



The Alliance
Canada



ASSOCIATION OF ALLIANCE CHAPLAINS

DOCUMENTATION PACKAGE



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1. Guiding Documents

The Association of Alliance Chaplains (AAC) in Canada exists to provide a national and regional forum for Alliance Chaplains to be denominationally recognized and embraced within the C&MA in Canada. It also provides an opportunity for Chaplains to be supported both professionally and pastorally. The AAC serves as a vehicle for the recruitment, training and endorsement of future Chaplains.

VISION STATEMENT: Chaplaincy is a strategic missional ministry within the C&MA in Canada connecting people to the healing presence of Christ in places and environments often inaccessible to the local church.

MISSION STATEMENT: Association of Alliance Chaplains develops and supports chaplains for missional partnerships with the local church. Alliance chaplains collaborate and participate in the life and mission of the local church through the chaplaincy link agreement.

1.1. BELIEFS AND VALUES:

- 1.1.1. We respect the dignity of all persons, the spiritual freedom of all individuals in society, and the need for spiritual support, especially in times of distress and/or confinement.
- 1.1.2. We believe the risen Christ continues to call and gift His Church to be compassionate shepherds to all peoples, especially those in need of spiritual and emotional care.
- 1.1.3. We believe Chaplains serving under the banner of the C&MA in Canada should be personally suited, appropriately trained and denominationally endorsed for Chaplaincy.
- 1.1.4. We believe the C&MA in Canada should promote and encourage the education, training and pastoral support of Chaplains through appropriate educational facilities, as well as through national, district and local church structures.

1.2. OBJECTIVES:

- 1.2.1. To encourage the integration of Chaplaincy as an outreach ministry within local Alliance churches.
- 1.2.2. To inspire prayer for Chaplains serving in institutional, organizational and community-based settings.
- 1.2.3. To facilitate an enrichment and networking component for Alliance Chaplains during District
- 1.2.4. Conferences, General Assemblies and other regional events.
- 1.2.5. To present the ministry opportunities that Chaplaincy offers to our constituency at local churches, District Conferences and General Assemblies.
- 1.2.6. To serve as a consultant or advocate for Alliance Chaplains when faced with complex issues affecting the delivery of their ministry.
- 1.2.7. To explore ways of exchanging program resources, sharing professional advice and opinion on ethical issues and establishing mutual support and relationships among Chaplains.



- 1.2.8. To contribute to the professional development of Chaplains by creatively networking with educational and training resources.
- 1.2.9. To promote the recruitment and training of future Chaplains and to network with accredited education institutions, in particular, Ambrose University.
- 1.2.10. To assist Chaplains seeking career guidance within Chaplaincy and possible re-entry into congregational ministry.
- 1.2.11. To participate with District Superintendents or their representative, whenever possible, in the screening of new Chaplaincy applicants and in the endorsement of candidates applying for Chaplaincy positions.
- 1.2.12. To recognize and celebrate the achievements of Chaplains identified in their ministry area.
- 1.2.13. To participate in assessment/review processes as required by various institutions.

1.3. ORGANIZATION:

1.3.1. Association Structure

- 1.3.1.1. The AAC is a national network recognized by the President of the C&MA in Canada.
- 1.3.1.2. The AAC also includes district networks recognized and supported by the District Superintendent.
- 1.3.1.3. The AAC has no regulatory, disciplinary or legislative powers other than those that may be granted to it by the President.

1.3.2. Roles and Responsibilities

1.3.2.1. Director of Justice and Compassion:

- 1.3.2.1.1. Develops meaningful working relationships with the leadership of the AAC.
- 1.3.2.1.2. Develops goals and objectives along with the National Coordinator and the National Chaplain's Leadership Team.
- 1.3.2.1.3. Carries forward the plans and concerns of the AAC to the President and the Lead Team.
- 1.3.2.1.4. Communicates with the National Coordinator on a regular basis.
- 1.3.2.1.5. Attends the AAC meetings whenever possible.
- 1.3.2.1.6. Represents and advocates for the AAC at local, district and national denominational levels.
- 1.3.2.1.7. Represents the broader issues of the C&MA within the context of the AAC.

1.3.2.2. National Coordinator:

- 1.3.2.2.1. The National Coordinator will be appointed by the President, or his designate, and reviewed biennially.
- 1.3.2.2.2. Gives leadership to the AAC in the fulfillment of the purposes and goals approved and supported by the President.



