9.1. Pastoral Relationship¹

An official worker or worker emeritus, as a holder of a position of leadership, is in a position of power and trust in pastoral relationships. These include any relationship where one who relates or has related to the worker as congregant, student, counselee, employee, or in a comparable role, while the worker was engaged in the conduct of ministry.

2.3.9.2. Power and Trust

The factors of power and trust limit the possibility of a person in a pastoral relationship with an official worker or worker emeritus giving meaningful consent to any sexual behaviour with an official worker or worker emeritus.

2.3.9.3. Sexualized Behaviour²

Any inappropriate sexualized behaviour by an official worker or worker emeritus towards a person with whom they have a pastoral relationship is an abuse of their position of trust and makes the worker liable to discipline.

2.3.10. Harassment

The Christian and Missionary Alliance in Canada prohibits all official workers and workers emeriti from inappropriate, unwelcome, or offensive conduct, whether verbal, visual, physical, or otherwise. Harassment, sexual or otherwise, is illegal and will not be tolerated in any form.

Article 3 - General Procedures and Considerations

3.1. Committee Members

Members of the Investigation Committee and the Discipline Committee will be persons respected for their integrity, spiritual stature, capability of communicating loving concern, and lack of bias in the case at hand (Galatians 6:1-2).

3.2. Confidentiality and Disclosure

Disciplinary proceedings will be conducted with confidentiality in all aspects of the proceedings; however, there is no guarantee of confidentiality within disciplinary proceedings for any participant. It may be necessary to disclose the facts and circumstances of the charge, including the identities of the accused person and those submitting the allegation, in connection with investigating and remedying the charge and considering and carrying out possible restoration. In addition, the findings and conclusions of the disciplinary proceeding may

¹ A "pastoral relationship" does not include: a married minister's relationship with the minister's spouse; or an unmarried minister's dating relationship with an unmarried person with whom the minister has had a pastoral relationship, if the minister has clearly communicated to the person that the minister will not provide for, and another minister should provide for, all one-to-one pastoral ministerial responsibilities concerning the person.

² Sexualized Behaviour: Acts that show sexual interest or a choice to make the sexual dimension overt in a relationship. It may include but not be limited to: inappropriate communication regarding sexual matters, touching, and other actions; unnecessary inquiry into personal matters such as questions of a sexual nature; inappropriate touching or kissing; making sexual advances or suggestions; making a person being pastored look at, or pose for, pornographic pictures or images, masturbation of self or another person; oral to genital contact penetration of the mouth, vagina or anus with a penis, another part of the body or other object (excluding proper professional medical examination).

be announced to appropriate parties who were an integral part of the proceedings, affected members of the C&MA, and official workers associated with the body that most recently licensed the charged worker.

If a member of the Investigation Committee or a member of the Discipline Committee is contacted by the press, law enforcement authorities, lawyers or other individuals associated with civil/criminal proceedings, or other persons not involved with the disciplinary proceedings but seeking information, the ecclesiastical authority responsible for the case will be contacted immediately. No information may be disclosed without the permission of the appropriate authority unless otherwise required by law.

The findings, conclusions and records of the disciplinary proceedings may be communicated to churches and entities within the C&MA for decisions concerning employment and official worker's status. A record of the findings and conclusions will be entered in the worker's file and may be conveyed with the file if the worker seeks to transfer from one C&MA organization to another. Information may be transmitted even after restoration to the individual's former position or status. The C&MA and its ecclesiastical authorities reserve the right, within their discretion, to disclose any information to outside parties as they determine appropriate under the circumstances.

Since ecclesiastical proceedings permits the respondent to testify on behalf of himself/herself, such evidence shall not be released to use in any civil proceeding in which the respondent may become involved. It is essential that all records, whether of investigation or of discipline, be guarded carefully lest they become the basis of gossip or unauthorized use. All records shall be filed with the ecclesiastical authority who licensed the worker. All disciplinary matters shall be reported to the president of The Christian and Missionary Alliance in Canada.

3.3. Relationship to Employment

In the case of an individual employed by a C&MA entity or by a district or church entity (referred to herein as employing entity), information presented in the disciplinary proceeding may be conveyed to the supervisor(s) of the employee and may affect the employment relationship independent of the disciplinary proceeding. Also, the information may form the basis for a charge or complaint under another C&MA policy or regulation.

An individual subject to a charge or disciplinary proceeding may be immediately suspended from public ministry or subject to other personnel action as determined by the employing entity (which in some cases may be the ecclesiastical authority).

Article 4 - Procedures for Disciplinary Proceedings

4.1. Allegations and Confessions

The disciplinary process is initiated when a formal allegation of conduct subject to discipline is submitted to the appropriate ecclesiastical authority either in person or in writing, or when such conduct is confessed by the offender to the ecclesiastical authority. Normally an allegation should be presented by at least two witnesses (1 Timothy 5:19), but there may be circumstances where an inquiry would be initiated on the basis of one person's allegation. When the allegation is submitted verbally, the nature of the offense shall be recorded in writing and signed by the person(s) making the allegation. An allegation is not properly submitted if it is not a basis for discipline (see item 2.3) or if the accused person is not subject to discipline (i.e. does not hold a worker's license).

The person making the allegation shall receive no retaliation or retribution for a report that was provided in good faith – and that was not done primarily with malice to damage another or the organization.

Any person(s) making false statements in submitting an allegation or providing false information in a disciplinary proceeding may be subject to discipline or other actions at the discretion of the appropriate ecclesiastical authority.

When an official worker or worker emeritus confesses to the ecclesiastical authority, in the absence of a written allegation, the authority will initiate an inquiry to determine whether the confession is complete.

4.2. Inquiry

Reports of actions by official workers and workers emeriti warranting discipline will be subject to a preliminary inquiry by the appropriate ecclesiastical authority or his designee (the inquirer) to determine whether there is basis for and/or evidence supporting the allegations. Such inquiry shall be done in a timely manner.

4.2.1. Preliminary Interviews

The person(s) who brought the allegation of sinful conduct (the complainant) will be interviewed to ascertain the facts and to clarify any portions of the allegation. The person conducting the inquiry may interview other persons as necessary to determine the veracity of the facts related to the allegation.

4.2.2. Interview with the Respondent

The person accused of a disciplinary offense (the respondent) may be interviewed regarding the allegation as part of the inquiry process.

An oral statement of confession, a statement of intent to resign one's ministry, and/or return credentials in the C&MA, or an oral decision to immediately resign one's ministry and/or return credentials in the C&MA, will be noted by the inquirer and recorded by the ecclesiastical authority; however, the ecclesiastical authority may continue the inquiry and/or investigation process as outlined herein with or without the cooperation of the respondent. A return of license to minister in the C&MA, or resignation from one's place of ministry while a disciplinary action is pending, shall not be given effect until the church has fulfilled its God-given responsibility to encourage repentance, attempt the restoration of the respondent, and bring the disciplinary process to an orderly conclusion.

4.2.3. Dismissal of Allegation

If, after the preliminary inquiry, the inquirer determines that there is no basis for and/or insufficient evidence supporting the allegation, he/she may inform the complainant that no further action will be taken.

