

**CREDENTIALING PROCEDURES
FOR THE
EVANGELICAL FREE CHURCH
OF CANADA**



...with a heart to serve

I. CREDENTIALING DESCRIPTION

A. DEFINITIONS

- 1. Evangelical Free Church of Canada** (hereafter referred to as **EFCC**): A denomination of autonomous, interdependent churches that exists to glorify God by growing healthy churches across Canada and around the world.
- 2. Evangelical Free Church of Canada Mission** (hereafter referred to as **EFCCM**): A ministry of the EFCC that exists to serve in the birth and growth of healthy churches internationally.
- 3. EFCC Denominational Positions:** Leadership and ministry positions within the national and international ministries of the denomination.
- 4. EFCC Districts and District Superintendents:** A regional networking of churches in autonomous districts which are governed by a District Superintendent and a district board.
- 5. Ministerial Standing Committee** (hereafter referred to as **MSC**): An elected committee of the EFCC responsible for credentialing people for ministry.
- 6. EFCC Approved Ministry:** A ministry given recognition by the MSC as a non-EFCC ministry whose statement of faith is in agreement with the EFCC statement of faith and whose ministry does not contradict the general ethos and distinctives of the EFCC.

7. Credentialing

Credentialing in the Evangelical Free Church of Canada is a partnership between the EFCC and an EFCC local church or an EFCC Approved Ministry in which the God-given leadership gifts that a believer is exercising are recognized. These leadership gifts may be exercised in any number of ministry roles: senior pastor, local church staff, para-church ministries, missions, chaplains, etc. Credentialing enables the local church, the EFCC, the EFCCM and other EFCC Approved Ministries to affirm the Christian character, testimony, and spiritual maturity of its ministers, and to extend authority to those who minister in the exercising of servant leadership within the Evangelical Free Church of Canada. Credentialing affirms the presence of spiritual qualities of leadership as found in the New Testament (Acts 6:1-6; I Timothy 3; Hebrews 13:17; Ephesians 4:11-13; etc). It also extends the basis by which provincial or national jurisdictions may grant legal status in the exercise of the person's ministry.

B. DESIGNATIONS

There are three credentialing designations in the EFCC as follows:

1. PROVISIONAL LICENSE

The Provisional License is designed to provide the basis for legal status to candidates who have begun our credentialing process. The Provisional License is issued once the requirements of **II.B.1.** are completed. It is valid for a period of five years and requirements for the Ministry Credential or the Ordination Credential must be completed within the five-

year period. Failure to do so will result in the termination of the Provisional License.

2. MINISTRY CREDENTIAL

The Ministry Credential is designed to grant recognition, affirmation and the basis for legal status to men and women serving in staff or lay leadership positions in EFCC local churches, in EFCC denominational positions or in an EFCC Approved Ministry (institutional chaplaincies, missions and para-church organizations). Men and women serving in such positions are expected to pursue a Ministry Credential. The Ministry Credential is issued once the requirements of **II.B.2.** are completed. This credential is valid as long as the bearer meets the general requirements set forth in section **II.A.** The process and requirements for this Ministry Credential are identical to the Ordination Credential but do not require the ordination council [**II.C.**]

3. ORDINATION CREDENTIAL

The Ordination Credential is designed to grant recognition, affirmation and the basis for legal status to men serving as pastors in EFCC local churches or in EFCC denominational positions. Men serving in such positions are expected to pursue an Ordination Credential. The Ordination Credential is issued once the requirements of **II.B.2.** and **II.C.** are completed. The Ordination Credential is valid as long as the bearer meets the general requirements set forth in section **II.A.** Persons who retire may retain the Ordination Credential as long as they meet the requirements set forth in section **II.A.** The specific requirements for a transfer of Ordination Credential from another organization are specified in **II.D.**

