



Evangelical Missionary
Church of Canada

Credential Holder Manual

2024

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Welcome

This manual has been approved by the EMCC president in June 2024.

This manual's purpose is to guide, orient, and provide practical resources for EMCC credential holders in matters related to EMCC membership, credentialing, and ministry in our denomination.

Definitions and Abbreviations

Credential Holders - Individuals who have been examined and credentialed according to the standards and policies of the Evangelical Missionary Church of Canada (EMCC) and who maintain annual credentialing requirements.

Credential Interview Team (CIT) - Credential Interview Teams are appointed by the President and are comprised of 3-5 credential holders. CITs are typically regionally based and under the direction of Regional Ministers. CITs are responsible for reviewing applicant documents and interviewing candidates to make credentialing recommendations to the President for approval.

Director of World Partners (DWP) - The Director of World Partners oversees credentialed Supervised Global Workers, who have been sent out by World Partners. The DWP provides alongside support for credentialed Recognized Global Workers (workers employed by other mission agencies).

EQUIP Seminars - Online seminars that orient credential holders to EMCC themes and distinctives. These seminars are open to anyone, at any time, at a minimal cost. Seminars may be recommended to new credential holders as provisions for credentialing.

Ethos Course - A half-day orientation is required for all credential holders. This interactive experience may be offered in-person or online and is designed to orient credentials holders to the life, history, themes, and culture of EMCC.

Licensed Minister (LM) - An EMCC Credential which recognizes an individual as a voting member of the Evangelical Missionary Church of Canada, subject to the EMCC Members Policy as established by the EMCC Board of Directors.

Memorandum of Understanding (MOU) - A signed document in effect between the EMCC, an Other Ministry, and a credential holder, which outlines the rights and responsibilities of all three parties.

National Coach for Leader Development - The role of the National Coach for Leader Development is to connect with future leaders who sense a call to future expressions of the church and to support our female pastors.

Ordained Minister (OM) –Generally consider the step after acquiring an LM credential and only awarded after a minimum of two years as an LM or with Recognition of Previous Ordination from another credentialing denomination. This credential recognizes the individual as a voting member of the Evangelical Missionary Church of Canada, subject to the EMCC Members Policy as established by the EMCC Board of Directors.

Other Ministry – A ministry, organization, or agency where a credential holder is employed or serving. This is the broad category for credential holders serving outside of an EMCC member church.

Provisional Licensed Minister (PL) – A temporary EMCC Credential, given with provisions or conditions that must be satisfied prior to acceptance as a Licensed Minister. This credential recognizes an individual as a voting member of the Evangelical Missionary Church of Canada, subject to the EMCC Members Policy as established by the EMCC Board of Directors.

Recognition of Previous Ordination (ROPO) – A ROPO may occur when an individual holds ordination credentials from another denomination. That recognition will be determined by the Credential Interview Team when it is judged that the previous ordination is sufficiently equivalent to the EMCC licensing and ordination process. The EMCC will then recognize their ordination and grant them an EMCC OM credential.

Regional Minister (RM) – Regional Ministers are hired or appointed by the President and provide [Alongside Support](#) to credential holders and member churches.

Who We Are

Mission

We are a family of churches and disciple makers following the Ways of Jesus, depending on the Spirit, blessing others, and participating in Jesus' mission everywhere.

Vision

We seek to make disciples who make disciples, invest in leaders who develop other leaders, and encourage churches to multiply new churches and communities of followers of Jesus on mission to the world.

Values

We follow Jesus

We value His ways, His words, and His life as our example.

Have this same attitude in yourselves that was also in Christ Jesus (Phil. 2:5).

Therefore, God elevated Him to a place of highest honour and gave Him the name above all other names, that at the name of Jesus, every knee should bow...and every tongue declare that Jesus Christ is Lord (Phil. 2:9–11).

We depend on the Holy Spirit

We value listening to the voice of the Spirit. We seek to walk in the power of the Spirit.

There is fellowship together in the Spirit (Derived from Phil. 2:1-2).

We genuinely care

We value relationships. We strive to live as the family of God. We seek to compassionately care.

Do nothing out of selfish ambition...rather, in humility, value others above yourselves (Phil. 2:3).

We humbly serve

Like Jesus, we value humility and servant-leadership.

Though He was God, He did not think equality with God as something to cling to. Instead, He emptied Himself and took on the humble position of a slave and was born as a human being. When He appeared in human form, He humbled himself in obedience to God and died a criminal's death on the cross (Phil 2:6–8).

We collaborate together

We value being together, learning together, working together and being on mission together. We value the multiplication of disciples, leaders, and churches.

Then make my joy complete by being like-minded, loving one another and working together with one mind and purpose (Phil. 2:2).

The History of the EMCC

The EMCC was established by pioneer settlers who migrated from Europe. Our story flows from the predecessors and histories of both the Evangelical Church in Canada (ECC) and the Missionary Church of Canada (MCC), who merged in 1993 to form the Evangelical Missionary Church of Canada (EMCC). This history is well documented in the book *Common Bonds*.¹ The EMCC story is one of community, spiritual renewal, holy living, missions, local evangelism, disciple making and the work of the Holy Spirit and collaboration. Theologically, we have been shaped by Anabaptist, Wesleyan, Arminian, and Evangelical beliefs and practices. Our essential beliefs are represented in our Articles of Faith. See *Appendix 1*

The History of World Partners

Prior to the formation of the EMCC, World Partners was a joint mission-sending agency of the Missionary Church of Canada and the Missionary Church Inc. (USA) from 1988-1997. Canadian and American missionaries collaborated in most fields, with each denomination appointing members to the World Partners Board that was responsible for supervising operations and deployment. The Director of World Partners reported to both the World Partners Board and the Board of Directors of both denominations. Alternately, the ECC sent and supported missionaries by coordinating with mission-sending agencies such as Wycliffe and One Mission Society.

EMCC World Partners in its current form, began in 1998 when the EMCC and Missionary Church Inc. (USA) agreed to terminate their joint relationship. All Canadian missionaries reported to, and were supported by, an EMCC Mission Board and the Director of World Partners, who in turn reported to the EMCC Board of Directors. At this point, the EMCC functioned as two, semi-autonomous districts (East and West), each with its own district mission committees, budgets, and day-to-day operations. In 2006, the two districts of the EMCC amalgamated to become the EMCC under the leadership of the EMCC President. The Director of World Partners became accountable to the President and the WP Mission Board and district mission committees were concluded.

Organizational Structure and Gatherings

EMCC Governance Structure

The EMCC is governed by a Board of Directors (also known as the “National Board”), which is elected by delegates at the EMCC General Assembly. While the President is elected by the membership of EMCC, the National Board hires and provides supervision to the President, who in turn hires and leads the EMCC National Team. World Partners Supervised Global Workers are considered EMCC employees and supervised by the Director of World Partners. Regional Ministers serve as the first point of contact for support for assigned member congregations and individual credential holders.

¹ *Common Bonds. The Story of the Evangelical Missionary Church of Canada.* Lageer, Eileen. 2002.

National Board Purpose Statement

The role of the EMCC National Board is to govern the EMCC denomination under the authority and guidance of the Holy Spirit. This will be accomplished by:

- a. governing within the boundaries of the EMCC by-laws established by voting members;
- b. listening to the stakeholders of the EMCC and addressing their input as appropriate;
- c. supporting and holding the President accountable to the mission and accomplishing the ends mutually agreed upon by the board and the President.

The National Board meets approximately three to four times a year.