4.2.4. Response to Confession

If the inquirer determines that the confession is complete and if the ecclesiastical authority judges that the offense is subject to a reprimand rather than a more serious form of discipline, the ecclesiastical authority may reprimand the offender and initiate a restoration program. If the offense is of a more serious nature, the ecclesiastical authority may move directly to a disciplinary hearing.

4.3. Investigation

When warranted, the appropriate ecclesiastical authority will appoint two or more persons as an Investigation Committee to conduct an investigation of the allegation. It is wise to appoint a female as a committee member when either the respondent or the complainant is a woman. The appointment of the members of the

committee will be by letter and a copy of the letter will be provided to the respondent and the next level of ecclesiastical jurisdiction. The investigative process may include:

- 4.3.1. Interview with the complainant(s).
- 4.3.2. Interview with the respondent. Prior to the interview, the respondent will be provided with a written copy of the allegation and informed of the right to submit a written response to the allegation. A Christian advocate may be chosen by the respondent to provide guidance and counsel in the preparation of their reply once he/she has received a copy of the allegation and to accompany the respondent to any interview.

Unwillingness to appear at a scheduled interview without acceptable reason will be noted in the report. The ecclesiastical authority shall continue the investigation as outlined herein.
- 4.3.3. Interview with witnesses identified by the complainant(s), the inquirer, and the respondent and other witnesses requested by the committee.
- 4.3.4. Review of any written statements provided by the respondent and any documents presented by the complainant(s), or any other person identified as having relevant information.
- 4.3.5. Collection and review of other documentary evidence relevant to the allegation.

The Investigation Committee will determine the scope of investigation. Interviews with the complainant(s), victims of the alleged wrongful conduct (if they did not submit the charge), and the respondent will be conducted by at least two committee members. Recordings may be made of any sessions of investigation with the full knowledge of all participants.

The Investigation Committee will prepare a written report of the investigation including a summary of evidence relevant to the allegation. The report will outline specific charges substantiated by the evidence and recommendations. A copy will be provided to the respondent and the ecclesiastical authority.

In the case of sexual misconduct, investigators should note in their report whether or not there was also a violation of power and trust by the official worker or worker emeritus (as outlined in item 2.3.9). If two official workers or worker emeriti are involved, the investigators must note whether there was a power differential between the two (supervisor/supervisee, lead pastor/staff pastor etc.).

4.4. Response to the Investigation

Upon receipt of the report of Investigation Committee, the ecclesiastical authority will take one of the following actions:

- 4.4.1. If it has been determined by the Investigation Committee that the allegation is unsubstantiated, and there is no reasonable basis for proceeding with a hearing, letters will be provided to the complainant(s), the respondent, and, if appropriate, personnel who had knowledge of the allegation(s), informing them of the decision to dismiss all allegations. The ecclesiastical authority shall ensure that appropriate pastoral care is provided to the respondent.
- 4.4.2. If it is decided by the Investigation Committee that the allegation is substantiated and that a formal disciplinary hearing is warranted, the appropriate ecclesiastical authority shall appoint a Discipline Committee.

Article 5 - Disciplinary Hearing

5.1. Discipline Committee

The Discipline Committee shall consist of no less than three members. The ecclesiastical authority shall appoint the members of the committee and may fill vacancies in the committee as necessary. The ecclesiastical authority or his appointee shall serve as the moderator and will provide copies of the following documents to each member of the committee: the written charge, the written response statement, if any, and the Investigation Committee's report. If the charges are undisputed or admitted, the hearing may be limited to specific matters of response, restitution and restoration to full fellowship with Christ and the church. The Discipline Committee will make decisions by majority vote and determine its own procedure as consistent with this Policy.

5.1.1. Moderator

The moderator will be responsible for the orderly conduct of the hearing and may rule on all procedural questions and questions related to the admission of tangible evidence including witness testimony subject to reversal by a majority vote of the committee.

5.1.2. Secretary

A secretary will be appointed by the moderator to keep accurate records of all proceedings and to preserve all documents submitted to the committee.

5.2. Scheduling the Disciplinary Hearing

A disciplinary hearing will be conducted as soon as possible after the appointment of a Discipline Committee. The moderator will schedule the disciplinary hearing at a date and time mutually agreed to by the respondent and others participating in the hearing.

If the respondent is unable to be present at a scheduled hearing, he/she may request to have a Christian representative appear in his/her place or may request a rescheduling of the hearing. Unwillingness to appear or be represented at a hearing without acceptable reason may be considered an admission of guilt. The absence of the respondent or a representative at any hearing will not prevent the Discipline Committee from proceeding with the hearing.

5.3. Participants

5.3.1. Persons Present

Persons present during the hearing will only include the members of the Discipline Committee, the reporter, the respondent, and one witness at a time while testifying. The spouse and the representative for the respondent may also be present while any testimony is being given. At the discretion of the Discipline Committee, the complainant may also be present.

5.3.2. Reporter

The investigation committee shall choose a reporter to present the findings of the committee along with any witnesses and documents relevant to the charge. An effort will be made to present only the witnesses and documents of greatest relevance to the issues raised in the charge, both favorable and unfavorable to the respondent. If possible, repetitive testimony will be avoided. The reporter will be excused prior to final deliberations.

5.3.3. Respondent

The respondent may recall witnesses presented by the reporter, call additional witnesses, provide additional testimony on his/her behalf, and/or submit a written statement at the time of the hearing. He/she will have the right to appoint a representative at the hearing.

5.3.4. Witnesses

Witnesses may be examined by the reporter, the respondent (and the advocate for the respondent, if any), and one or more members of the Discipline Committee including the moderator. One or more members of the committee (usually not the moderator) may be selected to question the respondent and any witnesses on behalf of the committee.

5.4. Evidence

Along with witness testimony, the committee may also consider relevant documents, the report of the Investigation Committee, and other documents submitted by the parties. Tape recordings and other types of magnetic and/or digital recordings will be admitted as evidence if the recordings had been made with the full knowledge of those giving testimony or being charged, recognizing exceptions may be necessary at the discretion of the Committee.

5.5. Record of Proceedings

The report of the Investigation Committee, the conclusions of all disciplinary actions, and all records of actions relating to the suspension of license and/or the expulsion of official workers from the C&MA shall be forwarded to the president.

5.6. Conduct of the Hearing

5.6.1. Both the reporter and the respondent or his/her advocate will have opportunity to present evidence, summarize their conclusions, and respond to the evidence and conclusions of the other party. In circumstances where the person subject to disciplinary action has confessed, and where there is evidence of genuine repentance and a willingness to submit to a restoration process as outlined by the ecclesiastical authority, it is permissible, with the consent of all parties, to omit unnecessary procedures.

5.6.2. Members of the Discipline Committee may question the reporter, the respondent, and any witnesses.

5.6.3. The Discipline Committee will render a decision on each charge. A majority vote is required for a decision of guilty. At its option, the committee may permit a written summation by the reporter and the respondent to be submitted within five (5) days of the hearing but prior to any deliberations.

5.7. Judgement of the Discipline Committee

The committee will submit its decision in writing with respect to each charge and the discipline to be imposed, and will advise the respondent of the right to appeal and the process to be followed. Each member of the committee will sign the document and a signed copy will be given to the person(s) subject to discipline. A copy will be forwarded to the next higher level of jurisdiction. The committee may announce its decision at the conclusion of the hearing or later in its written report. Usually, the committee's written decision will be prepared and issued following the conclusion of the hearing.