I. EFCC CREDENTIALING PROCESS

A. GENERAL REQUIREMENTS FOR CREDENTIALING

1. For those serving with an EFCC local church or EFCCM.

- a. The candidate must be a member in good standing of an EFCC local church.
- b. The candidate must subscribe without reservation to the doctrinal statement of the EFCC.
- c. The candidate must be engaged in, or have received a call to, a ministry in an EFCC local church or EFCCM.
- d. The candidate must show a cooperative spirit with the purposes and policies of the EFCC.
- e. The candidate must demonstrate a lifestyle consistent with biblical standards of Christian conduct.
- f. EFCCM missionaries are exempted from the membership requirement [II.A.1.a.] but not the other requirements [II.A.1.b.c.d.e.]. They are, however, encouraged to become members of an EFCC church.
- g. Retirees are exempted from the ministry requirement [II.A.1.c.], but not the other requirements [II.A.1.a.b.d.e.]. Retirees may submit a written request for exemption from the membership requirement [II.A.1.a.] to the MSC if membership in an EFCC church is not geographically possible.

h. Persons credentialed with the EFCC must recognize accountability to the EFCC through MSC and EFCC Conference. Persons who fail to meet any requirements of points [II.A.1.a.b.c.d.e.] will have their credential suspended and placed in trust with the MSC of the EFCC.

2. For those serving with EFCC Approved Ministries.

a. An EFCC Approved Ministry will be recognized as such by the MSC in cooperation with an appropriate EFCC District Superintendent on a case by case basis.

b. A candidate seeking credentialing in an EFCC Approved Ministry must either be a member in good standing of an Evangelical Free Church local church or be able to demonstrate a relationship with the EFCC. Any exception to the membership / relationship requirement will be considered only after consultation with both the MSC and the appropriate District Board on a case by case basis.

c. The candidate must subscribe without reservation to the doctrinal statement of the EFCC.

d. The candidate must be engaged in, or have received a call to, an evangelical ministry that does not have a credentialing process.

e. The candidate must show a cooperative spirit with the purposes and policies of the EFCC.

f. The candidate must demonstrate a lifestyle consistent with biblical standards of Christian conduct.

- g. Persons credentialed with the EFCC to serve with an EFCC Approved Ministry must report annually on their ministry status to the MSC and a supervising District Superintendent (or someone he designates).
- 1) The EFCC Home Office will send a form annually to such credentialed persons to be completed and returned to the Home Office.
 - 2) The form will ask for an update on any changes in ministry and whether the person is still in agreement with and working in cooperation with the doctrinal statement, principles and practices of the EFCC.
 - 3) The Home Office will forward a copy to the supervising District Superintendent (or designate) who will then make recommendations to the MSC regarding the continuation or suspension of credentials.
 - 4) Refusal to respond to this annual request will lead to the removal of credentials.

3. For those whose credentials are placed in trust.

- a. Those not actively involved in ministry (exception: retirees).
- 1) Persons not actively involved in an EFCC local church, an EFCC denominational position, the EFCCM or an EFCC Approved Ministry for a period of three years will have their credentials placed in trust with the MSC.
 - 2) Reinstatement of credentials: Upon returning to EFCC ministry, such persons may apply to the District Superintendent to have their credentials reinstated. Pending satisfactory validation that all general (II.A.1 or I.A.2) and applicable specific requirements (II.B or C or D) for credentialing are met, the District Superintendent will notify the

MSC, which will reinstate the credentials.

b. Those under disciplinary action.

1) A credentialed person will have their credential placed in trust when that person demonstrates a lifestyle and/or teaching that is contrary to the signed covenant of personal and professional ethics and to the doctrinal statement, principles or practices of the EFCC. The MSC will work in cooperation with the local church and the district credentialing team by removing credentials and placing them in trust with the EFCC.

2) The appropriate district board will work in cooperation with the local church and the MSC to determine a redemptive process leading towards restoration and possible reinstatement.