National Team Purpose Statement

The National Team seeks to serve, resource, coach, catalyze, network with, and support our EMCC member congregations, leaders and boards, our credential holders, and our global workers. The team is comprised of both full-time and part-time members who are available to provide support and services to our members.

Credentialing Relationships

Relationship between Credential Holder and Employer

Credential holders are hired by and are accountable to their employers (i.e., their local church) and operate under a written employment contract that governs the relationship.

If the prospective employer is an EMCC member church, candidates must complete Phase 1 of the credentialing process and be interviewed by their assigned RM. RM approval must precede hiring, and as such, the hiring process should allow for enough time for this to occur (for example, three to six weeks). Those serving in a Lead or Senior Pastor, or Co-Pastor position must be credentialed with EMCC.

If a credential holder is serving in Other Ministries, there must be a Memorandum of Understanding and an expressed need for credentials in order to for credentials to be given or maintained.

Annual reviews of the credential holder should be conducted by the employer.

Relationship between Credential Holder and EMCC

The President is tasked by the Board of Directors to govern all credentialing. The President decides who receives credentials based on the recommendations of the Credential Interview Team. The President has the authority to place an individual's credentials under review, in suspension, or to terminate the credential.

Maintaining active credentials is the responsibility of the credential holder.² This is primarily accomplished through annual reporting and interaction with their assigned RM or, in the case of Global Workers, the DWP.

² See *Credential Holder Policy, Section 7* for more information.

Relationship between Member Church and EMCC

Member Churches are accountable to the governing authorities for their fiduciary responsibilities as recognized charities. They are accountable to EMCC for maintenance of their member church status, with its benefits and responsibilities. Additionally, member churches are required to provide an annual report and contribute to the common cause of our work and mission as a denomination.

EMCC Gatherings

General Assembly

Credential holders gather alongside delegates from member churches, EMCC corporate members, and other individual members biennially for the EMCC General Assembly. The primary purpose of the General Assembly is to be a collective gathering for inspiration, fellowship, and vision, with a secondary purpose as a place to discuss denominational business, such as elections and reporting.

All credential holders are expected to participate in General Assembly, either in-person or online.

Regional Gatherings

Credential holders are encouraged to attend Regional Gatherings which welcome all EMCC corporate and individual members. Regional Gatherings in Eastern Canada and Western Canada occur in years when a General Assembly is not convened. Regional Gatherings serve as opportunities to be inspired, connected, and equipped. Formal business is not conducted at the gathering; instead, Regional Gatherings are meant to provide opportunities for conversations related to EMCC family matters and upcoming business at the next General Assembly.

General Overview

Types of Credentials

Provisional License Credential

Provisional License (PL) holders are recognized voting members of the EMCC and must adhere to the policies set by the EMCC Board of Directors.

PL credentials are granted as temporary credentials with specific provisions that must be met under the guidance of the Credential Interview Team (CIT), Regional Minister (RM), or Director of World Partners (DWP).

PL holders typically undergo a review meeting with the CIT to confirm the fulfillment of their provisions. Adjustments or extensions of these provisions are documented and conveyed to the President.

New applicants start with a PL, with the exception of those who have met all mandatory provisions before their CIT interview.

Types of Provisions:

- **Mandatory Provisions:** For example, all prospective credential holders must complete the EMCC Ethos Course.
- **Case-by-case provisions:** Provisions can be set by the CIT on a case-by-case basis and can include further education or training, attending seminars, developing mentorship relationships.

Limitations for PL Holders:

- PL credential portability may be restricted to their current role.
- A change of assignment or role may require additional provisions.
- The issuance of a clergy marriage registration number may be deferred or provided under specific conditions.

The local church board or other ministry entities are informed of the PL holder's provisions and limitations and are expected to cooperate with the EMCC and the credential holder to meet the requirements.

A PL may lapse, be suspended, or be terminated if the credential holder does not meet the conditions within the agreed timeframe.

Licensed Minister and Ordained Minister Credentials

Licensed Ministers and Ordained Ministers are integral members of the EMCC. These credentials provide individual voting rights and responsibilities as outlined in the EMCC Members Policy. See *Appendix #4*

The majority of new credential holders receive LM credentials after all provisions are satisfied. After two years as LMs, LMs are encouraged to pursue Ordination. However, not every LM will receive OM credentials.

Ordained Minister credentials are the highest credential offered by the EMCC and considered an endorsement and confirmation of the credential holder's calling. The ordination process begins with a nomination by the candidate's local church, mission, or ministry, signifying a confirmation of their ministerial calling. When possible, the ordination ceremony is performed by EMCC officials within the local congregation or ministry where the candidate is actively serving.

Process to Obtain LM or OM Credentials

To obtain an LM or OM credential, an individual must:

1. Satisfy the prerequisites of the Credential Policy,
2. Successfully complete the application process,
3. Be examined and endorsed by the CIT,
4. Receive final approval from the EMCC President.

LM and OM credentials can be suspended to reflect any shifts in the credential holder's theological stance or as a result of discipline.

Recognition of Previous Ordination

- OM status may be granted to individuals from other denominations if their previous ordination aligns closely with EMCC standards, as evaluated by the CIT.
- For denominations with a Memorandum of Understanding (MOU) with the EMCC, candidates will follow the specific procedures described in the MOU.

Criteria to Acquire Credentials

Requirements for All Credentials:

Assignment: All credentials require candidacy with the EMCC, an EMCC Assignment, or a position with an Other Ministry.

Educational Requirements: All credentials require EQUIP training and formal theological education if the individual is applying for a senior leadership position.

Additional Requirements by Credential Type:

Provisional License

- **Application:** Completion of the EMCC PL Credential Application and an interview that meets CIT provisions.

Licensed Minister

- **Educational Requirements:** Formal theological education and basic ministry training (undergraduate or graduate programs or equivalent) and satisfy any EQUIP Base Line Leadership Development Training provisions outlined by the CIT.
- **Application:** Completion of the EMCC Licensed Minister Credential Application and interview process.

Ordained Minister

- **Timeline:** A minimum of two years of ministry experience with an LM credential.
- **Educational Requirements:** As with the Licensed Minister requirements, formal theological education and basic ministry training (undergraduate or graduate programs or equivalent) and satisfy any EQUIP Base Line Leadership Development Training provisions outlined by the CIT.
- **Application:** Completion of the EMCC Ordained Minister Credential Application and interview process.
- **Affirmation:** Affirmation by their local congregation and leadership for ordination.

Recognition of Previous Ordination

- **Letter of Good Standing:** A letter of good standing from the organization where the individual was previously ordained.
- **Application:** Completion of the EMCC Recognition of Previous Ordination Credential Application and interview process to be granted EMCC OM credentials.

Status of Credentials

Active: The credential holder is actively engaged in an assignment within an EMCC church or Other Ministry or remaining active during retirement.

Active (Unassigned): The credential holder is considered Unassigned when they hold credentials but are not currently in an assignment within an EMCC church or Other Ministry. This status still retains the privileges and responsibilities associated with their credentials.

Credentials that remain Unassigned for two years will lapse. It is the responsibility of the credential holder to inform the EMCC of any change in assignment. Individuals with lapsed credentials can reapply for credentials or have them reinstated following a reinstatement process outlined in the Credential Holder Policy.³

Under Review: This is not considered a disciplinary measure, and credential holders maintain their privileges and responsibilities while Under Review. This status is initiated for various reasons, such as failure to submit annual renewal documents, non-compliance with credentialing requirements, allegations of misconduct or breach of conduct, incompatible beliefs with the EMCC Articles of Faith, or concerns about character or accountability. The credential holder's associated organizations are informed. The review should not exceed six months.

