

91st Annual ONMB Convention

February 25-26,
2022
Online Event



Ontario

Conference of Mennonite
Brethren Churches





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91ST WELCOME TO THE ANNUAL ONMB CONVENTION

Well, here we are again friends. This definitely is not the experience we had hoped for this year. With the uncertainty around public health restrictions and guidelines around large gatherings, we had to make the difficult decision to move our convention to an online experience. What I wouldn't give to welcome you face-to-face in the lobby of Maple View Mennonite Church, enjoy a hot cup of coffee and share stories of how crazy the year has been. We will press pause once again, knowing that soon we will meet again to share a hug or make new and welcoming connections.



Our theme this year is *The Road Ahead...* “Look in the direction you are going” my dad would say to my younger self as he taught me how to ride a bike. Always look in the direction you are headed. “If you look in the ditch you will go in the ditch” he would add. Many of you know how much I love to road bike. There is something about the open road, warm sun in your face, blue sky above, and no wind. Those are perfect conditions for a long ride, but this isn't always the case. Sometimes the road ahead isn't very clear, maybe even somewhat foggy. There may be potholes and rocks in the way, strong winds at every turn, or even steep hills to climb. This is when riding gets really difficult. Do I quit? Do I turn around and go back? Is there a better way?

This experience can be true in ministry as well. When the road we are leading isn't as clear and easy as we may hope, we seem to want to look back and wish for easier times, or even throw in the towel. We think about how things were and wonder what it would be like to go back to “normal”. Keep looking in the direction we are going. Focus on the one true God who has already ridden ahead and is willing and to lead and guide you through. He is present when the road is smooth and present when it gets hard. Don't look back wishing for things to go back to the way they were, but look at how far you have come, giving God the glory all the way.

Turn your eyes upon Jesus.
Look full in his wonderful face.
And the things of earth will grow strangely dim.
In the light of his glory and grace.

Wherever or whenever you are, I am so glad you have joined us, and I look forward to seeing you again very soon.



Kristi Lee
ONMB Executive Assistant



THE ROAD AHEAD...

ONMB 91st ANNUAL CONVENTION
February 25-26, 2022

ONLINE EVENT



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SCHEDULE OF EVENTS

FRIDAY, FEBRUARY 25, 2022

6:30 pm **Zoom Meeting Opens**

7:00 pm **Online Celebration**

The Road Ahead... As our world continues to change rapidly, the road ahead can feel treacherous. But we are a people of resurrection hope! With this truth illuminating the way, may we travel with Jesus into new, disciple-making territory.

Join us as we listen, reflect and respond to the many stories of the evidence of God working in our churches and surrounding communities.

AGENDA

- Updates from our Provincial and National Leaders
- Updates from our various Ministry Partners
- ONMB Financial Updates and 2022 Budget
- ONMB Board Elections
- ONMB Bylaws and Ministerial Misconduct Policy
- Radiant Care Proposal

SATURDAY, FEBRUARY 26, 2022

8:30 am **Zoom Meeting Opens**

9:00 am **Session 1**

Welcome & Prayer
ONMB Provincial Updates
• Executive Director Report
• Ministry Director Report
• Board Chair Report

••• Break ••• (15 minutes)

10:15 am

Session 2

Business Session Part 1
Provincial Ministry Updates
Reports & Motions
• Nominations & Elections
• Financials & 2022 Budget
CCMBC National Updates

••• Break ••• (30 minutes)

12:00 pm

Session 3

Business Session Part 2
Reports & Motions
• ONMB Bylaw Revisions
• Ministerial Misconduct Policy
• Radiant Care Proposal
National Ministry Updates
Final Motions & Results
Prayer & Benediction



