



Constitution and By-Laws of
Anchor Ministerial Fellowship
At April 2019



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Introductions

Anchor Ministerial Fellowship is a non-profit religious Corporation founded in 1970 to provide licence and ordination to qualified ministers. Its founding values are threefold:

1. Recognize the Sovereignty of the Local Church
2. Affirm each minister's freedom of conscience before God which is not in conflict with the Statement of Faith and Policies of Anchor Ministerial Fellowship.
3. Minimize Organizational Bureaucracy

The vision and challenge for Anchor is to maintain these values while pursuing the following four goals:

1. Promote Relationship and Fellowship
2. Ensure Spiritual Accountability
3. Provide a forum for Vision and Resource Sharing
4. Encourage Mutual Cooperation Whenever Beneficial.

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Objects

- (A) The principles of this Organization shall be based upon the Bible, the inspired Word of God.
- (B) The purpose of this Organization:
1. To licence and ordain ministers.
 2. To establish churches.
 3. To maintain missionaries on foreign fields.
 4. To carry out works of charity to the poor and needy.
 5. To operate a branch or branches of Anchor Bible Institute.
 6. To publish books, pamphlets and sheet music.

Statement of Faith Preamble

The following Statement of Faith was formulated to provide a sound doctrinal basis for our Fellowship. The objective was not to narrowly define but rather to state in broad terms the major theological positions of the traditional evangelical church. It is a general statement; it is not meant to exclude or be divisive. There is room for a measure of freedom for individuals to interpret these statements within their general framework.

It should be remembered that the real focus of Christian unity is the person of Jesus Christ and our relationship with Him. He is the Truth. All statements of doctrine are "trues" about "The Truth". Let us not be divisive over "trues" but rather unite around "the Truth".

Statement of Faith

1. WE BELIEVE in one God, revealed as Father, Son, and Holy Spirit (Deut. 6:4; II Cor. 13:14; John 1:1)
2. WE BELIEVE that our Lord Jesus Christ was begotten, not created, very God of very God, truly Man. He was born of the virgin Mary, lived a sinless life, died a vicarious and atoning death for the sins of the world, resurrected bodily for our justification, and now reigns in glory until all things be put under His feet. (I Tim. 3:16)
3. WE BELIEVE in the inspiration of the Holy Scriptures, given by the Holy Spirit as he moved upon men of old. Furthermore, we believe that the church has no authority to establish doctrine contrary to these same Scriptures, which were subsequently accepted as canon by the early Christian Church (II Tim. 3:16)
4. WE BELIEVE that man was made in the image of God and is the crown of creation. He is now, by reason of the fall, spiritually depraved and alienated from his Creator. Apart from God's grace he has no ability to attain to his high calling (Ps. 8; Eph. 2:8-9)
5. WE BELIEVE that justification is by grace through faith in our Lord's sacrifice on Calvary. Furthermore, we believe that those who are justified in Christ should depart from iniquity. Recognizing that salvation from the penalty of sin only begins the process of redemption, we understand the continuing work of the Holy Spirit is to create in us the character of Christ (Romans 3:21-24; II Tim. 2:19).
6. WE BELIEVE that all of God's people are to be buried with our Lord Jesus Christ in the waters of baptism as a confession of their faith. (Matt 28:19; Acts 2:38; Romans 6:4).
7. WE BELIEVE that the Holy Spirit indwells all believers, conforming them to the image of Jesus Christ. Furthermore, we believe that the baptism of the Holy Spirit is an endowment of power given by God to anoint the believer for sanctification and evangelism. (I Cor. 12:13; Rom. 8: 9,16-17; Acts 1: 4-5,8).
8. WE BELIEVE that the supernatural gifts of the Holy Spirit are active within the body of Christ until the coming of the Lord. We believe the development of these spiritual gifts ought to be encouraged under the guidance of local church authorities. (I Cor. 12:4-7; I Peter 4:10).
9. WE BELIEVE the identity of the Body of Christ on the earth is primarily perceived through the local church. While encouraging the voluntary association of local churches and recognizing the need of consensus on matters of fundamental doctrine and conduct, we strongly confess the local church to be sovereign and autonomous. (Rev. 2-3).
10. WE BELIEVE in one holy Christian Church, imperfectly represented on earth by the various Christian institutions. We confess as brethren, all who are truly born of God, those with whom

we disagree, those who do not confess us, and others whom we exclude because of our unwillful ignorance. (I Cor. 1:10 -13)

11. WE BELIEVE in the personal second coming of our Lord, the resurrection of the regenerate to eternal life and the unregenerate to eternal judgement, and the ultimate victory of the eternal Kingdom of God. (Acts 1: 9-11; Daniel 12:2; Rev. 22: 1-7)

By-law No. 3

A by-law relating generally to the conduct of the affairs of

ANCHOR MINISTERIAL FELLOWSHIP

1.00 INTERPRETATION

In this by-law and all other by-laws and resolutions of the Corporation unless the context otherwise requires:

- .01 is the singular includes the plural.
 - .02 the masculine gender includes the feminine.
 - .03 "Board" means the board of directors of the Corporation.
 - .04 "Corporation" means Anchor Ministerial Fellowship.
 - .05 "Corporations Act" means the Corporations Act, R.S.O. 1990, Chapter C.38, and any statutes amended or enacted in substitution therefore, from time to time.
 - .06 "documents", includes deeds, mortgages, hypothecs, charges, conveyances, transfers and assignments of property, real or personal, immovable or movable, agreements, releases, receipts and discharges for the payment of money or other obligations, conveyances, transfer and assignments of shares, bonds, debentures of other securities and all paper writings;
 - .07 "Letters Patent" means the letters patent incorporating the Corporation, as from time to time amended and supplemented by supplementary letters patent.
 - .08 "Members" means such persons admitted into membership of the Corporation as provided for in Section 8.01.
 - .09 "Nominating Committee" means a committee of Board members as more particularly described in section 8.03
- 1.02 Headings used in the by-laws of the Corporation are for convenience of reference only and shall not affect the construction or interpretation thereof.
- 1.03 If any of the provisions contained in this by-law are inconsistent with those contained in the Letters Patent, the provisions contained in the Letters Patent, as the case may be, shall prevail.