3) Reinstatement of credentials

a) A person under disciplinary action who wishes to be reinstated must make a written request to the District Superintendent of the appropriate district which will be forwarded to the MSC.

b) A person credentialed by the EFCC whose credential was revoked for conduct in violation of the Covenant of Personal and Professional Ethics must give evidence of a deep sense of personal guilt, true repentance and a time-proven change of conduct. Such a person who completes a redemptive process over a minimum time span of two years as directed by the appropriate EFCC district board or EFCCM may be considered for reinstatement of credentials. The district board or EFCCM board must recommend reinstatement of credentials to the MSC.

c) A person credentialed by the EFCC whose credential was revoked

for teaching that was contrary to the doctrinal statement, principles or practices of the EFCC must meet with an examining committee of the District or the EFCCM and give evidence that such contrary teaching has been abandoned and that the applicant submits to the Doctrinal Statement and principles and practices of the EFCC without reservation. The District Board or EFCCM board must recommend reinstatement of credentials to the MSC.

B. SPECIFIC REQUIREMENTS FOR BOTH THE MINISTRY CREDENTIAL AND THE ORDINATION CREDENTIAL.

The District Superintendent (or someone he designates) will communicate to the candidate and the local church the rationale and necessity for ordination. The District Superintendent (or designate) will communicate to the candidate the necessary steps in the process, will provide needed materials and will work with the candidate and the local church in meeting the requirements.

1. Steps to be completed before receiving the Provisional License.

- a. Letter from local church or leader of an EFCC Approved Ministry. Requests for credentialing must be in writing and originate with the candidate and the local church congregation (not merely the church board). The church board should discuss the matter and present to a congregational business meeting a recommendation that the candidate be credentialed. The recommendation should include a statement concerning the candidate's spiritual qualifications and effectiveness in ministry. The board should then issue a letter to the District Superintendent (or designate) containing the recommendation

and statement of the candidate's spiritual qualifications, to be forwarded to the EFCC Home Office.

b. The candidate will write a short biographical sketch including:

- 1) Conversion
- 2) Call to ministry
- 3) Statement affirming commitment to the EFCC and willingness to support its ministries

This paper will be submitted to the District Superintendent (or designate), who will arrange for the candidate to meet with a credentialing team. The make-up of credentialing teams may vary from district to district.

c. Police Check

d. Credentialing Team Interview

The candidate's compatibility and commitment to EFCC doctrines and distinctives will be verified.

e. Covenant of Personal and Professional Ethics

The candidate will be required to sign the EFCC Covenant of Personal and Professional Ethics (see section V, appendix C)

f. Approval Process

Applications approved by the credentialing team will, where necessary, be forwarded to the District Board for approval. If approved, the District Superintendent (or designate) will forward all required documents to the EFCC Home Office. After these requirements have been acceptably met, the EFCC Home Office will issue the Provisional License and pass all pertinent documents on to the MSC.

2. Steps to be completed within the period of the five-year Provisional License.

a. Written Paper: A paper that includes:

- 1) A double-spaced presentation of the candidate's position on the ***EFCC Statement of Faith*** (available on the EFCC website, www.efcc.ca) providing scriptural support for each doctrine and highlighting its significance for life and ministry (see section III "Suggestions for Making Your Paper Readable" and section IV "Suggestions for Writing on the Twelve Articles").
- 2) A summary of the candidate's philosophy of ministry, leadership style, and a personal assessment of the candidate's ministry gifts.
- 3) Interaction with Scripture on these culturally sensitive issues: sanctity of life and its implications, social drinking, human sexuality, and divorce and remarriage.
- 4) A summary of the candidate's understanding of the ***EFCC Character and Calling*** (available on the EFCC website, www.efcc.ca) and their influence on the candidate's theology and ministry.

b. Reading: The candidate must read the following books:

- 1) Olson, Arnold T. This We Believe
- 2) Olson, Arnold T. The Significance of Silence
- 3) Hanson, Calvin from Hardship to Harvest
- 4) Taylor, Bill From Infancy to Adolescence

c. EFCC Orientation Seminar: The candidate will attend an EFCC Orientation Seminar before the end of the credentialing process.