³ See *Credential Holder Policy, Section 10.1*

Resolution procedures for different scenarios are specified in the Credential Holder Policy.⁴ These include failure to submit renewal documents, non-compliance with requirements, allegations of misconduct, discrepancy between the beliefs of the credential holder and the EMCC, and issues of character or accountability. Each scenario involves specific steps for review and may lead to suspension.

Suspended: This status is assigned when a credential is suspended due to disciplinary action. It results in the immediate cancellation of the Clergy Marriage Registration Number, suspension of voting rights at General Assembly, and may impact employment status. An investigation is conducted to resolve the issue.

Lapsed: This status is assigned after two years of being Active (Unassigned). Reapplication or reinstatement processes are available for those with lapsed credentials.

Withdrawn: Credentials can be voluntarily withdrawn by the credential holder, except during disciplinary action or if employment begins with another denomination.

Terminated: This status is assigned due to disciplinary action by the EMCC. A credential holder under disciplinary action cannot surrender their credential without EMCC's written permission.

Deceased: This status is assigned upon the credential holder's passing.

⁴ See *Credential Holder Policy, Section 4.3.5*

Entitlements and Privileges

Individual Membership and Voting Rights

As an active provisional, licensed, or ordained credential holder within the Evangelical Missionary Church of Canada (EMCC), you are recognized as an individual member. This status affords you the right to vote at all EMCC general meetings and gives you a voice in the decisions that shape the direction and initiatives of our community.

Maintaining this status involves renewing your membership and active participation in the EMCC's General Assembly, as stipulated by the Credential Holder Policy (Section 7.4.1). Your engagement and contributions at these assemblies are crucial in steering the mission and values of the EMCC.

Marriage Number

Eligibility for a Clergy Marriage Registration Number

As a credential holder with the EMCC, one benefit you may receive is a Clergy Marriage Registration Number. This is contingent on the type of credentials you hold and the type of ministry you are involved in:

- **Licensed and Ordained Ministers:** If you are a licensed or ordained minister, you will automatically receive a Clergy Marriage Registration Number. This enables you to perform marriages within your province of residence, provided that conducting marriages is part of your job description.
- **Provisional Licensed Ministers and Other Ministries:** If you are a provisional credential holder or serving in other ministries, you may be granted a Clergy Marriage Registration Number if performing marriages is essential for your role, subject to approval by your RM.

Temporary Marriage Registration Number for Out-of-Province Ceremonies

If you need to officiate a wedding outside of the province and you already have a permanent Clergy Marriage Registration Number, the EMCC administration can assist you in applying for a temporary number.

Marriage Performance Guidelines and Limitations

- **Transfer to Non-Qualifying Roles:** If you transition to a new ministry role that does not involve performing marriages, your Clergy Marriage Registration Number will be cancelled.

- **External Business Activities:** The Clergy Marriage Registration Number cannot be utilized for external business ventures that are not directly related to your ministry responsibilities within the EMCC.
- **Marriage Definition:** In accordance with EMCC beliefs and Articles of Faith, credential holders with a marriage registration number are permitted to officiate marriages exclusively between a biological man and woman, as stated in Genesis 1-2.

Support and Resources

Regional Minister Alongside Support

As a credential holder, you are assigned a dedicated Regional Minister who will be your guide and support throughout both the credentialing journey and the ongoing maintenance of your credentials. We encourage you to actively reach out to your RM for guidance, as they are committed to offering coaching and support. While RMs make regular efforts to connect, given their extensive responsibilities, we advise you to take the lead in fostering and maintaining this important relationship.

Your assigned RM is determined by the geographic location of your ministry and the EMCC member church you serve. This includes those who are serving in Other Ministries, Retired from service, or currently Unassigned.

Your Regional Minister should always be your primary contact should you have any EMCC questions. For Regional Minister contact and further information, visit the [Alongside Support website](#).⁵

World Partners Support

Instead of an RM, credentialed global workers are assigned to the Director of World Partners who is responsible for supervision and provides coaching and resourcing.

National Team Support

To ensure a coordinated approach, always keep your RM informed when enlisting the expertise of National Team members. Our National Team members are available to provide support that aligns with their unique areas of expertise. While they are often engaged in specific assignments, they do offer targeted coaching tailored to your situation. More information about our National Team and their roles can be found on the [EMCC website](#).⁶

Area or Pastor Network Groups and Huddles

As credential holders, you are encouraged to gather in area and affinity groups and huddles for networking, mutual encouragement, and development whenever possible. These groups are available online for those unable to attend in-person meetings, such as in the case of global workers. Unassigned credential holders and those serving in Other Ministries can stay connected through these groups and huddles. Speak to your RM about participating in groups and huddles.

⁵ www.emcc.ca/can-we-help/leaders/alongside-support-1/

⁶ <https://www.emcc.ca/who-we-are/national-team/>

National Coach for Leader Development

The role of the National Coach for Leader Development is to connect with future leaders who sense a call to future expressions of the church and to support our female pastors.

Next-Gen Team

The Next Gen Team is a group of experienced children and youth ministry leaders currently serving in various next-generation contexts. The team is available to support credential holders who serve in family, children, youth, and young adult ministries by providing online spaces for mutual learning, meaningful connections, resources, and the exchange of ideas. Further Information and additional resources are available [online](#).⁷

Enrich Resource Centre

The [Enrich Resource Centre](#)⁸ is an online source of a wide range of resources for credential holders and churches. There are practical materials provided by EMCC leaders for coaching purposes, topical book recommendations, and documents related to the functioning and culture of the EMCC.

Online Communications

The EMCC uses various online channels that credential holders can use to stay informed and connected. Current news on what's happening in the EMCC family is posted regularly on Facebook, Instagram, and YouTube. Credential holders are required to sign up for our monthly online newsletter and event notifications, with additional opt-in communications available on the [EMCC website](#).⁹

Pension & Benefits

The EMCC offers a comprehensive Pension program specially designed for our licensed and ordained credential holders. This program is structured around a Group Retirement Plan that incorporates Defined Contributions alongside RRSP components to support your future financial security.

Some of our Member Churches opt to provide alternative forms of retirement provision for their credential holders. We encourage all of our Member Churches to participate in our group plan. Please note that credential holders engaged in Other Ministries are currently outside the eligibility criteria for this program.

Additionally, our Benefits program is readily accessible to all employees of EMCC member churches, including credentialed pastors, administrators, and other staff. As with our Pension program, there are Member Churches that might arrange benefits for their credentialed staff. We recommend enrolment in our group plan for comprehensive coverage. This offer does not extend to those serving in Other Ministries.

⁷ www.emcc.ca/engage/stay-informed/emcc-connected/next-gen/

⁸ www.emccenrich.ca

⁹ www.emcc.ca/engage/stay-informed/emcc-connected/

More information is available on the [EMCC website](#).¹⁰ To begin your enrollment process, please contact our dedicated [Pension & Benefits Administrator](#).¹¹

Grants

EMCC credential holders are entitled to apply for the following grants:

Leadership Development Grant

The Leadership Development Grant assists individuals in pursuing leadership development opportunities, which may include but are not limited to education, training courses, conferences, internships, coaching, and immersion learning experiences.

*Application forms are available on the EMCC website.*¹²

Applications are reviewed by an Adjudication Team appointed by the President and will generally be reviewed every quarter. The maximum award per application is limited to \$5000 in a calendar year. A grant applicant may reapply 12 months after the original application. An applicant may be awarded a maximum of \$10,000 in total grants for the same program or project. The grant amount will be based on funds available, number of applicants, assessment of how the opportunity will impact leadership development, and credential holder's status with the EMCC.