2.00 HEAD OFFICE

The head office of the Corporation shall be in the City of Kitchener, Regional Municipality of Waterloo, in the Province of Ontario and at such place therein as the board may from time to time determine.

3.00 SEAL

The seal which is impressed hereon shall be the corporate seal of the Corporation.

4.00 DIRECTORS

4.01 Board. The affairs of the Corporation shall be managed by a Board composed of no more than five (5) directors, each of whom shall be elected annually provided in section 5.01. Any increase or decrease in the number of directors shall be approved by special resolution of the members.

4.02 Term of Office. The directors, subject to the provisions of section 4.04, shall be elected in the manner set out in section 5.00, each of whom, subject to the provisions of the Letters Patent, shall hold office until the later of the first annual meeting after election to office and the day his successor has been elected and qualified.

4.03 Qualifications. Each director shall:

- 0.1 be at the date of his election and thereafter remain throughout his term, a member of the Corporation who is qualified by the terms of section 7.01 and 7.05 to hold office.
- 0.2 be at least twenty-one (21) years of age; and
- 0.3 not be an undischarged bankrupt nor a mentally incompetent person.

If a person ceases to be a member of the Corporation who is qualified by the terms of section 7.01 and 7.05 to hold office, or becomes bankrupt or a mentally incompetent person, he thereupon ceases to be a director, and the vacancy so created may be filled in the manner prescribed by section 4.04.

4.04 Vacancies. So long as a quorum of the directors remains in office, a vacancy on the Board may be filled by the directors from among the qualified members of the Corporation. If no quorum of directors exists, the remaining directors shall forthwith call a general meeting of members to fill the vacancies on the Board. If the number of directors is increased between the terms, a vacancy or vacancies, to the number of the authorized increase, shall thereby be deemed to have occurred, which may be filled in the manner above provided.

4.05 Removal of Directors. The Members of the Corporation may, by resolution passed by at least two-thirds (2/3) of the votes cast at a general meeting of which notice specifying the intention to pass the resolution has been given, remove any director elected by the Members before the expiration of his term of office, and may, by a majority of the votes cast at that meeting, elect any Member qualified to be a Director pursuant to Sections 7.01 and 7.05 in his stead for the remainder of his term.

4.06 Quorum. A quorum for the transaction of business at meetings of the Board shall be not less than three (3) of the members of the Board, present in person or in attendance by conference call whereby all parties are able to hear and reply to the comments of the other Board members.

4.07 Meetings. Meetings of the Board may be held at any place within or outside Ontario, as designated in the notice calling the meeting. Meetings of the Board may be called by the President, Vice-President or by the Secretary on direction in writing of two directors.

4.08 Notice. Subject to the provisions of section 4.07, notice of Board meetings shall be delivered, faxed or telephoned to each director not less than two (2) days before the meeting is to take place, or shall be mailed to each director not less than 10 days before the meeting is to take place. The statutory declaration of the Secretary or President that notice has been given pursuant to this by-law shall be sufficient and conclusive evidence of the giving of such notice. No formal notice of a meeting is necessary if all the directors are present or if those absent have signified their consent to the meeting being held without notice and in their absence.

4.09 Regular Meetings. The Board may appoint one or more days in each year for regular meetings of the Board at a place and time named; no further notice of the regular meetings need be given. The Board shall hold a meeting within seven (7) days following the annual meeting of the Corporation for the purpose of organization, the election and appointment of officers and the transaction of any other business.

4.10 Voting. Questions arising at any meeting of the Board shall be decided by a majority vote. In the case of an equality of votes, the chairman shall have a second or casting vote. At all meetings of the Board, every question shall be decided by a show of hands unless a poll on the question is required by the chairman or requested by any director. A declaration by the chairman that a resolution has been carried and an entry to that effect in the minutes is conclusive evidence of the fact without proof of the number or proportion of votes recorded in favour of or against the resolution.

4.11 Remuneration of Directors. The directors of the Corporation shall serve without remuneration, and no director shall directly or indirectly receive any profit from his position as such; provided that a director may be paid reasonable expenses incurred by him in the performance of duties.

4.12 Indemnities to Directors. Every director and officer of the Corporation and his heirs, executors and administrators, and estate and effects, respectively, shall from time to time and at all times, be indemnified and saved harmless, out of the funds of the Corporation from and against,

.01 all costs, charges and expenses whatsoever which the director or officer sustains or incurs in or about any action, suit or proceeding which is brought, commenced or prosecuted against him

for or in respect of any act, deed, matter or thing whatsoever made, done or permitted by him in or about the execution of the duties of his office; and

.02 all other costs, charges and expenses which he sustains or incurs in or about or in relation to the affairs thereof, except the costs, charges or expenses occasioned by his own wilful neglect or default.