- d. All required documents are to be sent to the EFCC Home Office where they will be kept on file. The EFCC Home Office will pass all pertinent documents on to the MSC for approval.
- e. **For those candidates not pursuing an Ordination Credential: after all written materials have been approved by the MSC and all other requirements have been acceptably met, the EFCC Home Office will issue the Ministry Credential Certificate.**

C.ADDITIONAL REQUIREMENTS FOR THE ORDINATION CREDENTIAL.

1. Steps leading up to the ordination council.

- a. At the next meeting following the submission of written materials, the MSC will review the materials, making recommendations before the calling of an ordination council. Some papers may pass with only minor revisions. Some papers may require a more substantial re-write.
- b. After all written materials have been passed by the MSC and after all other requirements have been acceptably met, the District Superintendent (or designate) will work with the candidate and the local church in selecting and calling an ordination council, which will consist of a minimum of:
 - 1) Three persons appointed by the local church board or by the EFCC IMT (for EFCCM missionaries). A candidate for an EFCC Approved Ministry will have three persons appointed by the appropriate district board.

- 2) Three Evangelical Free Churches, each represented by one pastor (EFCC ordained) and one layperson.
 - 3) The District Superintendent. The District Superintendent, or someone he selects, shall moderate the Council. The Moderator shall appoint a secretary.
 - 4) The candidate is encouraged to invite the congregation to attend the council. However, questioning and voting are limited to council members listed in (1), (2) and (3).
 - 5) Flexibility will be permitted in the selection of an ordination council to accommodate EFCCM and EFCC Approved Ministry candidates who are not members in EFCC congregations.
- c. The District Superintendent (or designate) will mail or email copies of the candidate's ordination paper to each council member at least two weeks previous of the council date, along with a delineation of the member's responsibilities, the nature of the examination and types of questions appropriate for the council meeting.

2. The ordination council.

- a. The moderator will call the meeting to order and review the procedure in bringing the candidate to council.
- b. The candidate will be introduced, examined by members of the council and given opportunity to supplement the written paper with comments about personal life, ministry or beliefs.

- c. Upon completion of the examination, the council shall go into executive council. The local church representatives will be asked to communicate the reasons why the church feels the candidate should be ordained, with an emphasis on the character and the ministry gifts of the candidate. All other persons present will be given the opportunity to affirm the candidate.
- d. Members of the council will be polled as to their decision relative to the candidate. A 75% vote of the council will be sufficient to recommend the candidate to the MSC for ordination.
 - The possible recommendations are:
 - i. Do not recommend
 - ii. Recommend with the “following conditions to be fulfilled”:
 - iii. Recommend
- e. The Secretary of the Ordination Council will send a copy of the minutes of the Council, and the recommendation adopted by the Council to the District Office to be forwarded to the EFCC Home Office.
- f. **Upon the recommendation of the Ordination Council, after all written materials have been approved by the MSC and all other requirements have been acceptably met, the EFCC Home Office will issue the Ordination Credential Certificate.**

D. TRANSFER OF ORDINATION CREDENTIAL

1. General Steps in the Process

- a. A candidate who is ordained with an ordaining agency other than the

EFCC will obtain a letter of recommendation regarding his Christian character, doctrine and ministry effectiveness from that ordaining agency and forward it to the District Superintendent (or designate).

- b. The local Church Board will take a motion to the Congregation at a business meeting and, upon approval of the motion, write a letter requesting and recommending the candidate's transfer of ordination. In the case of a candidate in EFCCM or in an EFCC Approved Ministry, the supervising agency will write the letter of request and recommendation. The letter of recommendation, including the approved motion and a statement on the spiritual qualifications and ministry effectiveness of the candidate, will be forwarded to the District Superintendent (or designate).