FROM THE ONMB EXECUTIVE DIRECTOR

Greetings delegates and partners in ministry,

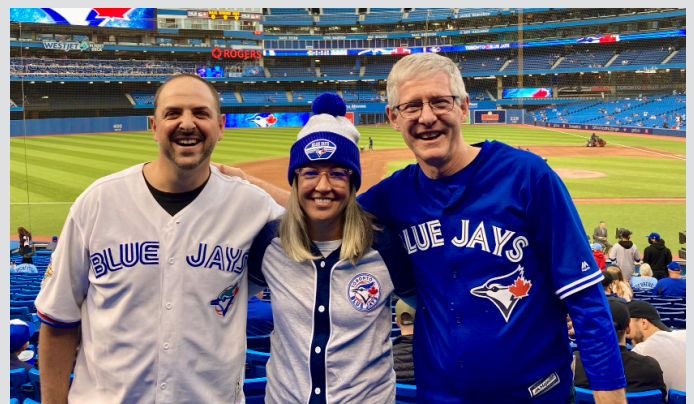
I love road trips. Sunglasses, sunroof open, a podcast playing, and nothing but the expanse of God's creation before me. Having lived in five provinces and one state, I've crossed the continent multiple times, coast to coast. I've navigated the TransCanada, the Yellow Head, the Sea to Sky, the 401, Route 66, and Interstates 5 & 95. I've driven through the Redwoods, stood in awe of the Grand Canyon, and soaked in the expanse of historic glaciers towering between Banff and Jasper.

As a recovering navigation control addict (RNCA), I need to know what's coming around the next corner. That has made for some tense moments in the car. Recently we've moved from CAA's trip tik to iPhone's amazing maps to ease the stress and provide more clarity.

As leaders, we are all finding today's cultural road trip to be most challenging. The terrain exacerbated by the pandemic has been filled with curves, bumps, hills, potholes, and periods of great fog. Although our destination may not be in doubt, the uncertainty of what lurks around the next curve has at times been overwhelming. These are challenging, dare I say unnerving, times. The way forward definitely feels uncharted.

Gratefully, when we look in the rear-view mirror, we see indisputable traces of God's amazing presence and guidance. He has been steering our journey, making for a thrilling ride.

If I were to highlight a few key moments from 2021, I would probably land on these: I recall a board meeting in spring where we discussed our Working Genius. I reflect on our governance team who have worked tirelessly to position our conference for health and success for years to come. I remember our days together at PCO – Pastor Credentialing Orientation – where we had 30 leaders interacting and learning, including three Indigenous leaders. I think of several 'wellness' seminars we offered to support and build our pastors. I'm reminded of the support both prayerful and financial from our churches. I reflect on a most moving 'celebration of life' as we said farewell to our colleague and passionate Jesus follower – Greg Allen. I marvel at the inclusion of Ryan Jantzi onto our ONMB staff team. I'm amazed by countless stories of God's activities in and through each of you. God has been faithful and in retrospect there was nothing to worry about.



ONMB STAFF TEAM

At the same time the ride has often been difficult. There have been more than a few conflicts simmering and bubbling to the surface. Most can't be shared publicly, but they have been real and intense. We have navigated disagreements and passionate encounters. We have wondered at times whether we will ever be able to come to agreement.

These moments have also been great times to listen, learn and grow. Out of the painful discovery of residential school graveyards we have shared in experiences of 'listening first and lamenting' together with our Indigenous brothers and sisters.

We gathered at Equip and were encouraged to find spaces of listening to each other, rather than falling prey to the 'enemy-making machine.' We have read books like: 'A Church called TOV' by Scot McKnight & Laura Barringer and determined to press into being that type of a witness in our world. In humility, we know deep inside that we can do better; indeed, we must do better, as we become more self-aware and embrace the Spirit's purifying of our hearts and actions.

As we look ahead, we long for and believe we will be engaging more face to face. We will attempt to incorporate the lessons learnt during this pandemic season. We will focus our attention and hearts on the Road Ahead – the mission that has been set out before us. We will enrich and develop four robust teams to serve our churches better:

- Faith & Life Team
- Leadership Development Team
- Mission Mobilization Team
- Organizational Health Team.

We will re-engage our strategic plan that has been put on hold during the pandemic. Indeed, we are dreaming of a Pastors Retreat in the fall, to pour into the hearts and souls of our leaders. Our efforts and passion are to assist and empower each of you in being the best representation of Jesus to our world, for such a time as this.



ONMB LISTEN AND LAMENT ZOOM EVENT

I'm so grateful that we can be on this journey together. I want to express specific thanks to Pat Goertzen and Karen West who have served tirelessly for many years on our ONMB Board. As they transition off our team, I know they will continue to support our mission in new ways in the days ahead. I look forward to engaging with the new members joining. I look forward to what lies around the next curves and knolls on this trip of a lifetime.