Article 6 - Determination of Severity of Discipline

The facts and circumstances of an individual case determine what discipline will be imposed. If the offense is isolated and considered relatively minor with no actual harm to others, then a less severe discipline may be appropriate. If the offense involves flagrant misconduct, maliciousness, gross rejection of Scriptural principles or C&MA doctrine,

failure to submit to constituted authority, repeated incidents, or a pattern of wrongful behavior involving harm to others, then more severe discipline may be deemed necessary. Evidence of remorse and repentance and a genuine desire to change, especially if occurring prior to the disciplinary proceeding, may be grounds to opt for a lesser penalty. In determining the discipline to be imposed, the Discipline Committee will seek guidance in Scripture and through prayer, and will seek to promote the purity and faith of the spiritual body of believers while striving to promote growth and restoration of the erring believer to fellowship with Christ and the church.

6.1. One of the following forms of discipline will be imposed for any offense for which a person is found guilty:

6.1.1. Reprimand

This is the lowest degree of censure and consists of reproving the offender, warning the respondent of his/her guilt, and danger and exhorting him/her to a more constant walk with the Lord. His/her relationship to The Christian and Missionary Alliance in Canada is not impaired. Disclosure of the reprimand shall be at the sole discretion of the ecclesiastical authority.

6.1.2. Probation

Where the respondent has been found guilty of a violation of Scriptural moral standards, imprudent and unchristian conduct, or of repeated defiance of constituted authority, or of charges that may need the passing of time to determine whether there has been true repentance, he/she shall be placed on probation for a period of time to be decided by the committee on discipline. During this period the license is retained and, if possible, the worker's employment will be maintained.

6.1.2.1. By probation, it is further understood that the respondent's ministries are confined strictly to the local church. In the case of international workers, the scope of ministry will be determined by the Canadian regional developer in consultation with the field leader.

6.1.2.2. During this period the respondent is to walk circumspectly, proving himself/herself before God, the Board of the local church, the district superintendent/Canadian regional developer, and the president.

6.1.2.3. A review of the respondent's case shall be made at the termination of his/her period of probation.

Disclosure of the disciplinary action shall be at the sole discretion of the ecclesiastical authority.

6.1.3. Suspension of License

If the respondent is found guilty of a violation of Scriptural moral standards, continued insubordination, or if the nature of the offence requires his/her removal from public ministry, he/she shall deposit his/her credentials as an official worker or worker emeritus of The Christian and Missionary Alliance in Canada with the district superintendent or president and resign from all his/her delegated functions for a period of at least one year. The suspension may be removed after there has been evidence of true repentance and a request for spiritual restoration.

In addition to the above, on occasion a C&MA ordained individual may have made the decision to resign from C&MA ministry, return his/her credentials, and/or surrender membership in the C&MA. When circumstances arise that would normally warrant the initiation or completion of the disciplinary process, but the C&MA no longer has direct authority over the individual, it is within the purview of the ecclesiastical authority to recommend to the appropriate Ordaining Council the withdrawal of the individual's ordination. A decision to withdraw an individual's ordination will be automatically appealed to the next higher level of jurisdiction.

Disclosure of the disciplinary action shall be at the sole discretion of the ecclesiastical authority but shall include the official workers in the district of the guilty person (the home district and region of service of an international worker). The ecclesiastical authority shall inform the president who shall inform all district superintendents and Canadian regional developers.

6.1.4. Expulsion

Where the respondent has been found guilty of a violation of Scriptural moral standards, or of promulgating doctrines contrary to the basic tenets of the Christian faith as set forth in the statement of faith of The Christian and Missionary Alliance in Canada, or of any other items listed as offenses, and has demonstrated no evidence of repentance or change in willful and continued defiance of constituted authority, he/she shall be dismissed as an official worker or worker emeritus of The Christian and Missionary Alliance in Canada and he/she shall surrender his/her credentials, consisting of his/her current license. It will result in the automatic withdrawal of ordination. All contractual agreements with The Christian and Missionary Alliance in Canada shall be null and void.

The ecclesiastical authority shall inform the president, who shall inform all district superintendents and Canadian regional developers. Further disclosure of the disciplinary action shall be at the sole discretion of the ecclesiastical authority.

- 6.2. In addition to, or in lieu of, the above penalties, the Discipline Committee, at its discretion and in consultation with the local church Board of Elders, may impose requirements on the terms and conditions of the guilty person's employment, including but not limited to personnel action such as adjustment in job duties, transfer, demotion, or reassignment, disciplinary action, and/or immediate termination of employment.

Article 7 - Appeal Process

- 7.1. Appeals may be made from any decision of a committee on discipline to the next level of jurisdiction. The basis on which appeals may be made include penalties that may seem too severe, the violations of the rights of the respondent to a fair hearing, failure of a committee on discipline to recommend the restoration of the credentials and privileges of the respondent after the designated term of probation or suspension, or a faulty designation of the offenses of which the respondent has been found guilty.
- 7.2. Appeals shall be made, in writing, not later than 30 days after the verdict of the committee on discipline has been rendered or his/her failure to respond to overtures concerning the restoration of rights and privileges.
- 7.3. The secretary of the Discipline Committee shall forward to the ecclesiastical authority of the next level of jurisdiction to which the appeal is made, a copy of all the proceedings of his/her committee, with copies or originals of all correspondence involved with the one making appeal. The body to which the appeal has been made shall review all the proceedings with no additional evidence or testimony permitted, unless there exists exceptional circumstances. This appellate body may vote to sustain the lower body, to recommend a lighter penalty, but in no case a heavier penalty. It may refer the matter back to the lower level of jurisdiction recommending another hearing for the offending party.
- 7.4. If the respondent is a licensed district or international worker, the appeal is made to the president or, if the president participated in the Investigation or Discipline committees, the appeal is made to the chair of the Board of Directors. If the respondent is a C&MA National Ministry Centre employee or officer, the appeal is made to the chair of the Board of Directors.

Article 8 - Restoration Process

- 8.1. Throughout the Scripture it is obvious that God does not allow sin to go unpunished; however, the Bible also clearly illustrates that God's agenda is much larger than punishing those who break His commandments. He is always willing to forgive the penitent and to bring full restoration (Psalm 51; Isaiah 57:14-21; Jeremiah 30; Hosea 14; Luke 15; John 8; 2 Corinthians 5:18,19; Galatians 6:1). To reflect God's attitude we must diligently work to restore those who sin and are disciplined under provisions of this policy. We must also balance our concern for justice with our own need to forgive so that the purpose of discipline is accomplished.
- 8.2. In the event the respondent is placed under discipline, the Discipline Committee shall appoint a mentor to provide pastoral care and counsel during and for a reasonable time beyond the period of discipline. Prayer shall be sought on behalf of the respondent from those who are advised of the discipline under provisions of this policy.
- 8.3. At the discretion of the Discipline Committee, the offended party or parties may be invited to participate in the restoration procedure so that they can work through the necessary steps to forgiveness. This step is particularly important where the offended party is the church body.
- 8.4. At the conclusion of the period of discipline the Discipline Committee shall make a recommendation regarding the suitability of the respondent returning to ministry. Where the restoration process is successful and where appropriate within the bounds of the constitution and bylaws of The Christian and Missionary Alliance in Canada, the Discipline Committee shall recommend that the respondent be given opportunity to return to ministry.
- 8.5. Reinstatement to a position of ministry in The Christian and Missionary Alliance in Canada is not assured even if an individual has satisfactorily completed requirements for restoration to fellowship. The committee may determine that the person's conduct was so heinous and/or his/her attitude so contrary to Christian principles that reinstatement to licensed ministry or other public ministry is not possible at any time. In the case of an official worker or worker emeritus found guilty of sexual abuse of a child or vulnerable adult, by either a Discipline Committee or a court of law, there will be no possibility of regaining credentials for ministry in the C&MA.