2. Specific Requirements for the Candidate

- a. The candidate will compose the paper that will include a brief biography, an affirmation of the 10 Articles of the *EFCC Statement of Faith*, an interaction with the *EFCC Character and Calling*, an acknowledgement of having read the books cited in section II.B.2.b. and a statement about the candidate's commitment to the EFCC and willingness to support its principles and practices.
- b. The candidate will sign a Covenant of Personal and Professional Ethics.
- c. Police check.
- d. The candidate will attend an EFCC orientation seminar.
- e. Instead of an ordination council, the candidate will attend an interview

with the District Superintendent and a credentialing team in order to ensure the candidate completely understands and accepts Free Church doctrine and distinctives.

- f. All required documents are to be sent to the EFCC Home Office where they will be kept on file. The EFCC Home Office will pass all pertinent documents on to the MSC.
- g. **After all written materials have been approved by the MSC and all other requirements have been acceptably met, the EFCC Home Office will issue the Transfer of Ordination Credential Certificate..**

E. NON-ENGLISH PAPERS

Submitting a paper in a language other than English:

Given the multicultural nature of Canada, the EFCC recognizes the possibility of needing to credential ministers in languages other than English. These cases will be dealt with on an individual basis, maintaining two core values:

- a. The standard of EFCC credentialing excellence will be upheld.
- b. Consideration will be given to accommodate special language needs. The candidate, District Superintendent, and the MSC will mutually agree upon the process.

F. POSTSCRIPT

1. EFCC Conference: All Ministry and Ordination Credentials issued during the previous 24 months will be presented for affirmation at the EFCC Conference.
2. Exceptions: Any Request for an exception to these requirements may be submitted in writing to the MSC.

III. APPENDIX A: “SUGGESTIONS FOR MAKING YOUR PAPER READABLE”

A. The MSC has the opportunity and responsibility to read all papers submitted as part of the requirements for credentialing. We have noted three areas of deficiency common to many papers that make for an unreadable experience. As you produce your paper, please take these suggestions into account. Make sure your paper is compositionally sound!

The nuts and bolts of the paper may seem tedious, but they are the foundation for your reader's understanding. All papers should be double-spaced with a 12- point font. Grammar, sentence structure, punctuation and spelling should all be taken into account.

A good idea for everyone is to have someone read and edit your paper with these things in mind before you pass it on to this committee.

B. Make sure your paper is logically accurate!

It is easier than you think to jump to conclusions. There should be a logical flow to your paper where one idea results from another. Don't just throw in a concept or concern because you think it to be important or because you have an application you insist on making. Make sure it fits there. Make sure the conclusion you have drawn is warranted in light of the argument you have set forth.

C. Make sure your paper is scripturally grounded!

This committee needs to know not just what you believe but why you

believe it.

It is important that your beliefs are obviously grounded in the Word of God. That means that Scripture references should not be merely inserted in parenthesis at the end of the sentence. To be sure, there are times when you will do that as supportive material. However, there should also be times where you bring a central passage of scripture into the text of the paper to show why you believe what you have just said you believe.

Instead of: “Scripture is inspired by God (II Timothy 3:16-17; II Peter 1:19-21).”

Why not: "Inspiration refers to the reality that scripture has its source in God. Paul says it's 'God-breathed' and profitable for God's work in us (II Tim. 3:16- 17). Peter tells us something of the process in II Peter 1: 19-21.

IV. APPENDIX B: “SUGGESTIONS FOR WRITING ON THE TWELVE ARTICLES”

Questions come to the MSC about what to include when writing about the Ten Articles of Faith. We would first like to encourage you to look at this as an opportunity to review what you know and believe and an opportunity to fine tune those beliefs by putting them to paper. To be Free Church leaders we must certainly understand the Free Church doctrinal statement, agree with it and be able to articulate it. You should not view this assignment with fear and dread but as part of your personal development as a leader who has been called by God to serve. Here are some suggestions for the task.

A. Speak first and foremost to the article itself.

Simply put, “What does the article say?” Don’t talk about the article or around the article but to the article.

Define words like “inspired” or “revelation” or “regeneration” or “justification.” (By the way, that isn’t an exhaustive list!)