Ed Willms
ONMB Executive Director

FROM THE ONMB MINISTRY DIRECTOR

Hey there! It's my honour to lead and serve as the new ONMB Ministry Director.

Becoming disciples who make disciples. Becoming disciples who follow Jesus into new territory.

This is the vision that the Holy Spirit has been forming in me. It's His stoking of this passion that led me to accept this new role following 10 good years pastoring with the Kingsfield churches of Clinton and Zurich Mennonite.

I was drawn to the ONMB family because I see the beauty of God at work. As I've focused on becoming familiar with our leaders and churches in these first four months, this sense has only grown. I can't help but dream about the possibilities for our 'Road Ahead'.



CONNECTING WITH OUR OTTAWA CHURCHES



RYAN JANTZI AND FAMILY

In the coming year you'll hear the language of 'Missional Expressions' from myself and others. Flowing from the work of our ONMB Board last spring, there is a sense that we need to enter new and varied ways of making disciples. This Post-Christian, increasingly secularized context we're in calls for a highly experimental approach. Some folks such as Rugged Tree, Dan Chook Reid with Bytown Community Church, Kyla Sinclair Peters with Multiply and Samson Javed of the Jesus Network, among others, are already leading us into this territory.

We trust that new stories will emerge as we all become disciples who make disciples and open ourselves to the Spirit's leading.

No doubt the social realities around us can feel overwhelming, not unlike the context of the 1st-century church. May we too travel into the future with the same hopeful confidence in the resurrection of Jesus.

I'm excited that God saw fit for me to travel this road ahead with you all as ONMB Ministry Director.

Ryan Jantzi
ONMB Ministry Director





FROM THE ONMB BOARD CHAIR











Welcome to our 2022 virtual AGM! Thank you so much for taking the time to read through our conference package. We are now in our second year of a virtual version of our Ontario Convention, so many of us are probably zoom/online professionals. It's hard to believe that we are still working through a global pandemic. I am so grateful for our ability to host these events online, but I must admit, I really miss gathering in-person. Let's hope that next February we can gather for Convention and have a great reunion of friendly faces that we have only been able to see through a computer screen!

Our theme this year is the "The Road Ahead" which holds particular importance in our current climate. Last year, we celebrated the past and the present, this year, as we emerge from over two years of a pandemic reality, our focus is asking God where he wants us to go as a family from here. Our prayer this year is that as we emerge from our current reality, that we would receive a fresh understanding of how God uses difficult times to move His church into a closer relationship with Him, and one-another.

As we gather virtually for this year's Convention, I pray that we open our hearts and minds to hear from Him, and find encouragement from one another, as we share our stories of God working through these difficult times. There is a road ahead that God has already been cultivating. He is inviting each of us to be challenged, to work in unity on the road he has for us as an MB family. We pray for this unity, for the comradery and peace that only Christ can bring to our gathering of churches.

In the 2021 fiscal year, the board met 8 times in various forms. Mostly virtually, but we did manage to gather once for an in-person meeting that was rich and rewarding.

This past year has been a particularly challenging yet rewarding season. We have accomplished some key initiatives such as:

-  -Completing our final bylaw revisions that will move us into compliance with the new Ontario regulations (ONCA).
-  -Navigating various conflicts/church crisis situations.
-  -Preparing a new Ministerial Misconduct Policy that will provide structure to help with navigating conflict and challenges in the future.
-  -The hiring of a new Ministry Director (Ryan Jantzi)
-  -Working toward a Bless and Release of Radiant Care.
-  -Overseeing, and supporting the work of our Executive Director Ed Willms as he works alongside our churches and ministries.
-  -We have continued to support our staff and churches through the implications of COVID together.
-  -Continuing to support and partner with CCMBBC as we work together on the next stages of the CUSP (The Collaborative United Strategic Plan) implementation.
-  -Providing financial oversight to the Ontario Conference, including a transition in our treasurer role from 2020.
-  -The work of various Board Committees: Faith and Life Team, Finance, Executive Team, Governance/Bylaw, and Personnel.

This past year has had many challenges, yet, God has given us so many things to celebrate. Church engagement continues to rise, and our churches continue to be generous toward the Conference.