If the discipline committee determines that the person under discipline will not be reinstated, the committee will inform the person in writing giving the reasons for non-reinstatement.
- 8.6. Restoration will not involve an agreement by the ecclesiastical authority, Discipline Committee, employing entity, or any other person involved in the disciplinary proceeding to withhold information concerning the proceeding, including the results, in the event the restored individual seeks a new position with the denomination, district, or C&MA church entity, or a supporting organization of the C&MA.
- 8.7. The results of the review at the conclusion of the period of discipline shall be reported to the extent possible to coincide with the disclosure of the disciplinary action.

Article 9 - Care for the Offended

- 9.1. God has great compassion for those who are abused or oppressed (Ezekiel 34:16; Isaiah. 61:1-8).
- 9.2. Whole communities are impacted by offenses committed even against one person (Acts 5:11; 1 Corinthians 5:4, 5, 6:1ff).
- 9.3. The Scriptural pattern suggests that the offended is to be involved in the discipline and restoration process of the offender (Leviticus 24:10-23; Numbers 5:5-8, 35:19; Deuteronomy 19:11-13).

- 9.4. Jesus Christ's ministry on earth often focused on improving the situation for the victims of abusive systems, ministering healing to the offended, and caring for those who had no advocate.
- 9.5. Jesus also clearly instructed the abused and offended to forgive, not retaliate or judge (Luke 6:27-36).
- 9.6. Using these principles as guidelines, discipline committees shall involve the offended in the discipline process where appropriate. They shall also determine what steps to take that will ensure that the grievances of the offended are addressed and appropriate help is offered to aid in the healing process.

Article 10 - Amendments

Amendments to this document may be made by the Board of Directors.

Adopted - Board of Directors, November 2008

Amended - Board of Directors, November 2015

Marriage – Divorce – Remarriage

An Instructional Statement of The Christian and Missionary Alliance

The following instructional statement is intended as an expository guideline of common understanding to which Assembly 1986 (Edmonton) subscribed.

For some, the interpretation may be too broad and, for others, too confining. But a common standard is needed in order to deal adequately with the problems of divorce and remarriage. The position set forth here neither promotes divorce nor weakens the Scriptural stance represented in former legislation. The Commission of Divorce Study endeavoured neither to take from nor to add to Scriptural teaching on divorce.

1. Introduction

- 1.1. Today, more and more marriages are failing; divorce and remarriage are becoming increasingly common. If couples who live together without the benefit of a registered marriage contract and then separate are counted, half the marriages that take place today in North America fail.
- 1.2. Yet marriage is an essential, sacred institution, a cornerstone of society. It was established by God Himself when in Genesis 2:18¹ the Lord said, *It is not good that the man should be alone; I will make a help meet for him*, and marriage has enjoyed divine sanction and blessing across the centuries. Ephesians 5 reveals the sacredness of marriage when the union between Christ and the Church is used to illustrate the husband-wife relationship.
- 1.3. Therefore, the church today must do everything in its power to encourage and maintain the institution of marriage and on God-given grounds. Some today would set standards for conduct in this area other than by the authority of the Word of God. Even among those who seek to hold to biblical authority, there are divergent opinions, particularly with respect to the right of divorced persons to remarry. It seems imperative, therefore, that The Christian and Missionary Alliance in Canada set forth what is understood to be the Scriptural teaching on these subjects.
- 1.4. This statement is designed not to answer all questions and cover all situations, but to provide guidelines from which can be drawn Scriptural applications to varying situations. This has been written with the social conditions of North America in view. Consequently, some adaptation may be necessary in countries overseas because of special social situation.

2. Marriage

- 2.1. God instituted marriage as an honourable estate (Hebrews 13:4) for the blessing of companionship (Genesis 2:18) and as a continuation of the divine work of creation in the history of the human race (Genesis 4:1). Marriage is not a requirement for perfection of personhood, nor is it a necessity for fulfillment in God's highest purpose. Marriage may, in fact, hamper a person's unconditional readiness for the call of God, and there are those who have the gift of refraining from marriage (Matthew 19:12; 1 Corinthians 7:7).
- 2.2. God intended marriage to be a monogamous, life-long union as clearly implied in Genesis 2:24, *Therefore shall a man leave his father and his mother, and shall cleave unto his wife; and they shall be one flesh*. Jesus recalled this original order of creation to overthrow the lax interpretation and practice of the Mosaic law (Mark 10:6ff). Although polygamy was sometimes practiced in Old Testament times, the Bible makes clear

¹ Unless otherwise noted, Scripture quotations throughout are from the King James Version of the Bible.

that God intended marriage to exist between one man and one woman for as long as both of them remain alive. In Romans 7:2 the Apostle Paul wrote, *For the woman which hath a husband is bound by the law to her husband so long as he liveth: but if the husband be dead, she is loosed from the law of her husband* (See also 1 Corinthians 7:39).

- 2.3. The strict and lofty terms with which the marriage bond is described in the New Testament has its primary focus on human fellowship and the family. The basis of all marital love is, for the Christian, the love of Christ for the Church (see, for example, Ephesians 5:31 ff.). Marriage is constituted first in mutual covenant. Marriage is a solemn, binding agreement entered into before God and man (Malachi 2:14). Ezekiel 16:8 uses marriage to illustrate the relationship between God and Israel and speaks of this relationship as a covenant entered into on the basis of swearing on an oath or a pledge. Jesus, in John 2, sanctioned by His presence a marriage being recognized and solemnized by a public celebration; therefore, men and women should enter marriage with a legal contract and pledged vows, preferably under the administration of a Christian minister, and not just by deciding to live together.
- 2.4. Marriage is a physical union. This is clearly set forth by the Apostle Paul in 1 Corinthians 6:16ff. Marriage is designed to be a unity of flesh and spirit and represents the wholeness of that unity (1 Thessalonians 4:3-5). In 2 Corinthians 12:19-21, the Apostle Paul warns the Corinthian church that impenitence of those who committed sexual immorality would necessitate his intervention.
- 2.5. In no case ought any person to enter into any so-called “marriage” with a person of the same sex. Homosexual unions are specifically forbidden in Scripture (see Leviticus 20:13; Romans 1:26-27, 32; 1 Corinthians 6:9).
- 2.6. A Christian should not marry a person who does not know Christ as personal Saviour. II Corinthians 6:14 is explicit, *be ye not unequally yoked together with unbelievers*. The final few words of 1 Corinthians 7:39 suggest the same standard; widows who remarry are told to do so “only in the Lord.” Love for Christ is never to have second place (Matthew 6:33).