Emergency Care Grant

The Emergency Care Grant assists credential holders who have benevolent or emergency needs. A benevolent need is defined as an unforeseen, personal circumstance or crisis which calls for a compassionate response. An emergency need is defined as a sudden circumstance or crisis that requires urgent help (For example, the evacuation of global workers serving in a foreign country).

Emergency Care needs and requests can be reported at any time to your assigned Regional Minister or, in the case of global workers, the Director of World Partners.

Requests will be adjudicated by an Adjudication Team appointed by the President. The maximum award per request shall not exceed \$2500. If continued support is needed, the credential holder can apply for another grant three months after the initial request. An applicant may only be awarded up to \$5,000 in total grants for the same need. Grants for emergency evacuation will be treated on a case-by-case basis and determined by the Director of World Partners. Amounts awarded will be contingent on the funds available, number of applicants, assessment of need, and credential holder's status with the EMCC.

¹⁰ www.emcc.ca/can-we-help/congregations/pension-and-benefits/

¹¹ www.emcc.ca/who-we-are/national-team/team-members/pauline-zondervan/

¹² www.emccenrich.ca/governing-documents/

Commitments and Expectations

Annual Credential Holder Commitments

Agreement Submission and Church Participation

As a credential holder, you are responsible for annually signing and submitting the EMCC Credential Holder Accountability Agreement and the Code of Conduct. These documents affirm your commitment to the EMCC's values and ethics. Additionally, your active membership and participation in an EMCC corporate member church are considered valuable. In cases where this isn't possible, involvement with a local church or disciple-making community is expected.

Collaboration and Event Engagement

Your cooperation and participation are a part of our collective mission. We also encourage your active participation in EMCC events for personal and communal development. Notably, your presence at the General Assembly, convened every two years, is expected, with options to join in person or online to accommodate various needs.

Compliance and Accountability

Adherence to our policies is mandatory, particularly by attending the General Assembly at least once every four years and completing the Personnel Annual Report. Non-compliance with these responsibilities may prompt a review of your credential status; this is intended to underscore the need for diligence and adherence to our shared standards.

Discipline of Credential Holders

Purpose of Discipline: The goal of discipline is to guide towards repentance, restoration, and reinstatement of credentials whenever possible. All disciplinary action is conducted with respect for all parties involved and aligns with Biblical principles, legal processes and requirements, and EMCC policies. Discipline may lead to the termination of credentials.

Types of Disciplinary Action:

- **Suspension of Credentials:** This results in the immediate cancellation of the credential holder's Clergy Marriage Registration Number and removal of the right to vote in EMCC. It may also impact employment status.
- **Termination of Credentials:** This results in the removal of all credential holder and individual member privileges.

Causes for Discipline: Some causes for discipline include:

- A breach of the EMCC Credential Holders Code of Conduct. See *Appendix #3*
- Propagation of doctrines contrary to the EMCC Articles of Faith. See *Appendix #1*
- Uncooperative behaviour fostering disunity
- Failure to comply with reporting responsibilities

Procedure for Discipline:¹³

- Discipline is initiated by the President based on recommendations from the assigned Regional Minister, the Director of World Partners, the Ethics Committee, the Divorce Consideration Committee, or the Credential Interview Team.
- The credential holder under discipline receives a letter of suspension that includes directions for how to proceed and what will happen next.
- The assigned Regional Minister or Director of World Partners then works with the President to appoint an ad hoc Ethics Committee to investigate and develop a restoration and reinstatement plan.

Reinstatement of Credentials: Credentials that have been suspended or lapsed due to a lack of assignment can be reinstated upon request by the credential holder. The reinstatement process includes a review and a recommendation from the assigned RM, DWP, CIT, or Ethics Committee to the President.

Divorce Consideration and Extenuating Circumstances: Applicants who are considering or have previously gone through a divorce will have the circumstances of their divorce reviewed by the Divorce Consideration Committee to ensure alignment with the EMCC's values and principles. This process is carried out with the utmost care and confidentiality. The President considers recommendations for credentials following a review by the Divorce Consideration Committee.

¹³ See *Credential Holder Policy, Section 9.7*

Additional Information

Pastoral Compensation

The Pastoral Compensation guidelines are reviewed and updated annually to reflect current economic conditions and denominational standards. Below is a concise overview of the general compensation structure and benefits outlined in the guidelines for the EMCC. Please refer to the [full document](#)¹⁴ for comprehensive details and the most current updates.

Pastors are compensated via a base salary, which is adjusted annually to account for denominational equivalence and the national cost of living. At the church board's discretion, pastors may also receive allowances for responsibilities, education, and experience.

Benefits include a competitive group plan, pension contributions, and housing, professional development, and travel allowances. Churches and pastors work together to meet compensation guidelines, taking into account individual and church circumstances.

Other Ministries

Scope of Other Ministries

Credential holders within the Evangelical Missionary Church of Canada (EMCC) who engage in employment or volunteer roles outside the traditional church setting fall under the category of Other Ministries. This can include a diverse array of roles, such as:

- Serving in non-EMCC churches that do not provide their own credentials
- Working at Bible colleges and seminaries
- Involvement with camps and charitable organizations
- Participation in para-church agencies and disciple-making communities
- Chaplaincies
- Working independently, offering ministry services as contractors, consultants, counsellors, or coaches.

Note: It is important to note that this category does not cover those serving in other denominations that offer their own credentials.

¹⁴ www.emccenrich.ca/finance/

Active Credential Status Requirements

To maintain an active credential status while serving in Other Ministries, several requirements must be met.

- A Memorandum of Understanding must be signed and in effect between all three parties: the EMCC, the recognized ministry organization or agency, and the credential holder. MOUs outline the rights and responsibilities of all parties involved and is subject to review every three years to ensure the terms are current and clear.
- Credential holders must submit an EMCC Annual Report as part of their ongoing accountability and connection with the EMCC.
- An annual due is set by the EMCC, which can be paid by either the credential holder or the recognized organization and is agreed upon in advance of the credential holder's assignment.

Recognition and Vetting

The EMCC has the authority to determine whether a ministry organization or agency is recognized, which in turn affects the maintenance of the credential holder's active status. The recognized ministry organization or agency must align with EMCC's beliefs, values, and purposes.

Marriage Registration Numbers

The EMCC may grant Marriage Registration Numbers to those serving in Other Ministries based on the type of credentials held, the status and category of the credential holder, and a demonstrated need for such a number. Credential holders are accountable for reporting their activities related to officiating marriages.

Appendix



Appendix #1: Articles of Faith (A Part of EMCC Bylaw #1)

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PREAMBLE

The Evangelical Missionary Church of Canada is an extended family of churches that stands in agreement with the historic teachings of the Christian faith. Our Articles of Faith, while not exhaustive, seek to clarify what we hold as foundational to Christian doctrine in accordance with the life and teaching of Jesus and the Bible.

1. ABOUT THE GOSPEL

- 1.1. The gospel is the announcement that God’s kingdom has come in the life, death, and resurrection of Jesus of Nazareth, who is Messiah and Lord of all, in fulfillment of God’s work in creation, calling, covenant, and the promises of Scripture. The gospel calls for repentance and faith in our Lord Jesus Christ resulting in salvation and the gift of the Holy Spirit. We participate in Christian community as His disciples as we await His return and the completion of God’s redemptive plan.¹⁵

¹⁵ Matthew 4:17; 24:14; Luke 24:38-48; Acts 2:17-40; 15:7-8; Romans 1:1-6; 16-17; 1 Corinthians 15:1-8; 2 Corinthians 9:13; Ephesians 1:13-14; 3-6; Colossians 1:22-23; 2 Timothy 1:9-11; 1 Peter 1:10-13.