We credentialed our first indigenous leader in 2021 and had an amazing time at our Pastors Credentialing Orientation. God continues to work through our many churches, even in the midst of the pandemic.



PCO 2021

I am excited to see what God has in store for our churches in the road ahead!

I would also like to thank Karen West whose term is coming to an end at this year's convention. She has been a huge blessing to me personally in my first year as board chair, and I know she will be missed on our board. Also, a big thank you to Pat Goertzen, whose term is also coming to an end. Pat your work as our secretary has been such a blessing to all of us! I can't express enough how grateful ONMB is for the many years of service Karen and Pat have brought to our family!

I am also grateful for all of you! Without our churches and its members, we would not be the family God has made us. So, thank you for choosing to lean in as part of our MB family. I look forward to seeing you on the screen at this years Convention!

Let us all pray together for the road ahead!

Jeff MacLeod
ONMB Board Chair



FROM THE ONMB FAITH & LIFE TEAM

The Provincial Faith and Life Team (PFLT) is a standing committee of the Ontario Conference of MB Churches (ONMB) board, and as such, it receives its authority and mandate from the ONMB board and conference of churches. It oversees, promotes, and facilitates the spiritual health and theological integrity of the ONMB churches.

The PFLT participates in and collaborates with the National Faith and Life Team (NFLT) to articulate and safeguard Mennonite Brethren theological convictions and provide discernment and guidance on current issues. This task is accomplished through nurturing churches and their leaders in a variety of ways, sustaining our confessional foundation, helping churches clarify and practise their unique calling, and facilitating the credentialing of church leaders for ministry.



PCO 2021

Activity

The PFLT met six times in 2021. One of our major roles is ensuring that our pastors, half time or more, have completed the requirements for credentialing. This process includes filling out a credentialing questionnaire, reading books, being interviewed, handing in references, signing Code of Christian Conduct, and attending the Pastor's Credentialing Orientation (PCO). This process is expected to occur within the first year of a new pastoral assignment.

We were pleased to host PCO at Northend church in Oct 2021, where 30 pastors and 10 faculty attended. There are 18 pastors in Ontario that are currently in the credentialing process. In 2021, seven ministry leaders

Accountability

The PFLT is accountable to the ONMB board and by extension the ONMB conference of churches. The board appoints the team members as well as the chair. Each PFLT has a direct relationship to the NFLT by appointing a representative to serve on the national team.

Composition

There are currently six members of the PFLT, and two ONMB staff, all of whom serve, or have served as credentialed pastors within MB churches.

The PFLT members are:

- Richard Martens - Chair
Glencairn MB Church
- Dave Fowler
Life Point Church
- Mandy Kasper - Board Member
Southridge Community Church
- Matt Unruh
Cornerstone Community Church
- Chris Walker
Meadow Brook Church
- Karen West - Board Member & NFLT
WMB Church
- Ed Willms - ONMB Executive Director
Northend Church
- Ryan Jantzi - ONMB Ministry Director
Maple View Mennonite Church
- Jeff MacLeod - Board Chair Ex-officio
WMB Church

successfully completed their credentialing. They were Allen Kleine-Deter, Jay Lafontaine, Christine Hiebert, Andrew Hiebert, Courtney Reeve, Brenda Drost and Billy-Jo Isaac. Billie-Jo became the first individual to be credentialed among the First Nations People, and we look forward to many more leaders emerging from this community.

This past year we engaged in conversation with the NFLT on various issues. A document on membership within the local church was produced by NFLT, which seeks to give clarity and offer best practices. This was in response to the CCMBC bylaw on membership in Article 4 Section 7. Definitions of the Covenant Community, membership within that community, and legally constituted membership were offered to provide consistency of practice that reflects our MB convictions.

A second document, still in draft mode, has to do with “loving well” those within the LGBTQ community. These discussions, among others, continue to be an important part of our ability to help our churches.