3. Divorce

- 3.1. Divorce is a departure from the purposes of God. While in the Old Testament divorce was allowed and apparently easily secured, this, like polygamy, was contrary to God’s highest intentions. Jesus explained that provisions for divorce in the Old Testament were an accommodation to “the hardness” of people’s hearts and a necessary evil (Matthew 19:8). The Prophet Malachi declared, *for I hate divorce, says the Lord the God of Israel* (2:16, RSV). Jesus said, *what therefore God hath joined together, let no man put asunder* (Matthew 19:6; see also Mark 10:6-9). The Church, therefore, should seek always to discourage divorce as a solution to marital problems. The Bible teaches that even when a Christian is married to an unbeliever, the Christian should continue to live with his or her mate if at all possible (1 Corinthians 7:12-13).
- 3.2. While divorce is always contrary to God’s intentions, there are certain circumstances when it is permitted. Jesus said in Matthew 5:32, and again in Matthew 19:9, that a person is not to divorce his mate except for the cause of fornication. The Greek word used for “fornication” refers to habitual sexual immorality for which the synonym “whoredom” may be used, implying all kinds of immorality, including adultery which desecrates the marriage relationship - a view generally accepted by Greek scholars.
- 3.3. The absence of this allowance in Mark 10:6-12 and Luke 16:18 does not set aside the practical conditions for carrying out the Mosaic practice of divorce in the new age Christ establishes. But He makes a sharper interpretation which handles the problem of divorce as a lesser evil to the continuation of an impossible situation. Divorce is expressly denied for the immediate purpose of marrying someone else (Mark 10:11-12). It is incumbent, therefore, that a believer entertain divorce only as a last resort and because of violations through whoredom - never as a reason to marry someone else. When one partner of a divorce

has become involved in adultery, the offended mate is permitted, though not required, to get a divorce. If an unsaved husband or wife refuses to continue to live with his or her mate and departs, the believer may agree to this separation: *But if the unbelieving depart, let him depart. A brother or a sister is not under bondage in such cases* (1 Corinthians 7:15). Such separations may result in divorce, and in that event the Christian is guilty of no wrong.

4. Remarriage

- 4.1. The remarriage of persons who have been divorced is permitted by Scripture under certain circumstances. If, after being divorced, one of the original marriage partners dies, the remaining partner is free to remarry. Romans 7:2 and 1 Corinthians 7:39 make clear that death dissolves the marriage relationship.
- 4.2. When an adulterous relationship has brought about a divorce, the party who is innocent of adultery has a right to remarry. The words of Jesus, *Whosoever shall put away his wife, saving for the cause of fornication, implies the right of remarriage. When he adds, and whosoever shall marry her that is divorced (the guilty party) committeth adultery* (Matthew 5:32), the right to marry anyone guilty of adultery is denied and also to marry anyone who obtained a divorce for the express purpose of remarriage (Mark 10:11-12).
- 4.3. The consistency between the Old Testament and the New Testament is recognized as Jesus interpreted it. The passage in Deuteronomy from which Jesus quoted in Matthew 5:31 and Mark 10:2-12 indicates that the “putting away” of a wife dissolves the marriage and allows remarriage. Jesus did not change the nature of divorce as dissolving marriage and permitting remarriage; he simply rejected all rationalization and excuse for divorce and made clear that only the innocent party whose former marriage was revoked by divorce could remarry without guilt.
- 4.4. According to the teaching of 1 Corinthians 7, which permits divorce when an unbelieving husband or wife of a believer “departs” (note 3.3), remarriage on grounds of desertion alone is not permitted according to verse 11, *But if she depart, let her remain unmarried, or be reconciled to her husband: and let not the husband put away his wife.* In other words, if the unbelieving, deserting party is not deceased and does not remarry, neither should the one who has been deserted remarry.
- 4.5. When two unbelievers have been divorced and one is subsequently converted and neither has remarried, the Christian should attempt to restore the marriage. If the non-Christian refuses, this makes the marriage the same as the kind described in 1 Corinthians 7:15.
- 4.6. If a person is divorced on other than the above Scriptural grounds and his or her former partner remarries, that partner by remarrying has, according to Scriptural standards (Matthew 5:32 and 19:9), committed adultery and has dissolved the original relationship.
- 4.7. Remarriage is never commanded; it is in some cases only permitted. Divorced persons who have Scriptural grounds for remarriage should enter into such remarriage only with the greatest caution. Seldom is there a marriage failure for any cause in which one of the partners is “completely innocent.” The applicant for remarriage should demonstrate an attitude of repentance for any part he may have had in the original failure. He should receive counselling from the church so as to avoid repeating destructive attitudes and action.
- 4.8. Persons who remarry after being divorced on other than Scriptural grounds are guilty before God of adultery. Jesus said, in Matthew 5:32, *whosoever shall put away his wife, saving for the cause of fornication, causeth her to commit adultery: and whosoever shall marry her that is divorced committeth adultery.* Such marriages should not be performed by a Christian clergyman.
- 4.9. Persons who have been divorced on other than Scriptural grounds, who subsequently become Christians, are not absolved from the necessity to remain unmarried by having become Christians. While it is true that

we are made new creatures in Christ, we continue to bear legal and moral responsibilities that existed before conversion. A person, for example, who contracted a debt as a non-Christian, is not absolved of an obligation to pay that debt by becoming a believer. A man who brought children into this world as a non-Christian must still provide for those children after his conversion. A man who contracted a marriage while a non-Christian must honour the terms of the marriage contract even after he is in Christ.

- 4.10. Persons who were divorced and remarried without Scriptural grounds prior to conversion should not feel obligated after conversion to withdraw from the subsequent marriage. The remarriage that was entered into wrongly constituted an act of adultery that broke the former marriage. With his former marriage, then, having been dissolved, the remarried person is responsible to be faithful to his new contract. Having broken the former marriage, he is “living in adultery” only if he is unfaithful to his present marriage contract.
- 4.11. Persons who are divorced, or divorced and remarried on Scriptural grounds, are entitled the full privileges of fellowship and membership in the church. A believer who was divorced, or divorced and remarried on other than Scriptural grounds while still a non-believer, should likewise be received into full Christian fellowship. The grace of Christ forgives all sin; the person in Christ is a new creation.
- 4.12. Discretion, however, must be exercised in the choice of divorced and remarried persons for places of leadership in the church. While all believers are equal members of the Body of Christ, not all members are qualified equally for every office in the church. The offices of elder (spiritual leader) and deacon (business leader) in the church are to be filled by those of high moral and spiritual qualifications, whose pattern of exemplary Christian living is so established that it may be followed.
- 4.13. A believer who knowingly secures a divorce on other than Scriptural grounds, or a believer who knowingly marries someone who was divorced on other than Scriptural grounds, or a believer whose divorce was granted on other than Scriptural grounds and who remarries, should be disciplined by the church and be granted full privileges of Christian fellowship only after a demonstration of genuine repentance for deliberate departure from Scriptural standards.

5. Amendments

This statement may be amended by a majority vote of General Assembly, written notice having been given prior to General Assembly.

Adopted – General Assembly 1986

Amended – General Assembly 2004 (amending formula)

The Roles of Men and Women in Ministry

Historically, the C&MA in Canada has valued unity in vision while accepting diversity in biblically-supported theological positions. Continuing in this biblically-grounded practice, we welcome, respect, and value those who hold differing views on the role of men and women in the church. We desire for all to work together in unity, requiring none be silent about or betray their convictions. Our differences are to be managed, not eliminated. We heartily believe that the Alliance “theological tent” is large enough for all of us, and that the person and presence of Jesus Christ is our unifying centre. To this end, the following document has been prepared to assist us in affirming the convictions that we share, understanding and learning from our differences, and covenanting to move forward together amidst our diversity with mutual love and respect as we seek to reach the nations for the glory of God.