- 1.3.2.2.3. Acts as a liaison with District Superintendents and National Ministry Centre on behalf of the AAC.
- 1.3.2.2.4. Meets with Chaplains at district gatherings on a rotational basis for prayer and support.
- 1.3.2.2.5. Partners with Ambrose University for the purpose of promoting, educating and encouraging candidates for Chaplaincy ministry.
- 1.3.2.2.6. Represents the AAC on relevant national interfaith committees.
- 1.3.2.2.7. Reports to the Director of Justice and Compassion on Chaplains' activities based on districts.
- 1.3.2.2.8. Fosters the growth of Chaplaincy networks.
- 1.3.2.2.9. Circulates advertised employment opportunities.
- 1.3.2.2.10. Administers the national Chaplaincy email account (Chaplains@cmacan.org).
- 1.3.2.2.11. Submits annual budget requests to the Director of Justice and Compassion.
- 1.3.2.2.12. Initiates communication with and support of other professional ministry groups.
- 1.3.2.2.13. Participates in National Ministry Centre leadership meetings as needed.
- 1.3.2.2.14. Ensures individual support and spiritual care of Chaplains as needed.
- 1.3.2.3. National Chaplaincy Leadership Team:
 - 1.3.2.3.1. Team members are appointed by the National Coordinator in collaboration with the Director of Justice and Compassion. Members are reviewed biennially, on a rotational basis.
 - 1.3.2.3.2. Meets yearly to give direction to the work of the National Coordinator, and to assist in the development of plans and projects designed to achieve the goals, beliefs and values of the AAC.
 - 1.3.2.3.3. Consists of the National Coordinator and additional members balanced regionally, having various Chaplaincy disciplines, to a maximum of 10 members, including coordinator.
 - 1.3.2.3.4. Plans, organizes and facilitates national AAC gatherings.
 - 1.3.2.3.5. Will assist the National Coordinator in the execution of AAC plans and projects as needed.

1.4. AAC NATIONAL GATHERING AT GENERAL ASSEMBLY:

- 1.4.1. To provide a context for Chaplains, the National Coordinator and the Director of Justice and Compassion to foster supportive relationships and discuss matters of mutual interest.
- 1.4.2. To promote spiritual growth through prayer, guest speakers, mutual support and encouragement.



- 1.4.3. To contribute to the plans and projects designed to advance the objectives of the AAC.

1.5. REGIONAL GATHERINGS:

- 1.5.1. Will take place in conjunction with District Conferences, District Prayer Retreats, or as special events.
- 1.5.2. Functions of Regional Gatherings:
 - 1.5.2.1. To contribute to the professional development of Chaplains through seminars, workshops and consultations.
 - 1.5.2.2. To offer spiritual renewal and fellowship through spiritual care, prayer and relationship building.
 - 1.5.2.3. To introduce new Chaplains to the network.
- 1.5.3. To provide an opportunity for Chaplains and the National Coordinator to discuss issues of common concern.

1.6. CHURCH-CHAPLAINCY RELATIONS:

- 1.6.1. Vocational Chaplains are encouraged to establish a Chaplaincy Link relationship with a local church.
- 1.6.2. Chaplains are an extension of the local church's ministry into the community. They serve people in need and/or distress who are often beyond the reach of the traditional church.
- 1.6.3. Chaplains relate to all denominations and faith communities with respect and sensitivity while carrying out their ministry functions. They affirm and nurture their own personal beliefs and values by participating in the life of an Alliance church.
- 1.6.4. AAC Chaplains must be members of a local Alliance church.
- 1.6.5. Chaplains are encouraged to inform their congregations of Chaplaincy as a ministry vocation.
- 1.6.6. The AAC offers information, guidance and mentorship as a resource.

1.7. OPERATING FUNDS:

- 1.7.1. The Director of Justice and Compassion will provide an annual budget allocation from the Justice and Compassion budget.
- 1.7.2. The National Chaplain's Leadership Team and the National Coordinator will prepare an annual budget proposal for submission to the Director of Justice and Compassion.
- 1.7.3. The National Coordinator and Leadership Team will submit approved expenses to the Justice and Compassion office for reimbursement.

1.8. AMENDMENTS:

- 1.8.1. The President shall approve amendments to this document.



2. Chaplaincy Classifications

2.1. VOCATIONAL (ENDORSED)

Vocational Chaplains in the C&MA are those who are fulfilling a defined Chaplaincy role as designated by the AAC and their workplace. An endorsed Chaplain refers to a qualified professional who is theologically educated and appropriately trained to provide spiritual care in their specific setting.