Another major role that PFLT played this past year was dealing with the hard edges of ministry. There have been both pastors and churches who have been in crises or dealing with significant conflict. This year we invited Credence & Co. to help with some mediation services. Betty Pries CEO of Credence writes in her new book “The Space Between Us” that conflict is inevitable – the challenge is to approach those conflicts not as threats or problems to be solved, but as opportunities for personal growth. Could our differences push us toward developing healthier relationships? While we always work for resolution and reconciliation, we also recognize the way we engage with each other is equally important. The pandemic has also been a factor, as meeting in person has been limited, and the ever-changing landscape of church ministry has exacerbated the issues. We welcome your prayers for wisdom and grace as we work towards wholeness and health in these challenging times.



PCO 2021

Whatever we may face, we remind ourselves that God is still sovereign, Jesus still saves, the Holy Spirit still empowers, and the church is still the hope for the world. God is work, and the opportunities for ministry have never been greater. We are more than conquerors through Christ who loves us!



Richard Martens
Chair of Faith and Life Team

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Pat Goertzen, Secretary



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Conference of Mennonite
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ONTARIO CONFERENCE OF MENNONITE BRETHERN CHURCHES

91st Annual Convention

Hosted via Zoom

February 25-26, 2022

Theme: 'The Road Ahead...'

Attendance: 74 delegates, representing 20 of our 27 Member churches, plus additional guests and 1 of our 4 Associate Member churches.

Friday Night Virtual Celebration Service 7:00 pm to 8:30 pm

1. **WELCOME & INTRODUCTORY COMMENTS:** Jeff MacLeod welcomed everyone to the 2022 Annual Convention and explained the Zoom elements for the evening. He opened with prayer asking for protection and peace for those in harms way in Ukraine and Russia.
2. **WORSHIP IN MUSIC:** The worship team from Meadow Brook Church led in the singing of "Oh God, You Have Done Great Things".
3. **VISION & PRAYER - THE ROAD AHEAD...:** Ed Willms introduced the theme for the 91st Convention of the Ontario Mennonite Brethren Conference. The road ahead is uncharted, uncertain and complex, but it is a journey that we can choose to navigate together. He shared some of his road trip experiences and how he is still captured by the beauty of God's creation he has witnessed during his many drives. He read Psalms 121:1. God wants to be our guide and lead us forward. Tonight we will share stories and Ed encouraged us to lift our eyes to the mountains.
4. **SPIRITUAL PRACTICE:** Ed introduced Tamille Richardson, Interim Pastor at Evergreen Heights Christian Fellowship. Tamille reflected that, as we go through long seasons of turmoil, it's normal to want things to just go back to normal, the safe and familiar, where we have been comfortable. Yet seasons of upset can show us new ways to grow and live better lives. She shared her experience on a mission trip to Guatemala in her youth, and her struggle to pack appropriately. As we move through seasons of our life, we have an opportunity to reevaluate what to keep, what to let go of and what will be useful moving forward. Let's start the road ahead by reflecting on what He is calling us to hold on to, and to let go and be open to new things. Tamille led a guided spiritual practice of reflection, gratitude, evaluation, release, preparation, invitation and excitement. She read from Psalm 25, asking Him to point out the road for us to follow.
5. **STORIES TO INSPIRE US FORWARD:** Ryan Jantzi, ONMB Ministry Director, welcomed everyone and looked forward to a day when we can meet together again in person. He shared his own experience of a significant road trip in his life, driving to school in small town Saskatchewan. While daunting at first, he came to love the vast prairies. Life is full of uncertain territory. Our futures are unknown and with all of the turmoil in the world today, it is easy to worry about what is around the next corner. Yet God is often on the move during uncertain times. Ryan referred to the ministry of Philip. When the early Church faced an uncertain future, the Holy Spirit led Philip to strange places where he had the opportunity to evangelize people who were not familiar or safe. Ryan introduced three stories to inspire us forward.



FEATURE #1 – DAVID HOOD of Southeast City Church. David shared the early days of ministering in his community as a new church. Covid shut down much of the programming and they worried about losing touch with the neighbors and friendships they had worked hard to develop. To answer a need, they began to deliver food bank items within the community. More and more people began accessing the food bank and, through this work, they were made aware of a need in their community that they had not perceived before. Last October, the Food Bank asked if they would host a weekly food bank on site in Russell Gardens which has allowed them to maintain the connections they worried they would lose. They were able to form new relationships through their food bank work. Covid has provided them with a trust-based presence in the community, where they continue to grow relationally among the marginalized people they serve.