4.13 Protection of Directors and Officers. No directors or officers of the Corporation shall be liable for the acts, receipts, neglects or defaults of any other director or officer or employee or for joining in any receipt or act for conformity or for any loss, damage or expense happening to the Corporation through the insufficient or deficiency of title to any property acquired by the Corporation or for or on behalf of the Corporation or for the insufficiency of any security in or upon which any of the money of or belonging to the Corporation shall be placed out or invested or for any loss or damage arising from the bankruptcy, insolvency or tortious act of any person, firm or corporation with whom or which any moneys, securities or effects shall be lodged or deposited or for any other loss, damage or misfortune whatever which may happen in the execution of the duties of his respective office or trust or in relation thereto unless the same shall happen by or through his own wrongful and wilful act or through his own wrongful and wilful neglect or default.

4.14 Responsibility for Acts. The directors for the time being of the Corporation shall not be under any duty or responsibility in respect of any contract, act or transaction whether or not made, done or entered into in the name or on behalf of the Corporation, except such as shall have been submitted to and authorized or approved by the Board.

4.15 Others Present. Such others as the Board may from time to time by resolution determine, shall be entitled, in the same manner and to the same extent as a director, to notice of, and personally or by his delegate to attend and to speak at, meetings of Board, but shall not be entitled to vote thereat.

4.16 Powers. The directors of the Corporation may administer the affairs of the Corporation in all things and make or cause to be made for the Corporation, in its name, any kind of contract which the Corporation may lawfully enter into, and may delegate administrative powers to officers and committees and, save as hereinafter provided, generally, may exercise all such other powers and do all such other acts and things as the Corporation is by its Letters Patent or otherwise authorized to exercise and do.

5.00 ELECTION OF BOARD

5.01 Elections. The directors of the Corporation shall be elected annually and the whole board shall be retired at each annual Meeting.

5.02 Nominations. Candidates for the office of director shall include the slate of candidates for office proposed by the Nominating Committee, or if there is no Nominating Committee, by the Board of Directors and such other candidates nominated by the members not later than one (1) month prior to

the annual meeting of the membership where such candidates have been approved by the Nominating Committee or the Board of Directors subsequent to such nomination for inclusion in the slate of candidates.

6.00 OFFICERS

6.01 There shall be a President, Vice-President, Treasurer, Secretary and such other officers as the Board of Directors may determine by by-law from time to time. One person may hold more than one office except the office of President and Vice-President. The President and Vice-President shall be elected by the Board of Directors from among their number at the first meeting of the Board after the annual election of such Board of Directors, provided that in default of such election the then incumbents, being members of the Board, shall hold office until their successors are elected. The other officers of the Corporation so named may, but need not, be members of the Board. The employment of any officer other than the President and Vice-President who shall not be employees of the Corporation, shall be settled from time to time by the Board.

6.02 President. The President shall, when present, preside at all meetings of the Board and members. The President shall supervise the affairs and operations of the Corporation and with the Secretary or other officer appointed by the Board for the purpose shall sign all by-laws and membership certificates and have the other powers and duties from time to time prescribed by the Board of Executive Committee or incident to his office.

6.03 Vice-President. During the absence or inability to act of the President, his duties and powers may be exercised by the Vice-President. If the Vice-President exercises any of those duties or powers, the absence or inability to act of the President shall be presumed with reference thereto. The Vice President shall also perform the other duties from time to time prescribed by the Board or Executive Committee or incident to his office.

6.04 Secretary. The Secretary shall be ex officio clerk of the Board, and shall attend all meetings of the Board and at all meeting of the members of the Corporation, to record all facts and minutes of those proceedings in the books kept for that purpose. He shall give all notices required to be given to members and to directors. He shall be the custodian of the corporate seal of the Corporation and of all books, papers, records, correspondence and documents belonging to the Corporation and shall perform the other duties from time to time prescribed by the Board or incident to his office.

6.05 Treasurer. The Treasurer shall keep or cause to be kept full and accurate accounts of all receipts and disbursements of the Corporation in proper books and account and shall deposit or cause to be deposited all moneys or other valuable effects in the name and to the credit of the Corporation in the bank or banks from time to time designated by the Board. He shall disburse the funds of the

Corporation under the direction of the Board, taking proper vouchers therefor and shall render to the Board, whenever required of him, an account of all his transactions of Treasurer and of the financial position of the Corporation. He shall co-operate with the auditors of the Corporation during any audit of the accounts of the Corporation and perform the other duties from time to time prescribed by the Board or incident to his office.

6.06 Other Officers. The Board may appoint other officers, including without limitation Honorary Officers and agents (and with such titles as the Board may prescribe from time to time) as it considers necessary and all officers shall have the authority and perform the duties from time to time prescribed by the Board. The Board may also remove at its pleasure any such officer or agent of the Corporation. The duties of all other officers of the Corporation appointed by the Board shall be such as the terms of their engagement call for or the Board prescribes.

7.00 MEMBERSHIP

7.01 Membership in the Corporation shall consist of the applicants for the incorporation of the Corporation and such other individuals as are admitted as members by the Board. In order to qualify for membership, an applicant must:

- .01 have experienced a definite call, confirmed to others by the witness of the Holy Spirit;
- .02 have an understanding of and faith in the purpose of God through their call;
- .03 have a desire and dedication to give oneself unreservedly to the ministry;
- .04 have properly completed the prescribed application for membership;
- .05 have two sponsors who will provide references regarding the applicant's character, ministerial involvement, and training;
- .06 pay the prescribed non-refundable application fee;
- .07 subscribe to the Corporation's Confession of Faith;
- .08 agree to personal interview if deemed necessary by the Credentials Committee; and
- .09 have renewed their membership annually;
- .10 have received the approval of the Board for admission into membership of the Corporation.