Examples:

- Campus
- Canadian Armed Forces
- Corrections & Prison Chaplaincy
- Community
- Sports
- Corporate
- Emergency Services (Police, Fire, Rescue)
- Healthcare

2.2. BI-VOCATIONAL (ENDORSED)

Bi-vocational Chaplains in the C&MA are those who are fulfilling a defined Chaplaincy role, as designated by the AAC and their workplace, in addition to another ministry, or tent-making vocation. An endorsed Chaplain refers to a qualified professional who is theologically educated and appropriately trained to provide spiritual care in their specific setting.

Examples:

- Primary vocation is pastor with Chaplaincy as an outreach ministry
- Part-time pastor/part-time Chaplain

2.3. NON-VOCATIONAL (ENDORSED)

Non-vocational Chaplains are those endorsed individuals in the C&MA who are serving in volunteer Chaplaincy roles that are defined by and fall under the oversight of a church or other governing body that is recognized and affirmed by the ACC.

Examples:

- Clergy that hold a portable or non-portable license with the C&MA in Canada.
- Lay Chaplain that has suitable life experience and demonstrates a clear, compelling call and an aptitude to serve a specific segment of society not easily served using conventional methods.

2.4. CONSIDERATIONS FOR C&MA CHAPLAINCY

- 2.4.1. Step 1: Clarify which venue you wish to serve under (refer to section 2.1 for some examples of venue category) and review the qualifications that the institution, company or organization requires for fulfilling the role of Chaplaincy.



- 2.4.2. Step 2: Apply to the district in which you reside for licensing, ordination, or endorsement, whichever is appropriate for your circumstance.
- 2.4.3. Step 3: Once approved through the district and with the chaplain's permission, a chaplain will be listed with the Association of Alliance Chaplains in Canada (AAC). We encourage each Chaplain to review with their church leadership the document called Chaplaincy Link Ministry Agreement. In conjunction with their District AAC representative seek to sign a Chaplaincy Link Ministry Agreement with their home church.



3. Chaplaincy Endorsement Guidelines

All Chaplains in the C&MA in Canada fulfilling a defined Chaplaincy role as designated by AAC and their workplace must be endorsed. An endorsed Chaplain refers to a qualified professional who is theologically educated and appropriately trained to provide spiritual care in an institutional, organizational or community-based setting.

Candidates applying for a Chaplaincy position who are already licensed or ordained should apply to be endorsed as a Chaplain.

The licensing and endorsement interviews may be combined as one interview, provided the candidate is pursuing Chaplaincy as a vocation.

NOTE:

*Licensing is designed to ensure that a candidate's theology and competency is compatible with that of the C&MA in Canada.

*Ordination is the solemn observance whereby representatives of the church corporate, together with the Elders representing the local congregation, set apart and charge those persons whom God has called already and has equipped for ministry, through the laying on of hands and the offering of prayer for spiritual endowment (C&MA Manual Definition).

*Endorsement determines the suitability of a candidate to serve as a Chaplain in an institutional, organizational or community-based setting. It is necessary because Chaplaincy is a specialized field of ministry that requires a specific body of knowledge, skill and experience not ordinarily gained in a congregational or overseas mission setting.

* Endorsement of non-licensed Alliance Chaplains does not come with legal &/or liability support from the C&MA in Canada or the Association of Alliance Chaplains.

3.1. ENDORSEMENT CRITERIA:

- 3.1.1. Alliance Chaplains should know God personally, be Spirit-filled and love people.
- 3.1.2. Alliance Chaplains should be committed to continual personal, professional and spiritual growth.
- 3.1.3. Alliance Chaplains should possess the spiritual gifts appropriate for ministry in an institutional, organizational or community-based setting.
- 3.1.4. Alliance Chaplains should have a clear sense of being called to ministry in an institutional, organizational or community-based setting.
- 3.1.5. Alliance Chaplains should view themselves as the incarnate presence of Christ who invites people to experience His forgiveness, healing and reconciliation.
- 3.1.6. Alliance Chaplains are advised to meet the minimum basic educational and training requirements appropriate to their context of ministry before seeking denominational endorsement.



- 3.1.7. Alliance Chaplains will sign the C&MA's "Call to Excellence" document which is legally required for all licensed workers and morally binding for all non-licensed endorsed candidates.