2. ABOUT THE BIBLE

2.1. We believe that the Bible, consisting of the 66 books of the Old and New Testaments, is divinely inspired, infallible, entirely trustworthy, and the only final authority in all matters of faith and conduct. The Bible, as originally written under the inspiration and supernatural guidance of the Holy Spirit by human authors, is the Word of God, the supreme source of truth for Christian belief. The Bible reveals who God is, exposes who we are in light of His holiness, proclaims God's merciful salvation and teaches and trains Christ's followers how to grow in relationship with God and others.¹⁶

3. ABOUT GOD

- 3.1. We believe in the one true, living and holy God who is a self-existent, eternal, personal Spirit eternally existent as a trinity of three persons – Father, Son and Holy Spirit. These persons are distinct but inseparable, one in essence, power, and glory. God is the transcendent and immanent Creator, Sustainer and Ruler of all things visible and invisible.¹⁷
- 3.2. We believe that the Father is eternally the Father of the Son, the author of salvation, and now the Father of all who are born again into new life through faith in Christ.¹⁸
- 3.3. We believe in Jesus Christ in whom the divine and human natures are inseparably united. He is truly God and truly man, the eternal Son of God in the flesh, conceived by the Holy Spirit and born of the virgin, Mary. He came to reveal the Father, announce the arrival of God's Kingdom with word, miracles and deeds, and to offer Himself up as a sinless atoning sacrifice for the sins of the world. He was physically raised from the dead and then exalted to the right hand of the Father.
- 3.4. In fulfilling the earthly mission of His first coming, Jesus demonstrated a life of victory on our behalf over Satan and sin, provided the only way for people to be rescued from sin, and opened the way to live a holy life as participants in the Kingdom of God. He continues now as the only Mediator between God and humanity. Jesus will, at the Father's appointed time, come again in power and glory.¹⁹
- 3.5. We believe in the Holy Spirit - who is fully God and, while not to be confused with the Father and Son, remains one with the Father and the Son in being, majesty, and glory. The Holy Spirit convinces of the need of a saving relationship with God and engages every person who trusts and follows Jesus in a life-giving relationship. Through His indwelling presence, the Holy Spirit gives the believer

¹⁶ Ps. 119:105; Matt. 4:4; John 17:17; II Tim. 3:16-17; Heb. 4:12; II Peter 1:20-21

¹⁷ Gen. 1:1-2; Isa.44:6-8; John 1:1-3,14; I Cor. 2:9-12; Col. 1:15-16, 2:9; Heb. 1:3

¹⁸ Gen. 1:1. Ps. 90:2. John 13:3; Eph. 1:2-4; I Pet. 1:2-4

¹⁹ Matt. 1:18-25, 4:17, 23; Luke 23-24; John 1:1-18, 6:37-47, 10:10; 14:6; I Cor.15:3-8; Heb. 4:14-15, 9:14-15; Eph. 4:11-16; 1 Tim. 2:4-6a

spiritual life, assurance of salvation, understanding and guidance in all truth, and power to live out the Christian life. The Holy Spirit gives all believers the ability to accomplish God's purposes for their lives with spiritual abilities and gifts to use for God's glory and the service of others.

4. ABOUT HUMANITY

- 4.1. We believe that God created humankind in His image, male and female, to enjoy a loving relationship with Him and with one another. God specially created humankind as the climax of His creative work on earth and established the family, based on covenant marriage between one man and one woman, as the building block of human community. We believe individual human lives are to be valued from conception, because God loves each one at every stage of life and desires that each one will come to know and love Him.
- 4.2. Through human rebellion against God, we have fallen and have come to be marred by a sinful nature. Humanity, apart from Christ, is now spiritually dead and, unless born again through Christ, cannot see the kingdom of God. We, in our own strength, without divine grace, cannot do good works pleasing and acceptable to God or bring glory to Him as we were designed to do. Through the finished work of Christ and God's grace experienced in the influence and empowering of the Holy Spirit individuals are enabled to exercise their will to accept God's gift and will.
- 4.3. Personal acceptance of Christ's redemptive work results in a restored relationship with God and freedom to fulfill our created purpose through the power of the Holy Spirit.²⁰

5. ABOUT SALVATION

- 5.1. We believe that in spite of our rebellion, God still loves all of humanity and has mercifully extended His life-giving grace toward us. Through Jesus' death and resurrection, people who believe in Him are forgiven of sin and declared righteous (justification), are made spiritually alive (regeneration), and are set apart into a never-ending relationship with Him as holy people who are being renewed in the image of God (sanctification).
- 5.2. True belief will be evidenced by heartfelt repentance from and godly sorrow for sin, complete trust (faith) in Jesus Christ as Saviour, and surrender to His will as Lord. Spiritual life will result in spiritual fruit in a life increasingly marked by love for God, fellow believers and the lost.
- 5.3. Salvation is God's gracious gift, to be accepted through faith, through which the believer can be assured of personal salvation which speaks to the past in the forgiveness of sins, to the present of a continuing walk with Christ, and to the future with the promise of resurrection life. Our assurance is in our continuing relationship with Christ by faith. As a result of the saving grace of Christ, the

²⁰ Gen. 6:5. John 3:3-7; Rom.3:10,18, 23; Eph. 2:1-3; Titus 2:11-14

believer can experience a Spirit-filled, Spirit-gifted, and Spirit-led life of victory over sin. In submission to the Spirit the believer's life will show increasing alignment with the Great Commandment and Great Commission of Jesus.²¹

6. ABOUT THE CHURCH

6.1. We believe that the true Church consists of all people everywhere who have been reborn through personal participation, by faith, in the death and resurrection of Christ, being called out to become part of the body of which Christ is the Head. The Church is visible to the world when believers gather in community and when they are active in serving and blessing others in Jesus' name. The Church is the evidence of God's saving work and a strategic part of God's plan to reflect His grace, proclaim His truth, and extend His care to the world. The people of God have been sent on mission to the world – to love and worship God in a spirit of unity, to teach the Word of God, to celebrate Baptism and Communion, to encourage all people to follow Jesus, and to participate in the ever-growing kingdom of God.²²

6.2. We believe the ordinances instituted by Jesus Christ for all Christians to observe are water baptism and the Lord's Supper. These outward rites are not a means of salvation but are acts of obedience that visibly display to the church and to the world the disciple's participation in the salvation that Jesus has brought.

6.2.1. We believe baptism, preferably by immersion, is the outward sign of a disciple's union by faith in the death and resurrection of Jesus. Baptism is a disciple's public confession of this spiritual reality. Being baptized is an act of obedience upon a disciple's confession of faith and allegiance to Jesus Christ as an outward sign or evidence of being born again.²³

6.2.2. We believe the Lord's Supper to be a memorial of Christ's death, celebrating the new covenant He has brought about by His death and the new life we have received by His resurrection from the dead. The Lord's Supper, instituted by Christ on the night of His betrayal, reframes the Passover meal around Himself. This ordinance is a reminder of our calling as disciples to live as His community, shaped around the life, teaching, kingdom and way of Jesus and promise of His return.²⁴

7. ABOUT THINGS TO COME

7.1. We believe that God intervenes in the affairs of this world. At the time of God's choosing, Jesus will bodily return to the earth in power and glory to judge and rule the world, as God's Kingdom is fully and forever established.