The term of membership in the Corporation shall be one (1) year, or as otherwise set out by the Board, whereupon renewal of memberships shall be required.

7.02 Classes.

There shall be one class of membership in the Corporation only.

7.03 Applications. Unless otherwise determined by the Board, applicants for membership in the Corporation shall be admitted as ordinary members. Each member shall promptly be informed by the Secretary of his admission as a member. There shall be no dues or fees payable by members except such, if any, as shall from time to time be fixed by a majority of the members of the Board voting in favour of same, which shall become effective only when confirmed by a vote of the members at an annual or other general meeting.

7.04 Voting Classes. Save as otherwise provided herein, each member of the Corporation shall be entitled to one vote per member at all meetings of members of the Corporation. Members may vote through a duly authorized proxy. No members shall be entitled either in person or by proxy to vote at meetings of the Corporation unless he has paid all dues and fees, if any, then payable by him.

7.05 Holding Office. No person shall be qualified to hold office in the Corporation as a director unless he has been a member of the Corporation for a period of three (3) years prior to his election or appointment as a director and is an ordained minister.

7.06 Transfer of Membership. The interest of a member in the Corporation is not transferable and lapses and ceases to exist upon his death or when he ceases to be a member by resignation or otherwise in accordance with the by-laws of the Corporation.

7.07 Revocation of Membership. Any member may be expelled from the Corporation for cause by a two-thirds (2/3) vote taken by ballot of the directors present and eligible to vote at a special or general meeting of the directors provided such member who is to be expelled is first given notice not later than one (1) month before the date of the meeting at which such expulsion is to be voted on and such member is given the opportunity to make a written or oral submission to the board prior to the vote on the expulsion.

7.08 Termination of Membership. A membership in the Corporation automatically terminates upon the happening of any of the following events:

- .01 if the person resigns in writing as a member of the Corporation;
- .02 if the member dies;
- .03 if a person is expelled from the Corporation pursuant to section 7.07;
- .04 if an assessment under the authority of section 7.10 remains unpaid for more than 3 months after notice of the assessment has been given to the member;
- .05 if the member is found to be of unsound mind;
- .06 if a member fails to renew his membership upon the expiration of the term of membership;
- .07 if a member otherwise fails to continue to qualify as a member in accordance with subparagraph 7.01.

Notwithstanding termination of membership, a former member remains liable for any assessment levied under the authority of section 7.09 prior to termination of his membership.

7.09 Membership dues. Membership dues, assessments and similar obligations ("assessments") may only be levied if authorized by:

- .01 a majority of the members of the Board; and
- .02 a majority of the votes of members eligible to vote at an annual or other general meeting, notice of which shall include notice of intention to seek such authority.

Notice of an assessment shall be mailed to each member.

7.10 Liability of Members. Members shall not, as such, be held answerable or responsible for any act, default, obligation or liability of the Corporation or for any engagement, claim, payment, loss, injury, transaction, matter or thing relating to or connected with the Corporation.

7.11 Annual Meeting. The annual meeting of the members shall be held each year within Ontario, at a time, place and date determined by the Board, for the purpose of:

- .01 hearing and receiving the reports and statements required by the Corporation Act to be read at and laid before the Corporation at an annual meeting;
- .02 electing such directors as are to be elected at such annual meeting;
- .03 appointing the auditor and fixing or authorizing the Board to fix his remuneration;
- .04 considering the financial statements and the report of the auditors brought before the meeting; and
- .05 the transaction of any other business properly brought before the meeting without any notice thereof.

7.12 General Meetings. The Board may at any time call a general meeting of members for the transaction of any business, the general nature of which is specified in the notice calling the meeting. A general meeting of members may also be called by the members as provided in the Corporations Act.

7.13 Notice of Meetings. Notice of the time, place and date of meetings of members and the general nature of the business to be transacted shall be given at least ten (10) days or more before the date of the meeting to each member entitled to notice of the meeting (and in the case of an annual meeting to the auditor of the Corporation) by sending by prepaid mail to the last address of the addressee as shown on the Corporation's records.

7.14 Quorum. A quorum for the transaction of business at meetings of members shall be one-fifth (1/5) of the members present in person or represented by proxy.

7.15 Voting by Members. Unless required by the provisions of the Corporations Act, or the by-laws of the Corporation, all questions proposed for consideration at a meeting of members shall be determined by a majority of the votes cast by members entitled to vote. In the case of an equality of votes, the chairman presiding at the meeting shall be entitled to a second or casting vote.

7.16 Proxies. Every member, entitled to vote at meetings of members may by means of a proxy appoint a person who must be a member as his nominee, to attend and act at the meeting in the manner, to the extent and with the power conferred by the proxy. A proxy shall be in writing, shall be executed by the member entitled to vote or his attorney authorized in writing, or, if the member is a body corporate, under its corporate seal or by an officer or attorney thereof duly authorized, and ceases to be valid one year from its date. Subject to the requirements of the Corporations Act, a proxy may be in such form as the Board from time to time prescribes or in such other form as the chairman of the meeting may accept as sufficient, and shall be deposited with the secretary of the meeting before any vote is called under its authority, or at such earlier time and in such manner as the Board may prescribe.