3.2. ENDORSEMENT PROCEDURE:

- 3.2.1. All Chaplaincy candidates applying for C&MA license must be endorsed. In the case of licensed candidates, the endorsement interview may be combined with the licensing interview and administered by their respective District Office. All other endorsement interviews (non-licensees) are conducted and administered by the respective AAC regional or national committee. The latter interview may be conducted online but should include a personal follow-up call to the candidate communicating results of the interview, an official welcome to the AAC if appropriate, and any other follow-up recommendations. Those already serving in Chaplaincy ministry prior to 2020 may be endorsed or grandfathered in based on their experience and competency equivalence.
- 3.2.2. The District licensing interview committee will include a representative from the regional AAC team/committee. This may be accomplished in person or via online.
- 3.2.3. When a candidate is endorsed, the respective regional AAC body is requested to issue the individual an Association of Alliance Chaplains Certificate.
- 3.2.4. For a candidate whose endorsement is not upheld, guidance and support should be given to the candidate with appropriate recommendations.
- 3.2.5. We strongly encourage all non-licensed, but endorsed candidates, pursue the Certificate in Spiritual Care program from Ambrose University or its equivalency from another accredited institution. The program will be completed within five years of the candidate's endorsement and it's his or her responsibility to take initiative in enrolling themselves & to regularly update the regional AAC committee regarding progress.
- 3.2.6. The District Licensing Body may review and, if necessary, revoke a licensed chaplain's endorsement upon the recommendation of a disciplinary committee.
- 3.2.7. In the case of non-licensed endorsed individuals, their endorsement will be reviewed, and if necessary, revoked upon recommendation of AAC regional or national committee.
- 3.2.8. Maintaining membership in the AAC will require all non-licensed chaplains:
 - 3.2.8.1. To sign the Acknowledgement of No legal or Liability Support for Non-Licensed Chaplains upon endorsement.
 - 3.2.8.2. To provide proof of liability insurance, either purchased personally or provided from their respective spiritual care organization.
 - 3.2.8.3. To sign and submit the *A Chaplain's Call to Excellence (For Non-C&MA Licensed Chaplains)* to their regional AAC Committee upon receiving endorsement and again when transitioning from one ministry to another.
 - 3.2.8.4. To provide an annual update on their chaplaincy status to their regional AAC committee due by December 31st.



3.3. AMENDMENTS:

3.3.1. The President shall approve amendments to this document.

3.4. CHAPLAINCY ENDORSEMENT INTERVIEW QUESTIONS

Chaplaincy Candidate: _____ Date of Interview: _____

1. How has your life journey shaped your theology and practice of ministry?
2. What has led you to pursue Chaplaincy as a ministry?
3. How have you been able to balance ministry and personal time in the past?
4. What do you identify as your “growing edges” (areas in your spiritual, theological and emotional development that need attention)?
5. What are your spiritual gifts?
6. How might you minister in a multi-faith and multi-cultural setting?
7. How has your education and ministry experience equipped you for Chaplaincy?
8. What Biblical teachings and values have impassioned and empowered you for ministry in an institutional setting?
9. What do you do for self-care?
10. Discuss Chaplaincy-Link and how you envision this kind of relationship working with your local church.
11. All Alliance workers are asked to sign the Call to Excellence document. Having reviewed it, are you able to sign it? If not, why not?
12. Is there anything you would like us to know that you have not had an opportunity to tell us?

Lead Interviewer: _____



Please list additional interview team members:

4. A Call to Excellence

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 regional developer before starting a business or seeking additional employment.
- I will not engage in any business where I would actively solicit funds from the people to whom I minister.

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

Therefore:

- Having chosen to minister under the authority of The Christian and Missionary Alliance in Canada (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, and abide by the policies, official statements, and guidelines of the C&MA in the manner prescribed by these categories. I believe and will faithfully teach all the doctrines contained in the statement of faith of the C&MA.
- As a worker of the C&MA, I will unreservedly advance the vision and ministry of the C&MA, including raising generous support for the Global Advance Fund 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 regional developer.
- When serving in a pastoral staff role, I will offer my support and loyalty to the lead pastor or, if unable to do so, seek another place of service.



- I will only perform services in the area of responsibility of my colleague in the Christian ministry upon 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

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



5. A Chaplain's Call to Excellence (For Non-C&MA Licensed Chaplains)

A Chaplain's Call to Excellence

(For Non-C&MA Licensed Chaplains)

As a spiritual leader, 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 chaplain and to be a sign of the coming Kingdom of God.