Ryan announced that a new Podcast is coming that will allow us to follow the work at Southeast City. Ryan compared this experience to how Philip engaged with a new person in a new place and how the Spirit led him to disciple in an unfamiliar community.

FEATURE #2 – KYLA SINCLAIR PETERS in Parkdale: Kyla shared how her group has been given the opportunity to minister to a 0.01% Christian community in downtown Toronto. As followers of Jesus, we need to be good neighbors and share the gospel to unreached people in Canada. Through prayer and the guidance of the Holy Spirit, we will have opportunities to share the gospel. She recounted a recent story of an unexpected conversation that led to prayer with a Buddhist person God led to her. She prayed for God to open these opportunities to us, to create a desire within us to pray for these communities and to be brave to share the gospel.

Ryan asked why we are led down unknown roads? We are resurrection people and Jesus loudly proclaimed that the Kingdom of God will win. Chaos will never overcome God.

FEATURE #3 - THE JESUS NETWORK - OBED ROD: Obed shared his extremist past and how he escaped from Afghanistan to eventually be in Canada, working to plant churches in Toronto, Waterloo and Kitchener. When the Taliban took over, many people were displaced and contacted the Jesus Network seeking help to escape Afghanistan. Well over 275 Christians have been rescued but 300-400 people are still trapped inside and the Jesus Network continues to work to free them. He described the system of safe houses and refugee camps to shelter refugees, and the assistance his group is able to offer to expedite the process of moving them to other countries. Many partner groups from other countries are assisting and financing some of this work. Miracles are happening and Obed shared how we can assist, through prayer, raising awareness in our communities and through sponsorships, volunteering and financial support.

Ryan provided contact information for The Jesus Network. We in Ontario need to be aware and open to discipleship opportunities. He told the story of the work of a very small church in his community that has made significant efforts to reach out to others and the great work they have been able to do. Uncertain times call for courageous and hope filled responses.

Ryan invited those who are willing to donate to the Jesus Network through ONMB to support the work among Afghanistan refugees in Canada. He explained that, for the next three days, donations may be made through the ONMB office for this ministry. He asked us to be prayerful and listen earnestly for the calling of the Holy Spirit to lead our lives. Ryan prayed for these featured diaspora ministries who shared their stories tonight.

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continued



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6. **WORSHIP IN MUSIC:** The worship team from WMB Church led in the singing of “*Resurrected King*”.
7. **COMMUNION AND PRAYER:** Connie Maier of Glencairn MB read from I Cor. 11. Jesus repeats, ‘Do this in remembrance of me’. She led us in prayer for the gift of the broken body and shed blood of Christ. He is the source of our joy and our hope. Connie prayed for the fulfillment of the New Covenant.
8. **CLOSING COMMENTS:** Kristi Lee, ONMB Executive Assistant, thanked everyone who contributed to making this event possible and to the delegates and guests participating tonight. She invited registered participants to join the Zoom meeting tomorrow morning starting at 8:45 am and provided link instructions. The service was closed with prayer at 8:25 pm.

Saturday, February 26, 2022 9:00 am – 10:00 am

9. **WORSHIP SONG AND WELCOME:** As attendees entered the meeting, the WMB worship team sang “*Hallelujah for the Cross*”. Jeff MacLeod welcomed everyone to the Business Session of the 91st ONMB Convention. He reviewed Zoom etiquette and highlighted features of Zoom to be used at various times during the program. Jeff prayed for the meeting today.
10. **OPENING VISION & PRAYER:** Ed Willms welcomed everyone and spoke to the theme for this year, ‘The Road Ahead...’ The world is complicated and full of pain at this time. This morning, prayer was focused around 4 themes; the invasion of Ukraine (Mandy Kasper), the people of Afghanistan, refugees and workers (Ryan Jantzi), for our divided country Canada (Andrew Plett) and for our Convention and delegates, still separated by pandemic (Doug Valerio).
11. **HOUSEKEEPING – PRACTICE MOTIONS:** Jeff MacLeod explained the format for the meeting. He referred to the Convention yearbook that contains many of the reports for the meeting. Jeff introduced Karen West, Vice-Chair of the ONMB Board. She explained the process for asking questions throughout the day. Refugee relief donations may be made through the ONMB website. Jeff explained the electronic voting process and presented the first practice motion. Karen thanked those serving as tech support that will assist throughout the day. Two practice motions were presented to learn the new voting process for registered delegates.
12. **ONMB EXECUTIVE DIRECTOR REPORT:** Ed Willms referred to his written report on pages 5-6 of the Convention booklet. Ed shared that he has found this year to be very challenging. Year two of the pandemic has created polarization and unease, with mental and physical health concerns on the rise. As a country and a people, we are faced with our own inherent racism. Our provincial and national Faith and Life teams have been navigating many heavy themes this year. On the other hand, Ed feels privileged to witness God moving in our Province. He expressed his gratitude for Kristi, Ryan, Christine Hamm, J.P. Hayashida, and the ONMB Board. A highlight this year was the in-person Pastor’s credentialing event held in St. Catharines, with three indigenous leaders participating. Looking ahead, we will be hosting an in-person Posture Shift event later this year at Cornerstone Community Church. We want to develop four teams to focus on different areas of ministry.