7.17 Show of hands. At all meetings of members every question shall be decided by a show of hands unless otherwise required by a by-law of the Corporation or unless a poll is required by the chairman or requested by any member entitled to vote. Upon a show of hands, every member entitled to vote, or proxy holder for a member entitled to vote, present in person shall have one vote. Whenever a vote by show of hands has been taken upon a question, unless a poll is requested, a declaration by the chairman that a resolution has been carried or lost by a particular majority and an entry to that effect in the minutes of the Corporation is conclusive evidence of the fact without proof of the number or proportion of votes recorded in favour of or against the motion.

7.18 Chairman of Meeting. In the absence of the President, or the Vice-President, the members entitled to vote present at any meeting of members shall choose another director as chairman and if no director is present or if all the directors present decline to act as chairman, the members present shall choose one of their number to be chairman.

7.19 Polls. If at any meeting a poll is requested on the election of a chairman or on the question of adjournment, it must be taken forthwith without adjournment. If a poll is requested on any other question, it shall be taken in the manner and either at once or later at the meeting or after adjournment as the chairman directs. The results of a poll shall be deemed to be the resolution of the meeting at which the poll was requested. A request for a poll may be withdrawn at any time prior to the taking of the poll.

7.20 Adjournment. Any meeting may be adjourned to any time and from time to time, and any business may be transacted at any adjourned meeting that might have been transacted at the original meeting from which the adjournment took place. No notice is required of any adjourned meeting.

Marriage and Divorce

1. High standards on marriage and divorce are very essential to the individual, to the home, and to the cause of Christ. In order to maintain this high standard in the Association, divorce is discouraged, and disapproval is set forth of Christians seeking divorce except for the cause of fornication.
2. Among Christian people, there are those who have become entangled in their marriage relations and chose divorce as a means of adjusting such entanglements. In such cases, the Anchor Ministerial Fellowship does not wish to sit in judgement of those who have made this decision but leaves them in the hands of the Lord. If however, their past has become seriously controversial, we counsel them in the Spirit of Christ to live quietly as God leads and helps them, and to do nothing to cause themselves to become a further issue or matter of controversy.
3. Any person divorced and remarried applying for credentials in the Anchor Ministerial Fellowship may be considered by the Board of Directors if the circumstances of their individual case is within the Biblical guidelines established in Matthew 5:32 and 19:9 (see also Corinthians 7:15).
4. The Anchor Ministerial Fellowship does not recommend that its ministers solemnize a marriage between divorced persons who do not meet the Biblical standards found in Matthew 5:32 and 19:9 (see also Corinthians 7:15).

Ministerial Credentials

1. All applicants should have:
 - A. A definite call, confirmed by others by the witness of the Holy Spirit.
 - B. An understanding of and faith in, the purpose of God through their call.
 - C. A desire and dedication to give themselves unreservedly to the ministry.
2. All applicants shall provide the credential committee with:
 - A. A properly completed application.
 - B. Three reference sheets which will provide information regarding the applicant's character, ministerial activity, and training.
 - C. A signed sponsor form.
 - D. A non-refundable application fee.
3. All applicants should clearly indicate on their Credentials Application Form which level of ministerial license they are requesting. The three levels of credentials are as follows:

- A. Local Licence
- B. General Licence
- C. Ordination

Description of Credentials

LOCAL LICENCE

Local License holders are meant to function within the scope of their Local Church's ministry to its community. The sphere of ministry of those who hold a Local License is to be determined by the pastor under whose direction they are working. License is subject to review should the candidate terminate the relationship with the local Church or its pastor.

GENERAL LICENCE

General licence holders are recognized as maturing ministerial candidates who are progressively developing the full proof of their ministry. General License ministers may perform all the duties consistent with the Gospel Ministry in accordance with the Confession of Faith with the exception of the solemnizing of marriage.

ORDINATION

Ordination holders are mature ministers whose giftings are duly recognized by the Church of Jesus Christ and are set apart for the purpose of God-called ministry. Ordained ministers shall be recognized within Anchor as being able to perform the following duties:

1. To solemnize marriage according to the laws of the Province wherein they minister.
2. To officiate at funerals.
3. To administer the ordinances of holy communion and water baptism.
4. To perform all other duties consistent with the Gospel Ministry in accordance with the Confession of Faith.

RECOGNITION OF ORDINATION

Members who are ordained with another organization should apply for a Recognition of Ordination. A copy of their current ordination certificate and/or fellowship card should be included with their completed application.

Local Licence

All applicants must meet the following qualifications:

1. All applicants must be 17 years of age or over.
2. All applicants must give assent to the bylaws, policies and prescribed Confession of Faith of Anchor Ministerial Fellowship.
3. All applicants must submit the prescribed Application Form completed in its entirety along with three Reference Sheets and a signed sponsor sheet to the Credential Committee of Anchor Ministerial Fellowship for processing.
4. All applicants shall agree to an interview if deemed necessary by the Credential Committee.

General Licence

All applicants must have the following qualification:

1. All applicants must be 19 years of age or older.
2. All applicants must give assent to the bylaws, policies and prescribed Confession of Faith of Anchor Ministerial Fellowship.
3. All applicants must submit the prescribed Application Form completed in its entirety along with three Reference Sheets and a signed sponsor sheet to the Credential Committee of Anchor Ministerial Fellowship for processing.
4. All applicants shall agree to an interview if deemed necessary by the Credential Committee.

Ordination Licence

1. All applicants must meet the following qualifications:

- 1.1. All applicants must be 21 years of age or older.
- 1.2. All applicants must give assent to the bylaws, policies and prescribed Confession of Faith of Anchor Ministerial Fellowship.