Code of Ethics for Chaplains of The Christian and Missionary Alliance in Canada

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

9. **Christlikeness principle** - As representatives of Jesus Christ, Alliance Chaplains 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).
10. **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 Christian leaders, 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.

11. **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).

12. **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.

13. **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 ministry 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.

14. **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 not engage in any business where I would actively solicit funds from the people to whom I minister.

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

- I will submit to constituted authority of the agency/organization/institution I am serving and abide by their policies, official statements, and guidelines. As a member of the Association of Alliance Chaplains, I believe and will faithfully adhere to all the doctrines contained in the statement of faith of the C&MA.
- 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.

16. **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 and choose to seek redress, I will do so first by seeking mediation for resolving the dispute.

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.

Name _____ Signature _____ Date _____

This document is adapted from the Call to Excellence, A Code of Ethics for Official Workers of The Christian and Missionary Alliance in Canada.



6. Limits of Liability for Non-Licensed Chaplains

While non-licensed chaplains are not legally bound to sign the CMA Call to Excellence, or fall under the same administrative processes, there is a moral responsibility to live and conduct their ministry within this context. As a non-licensed chaplain, they do not receive legal and/or liability support from The Christian and Missionary Alliance in Canada or the Association of Alliance Chaplains.

By signing this document, I understand my moral obligations as a member of the Association of Alliance Chaplains and that I do not receive legal and or liability support from The Christian and Missionary Alliance in Canada or the Association of Alliance Chaplains.

Name: _____
(please print)

Signature: _____

Date: _____



7. Chaplaincy Link – Ministry Agreement

Alliance Chaplain – Local Alliance Church – District Coach/Designate

7.1. INTRODUCTION

This ministry agreement is a voluntary template designed to help strengthen the relationship between an Alliance Church congregation and its member Chaplain. As Alliance churches seek to become more strategic in reaching their local communities with the love of Christ, it's encouraging to know there are a company of men and women from within their own ranks already leading the way. These men and women are called Alliance Chaplains. They practice a kind of incarnational ministry in places and environments often foreign or inaccessible to the local church. In this way, our Alliance Chaplains are serving at the helm of a new kind of missionary movement, actively providing incarnational ministry to those in need of hope and pastoral care.

These men and women are licensed workers already nested in Alliance congregations. They perform a full range of ministerial services, including preaching/teaching, administering sacraments, officiating weddings/funerals, spiritual direction/life coaching and providing the ministry of presence in both crisis and everyday situations. Our Alliance Chaplains serve in hospitals, community care, correctional facilities, Canadian forces, emergency services, educational facilities, outreach centers, corporations and much more. This template is simply a tool designed to heighten awareness of their ministry and presence within your church. It also serves to profile how an Alliance Chaplain may be embraced as an integral part of the life and mission of your congregation.

Therefore, the Alliance Chaplain, the local church and the District are encouraged to enter into this agreement as part of their joint commitment to extending God's love through Chaplaincy ministries of pastoral care, advocacy and counselling.

Luke 4:18-19 / Isaiah 61:1-3

"The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord's favour."

Micah 6:8

"He has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God."

Matthew 25:40

"The King will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'"



7.2. PURPOSE OF CHAPLAINCY LINK

To provide spiritual care through incarnational ministry of both word and deed to distinctive communities where Alliance Chaplains are called to serve.

The local church partners with the Chaplain through prayer, support, education, participation and volunteerism. It views the Chaplain as an integral part of its own congregational missional efforts and sees the Chaplain as a model of incarnational community ministry.

7.3. RELATIONSHIP & INTEGRATION

The local church is invited to consider the Chaplain as a complementary part of their pastoral team according to the unique and specific needs of the local church and pastoral staff.

The Chaplain will seek to participate in the life and ministry of the local church in fulfillment of this relational agreement.

7.4. MINISTRY SUPPORT & PARTICIPATION

The local church commits to praying regularly for the Chaplain and their ministry. Similarly, the Chaplain will commit to praying regularly for their Local church and its pastoral/leadership team.

The Chaplain will participate, as opportunities arise, in the local church through such ministries as teaching, preaching and mission outreach, according to gifts and opportunities in the local church.

The local church and District will endeavor to assist the Chaplain financially, where needed, to enable him/her to attend District and National denominational events much as they would their own pastoral staff/official workers. However, a Chaplain is to first access all available funding through their own current employer benefit programs before moving to this option. Only after these sources have fully been exhausted would a Chaplain approach his/her local Alliance church for additional assistance.