13. **ONMB MINISTRY DIRECTOR REPORT:** Ryan Jantzi introduced himself and explained his role which will develop into 50% church extension, 35% faith and life and 15% resource oversight. He is working to explore and develop opportunities for ‘missional expressions’ and a team is being organized province-wide to share the good news and to multiply disciples. He explained the nature of missional expressions, which are diverse and must be approached in non-traditional ways. He encouraged everyone to watch for more information as we partner broadly to develop a multiplication culture plan. There will be many opportunities for individuals and groups to participate in community. These undertakings must be financially sustainable, as the days of big-budget church-planting seem to be over. Ryan is available to speak to Churches on the topic of church extension and missional expressions. Podcasts will be available soon with interviews and stories to inspire.
14. **ONMB BOARD CHAIR REPORT:** Jeff McLeod reported on the work of the Board this year. By-law changes have been required to maintain ONCA compliance and many of our incorporated churches will need to do likewise. We have developed a new Ministry Misconduct Policy that will be presented for vote today, and Jeff explained the importance of such a document. We celebrate the hiring of Ryan, our Ministry Director - the future looks bright. We are working toward the ‘Bless and Release’ of Radiant Care. The past year has held many challenges, but God has given us much to celebrate. Church engagement as indicated through participation and financial support is encouraging and Jeff thanked all of the churches. Credentialing our first indigenous leader is a blessing and we need to hold up this work in prayer. Jeff thanked Karen West for her support and assistance during his first year as Chair. He thanked Pat Goertzen and Mike Meinema, who are transitioning off the Board this year. He thanked the Board and staff for the past year.

BREAK 10 minutes

BUSINESS SESSION PART 1:

CALL TO ORDER/QUORUM: Parliamentarians for this convention are J.P. Hayashida and Michelle Knowles. Jeff MacLeod explained the decision-making procedure we strive for as a Conference and explained the process and discussion rules for the following motions.

Quorum bylaw 7.4 requires 50 voting representatives present, in person (virtual), representing at least 50% of member churches. We have 20 of 27 member churches represented with 74 delegates present at the beginning of this session, plus guests. One of our 4 associate member churches is also represented. The quorum requirements have been met.

Jeff MacLeod reviewed the current details of the agenda for the Convention.

MOTION C22-1 MOVED, SECONDED and CARRIED that the agenda be accepted as presented.

MOTION C22-2 MOVED, SECONDED and CARRIED that we receive the Committee and Board Reports as distributed in advance in the convention yearbook.

MOTION C22-3 MOVED, SECONDED and CARRIED that the minutes from Convention 2021, as sent out electronically, be approved.

15. **CAMP CROSSROADS UPDATE:** Andrew Hiebert, Executive Direct of Camp Crossroads, highlighted the Camp report in the Convention booklet. He thanked everyone for their support of Camp over the past year. He celebrated the Winter Blast programs for this winter, which are being



hosted at half-capacity. Discipleship is provided with contributions by three new staff members supported through government grants. It is hoped that the Leadership Program will be hosted again this year, equipping young people to better serve in their local churches. The Bridge discipleship track worked well last year and we have a number of applicants already for this summer. God has generously blessed us with donors and we are blessed to be able to continue refurbishing Camp facilities. We look forward to the loosening of capacity limits as most of our camp events are wait-listed. Christine Hiebert has been stepping into more of a discipling development role. A work weekend is planned for April and Andrew thanked everyone for their help.