1. Before God and one another we share agreement in the following truths:

- 1.1. CREATED EQUAL – Men and women are both created in the image of God and invited into relationship with Him. As such, they are equal in value, dignity and worth (Genesis 1:27; Galatians 3:26-29).
- 1.2. GIFTED AND EMPOWERED TO LEAD – Both men and women are filled with the Holy Spirit and gifted to serve and lead in the Body of Christ. Throughout Scripture God has used both men and women in places of leadership, having influence in governance and in spiritual affairs (Joel 2:28-32; Acts 2:17-18; 1 Corinthians 11:4-5; Romans 12:3-8; Ephesians 4:11-16; 1 Peter 4:10-11; 1 Corinthians 12).
- 1.3. CALLED TO BIBLICAL LEADERSHIP – All leaders in the church are called to follow the model of Christ by leading with sacrifice, humility, and love. There is no room in the church for domineering or abusive forms of leadership. The Bible is our guide for discerning the qualifications and mandate of leaders in the church (Philippians 2:5-8; Mark 10:42-45; 1 Timothy 3:1-13; 1 Peter 5:1-5).
- 1.4. COMMISSIONED TO PARTICIPATE IN A GLOBAL MANDATE – In responding to the call of our Lord Jesus to follow Him and take His message of love and reconciliation to the whole world, we in the C&MA believe that God has called both men and women, empowered by God’s Spirit, to serve in this Kingdom task (Acts 1:8; Matthew 28:18-20).

2. Before God and one another, we covenant:

- 2.1. To wholeheartedly embrace, teach, and lead in willing submission to our C&MA statement of faith.
- 2.2. To hold fast to the unity that is founded upon our mutual belonging to Christ and each other, while respecting and appreciating the differences among us on this issue (Ephesians 4:1-6).
- 2.3. To be men and women who continue to diligently study the Scriptures, being open to the Spirit’s leading as we respectfully enter into continuing dialogue, understanding that our theological disagreement doesn’t need to stir division, but rather can strengthen us by sharpening our commitment to be grounded in God’s truth (2 Timothy 2:15, 3:14-17; 1 Corinthians 2:10b-16; 1 John 2:27).
- 2.4. To be servant-leaders who are accountable and sensitive to the Spirit of God for the way we release and empower men and women to serve in vital ways within our church context, paying particular attention to those appointed to the office of elder/overseer, ensuring that their life and doctrine reflect the biblical qualifications (1 Timothy 4:16).
- 2.5. To allow churches the freedom to hire based upon their theological convictions.
- 2.6. To be a denomination that trains, credentials and ordains those who interpret Scripture from both egalitarian and complementarian perspectives. We will welcome both to fill denominational leadership

positions. The Alliance is committed to allowing denominational leaders to live within their theological convictions regarding the roles of men and women in the church while providing reasonable accommodations that enable them to uphold Alliance policies where conflict between convictions and policy arises.

We acknowledge that there are a variety of positions regarding this issue. The complementarian guideline and egalitarian guideline that follow are therefore not meant to be exclusive, but rather to delineate the range of options within the C&MA. These guidelines and practices are provided to assist individuals and churches as they discern their local practice.

3. Amendments

This statement may be amended by a majority vote of General Assembly, with written notice having been given prior to General Assembly.

Complementarian Guideline

1. Both men and women are created equal before God as persons, and as such are encouraged, equipped, and empowered to use their gifts to serve the body of believers in the church, as is consistent with Scripture.
2. Complementarians hold to the distinctions of the male and female roles as found in Scripture to be ordained by God, and as such are not subject to change. In a marriage and in the church, headship is assigned by God to men - the husband in a marriage and biblically-qualified men in the church. Headship consists of the God-ordained responsibility for the flourishing of those under one's leadership and a corresponding authority to carry out that task. Adam's headship in marriage was established by God before the fall and is not a result of sin. Since the fall into sin brought distortions in these roles, the Gospel provides not a nullification of those roles but a restoration to their original purpose and glory (Genesis 2:16-18, 21-24; Genesis 3:1-13; 1 Corinthians 11:7-9).
3. Christ, our Saviour, demonstrates both headship (in relation to the Church) and submission (in relation to God the Father). Christ's example shows the glory, beauty, and worth of both roles (Ephesians 5:22-29; Philippians 2:5-11).
4. While both husbands and wives are responsible for leading and teaching within the home, God has assigned headship specifically to the man, not as a weapon used to lord over, but to mirror the sacrificial love seen in Jesus Christ and His love for His Church (1 Timothy 2:12; 3:1-2; 1 Corinthians 11:7-9).
5. Elders have been assigned authority through the headship of Jesus to lead with, preach, and teach the Word of God to the body of believers. The role of elder (or its equivalent) is therefore restricted to biblically-qualified men (1 Timothy 2:12; 3:1-2; Titus 1:6-9).
6. Biblical headship in the church requires that the elders bear primary responsibility to ensure that the church is led by, fed with, protected with, shaped by, and obedient to the Word of God, and, in so doing, ensure that the church is ultimately led by Christ, her Head, who loved her enough to take her punishment. It is the responsibility of the elders of a church to ensure that women and men are pursued as co-labourers in the Gospel, equipped with the Word, and given opportunities to serve wherever they are gifted and Scripture would not forbid. In so doing, they ensure that all the gifts that the Spirit would graciously give us are being used to build up the Church for Christ's glory.
7. We believe that headship and submission within marriage and Church were ordained by the Lord to be living parables of the Gospel. Therefore, the church's embrace of this design bears witness to the Gospel. We believe that obedience to Christ's complementarian design for marriage and the church is a way of testifying to Christ and the Gospel and therefore is a conscience-binding religious/faith conviction.

Complementarian Practice

1. In the local church, only biblically qualified males are to fill the office of elder, which includes the lead pastor (or equivalent). Beyond that, many variables produce a spectrum of how complementarian theology is taught and practiced.
2. Local church leadership (elders and pastors) is responsible to prayerfully affirm the ministry functions of men and women in the local church.
3. Church leaders may teach a complementarian interpretation of Scripture with conviction and humility while respecting those who, with equal conviction and humility, come to other conclusions.

Egalitarian Guideline

1. In creation, women and men together reflect the image of God by illustrating the unity and diversity of the Godhead. Together, women and men, in equal partnership, are charged to be fruitful, to fill the earth, and to steward creation (Genesis 1:26, 28). Man and woman's relationship of mutuality, partnership, and equality was marred through sin, resulting in a distortion of the created order and the subjugation of the woman under the man (Genesis 3:14-19).
2. The former inequality between men and women has been eradicated in Christ, and the original unity and equality — rooted in creation — can now be restored (Galatians 3:28; Colossians 3:11). Scripture reveals God's grace, breaking down inequality and moving toward what God first intended. This restoration has profound social and relational implications with respect to gender and leadership. The primary expression of Christian leadership is servanthood, including the empowerment of others to serve (Mark 10:42-45; 1 Peter 5:1-4).
3. At Pentecost, God established and empowered His Church by pouring out the Holy Spirit on women and men. In the Church, the Holy Spirit sovereignly distributes gifts to all members, without gender preference or limitation (Joel 2:28; Acts 2:14-18; 1 Corinthians 12:7, 11). Gifts of leadership, teaching, pastoring, and prophecy are to be used by the women and men to whom they are given.
4. Every disciple of Jesus, young and old, male and female, married and single, has been given spiritual gifts to glorify Christ, to build up His Body, and to bear witness to the world (1 Peter 4:10-11). The church is to create an environment in which all of God's people — women and men — are encouraged to exercise all of the Spirit's gifts in all the biblical offices in order to fulfill these tasks. Women and men who lead within the church extend God's blessing to the world and glorify God through their obedient service.