7.5. MINISTRY PLANNING & COMMUNICATION

The local church may invite the Chaplain's participation, input and assistance to the church outreach ministry planning process. As a result of the Chaplain's active participation in the community, they are often well positioned to support plans that are missionally strategic and relevant.

The local church may invite the Chaplain to report regularly on their respective ministry along with other key leaders and ministry groups within the local body. The purpose is to nourish the bond of partnership and participation between congregants and Chaplain.

The Chaplain may provide regular ministry updates to the local church leadership. These reports may then appropriately be shared with the congregation at the discretion of the local church leadership.

7.6. MINISTRY REPORTING & ACCOUNTABILITY

The Alliance Chaplain, as an active member of a local Alliance congregation, will be directly accountable to the local church leadership overseeing the local church ministry they participate in.



The Alliance Chaplain is accountable to the institution or community to whom the Chaplain ministers.

The Alliance Chaplain is amenable to the District in which he/she serves for his/her continued license as an official worker.

The District, in partnership with the local church, will ensure the Chaplain has access to pastoral care and counselling as needed and may choose to assign a District Chaplaincy Link Coach/Designate for the purpose of follow-up.

The Chaplaincy Link Coach/Designate* will assist and liaison with the local church, the District and the Chaplain in fulfilling their roles under this agreement.

** The District Coach/Designate is an optional participant in the Chaplaincy Link Agreement.*

[Please Note: This ministry agreement template is simply an example that can be completely changed/ customized to accommodate your particular chaplain/church’s agreement needs. Contact the AAC Coordinator for an editable, electronic version]

7.7. CHAPLAINCY-LINK SIGNATURES

We, the undersigned, enter into this agreement on _____ for a period of one year, or until it is superseded or replaced or modified by a subsequent agreement, or until it is terminated by either the District, the local church or the Chaplain following adequate discussion. This agreement will be revisited and it may be renewed on its anniversary date.

Senior Pastor or Designate

[month/day/year]

Alliance Chaplain

[month/day/year]

District Chaplaincy-Link Coach or Designate

[month/day/year]



Annex A – Annotated List of Revisions and Amendments

CURRENT AAC DOCUMENTS INCLUDED IN THIS PACKAGE:

LIMITS OF LIABILITY FOR NON-LICENSED CHAPLAINS	V5 – March 2021
C&MA CALL TO EXCELLENCE FOR NON-LICENSED CHAPLAINS	V5 – March 2021
AAC GUIDING DOCUMENT	V3 - 15 June 2020
AAC CHAPLAINCY CLASSIFICATIONS	V3 - 15 June 2020
AAC CHAPLAINCY ENDORSATION GUIDELINES	V3 - 15 June 2020
C&MA CALL TO EXCELLENCE DOCUMENT	V1 - 30 Dec 2011
C&MA CHAPLAINCY LINK - MINISTRY AGREEMENT	V2 - 2 Sept 2014

DEFINITION OF TERMS

Version and Date (V# dd-mmm-yyyy):

Refers to the original (or revised) version of the authorized and approved documents and the date that the version came into effect.

Amendment (A# dd-mmm-yyyy):

Refers to a minor change or addition in the documentation since the last version released.

Example of entries to record:

V2	26 Jul 2013	Example of Revision Entry: Reissued AAC documentation: updated to include past years amendments.	AAC 2014 Leadership Team
V2 – A1	1 Aug 2013	Example of Amendment entry: Inclusion of Interview questions for Chaplaincy endorsement candidates in sec. 3.4	AAC National Coordinator

Version	Version Date	Nature of Change	Edited By
V2	2 Sept 2014	Revise, compile and reissue AAC documentation in one PDF package for 2014.	AAC National Committee



V3	15 June 2020	Added Vision / Mission Statements and added the requirement for volunteer non-vocational chaplains to be endorsed. We also replaced the word 'endorsement' with endorsement throughout the document.	AAC National Committee
V4	October 2020	Removed the word volunteer from section 2.3. Added procedures regarding endorsement for non-licensed chaplains	AAC National Committee
V5	March 2021	Endorsement of non-licensees are done by AAC regional or national committees and a clarifying statement that endorsement in the case of non-licensees does not come with legal &/or liability support.	AAC National Committee
V5 – A2 Amendment	April 2022	Added the requirement under non-licensed endorsed chaplains: 3.2.8.2. To provide proof of liability insurance, either purchased personally or provided from their respective spiritual care organization.	AAC National Committee