²¹ Matt. 10:22; 22:37-40; 28:18-20; John 3:16-21; 15:4; Acts 2:22-42; Rom. 5:1-2, 6:11,19-23; II Cor. 5:14-6:2; Eph. 2:8-10

²² Matt. 16:18; Eph. 1:22-23, 2:19-22, 3:8-11, 14-21; 4:1-16; Col. 1:18-23

²³ Matt. 28:18-20; Romans 6:1-11

²⁴ Luke 22:14-20; I Corinthians 11:17-34

- 7.2. We believe the promise of Scripture that God will create a new heaven and a new earth which will be the eternal dwelling place of those who have been made righteous in Christ.
- 7.3. We believe in the bodily resurrection of all humanity to stand before God for final judgment. Those who have not accepted His life-giving grace will be raised to experience eternal punishment being separated from God and all that is good. Those who have trusted in Christ will be raised to live eternally in God's presence and receive the promised reward.²⁵

²⁵ Matt. 16:27; 25:31-46; John 5:24-29. 14:1-6; Acts 17:31; Rev. 20:11-15; 21:1-9



Appendix #2: EMCC Credential Holder Accountability Agreement

To be signed annually by all credential holders and those under presidential appointment.

I understand as a Credential Holder that my signature indicates my commitment to enter into accountability with the Evangelical Missionary Church of Canada (EMCC) and I am in agreement with EMCC Bylaws, Articles of Faith and Governance, EMCC Board of Directors Members Policy, and EMCC Credential Policy. I understand that, inasmuch as my credentials makes me a representative of the EMCC, I commit to advance the purposes, mission and values of the denomination and support the ministries of EMCC through participation and promotion.

I understand that my credentials come with privileges and responsibilities. I seek to understand what is expected of me and steward those with integrity.

I have read, understand and agree to align with the EMCC Articles of Faith. I understand that the credential is granted in trust and can be placed under review for beliefs incompatible with the Articles of Faith. I will subscribe and support the theological perspectives and positions of the EMCC and will commit to upholding them in my preaching, teaching and ministry. If I come to hold beliefs that are at variance, I will communicate that to EMCC directly or through my annual reporting, understanding that my credentials may be placed under review. If I cannot in good conscience comply with the EMCC Articles of Faith or restrictions placed on credential holders in EMCC governing documents or the Credential Holders Manual, I will request that my credentials be withdrawn.

I understand that I am entering an accountability relationship with the EMCC, wherein the officers of the EMCC have the authority to grant, suspend and terminate my credentials. This accountability relationship includes mandatory reporting annually. I understand that failure to report annually will result in my credential being placed under review. Should the matter not be resolved in a reasonable period of time, my credentials will be suspended or lapse. Further, this accountability relationship includes the willingness to receive coaching, counsel, direction and discipline from the officers of EMCC, with a view to strengthening one's walk with Jesus and ministry for Him.

I understand that if my EMCC credential is suspended or terminated that neither the EMCC nor the member church, ministry, agency or recognized Other Ministry is liable for any damages or loss that might occur as a result of the forfeiture of my credential.

I have read and understand this agreement and affix my signature.

Printed Name

Signature

Date



Appendix #3: EMCC Credential Holder Code of Conduct Agreement

To be signed annually by all credential holders and those under presidential appointment.

I understand as a Credential Holder with the Evangelical Missionary Church of Canada (EMCC) that my conduct and example has just as much impact on my ministry, service and witness as my gifts and abilities. I commit to a lifelong journey of learning to be like Jesus in my attitudes, behaviour and character. I will seek to develop and practice personal and corporate spiritual and relational habits that foster a vibrant, accountable relationship with Jesus and His church. I understand, that while I may serve and minister to individuals and a culture that does not acknowledge or practice the ways of Jesus, I will hold myself to a Christ-like standard.

I understand, without limiting examples of inappropriate behavior deemed by the EMCC to be contrary to the teaching and life of Jesus, the EMCC does not condone nor tolerate conduct of a credential holder such as: marital unfaithfulness in all of its forms, sexual sin as described in Scripture, cohabitation, abuse in all of its forms (physical, sexual, emotional, verbal, mental, financial, neglect, power, violence), substance abuse and excess (including tobacco, alcohol or other drugs), addictive behaviours (including pornography, gambling), theft, fraud, breach of trust or confidence, harassment, lying, deceit, slander and criminal activity.

I understand that a report or allegation of misconduct, will trigger a review and may result in my credentials being placed “under review” by EMCC, pending further investigation. While “under review” restrictions and/or limitations may be placed upon my credential. Should it be determined that I have violated this code of conduct, appropriate discipline will be applied, which may include suspension of credentials and/or termination of credentials. In cases that are determined as criminal or egregious, credentials will be suspended immediately pending further investigation. I understand that in the event that disciplinary action is required, such action will be conducted in keeping with Biblical principles, legal requirements and in cooperation with the local authorities, local congregation, agency or ministry in which I serve. I understand that my acceptance of credentials constitutes an implicit consent to submit annual reporting, EMCC discipline and accountability. I further understand that my employment at my local church, agency or ministry may be impacted by the status of my credentials. I understand that in the event that my credential is suspended or terminated that neither EMCC nor my employer is liable for any damages or loss that might occur as a result of the forfeiture of my credential. My employer will be responsible for employment decisions and implications. I understand that if my credential is under review, suspended, lapsed and/or terminated that there is a process, as determined by EMCC, whereby my credentials may be reinstated, at the discretion of EMCC, after appropriate restoration and restitution.

I understand that as a credential holder I am only allowed to perform marriages between a biological man and woman as articulated in Genesis 1-2.

I have read and understand the agreement and affix my signature.

Printed Name

Signature

Date



Appendix #4: EMCC Member’s Policy
(Board of Directors)

Policy Number: BD - 023	Policy Applies to: Corporate and Individual members, EMCC Board of Directors, EMCC National Team
Initially Approved: By: Board of Directors Date: Oct 22 1999	Policy Changes: April 3 2006 February 15 2007 January 22 2013 February 17 2023 (Total Revision) April 29 2023
Amendment/s Approval Date: Feb 29 2024	Monitoring Schedule:

OBJECTIVE

Based on the EMCC governing documents²⁶, this policy serves to guide and direct both members and the board of directors on matters of formal membership in the denomination.

There are two categories of membership in the EMCC denomination (also known as the Corporation) – Corporate and Individual. These are the voting members of the EMCC who gather for the meeting of the members (Ordinary Annual Meetings (OAM) and General Assembly (GA) and any specially called meeting) to decide the business of the corporation.

Definitions

Individual Member: Individual members are: Ordained and licensed ministers (active) and credentialed global workers (previously known as credentialed missionaries). In this policy these individuals are known as “Credential Holders.” It should be noted that the Regional Ministers are also in the category of :Credential Holders. Also included as individual members are the members of the Board of Directors, any National Team Staff who are in a director role (Ministry Directors as those defined in the bylaw); and the Presidents of Rocky Mountain College (RBC) and Emmanuel Bible College (EBC).

Corporate (Church) Member: Corporate members are the local congregations which have met the conditions and requirements for corporate membership which are set forth in the bylaws of EMCC as they may be amended from time to time. Each Corporate Member shall be entitled to appoint one delegate or proxy to vote on behalf of the Corporate Member.

Local congregation: Also known as “a church”. The characteristics of a local congregation include regularly scheduled worship, discipling, community, and mission.

Lead: The individual who is paid to give pastoral oversight for the local congregation.

²⁶ Articles of Amalgamation; Bylaw #1; Appendix #3.

Self-governing: A defined organizational structure that may or may not include paid ministry staff and not under the governance of any other organization.

Under Discipline: Undertaken by the President, ratified by the Board of Directors. The intent is to engage in serious discussions to resolve the matter. During this temporary period the member cannot vote.