1.3. All applicants for ordination shall have a recognized, proven ministry -- this meaning there is a clear evidence in the candidate's life of the following qualities:

1.3.1. The call of God

1.3.2. The operation of the public ministry gifts according to Eph 4:11-12, and I Cor. 12:18, 27-31.

1.3.3. The disposition of genuine spiritual concern for people.

1.3.4. Discipline and maturity in personal life and public ministry.

1.4. All applicants must submit the prescribed Application Form completed in its entirety along with three Reference Sheets and a signed sponsor sheet to the Credential Committee of Anchor Ministerial Fellowship for processing.

1.5. All applicants applying for ordination shall agree to an interview conducted by the Board of Directors of Anchor Ministerial Fellowship or their appointed representatives.

1.6. The time required for an applicant who holds a General License to apply for ordination shall be a minimum of one full year. In addition, a recognized venue for continuous ministry during that year must be maintained. Applicants for ordination must be involved in at least 10 hours per week of active ministerial responsibility in order to qualify for ordination.

2. Ordination Service

2.1. The ordination service shall preferably be conducted in the local Church where the applicant attends. The applicant with the permission of the Board of Directors of the Anchor Ministerial Fellowship shall arrange the time for the ordination service and invite officials of Anchor Ministerial Fellowship to attend. A prescribed flat fee, as set by the Board of Directors, should be given to Anchor Ministerial Fellowship for that service.

2.2. The ordination ceremony shall be conducted by the President of Anchor Ministerial Fellowship or his/her appointed representative.

Members Transferring from another Organization

1. Applicants transferring from another organization may be asked to provide proper letters of reference from their previous leadership before their application will be approved.

2. All applicants who have previously been ordained by another organization shall appear before the Board of Directors of Anchor Ministerial Fellowship and be thoroughly examined to determine the merits of their ordination and their qualifications for ministry. The Board of

Directors of Anchor Ministerial Fellowship shall determine whether to accept the former ordination, recommend ordination or grant local or general licence.

Policy and Procedure on Membership Request for Abeyance (May 2014)

"Whereas it is the policy of Anchor Ministerial Fellowship to recognize that its members may/do hold partnership with other ministerial organizations.

And whereas, from time-to-time individual members may ask for permission to put their Anchor membership in abeyance while travelling or ministering under their duo umbrella.

It is therefore the position of the Anchor Ministerial Fellowship that each member be required to maintain a continuing active status congruent with the issuance of the original credentials.

Should a member choose to put their membership in abeyance, it will be deemed a withdrawal of their current membership and a complete reapplication for said membership will be required prior to reinstatement."

Policy on Marriage & Human Sexuality

INTRODUCTION

Recognizing that we all struggle with sin, Anchor Ministerial Fellowship encourages our members to provide an environment that welcomes people who struggle with sexual sin. We admonish our ministers to love all people in Jesus' name, pointing them towards Christ's power to forgive and heal.

While the Bible teaches that those who engage in sexual sin, sin against their own body we also recognize that sexual sin is not characterized in Scripture as being more severe than other forms of sin. Therefore, we recommend that our ministers seek God to discern ways that they can directly and indirectly minister and share God's love with those who struggle with every kind of sin. We also recognize that there is a difference between temptation and behavior and while temptation is sometimes unavoidable, we acknowledge individual responsibility for behavior.

PURPOSE OF POLICY STATEMENT

This is a policy statement on the religious beliefs of Anchor Ministerial Fellowship concerning marriage and human sexuality. This policy is based upon our belief in the necessity to apply the precepts of our faith to life and practice.

WHAT WE BELIEVE ABOUT MARRIAGE AND HUMAN SEXUALITY

We believe, based on the teaching of the Scriptures in both the Old and New Testaments, that marriage is an institution ordained by God from the foundation of the world, and intended as a lifelong union of one man and one woman. This idea is supported by the account of creation in Genesis chapters 1 and 2. Genesis 1:26-28 provides that God created man in His own image, both male and female. The passage implies that a unity of one man and one woman is in some way necessary to fully represent the image of God in mankind.

Genesis chapter 2 provides a more detailed account in which God created the first man, Adam, and decided that it was not good for him to be alone. (Genesis 2:18). God indicated that He would make "a suitable helper for him." God brought all of the animals to Adam, but none of them was a suitable helper for him, so God then created Eve, the first woman, from part of Adam himself. God did not create a second man to be Adam's helpmate, or an assortment of multiple women, but rather one woman. Together they were man and wife and had "no shame" or sin in their union with each other. (Genesis 2:15-25).

Jesus Christ reaffirmed the teaching of the Old Testament when He said, as recorded in Matthew 19:4-6, "Haven't you read, he replied, that at the beginning the creator made them male and female and said for this reason a man will leave his father and mother and be united to his wife and the two will become one flesh. So, they are no longer two, but one. Therefore, what God has joined together, let not man separate."

The Apostle Paul states in Ephesians 5:22-32 that marriage is not merely a human institution but is a special divine metaphor that is supposed to illustrate the union of Christ and a single entity known as the church. In the books of Ephesians and Revelation the church is referred to as the Bride of Christ.

For this reason also, we believe that only a union between a man and a woman can be a proper marriage because a union between two men, two women, or one man and multiple women or any collection of people could not properly illustrate the relationship between Christ and His church.

