

MEMORANDUM OF UNDERSTANDING

between

The Christian and Missionary Alliance in Canada

And

Evangelical Missionary Church of Canada

Regarding: Sharing workers

Preamble:

Denominations define themselves by their historical story of origin, by their doctrinal statement and by their practice of worship, governance and mission. The difference in these sectors has historically not only created new denominations, but has also created strong dividing walls between them.

However there is a growing sense among all Christians that these walls should be lowered. Visible expressions of unity beyond high esteem need to be formulated and practiced.

The Christian and Missionary Alliance in Canada (C&MA) and the Evangelical Missionary Church of Canada (EMCC) are two denominations which have similarity in story of origin, doctrinal statement and practice of mission. Hence it is possible for these two denominations to consider lowering the wall of division between them even further.

It has been noted for some time that Christian workers are more and more moving between denominations for their placement. When they do they join a new denomination. This joining entails their subscribing to a new doctrinal statement and coming under a new accountability structure. Occasionally the worker returns to his or her denomination of origin.

This raises the question the validity of the worker's pledge of fealty to either doctrinal statement, that of the denomination of origin, and that of the new denomination.

Although doctrinal difference between the C&MA and the EMCC is not acute, it would seem to be both beneficial to unity and to good practice to bring a greater connection between the C&MA and the EMCC in regard to workers who may move between these two denominations.

Agreement:

1. The applying worker will be interviewed by the appointed officials of the new denomination and must be accepted by them prior to placement.

- a. The applicant will agree to allow a complete copy of his/her file to be forwarded to the denomination where he/she is applying. Such file is to contain at least these items: police check; a recent letter of commendation which asserts that there are no known moral, ethical, criminal, legal (has the person ever been involved in a legal action against the church or denomination) personal (e.g., health, financial, marital factors affecting ministry) that would impinge on ministry in the denomination being applied to and the signed doctrinal statement. In the event that the commending denomination is unwilling or unable to provide such a letter, the applicant shall authorize the denomination to discuss the substance with the credentialing denomination. This letter of commendation shall be sent directly from one denomination to the other and shall not be seen by the applicant.
- b. The applicant shall agree to the orientation requirements of the denomination being applied to.
- c. The credentials of both denominations will be accepted by the other, which includes the signed statement of faith from the denomination of origin. The worker may be required to sign the statement of faith of the placing denomination and this signature implies agreement with the statement of faith of the placing denomination except in those matters where the statement of faith of the denomination of origin differs.
- d. The applicant shall agree in writing to the following: a) to uphold the principles of the denomination being applied to; b) not to promote theological perspectives that may be at variance with the placing denomination; c) not to teach or promote personal biases or interpretations which are at variance with clearly delineated doctrine in the denomination being applied to. As well, any other required statements will be signed.

When this occurs the worker will notify his or her denomination of origin of this acceptance and of the new placement.

2. When accepted by the placing denomination the worker will be eligible to be placed in a ministry position in the new denomination with all of the rights and privileges that adhere to his or her ministerial status save the right to vote as a member of any denominational constituent assemblies (such as District Conference, General Assembly, etc.). It will be at the sole discretion of the leadership of the receiving denomination as to what service for the denominational structure is acceptable or desirable.
3. The worker will not be licensed in the new denomination but will retain credentials in the denomination of origin.

4. Should there be an allegation that requires investigation and/or discipline the receiving denomination shall have jurisdiction, but shall keep the denomination of origin fully informed of the process and outcomes in the matter.
5. If eligible, the worker may enroll in the health and pension benefits of the receiving denomination.
6. At any time the worker may officially transfer from the original denomination and ask to be instated in the new denomination subject to the provisions of the receiving denomination. The worker and the denominations should be prepared to accept this as a permanent move.
7. This arrangement may continue for seven years. After seven years the worker will be called upon to decide which denomination they wish to be a part of. If the decision is to be a part of the denomination of origin, then they will leave their employment and return to that denomination. If the decision is to remain in the new denomination, then they will officially resign from the denomination of origin and become credentialed in the receiving denomination.
8. This MOU may be terminated by either upon 90 days notice or changed by mutual agreement at any time. The invalidity or unenforceability of any provision of this Memorandum of Understanding shall not affect the validity or enforceability of the remaining provisions of the Memorandum of Understanding.