Expulsion: Undertaken by the EMCC Board of Directors to remove from membership when, after all attempts at reconciliation have failed, the member is not in compliance with the criteria for membership. This is also known as “de-listing” in the EMCC because the name is removed from the membership roll.

Withdrawal: Undertaken by the corporate member when a local congregation deems that withdrawing their membership from the EMCC is the best course of action.

Resignation: Undertaken by an individual member who deems that is the best course of action to relinquish their credentials.

Dissolution: Undertaken by the corporate member. Winding up the affairs of a church by ascertaining liabilities and apportioning assets.

POLICY

1. Corporate Members (referred to as churches in this document)

1.1. Criteria²⁷

- 1.1.1. Self-governing. Willingness to maintain appropriate policies as determined by the EMCC from time to time
- 1.1.2. EMCC Credentialed “lead”
- 1.1.3. Theological compliance—Articles of Faith (Appendix #1)
- 1.1.4. Governance compliance—Bylaw #1 and Articles of Governance (Appendix #2)
- 1.1.5. ROFR (Right of First Refusal) or a Consent Agreement in favour of the EMCC on property title
- 1.1.6. Appropriate financial contribution to the EMCC
- 1.1.7. Completed application process for new members and Board of Directors approval
- 1.1.8. Signed EMCC Member Church Agreement (See Appendix #1)

1.2. Privileges²⁸

- 1.2.1. Participation and voting at meetings of the members

1.3. Responsibilities²⁹

- 1.3.1. Regular participation in national gatherings including the appointment of a lay delegate to General Assembly
- 1.3.2. Promotion of EMCC activities

1.4. Becoming a Corporate Member

- 1.4.1. An interested congregation will make initial inquiries with the Regional Minister in the nearest geographical region.
 - 1.4.1.1. The Regional Minister will hold preliminary meetings with the interested church leadership to build awareness between the EMCC and the interested congregation.
 - 1.4.1.1.1. The Regional Minister will orient the congregation to EMCC’s member requirements and policy.
 - 1.4.1.1.2. There will be adequate interactions between the parties before moving forward.
 - 1.4.1.2. This stage will take at least 6 months to provide adequate time for orientation and understanding.
- 1.4.2. With the approval of the Regional Minister and the President, the interested congregation will submit to the Board of Directors a letter of intent to become a corporate member.
 - 1.4.2.1. The letter of intent will be accompanied by all necessary documentation from the interested church and the recommendation of the Regional Minister and the President.
 - 1.4.2.2. There will be an application fee.

²⁷ Articles of Governance 2.2

²⁸ Ibid 2.3

²⁹ Ibid 2.4

- 1.4.3. After reviewing the application, documentation and receipt of the application fee, the Board of Directors will approve the congregation for candidate status.
 - 1.4.3.1. This status allows for the necessary completion of items related to membership criteria (e.g. credentialing of the lead pastor).
 - 1.4.3.2. Candidate status will proceed for a period of six months.
- 1.4.4. Upon the successful completion of all items related to membership criteria the President will present a motion to the Board of Directors to approve the congregation as a corporate member of the EMCC.
 - 1.4.4.1. A timely public announcement will be shared with the EMCC membership.
- 1.5. Renewal
 - 1.5.1. Completed annual report and signed EMCC Member Church Agreement (See Appendix #1)
 - 1.5.1.1. These documents must be submitted annually online by October 15
- 1.6. Status Categories
 - 1.6.1. Active
 - 1.6.1.1. Renewal documents have been submitted by October 15 of each year
 - 1.6.1.2. Church continues to meet the membership criteria (1.1)
 - 1.6.2. Under review³⁰
 - 1.6.2.1. A review will be undertaken by the President for the following reasons, but is not limited to these reasons:
 - 1.6.2.1.1. Renewal documents have not been received by October 15, or
 - 1.6.2.1.2. Renewal documents do not meet the membership criteria (1.1), or
 - 1.6.2.1.3. A signed allegation of wrongdoing has been received by the President or the Board of Directors.
 - 1.6.2.2. The Board of Directors must be informed of any new review at their next regular meeting
 - 1.6.2.3. The review must be completed in a timely fashion, preferably within 3 months
 - 1.6.2.4. While under review the corporate member retains their voting privileges
 - 1.6.2.5. At any time, legal advice can be accessed
 - 1.6.3. Suspension of Membership

Membership will be suspended when the results of the review deem it to be necessary.

 - 1.6.3.1. The President will recommend such action to the Board of Directors for their approval.
 - 1.6.3.1.1. Upon approval, the Board of Directors will form a resolution team to partner with the President moving forward
 - 1.6.3.2. The privileges of the member (1.2) are temporarily withdrawn
 - 1.6.3.3. The communication regarding suspension is on a need-to-know basis

³⁰ Ibid 2.6

- 1.6.3.4. During this period attempts at reconciliation by the Resolution Team will continue to be made and could include an invitation to representatives of the corporate member to an EMCC board meeting to present their position.
 - 1.6.3.5. The church can chose to either reconcile, voluntarily withdraw from the EMCC or, if these are not chosen options, the next step will be termination of membership by expulsion
 - 1.6.3.6. The suspension period should be completed in a timely fashion, ideally no longer than 6 months
- 1.6.4. Termination of Membership
- 1.6.4.1. Withdrawal³¹
 - 1.6.4.1.1. As much as is possible, good faith attempts at reconciliation and understanding should be always maintained
 - 1.6.4.1.2. All outstanding obligations to the EMCC must be discharged
 - 1.6.4.1.3. A relationship of good grace that neither brings reproach upon the name of Christ nor hinders the fulfillment of the mission of the EMCC or of the local congregation must always be the goal
 - 1.6.4.1.4. The Board of Directors must be informed of a member's desire to withdraw
 - 1.6.4.1.5. The Board of Directors must approve the negotiated terms of withdrawal
 - 1.6.4.1.6. If necessary, the parties will agree to binding mediation and arbitration
 - 1.6.4.2. Expulsion³²
 - 1.6.4.2.1. Upon the Resolution Team's recommendation (1.5.2), the EMCC Board of Directors will approve by a 75% vote of the whole board the drawing up of the terms of expulsion of the corporate member.
 - 1.6.4.2.2. The corporate member will be given at least 30 day's notice in writing that their membership will be terminated.
 - 1.6.4.2.3. The terms of expulsion will be drafted by persons appointed by the board (which includes the President) in consultation with the lawyer and will contain, but are not limited to, articles pertaining to:
 - 1.6.4.2.3.1. Properties held
 - 1.6.4.2.3.2. Credentialing of pastoral staff
 - 1.6.4.2.3.3. Enrollment in EMCC benefit and pension plans
 - 1.6.4.2.3.4. Legal and governing documents
 - 1.6.4.2.3.5. Congregational archival documents
 - 1.6.4.2.3.6. EMCC membership
 - 1.6.4.2.4. The Board of Directors must approve the terms of expulsion by a 75% vote of the whole board.
 - 1.6.4.2.5. The Board of Directors must approve by a 75% vote of the whole board the expulsion of the corporate member.