Explain terms and concepts like “final authority for all Christian faith and practice” or “eternally existing in three persons” or “created in the image of God” or “everlasting conscious punishment.” (That’s not exhaustive either!)

Bring your scriptural support into the body of the paper so that your defense of your position is grounded in the text of scripture. Don’t just put it in parenthesis or tack it on the end.

Bridge the article to the present. You need to show that you understand what difference the truth found in the article makes to how we live and lead. Don't neglect the "so what?" Do whatever is necessary to demonstrate that you understand what the article says.

B. In addition, speak to these issues.

Under Article One, deal with the formation and closing of the canon. How can we be sure that the Bible we have in our hands is trustworthy and authoritative today?

Under Article Four, explain the baptism and filling of the Holy Spirit and their implications.

Under Article Seven, identify and support your view as to the mode and timing of baptism and as to what is taking place in the Lord's Supper. Relate your beliefs to the Evangelical Free Church (hereafter referred to as EFC)'s historical position and distinctives.

Under Article Nine, provide relevant biblical principles that address the concept of local church membership. In addition, speak to the issue of whether there are or should be any prerequisites for membership in the local church. Relate your beliefs to the EFC's historical position and distinctives.

Under Article Ten, provide relevant biblical principles that address and support the concept of congregationalism.

Under Article Eleven, identify and support your view on the tribulation and rapture.

C.Expand further with discretion.

Beyond the above basics, we are more concerned about what you write than how much you write. There may be further issues that you consider to be important enough to identify and discuss. By all means do so. However, consider whether they should be brought up in the paper or perhaps would be better dealt with at an interview or ordination council.

V. APPENDIX C: COVENANT OF PERSONAL AND PROFESSIONAL ETHICS FOR THOSE SERVING THE LORD THROUGH THE MINISTRIES OF THE EVANGELICAL FREE CHURCH OF CANADA

I believe that I have been called and equipped by Jesus Christ to serve Him and His Church and am presently serving the Lord through the ministries of the Evangelical Free Church of Canada. According to Scripture, those in leadership within the Church must live a life that is above reproach and meet the qualifications for such an office as outlined in the Word of God. I am committed to living my life under the Lordship of Christ, recognizing my responsibility to set an example of a lifestyle that is consistent with Scripture and sensitive to cultural dynamics.

I believe that God calls all believers to be people of integrity, that He enables us to live for Him by the power of the indwelling Holy Spirit, and that He extends grace in our weaknesses. Therefore, by God's grace and in complete dependence upon Him, I enter into this Covenant of Personal and Professional Ethics as a guideline for my life as I serve Him. I enter into this covenant with my Lord and Saviour, Jesus Christ, with the fellowship of the Ministerial Association of the EFCC and with those whom I serve.

A. Personal and Spiritual Life

I understand that God has called me to a life of righteousness, godliness and growth in Christ-like character. In order to be what He wants me to be I accept the responsibility of exercising the spiritual disciplines necessary for growth, yielding every area of my life to the control of the Holy Spirit.

As I bring my mind under His control I will choose to fill it only with things that are true, noble, right, pure, lovely and admirable. I will deal with sin by honest confession to God and those who have been affected by it. Fellowship with others is essential to growth, so I will avail myself of opportunities to be encouraged, instructed and built up by others in the things of the Lord. As a whole person, I will seek to keep physically, emotionally and mentally fit and will refrain from the abuse of alcohol, drugs or any other habit that would harm my ability to do all I do for the glory of God.

B. Family Life

I understand that my first responsibility before God is to love and care for the family He has entrusted to my care. I will be faithful to my spouse, guarding our relationship, investing in it and working humbly together to keep it healthy, growing and honouring to the Lord. The responsibility to love my children practically and to bring them up in the training and instruction of the Lord is a great privilege and among my highest callings. As I plan and maintain my schedule I will seek to keep my family as an important priority, and model for them by my attitudes, words and actions, a healthy and positive view of the Church.