While Scripture does limit the speech, teaching, and improper authority of some women in some specific contexts, this cannot be applied to all women in all situations (1 Corinthians 14:34, 35; 1 Timothy 2:11, 12). The Bible portrays women employing spiritual gifts in a variety of leadership roles, including judge (Judges 4:4, 5), apostle (Romans 16:7), prophet (Exodus 15:19-21; 2 Kings 22:14; Acts 21:7-9; 1 Corinthians 14:26-31), teacher/preacher (Acts 18:24-26), evangelist (Ephesians 4:11; Philippians 4:2,3), deacon (Romans 16:1,2), and house church leader (Romans 16:1,2; Romans 16:7; 1 Corinthians 14:31; Acts 18:26). These examples of female ministry, leadership, and authority model valid and necessary roles for women within the Church today and guide churches to provide opportunities for ministry on the basis of spiritual giftedness and godly character.

Because men and women image God together — in life and in leadership — they are invited to submit to God and to one another out of reverence for Christ (Ephesians 4:15; 5:21). Christ's relationship to the Church as Head illustrates how relationships can work within a church and a marriage. Christ's headship is explicitly expressed through humble, self-sacrificing love (Ephesians 5:25-28). The Church distinguishes herself from those who rule by power and control as men and women follow His example together (Mark 10:42-44).

5. The Gospel breaks down barriers of restriction and privilege, replacing old hierarchies with new freedom (Galatians 3:28). This freedom has personal, theological, and social implications. Jesus and Paul demonstrate a respect for and inclusion of women (Matthew 28:5-7; Luke 24:9-11; Luke 10:38-42; Luke 8:1-3; Acts 18:18, 18:26; Romans 16:1,3,7; 1 Corinthians 11:5), modelling the freedom the Gospel extends and encouraging the church to extend this same freedom.

Egalitarian Practice

1. In the local church, only biblically qualified individuals are to fill the office of elder, which includes the lead pastor (or equivalent). Beyond that, many variables produce a spectrum of how egalitarian theology is taught and practiced.
2. Local church leadership (elders and pastors) is responsible to prayerfully affirm the ministry functions of men and women in the local church.
3. Church leaders may teach an egalitarian interpretation of Scripture with conviction and humility while respecting those who, with equal conviction and humility, come to other conclusions.

Adopted – General Assembly 2016

Statement on Human Sexuality

This document is intended to articulate the understanding of Scriptural teaching on human sexuality by The Christian and Missionary Alliance in Canada.

1. Creation and Sexuality

God created man and women in His own image and pronounced them good. Human nature as created consists of a number of dimensions that influence one another. Sexuality is one of these dimensions.

2. God-honouring Expression of Sexuality

All human activity, including the expression of sexuality, should have as its end the honouring of God. Those pursuing godliness are to live lives of purity in thought, word, and deed, including purity with reference to sexuality. God is honoured by the mutually intimate physical expression of sexuality when this expression occurs between a man and a woman within a monogamous marriage.

3. Fallenness and Sexuality

Through human disobedience to God, all dimensions of human nature, individually and collectively, have been corrupted. Thus, human sexuality is subject to abuse and misuse, which dishonours God.

4. God-dishonouring Expression of Sexuality

God is dishonoured by anything which displaces him from his rightful place of priority in one's life. Therefore, He is dishonoured, for example, by sexual obsession, the intimate physical expression of sexuality outside of marriage, sexual activity between persons of the same sex, between an adult and a child, between close relatives, or between a person and an animal.

5. Forgiveness and Sexuality

While some temporal effects of sexual sins may remain, sexual sins, like any other sins, can be forgiven by God through Jesus Christ, upon confession and repentance.

Amendments

This Statement may be amended by a majority vote of General Assembly, written notice having been given prior to General Assembly.

Adopted – General Assembly 1996

Amended – General Assembly 2004

Statement on the Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His Church, and to provide for the man and the woman in marriage the framework for intimate companionship, the channel for sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the Church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to place herself in support of the servant leadership of her husband even as the Church willingly places herself in support of the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve together in managing the household and nurturing the next generation.

In a marriage lived according to these truths, the love between husband and wife will show itself in listening to each other's viewpoints, valuing each other's gifts, wisdom and desires, serving in partnership to impact the culture redemptively, honouring one another in public and in private, and always seeking to bring benefit, not harm to one another.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honour and obey their parents.

So God created man in his own image, in the image of God he created him; male and female he created them (Genesis 1:27).

For this reason a man will leave his father and mother and be united to his wife, and they will become one flesh (Genesis 2:24).

The husband should fulfill his marital duty to his wife, and likewise the wife to her husband. The wife's body does not belong to her alone but also to her husband. In the same way, the husband's body does not belong to him alone but also to his wife. Do not deprive each other except by mutual consent and for a time, so that you may devote yourselves to prayer. Then come together again so that Satan will not tempt you because of your lack of self-control (1 Corinthians 7:3-5).

Wives, submit to your husbands as to the Lord. For the husband is the head of the wife as Christ is the head of the church, his body, of which he is the Savior. Now as the church submits to Christ, so also wives should submit to their husbands in everything. Husbands, love your wives, just as Christ loved the church and gave himself up for her... (Ephesians 5:22-25).

Children, obey your parents in the Lord, for this is right. Honor your father and mother – which is the first commandment with a promise – that it may go well with you and that you may enjoy long life on the earth. Fathers, do not exasperate your children; instead, bring them up in the training and instruction of the Lord (Ephesians 6:1-4).

He must manage his own family well and see that his children obey him with proper respect (1 Timothy 3:4).

So I counsel younger widows to marry, to have children, to manage their homes and to give the enemy no opportunity for slander (1 Timothy 5:14).

Amendments

This statement may be amended by a majority vote of General Assembly, written notice having been given prior to General Assembly.

Adopted – General Assembly 2000

Amended – General Assembly 2004

Ecumenical Guidelines

1. Introduction

Strategic partnerships for the advancement of God’s Kingdom are vital. We will never reach the nations of the world in isolation; however, we must be wise and discerning in the kinds of partnerships in which we engage.

In seeking to establish a discernment pathway, we recognize that there is a high level of complexity and diversity in the area of ecumenical partnerships. In other words, how do we both understand and implement “entering into relationships with other like-minded churches for accountability, encouragement, and mission?”

At a foundational level, this is lived out as churches relating to each other in The Christian and Missionary Alliance (C&MA), regionally in districts, nationally as a denomination in Canada, and internationally through the Alliance World Fellowship.