³¹ Articles of Governance 2.9

³² Ibid 2.6.7.2

- 1.6.4.2.6. The Chair of the Board will sign all official documentation on behalf of the board.
- 1.6.4.2.7. If necessary, the Board of Directors and the corporate member may agree to binding mediation and arbitration, the cost of which will be shared equally.
- 1.6.4.2.8. A timely joint public communication will be shared with the EMCC membership.
- 1.6.4.3. Dissolution or Liquidation³³
 - 1.6.4.3.1. When a church is closing for good or when a local congregation is merging with another congregation (either adopting the other congregation's identity or both are dissolving and forming a new identity)
 - 1.6.4.3.1.1. The Board of Directors must be informed at their next regular meeting
 - 1.6.4.3.2. When a member can't or won't dissolve, action must be at a meeting of EMCC members
 - 1.6.4.3.3. The rights of the member cease to exist

³³ Articles of Governance 2.6.7.3

2. Individual Membership

2.1. Criteria

2.1.1. Credential Holders³⁴

- 2.1.1.1. Theological compliance (Appendix #1 Articles of Faith)
- 2.1.1.2. Governance compliance (Bylaw #1, Appendix #2 Articles of Governance)
- 2.1.1.3. Signed Credential Holder's Agreement (See Credentials Policy)
- 2.1.1.4. Signed Credential Holder's Code of Conduct Agreement (See Credentials Policy)

2.1.2. Board of Directors

- 2.1.2.1. Theological compliance
- 2.1.2.2. Governance compliance
- 2.1.2.3. Signed Board of Director's Commitment

2.1.3. RMC and EBC Presidents

- 2.1.3.1. Theological compliance
- 2.1.3.2. Governance compliance
- 2.1.3.3. Signed School Presidents' Agreement (if the President is not an EMCC Credential Holder)

2.2. Privileges

2.2.1. Credential Holders and all others

- 2.2.1.1. Participation and voting at meetings of the members

2.3. Responsibilities

2.3.1. Credentialed Holders and all others

- 2.3.1.1. Participation in meetings of the members
- 2.3.1.2. Recognition and cooperation with the duly appointed officers of the EMCC

2.4. Renewal

2.4.1. Credential Holders

- 2.4.1.1. Completed annual report and signed Credential Holder's Agreement
 - 2.4.1.1.1. These documents must be submitted annually online by October 15

2.4.2. Board of Directors

- 2.4.2.1. Signed Board of Directors' Commitment annually
 - 2.4.2.1.1. This document must be submitted annually by March 31

2.4.3. RMC and EBC Presidents

- 2.4.3.1. Signed School President's Agreement annually
 - 2.4.3.1.1. This document must be submitted annually by October 15

³⁴ Articles of Governance 3.3

2.5. Status Categories

2.5.1. Active

2.5.1.1. Credential Holders and RMC and EBC Presidents

2.5.1.1.1. Renewal documents have been submitted by October 15 of each year

2.5.1.2. Board of Directors

2.5.1.2.1. Renewal documents have been submitted by March 31 of each year

2.5.2. Under review

2.5.2.1. A review will be undertaken by the President (or Chair in the case of the Board of Directors) for the following reasons, but is not limited to these reasons:

2.5.2.1.1. Credential Holders

2.5.2.1.1.1. Renewal documents have not been submitted by October 15; or

2.5.2.1.1.2. Renewal documents do not meet the membership criteria (2.1); or

2.5.2.1.1.3. A signed allegation of wrongdoing has been received by the President or the Board of Directors (in the case of the President)

2.5.2.1.2. Board of Directors

2.5.2.1.2.1. Renewal documents have not been submitted by ; or

2.5.2.1.2.2. Renewal documents do not meet the membership criteria (2.1); or

2.5.2.1.2.3. A signed allegation of wrongdoing has been received by the President or the Board of Directors

2.5.2.1.3. RMC and EBC Presidents

2.5.2.1.3.1. Renewal documents have not been submitted by October 15; or

2.5.2.1.3.2. Renewal documents do not meet the membership criteria (2.1)

2.5.2.2. The Board of Directors must be informed of any new review at their next regular meeting

2.5.2.3. The review must be completed in a timely fashion, preferably within 3 months

2.5.2.4. While under review the individual member retains their voting privileges

2.5.2.5. At any time, legal advice can be accessed

- 2.5.3. Under Discipline
 - Membership will be suspended when the results of the review deem it to be necessary.
 - 2.5.3.1. Credential Holders and Presidents of RMC and EBC
 - 2.5.3.1.1. The President will recommend such action to the Board of Directors for their approval
 - 2.5.3.1.1.1. Upon approval, the Board of Directors will form a Resolution Team to partner with the President moving forward
 - 2.5.3.1.2. The privileges of the member (2.2) are temporarily withdrawn
 - 2.5.3.1.3. Communication is on a need-to-know basis
 - 2.5.3.2. Board of Directors
 - 2.5.3.2.1. The Chair will recommend such action to the Board of Directors for their approval
 - 2.5.3.2.1.1. Upon approval, the Board of Directors will form a Resolution Team moving forward
 - 2.5.3.2.2. The privileges of the member (2.2) are temporarily withdrawn
 - 2.5.3.2.3. Communication is on a need-to-know basis
 - 2.5.3.3. While our desire is for reconciliation during this period the member can chose to either reconcile, voluntarily withdraw from the EMCC by resignation or, if these are not chosen options, the next step will be termination of membership by expulsion
 - 2.5.3.4. The suspension period should be completed in a timely fashion, ideally no longer than 6 months
- 2.5.4. Termination
 - 2.5.4.1. Resignation
 - 2.5.4.1.1. As much as possible, good faith attempts at reconciliation and understanding should be always maintained
 - 2.5.4.1.2. A written letter of resignation must be submitted to the Board of Directors
 - 2.5.4.2. Expulsion of a Credential Holder or the President of RMC and EBC
 - 2.5.4.2.1. Upon the Resolution Team's recommendation (2.5.3) the EMCC Board of Directors will approve the expulsion of the individual member
 - 2.5.4.2.2. Legal advice must be followed
 - 2.5.4.2.3. The rights of the member cease to exist
 - 2.5.4.2.4. The church or ministry where they are serving will be informed
 - 2.5.4.3. Expulsion of a Board of Director
 - 2.5.4.3.1. Legal advice must be followed
 - 2.5.4.3.2. The Members may by special resolution at a Special Meeting remove any Director or Directors³⁵
 - 2.5.4.3.3. The rights of the member cease to exist

³⁵ Bylaw #1 5.8

Member's Policy Appendix #1

Member Church Agreement when applying to become a member of the EMCC:

We, the duly authorized representatives of (name of the church), apply to become a recognized member of the Evangelical Missionary Church of Canada. It is our intent to participate in the life of this family and to promote its values, advance its purpose and support its projects to the best of our ability. We affirm our agreement with EMCC Articles of Faith. We commit to maintain fellowship and aid other EMCC churches and ministries by supporting the work of EMCC through financial contributions on a regular basis, whether that be annually or at various intervals throughout the year. We agree to submit to the denominational leaders elected and appointed as they serve us according to our agreed-upon governing documents. We will seek to encourage and provide the means for our pastors to participate and collaborate in EMCC initiatives/events. We will seek to appoint delegates to participate in denominational business meetings. We will oversee the credential holders in our midst, supporting them and holding them accountable for their credential requirements.

EMCC Member Church Agreement to be renewed annually:

As a corporate member of Evangelical Missionary Church of Canada, we re-affirm our agreement with EMCC Articles of Faith. It is our intent to participate in the life of this family of churches and to promote its values, advance its purpose and support its projects to the best of our ability. We commit to maintain fellowship and aid other EMCC churches and ministries supporting the work of EMCC through financial contributions on a regular basis, whether that be annually or at various intervals throughout the year. We agree to submit to the denominational leaders elected and appointed as they serve us according to our agreed-upon governing documents. We will seek to encourage and provide the means for our pastors to participate and collaborate in EMCC initiatives/events. We will seek to appoint delegates to participate in denominational business meetings. We will oversee the credential holders in our midst, supporting them and holding them accountable for their credential requirements.