C. Finances

I believe that God is the provider and owner of all things and calls me to handle what He has put in my hands faithfully as a steward. As He provides, I will be content as I live within my means. Although unforeseen circumstances may arise, I understand that my goal must be to so order my affairs that others can rely on me to meet my financial obligations and demonstrate obedience to Biblical principles of Christian stewardship. I will demonstrate wisdom and discretion in handling financial matters with

integrity and will avoid any financial or business arrangements that would deter me from being effective in fulfilling my calling to ministry.

D. Sexual Life

God calls his people to live lives of sexual purity and commitment in which sexual intimacy is practiced only within the context of a marriage between a man and a woman. Out of respect for the obligation to live a life of sexual integrity as a model for my children, my spouse and my church, I will refrain from any pre-marital and extra-marital relationships as well as homosexual activities. Recognizing the danger of impure thoughts, I will avoid any sexual-oriented, pornographic or any other material that could tempt me to further sin.

I choose to treat others with respect and will not be involved in sexual abuse, harassment or assault of any kind, and accept my deep obligation to avoid acting in such a way that might tempt others to sexual sin.

E. Professional Life

I am called to be a servant of the Lord and His Church and count this to be a great honour and profound expression of His grace. In reliance on His help, I pledge to uphold this trust and never bring shame to His Name. I will be diligent in my duties, remembering that I am a steward who will give account to my Master. I will be Biblical in my preaching, presenting faithfully the whole counsel of God, speaking the truth in forthrightness and with love. I am determined that I will never abuse my position for personal benefit or pleasure.

I will always seek to be known as one who promotes peace and unity in the Church and will resist any effort of activities to divide it. I will not knowingly build the ministry in which I am involved to the detriment of

other ministries. I will avoid speaking disparagingly of others in ministry. I have a special obligation to exercise sensitivity and care in relation to those who precede or succeed me in ministry. I will exercise sensitivity when I may be present in a place I have left and where another is serving. It shall, in these situations be my intention to strengthen the ministry of others, and work for the well-being and unity of the church. Similarly, in pursuing a call to a new ministry or considering termination of a present ministry, I shall understand the need for wisdom, discretion and honesty.

My calling obligates me to discretion and wisdom in relationships with others. I will avoid situations where being alone with a person of the opposite sex could in any way be misconstrued by anyone involved, directly or indirectly. If necessary I shall willingly limit my freedom where its use could hinder the reputation of my ministry.

Knowing that my effectiveness in ministry will often hinge on whether others can trust me fully, I will always seek to maintain confidentiality, except where my silence might endanger others.

I will respect my relationship to the Evangelical Free Church of Canada and will seek to support it through prayer, participation and promotion, always working in harmony with its doctrines, aims and objectives.

The following page is not for signing in this booklet but is part of a signed document which will be included in your file at the Home Office.

CONCLUSION AND ACCEPTANCE:

(Choose A or B below)

A. Acceptance without Reservation

It is my desire to live according to this Covenant of Personal and Professional Ethics, and I willingly and voluntarily agree that it shall be a condition of my credentialing with the Evangelical Free Church of Canada. I want those whom I serve in ministry to be aware of this Covenant. Because I am seeking with God's help to live a life befitting a servant of Jesus Christ, I desire that the Ministerial Standing Committee, graciously encourage me by exhortation and if necessary, loving discipline with a heart to restore.

signed

date

B. Acceptance with Reservation

It is my desire to live according to this Covenant of Personal and Professional Ethics, and I willingly and voluntarily agree that it shall be a condition of my credentialing with the Evangelical Free Church of Canada, with the following reservation(s)

I want those whom I serve in ministry to be aware of this Covenant. Because I am seeking with God's help to live a life befitting a servant of Jesus Christ, I desire that the Ministerial Standing Committee graciously encourage me by exhortation and if necessary, loving discipline with a heart to restore.

signed

date

[Covenant of Personal and Professional Ethics November 2004]

[Credentialing Procedures EFCC Conference Approved 2002; MSC/ BOD draft update September 2008]

Conference Revised 2002
MSC Updated 2008