Beyond those relationships, there are other spheres of partnership in which we can and should engage. As opportunities for partnership present themselves, more questions surface.

Therefore, simply making a list of which organizations are “in” or “out” is both extremely complicated and could result in grieving the Holy Spirit and minimizing our Kingdom advancement. This document is designed to provide congregations with discernment questions that will assist them to make wise decisions in the types of partnerships that will serve the Kingdom of God most effectively, taking special care in the areas of evangelism and discipleship.

2. Attentive Discernment

We want to introduce what we call “Attentive Discernment.” “Attentive” reflects the reality that we cannot and must not judge based on labels or stereotypes; rather, we must be attentive to the theology that is taught and the life that is lived. We must be willing to evaluate each potential partnership with an open heart and teachable spirit to hear what the Spirit is saying in this specific situation. Discernment reflects the need to be wise and careful in thinking through the various aspects of any partnership. This will include the type of partnership and the degree of connection.

Unity among Christians is certainly something that Jesus prayed for: *My prayer is not for them alone. I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me* (John 17:20-21).

The Apostle Paul urged us to endeavor to *Make every effort to keep the unity of the Spirit through the bond of peace* (Ephesians 4:3). The Bible also warns us, *Do not be yoked together with unbelievers. For what do righteousness and wickedness have in common? Or what fellowship can light have with darkness?* (2 Corinthians 6:14).

I am astonished that you are so quickly deserting the one who called you to live in the grace of Christ and are turning to a different gospel—which is really no gospel at all. Evidently some people are throwing you into confusion and are trying to pervert the gospel of Christ. But even if we or an angel from heaven should preach a gospel other than the one we preached to you, let them be under God’s curse! (Galatians 1:6-8).

We invite you as churches to consider the following discernment questions as a starting place in developing your own clarity and convictions in how to work with others in advancing God’s Kingdom.

2.1. What kind of partnership are we considering?

Expectations and agreements will be very different for partnerships around justice and compassion issues as opposed to evangelism and discipleship issues. When there is a common opinion or stance on an ethical,

moral, or social issue, we need to have the freedom to join with organizations, religious or not, that carry the same concerns and perspective that we do.

Standing up for traditional marriage, defending the right to life of the unborn, or fighting against pornography are examples of issues of deep passion shared by a variety of groups with varied religious perspectives and opinions about God.

To lend our support on these matters is both wise and powerful; however, if we are considering a partnership around evangelism and discipleship, other layers of discernment need to be employed.

2.2. Do we have common consensus on the core aspects of the Christian faith?

The Christian and Missionary Alliance has always cooperated in ministry with agencies and churches of evangelical perspective in the pursuit of Christ's mission and in obedience to our Lord's Great Commission. Matters of secondary theological importance that have been debated by orthodox believers for centuries shall not be deemed of sufficient importance to hinder believers from working together to proclaim the Gospel in those places where Christ's saving work is unknown.

Another way of stating this would be to affirm that the C&MA works freely with those believers who affirm the Apostles' and Nicene Creeds (both included in Hymns of the Christian Life, the C&MA hymnal) and who live Christ-centred, Spirit-empowered, Mission-focused lives.

It is vital to explore not only what is affirmed theologically, but also what is practised. The Spirit sometimes works slowly; therefore, we must look for the trajectory or movement in others, not just their current reality.

The Apostles' Creed was written at least 150 years after the apostles had all died. It is called the Apostles' Creed because it is a record of what the apostles taught. The Nicene Creed was first adopted in A.D. 325 at the Council of Nicea.

The Roman Emperor Constantine had convened the Council of Nicea in an attempt to unify the Christian church with one doctrine, especially on the issues of the Trinity and the deity and humanity of Jesus Christ. These creeds provide a good summary of Christian doctrine and form a basis of theological consensus that will assist us in discerning who we can work well with on evangelism, mission, and discipleship.

2.3. Does it seem good to the Holy Spirit and to us?

When the Early Church was faced with a tough theological issue around the question of whether *The Gentiles must be circumcised and required to keep the law of Moses* (Acts 15:5), it was a combination of testimony, the Scriptures, and the mystical work of the Holy Spirit that guided them to a positive conclusion.

At the end of the discernment process they were able to affirm, *It seemed good to the Holy Spirit and to us...* (Acts 15:28). Mystery is a place where each of us may feel uncomfortable, but it is the very realm in which we need to grow. In terms of deciding which partnerships are right for us, we must consider the inner testimony of the Holy Spirit.

Put another way, "Do we sense increased peace or increased discomfort in our decision?" There can be times when every other aspect of our "attentive discernment" points us toward a clear "yes," and yet there is an increasing discomfort in our spirit towards the partnership. On the other hand, there might be moments when our "attentive discernment" raises some concerns, and yet we sense the Holy Spirit pulling us to move forward. These internal tugs of the Holy Spirit must not be ignored.

3. Conclusion

“Attentive Discernment” is not a perfect science, but rather a place of honest reflection before God and with others in a community of faith. Each church needs to be empowered to find their own comfort zone when it comes to helpful ecumenical partnerships. Each community is unique, and what works in one setting may be disastrous in another.

We must provide freedom within the Alliance for various applications of ecumenical partnerships without judgment or scepticism. We have every opportunity to ask for clarification on decisions others have made, but we must be willing to trust the work of the Holy Spirit in them as much as we trust His work in us. *For the Spirit God gave us does not make us timid, but gives us power, love and self-discipline* (2 Timothy 1:7).

There will always be risks involved in partnering with other individuals and groups—and we need to be willing to take risks for the Kingdom—but we believe that such risks can be minimized by using this “Attentive Discernment” process. Each church might want to add other questions to their discernment process, and we encourage them to do so. In the end, the focus needs to be seeing God’s Kingdom advanced and God’s glory revealed.

4. Amendments

This guideline may be amended by a majority vote of General Assembly, written notice having been given prior to General Assembly.

The Apostles’ Creed

I believe in God the Father Almighty, Maker of heaven and earth:

And in Jesus Christ, His only Son, our Lord: Who was conceived of the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, died, and was buried; He descended into hell; the third day He arose again from the dead; He ascended into heaven and sits on the right hand of God the Father Almighty; whence He shall come to judge the quick and the dead;

I believe in the Holy Spirit, the holy Catholic Church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen.

The Nicene Creed

I believe in one God, the Father Almighty, Maker of heaven and earth, and of all things visible and invisible;

And in one Lord Jesus Christ, the only-begotten Son of God, begotten of His Father before all worlds, God of God, Light of Light, very God of very God, begotten, not made, being of one substance with the Father, by whom all things were made: who, for us men and for our salvation, came down from heaven, and was incarnate by the Holy Spirit of the Virgin Mary, and was made man; and was crucified also for us under Pontius Pilate. He suffered and was buried; and the third day He rose again according to the Scriptures, and ascended into heaven, and sits on the right hand of the Father. And He shall come again with glory to judge both the quick and the dead: whose kingdom shall have no end.

And I believe in the Holy Spirit, the Lord and Giver of Life, who proceeds from the Father and the Son, who with the Father and the Son together is worshipped and glorified, who spoke by the prophets. And I believe in one holy catholic and apostolic Church. I acknowledge one baptism for the remission of sins; and I look for the resurrection of the dead, and the life of the world to come. Amen.

Adopted - General Assembly 2016