

A Call to Excellence

A Policy of The Christian and Missionary Alliance in Canada

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

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

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

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

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

Therefore:

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



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

Therefore:

- I will limit my freedoms rather than weaken ministry (1 Corinthians 9:27).
- Although Christians may hold different views on certain behaviours, I will avoid situations that are likely to have a negative spiritual impact on self or others (1 Corinthians 8:9).
- I will always seek to conduct myself in a way that will not discredit or diminish the public's trust in Christian leadership.
- I will responsibly perform my ministry, seeking to lead persons to salvation and to church membership without manipulation and respecting the ministries of other churches and organizations.
- I will refrain from intoxication, the use of illegal substances, the recreational use of drugs, all kinds of addictive or dependent behaviour, and other self-destructive habits (1 Corinthians 3:16).

4. **Wellness principle** - Godly leaders recognize the integrated nature of body, soul, and spirit and stay attuned to the balance required for effective service. They are to care for their bodies, souls, and spirits in a disciplined and God-honouring way (Psalm 139:13-16; Proverbs 3:1-2; 1 Corinthians 3:16-17; 6:19-20; 9:2; 1 Thessalonians 5:23).

Therefore:

- I will endeavour to lead a life of prayer, study, and meditation upon God's Word, and to maintain extended times of contemplation in order to daily seek God's face.
- I will seek to keep physically fit through the proper care of my body.
- I will manage my time well by properly balancing personal obligations, ministry duties, and family responsibilities, and by observing a weekly day off and annual vacation.
- I will seek to keep myself emotionally healthy.

5. **Servant principle** - Scripture contrasts the acts of the flesh and the fruit of the Spirit (Galatians 5:19-25). The flesh is characterized by taking and consuming. The work of the Spirit is characterized by giving and producing. Lifestyle choices are to reflect the heart of a servant, not an attitude of entitlement.

Therefore:

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



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

Therefore:

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

7. **Submission to authority principle** – Submission to those in authority over believers is a clear biblical mandate. (Hebrews 13:17). Workers are to walk with humility and willingly submit to those in authority over them. In addition, licensed workers possess authority, influence, and duty of care for the church, and her members. From time to time, workers may disagree with policies, official statements, and guidelines of the CMA. In the event of disagreement, concern shall be expressed within the fellowship of peers and through established district and national processes, while upholding existing policies, official statements, and guidelines of the C&MA.

Therefore:

- Having chosen to minister under the authority of The Christian and Missionary Alliance in Canada (the "C&MA"), I will submit to constituted authority as identified in the Manual of the C&MA, including the leadership of the district or region within which I serve.
- I will endorse, teach, and advise, both in word and deed, in accordance with the policies, official statements, and guidelines of the C&MA in the manner prescribed by these categories.
- As a worker of the C&MA, I will unreservedly advance the vision and ministry of the C&MA, including raising generous support for the Global Advance Fund and other denominational priorities.
- Where appropriate, I will offer responsible criticism to those in authority and I will follow C&MA processes to bring change to programs and policies of the C&MA.
- I will not use my influence to alienate the ministry to which I have been appointed from the C&MA, and I will not use my influence to solicit members from my previous ministry to start another ministry unless officially endorsed by ministry leadership.
- I will encourage the ministry of my successor at the conclusion (resignation, termination, retirement) of any ministry position and will refrain from interfering in their ministry or with the people my successor serves. I will entirely remove myself from that ministry unless otherwise directed or permitted by my superintendent or Global Ministries strategy director.
- When serving in a pastoral staff role, I will offer my support and loyalty to the lead pastor or, if unable to do so, seek another place of service.
- I will only perform services in the area of responsibility of my colleague in the Christian ministry upon their request or with their consent.

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



Therefore:

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

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

Name_____ Signature_____ Date_____

Amendments

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

Adopted – Board of Directors, November 2011
Amended – Board of Directors, November 2013
Amended – Board of Directors, February 2018
Amended – Board of Directors, February 2020
Amended – Board of Directors, February 2023
Amended – Board of Directors, April 2024