According to our interpretation of the Scripture, we believe that 1 Corinthians 6:9-11 does not condone various lifestyles including those associated with adultery, prostitution, and homosexuality. We believe that the Bible warns against all forms of sexual immorality and encourages Christians to flee from it because of its destructive effect, and because the body of the Christian is the temple of the Holy Spirit. (1 Corinthians 3:16 & 6:12-20)

It is the view of Anchor Ministerial Fellowship that according to Romans 1:18-32 engaging in homosexual unions and approving of such in others or encouraging their practice is not consistent with our interpretation of Biblical teaching. As a result, this organization cannot sanction, approve, or promote in any way adultery, fornication (a sexual relationship between an unmarried man and woman, i.e., "living together"), pornography, pedophilia, polyandry, polygamy, bestiality, or homosexual unions. This is made clear also by countless other verses throughout the Old Testament as well as by these and other passages in the New Testament.

Our fellowship follows what we believe the Bible reveals as the "sure foundation" of the teachings of Jesus Christ and his apostles to the Christian Church (Matthew 7:24-29 and 1 Corinthians 14:37). We believe the church is called to teach and practice these teachings and is not at liberty to depart from them for a different authority if it is to authentically bear the name "Christian."

We believe sexual activities outside of marriage, including but not limited to fornication, adultery, incest, homosexuality, pedophilia, polyandry and bestiality are inconsistent with the teachings of the Bible and the church. Lewd conduct, transgender behavior, the creation or distribution and viewing of pornographic materials are incompatible with God's intention for his created beings.

OUR FAITH BASED POLICY ON MARRIAGE AND HUMAN SEXUALITY

As a result of these above described religious beliefs and our belief in the need for a practice of fidelity to these beliefs, to become a member of Anchor Ministerial Fellowship and to maintain such membership, no person seeking membership and all existing members shall agree not to perform any ceremony that in any way approves of, solemnizes, supports or allows same-sex unions or a polygamists or any such unions which, in the sole discretion of the Board of Directors, are determined to be contrary to the above stated fundamental beliefs of Anchor Ministerial Fellowship. Furthermore, no pastor or member who has been credentialed by Anchor Ministerial Fellowship shall officiate at any ceremony designed to solemnize, promote, create or approve such a union that is contrary to this Policy. In the event a member of Anchor Ministerial Fellowship breaches this Policy, the member shall be subject to

such discipline as determined appropriate by the Board of Directors and such discipline can include the revocation of the ministerial credentials issued to the member of Anchor Ministerial Fellowship. In determining the matter, the Board of Directors shall ensure that the rules of natural justice are applied.

CLERGY PRACTICES DERIVED FROM THIS POLICY

Clergy licensed by Anchor Ministerial Fellowship, as a condition of being credentialed by Anchor Ministerial Fellowship, shall agree in writing to this Policy on Marriage and Human Sexuality and to comply with it

Clergy licensed by Anchor Ministerial Fellowship who breach the provisions of this Policy shall be subject to discipline in the manner set out above and such discipline can include the revocation of the ministerial credentials issued to the members by Anchor Ministerial Fellowship.

Policy and Procedure on Police Records Check (May 2014)

INTRODUCTION

The policy and procedure of Anchor Ministerial Fellowship's Police Records Check exists to support its members in carrying out their God given calling in their respective field of ministry. It also exists to protect the organization against unknowingly admitting into membership any individual who may have committed any criminal act against society that stand in direct violation of the laws of Canada. Christian ministry is a position of trust granted by those to whom we minister and may from time to time bring a member of the clergy in direct contact with the more vulnerable members of society. Therefore, it is imperative that Anchor Ministerial Fellowship request from all applicants and current members who are in positions of trust and authority to submit themselves to a transparent scrutiny of their character and calling.

POLICY AND PROCEDURE

It is the will of the members of Anchor Ministerial Fellowship that a current, original police records check (Level 2) will be provided by ministry license applicants and holders, at their own expense, at certain transition points and specific intervals. A police record check (Level 2) is considered current if it has been obtained within the last twelve months.

A police records check is the property of the person whose name is on it.

The Credentialing Committee of Anchor Ministerial Fellowship will need to see the Police Records Check and may take copies of the same and keep them in confidential files.

NEW APPLICANTS FOR CREDENTIALS

When an applicant is applying for ministerial license with the fellowship, a current and original copy of Level 2 Police Records Check must either accompany the ministerial license application or be shown to the Credentialing Committee before membership into Anchor Ministerial Fellowship will be granted.

ACTIVE AND CURRENT CREDENTIAL HOLDERS

All current and active ministerial license holders must show to the Credentialing Committee of Anchor Ministerial Fellowship a current and original copy of a Level 2 Police Records Check that is not more than twelve (12) months old. While listed as a member of Anchor Ministerial Fellowship, each individual shall supply to the Secretary-Treasurer a copy of a Level 1 Police Records Check every three years thereafter.

If the individual is not able to satisfy the Credentialing Committee of Anchor Ministerial Fellowship that an initial Vulnerable Sector Check (Level 2) was obtained, along with a Criminal Records Check at least every three years afterwards, then a new Vulnerable Sector Check may be requested.

HONOURARY AND RETIRED MEMBERS

Honourary and retired clergy shall be required to meet the same conditions as active members for as long as they wish to hold their ministerial credentials with Anchor Ministerial Fellowship.

WHY IS ANCHOR MINISTERIAL FELLOWSHIP TAKING THIS ACTION?

The members of the Board of Directors are responsible for overseeing all activities conducted under the name of and on behalf of Anchor Ministerial Fellowship. They are required to act in good faith and in the best interest of the organization. If something should go wrong and an indiscretion occur within the membership and the organization is faced with a lawsuit, the board members may be held personally responsible to the point that their resignation or board indemnity may not be enough.

Therefore, the Board of Directors have decided that a Directors Liability Insurance Policy along with the necessary riders is necessary to provide liability protection to those who serve in this office as well as to protect the organization itself against a financial loss.

WHAT IS A LEVEL 2 POLICE CHECK AND WHY IS IT REQUIRED?

A vulnerable sector check (level 2) is required initially because it includes a search for pardoned offences that will not show up on a criminal record check (level 1). However, because of the time it takes for an offence to be pardoned, subsequent (non-pardoned) sexual offences will show up on a criminal record check within a three-year timeframe.

HOW TO OBTAIN A POLICE RECORDS CHECK

A vulnerable sector check (level 2) must be obtained through a local police detachment and can take up to three months. A criminal record check (level1) can be obtained through a local police department.

BEST PRACTICES FOR POLICE RECORDS CHECKS

This section provides information and guidance to support the Credentialing Committee of Anchor Ministerial Fellowship working to receive and review police records checks from ministry personnel and candidates for ministerial license. You are encouraged but not required to follow the best practices described here.

WHAT HAPPENS IF AN INDIVIDUAL HAS A CRIMINAL RECORD?

A vulnerable sector verification check (level 2) includes the following information:

- expired judicial orders
- criminal record (adult)
- criminal record (young person) pursuant to section 119 (1) (a) of the Youth Criminal Justice Act
- records of findings of “Not Guilty: Not criminally responsible on account of mental disorder”
- convictions, pending charges, and ongoing investigations under federal statutes and selected provincial statutes
- relevant occurrence reports
- convictions where a pardon has not been granted
- absolute and conditional discharges where not prohibited by legislation
- probation, prohibition, and other judicial orders
- sexual offences for which a pardon has been granted

If a form returns showing information under any of these categories, the person will not necessarily be refused an application for ministerial license. However, what would be expected is further clarifying conversation and discernment about what, if any, other action is necessary. To be responsible in relation to duty of care and clarification of risk assessment the conversation needs to focus on the type of conviction and when it occurred. This is to be a clarifying discussion, exercising diligence and using compassion and wisdom. It is important to remember the following:

- We all hold values from our own life experiences that affect our perceptions of criminal convictions. When on a committee determining suitability for ministry, we need to be aware of these perceptions.
- We acknowledge that we all make mistakes and that we all learn differently. Convictions acquired at an earlier stage of life may have led to significant personal learning, growth, and transformation, which now may be helpful tools for an individual in ministry.

The Credentialing Committee that requires a police records check as a screening tool must develop a protocol for further clarifying conversation if a possible conviction is indicated. It is suggested that members of the committee who have been designated to see the police records check enter into further conversation with the ministry personnel, or ministerial license applicant. The conversation should focus on how the nature of the conviction would affect their ability to perform all the duties of ministry. The committee members may also consult with the lawyer for Anchor Ministerial Fellowship for legal advice. These conversations help to develop the kind of report and recommendation that is required to inform the decision-making body.

Some questions for the committee to reflect on include the following:

- How recent is the conviction?
- Is the conviction for a pardonable offence? Has the person applied for a pardon or been denied a pardon?
- What type of rehabilitation/treatment (if appropriate) has the person engaged in to address the behaviour that resulted in the conviction?

- Are there any restrictions on the person's conduct as a result of the conviction that may affect their ability to perform all the duties of ministry? How can those issues be addressed?
- How does the person understand and describe their responsibility for the conviction?
- How has the issue affected the person's faith and spirituality?

In these deeper conversations regarding a conviction, the focus should be twofold:

- The growth and change that has occurred for the individual as a result of dealing with such charges. There must be satisfactory evidence of genuine repentance.
- The potential risk posed to those with whom the person will have contact in a ministry position.

Following the clarifying conversation, the ministry personnel or candidate for ministerial license may be requested to show further documentation detailing the conviction(s) and their disposition by the courts. There is usually an additional cost for this procedure, and it may require the person to be fingerprinted for record verification. This additional cost is the responsibility of the ministry personnel or candidate for ministerial license. This document must be shown and recorded. It shall remain the property of the person whose name is on it.

Policy Regarding Continuing Education Requirements

WHEREAS:

1. One of the charitable purposes of the Corporation is to license and ordain ministers.
2. The individuals who are licensed by the Corporation are the members (herein called “Members”) of the Corporation
3. Such individuals become pastors and/or employees of churches or other organizations which advance the spiritual teachings of the Christian faith
4. The Corporation recognizes that churches and organizations for whom Members are employed and/or volunteer may rely on the accreditation of the Corporation of the Member as a licensed minister.
5. The Members recognize that such organizations will assume that the Corporation, as part of its licensing process, has taken reasonable steps to verify that the Member has continued to upgrade their knowledge and skill in the field of their license.

NOW THEREFORE BE IT RESOLVED AS FOLLOWS:

As a condition of ongoing membership, each Member at the time of license renewal shall satisfy a yearly professional development requirement of five hours of ongoing education and training.

This requirement may be met in the following ways:

1. Full attendance at the Annual Conference of Anchor Ministerial Fellowship shall be credited as five hours (5)
2. Attendance at a Grow Day of Anchor Ministerial Fellowship shall be credited as four hours (4)
3. Attendance at a Regional Meeting of Anchor Ministerial shall be credited as two hours (2)
4. If a Member cannot attend Anchor Ministerial Meetings due to extenuating circumstances, upon approval of the Board of Directors a member may make up the required hours by attendance at other approved conferences or by submitting reports of books read or other studies undertaken.

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