16. **MULTIPLY UPDATE:** Erin Coffey brought the Multiply report on behalf of herself and Robin Serez of the Eastern Canada Multiply team. Robin chose the scripture Ps. 24:1 Erin invited everyone to read the full report in the Convention booklet. She highlighted the events planned for the coming months, to equip and resource youth leaders. SOAR and TREK opportunities should resume in 2022. Jeff thanked Erin for her report.

17. **ONMB NOMINATIONS REPORT:** Jeff Martens (Cornerstone) Chaired the Nominating Committee and reported via Zoom from Burundi. He introduced the other members of the committee - Bill Stubbs, Tabitha VandenEnden and Terry Shuh. Jeff reminded us of the role and responsibilities of the NC and their process for discerning candidates.

MOTION C22-4 MOVED, SECONDED and CARRIED that Michelle Knowles be acclaimed for the position of Vice-Chair of the ONMB Board of Directors.

MOTION C22-5 MOVED, SECONDED and CARRIED that all candidates for Member-at-large positions on the ONMB Board be acclaimed.

Note: Members at large elected are Andrew Plett, Jeff Martens (Southridge), Darrell Gillespie, Noah Grossman, Meghan Plett and Brent Kipfer.

MOTION C22-6 MOVED, SECONDED and CARRIED that all candidates for the Nominating Committee be acclaimed.

Note: Nominating Committee members for 2022 are Jeff Martens (Cornerstone), Bill Stubbs, Tabitha VandenEnden and Terry Shuh.

18. **CCMBC – Legacy Video:** A brief video was shown, explaining the purpose, services offered and the benefits of the Legacy Fund.

19. **ONMB FINANCIAL REPORT:** Jeff Martens (Southridge), Treasurer of the ONMB Board, presented and highlighted pages 20-23 of the Convention booklet. He spoke to some of the key themes that were discussed at the break-out session hosted earlier this week. We find ourselves in a deep state of gratitude for 2021 as our expectations have been exceeded in a difficult season. 2021 marked seven straight years of financial growth and we celebrate hiring Ryan Jantzi as Ministry Director this year. We have a 6% increase in church contributions and 5% increase in revenue. Expenses finished 12% below budget, thanks to reduced programming and travel and a later start for the new Ministry Director. The bottom line is a surplus of \$77,000+. The audited financial statement is available in draft form in the booklet. Jeff explained that the Northend Church is still on our budget for this year, but will be separate and autonomous by 2023. The approach to the 2022 budget focuses on re-investing our resources into ministries and churches. While budgeted income is similar to last year (\$463,000), our expenses will be slightly higher (\$490,000) as we increase our commitment to CCMBC to realign to 35% of church commitments, have a full year of



Ministry Director salary, and implement proposed plans for special programming to support our churches and pastors. We have a small, intentional deficit (\$27,000) to mobilize the reserves to better invest in ministry. Jeff referred to page 23 and explained the transfer to reserve funds proposed: to top up the Emergency Fund for churches and pastors in crisis, and the new Special Project fund for new missional opportunities that arise. The Family Covenant encourages a commitment of 5% of church budget to support this one-stream funding formula. Ryan explained the change to the Multiply line in the budget, as new church initiatives are re-aligned.

MOTION C22-7 MOVED, SECONDED and CARRIED that the audited financial statements for the year ending December 31, 2021 be accepted as published.

MOTION C22-8 MOVED, SECONDED and CARRIED that Bridgman and Durksen be appointed as auditors for 2022 and that the Board of Directors be authorized to set the remuneration for these auditing services.

MOTION C22-9 MOVED, SECONDED and CARRIED that the operating budget for 2022 be approved as presented.

MOTION C22-10 MOVED, SECONDED and CARRIED to transfer \$15,323.09 from Operating Reserves to the Special Project Fund to establish a balance of \$20,000, in anticipation of special projects supporting pastors and churches emerging from the pandemic.

18. NATIONAL DIRECTOR REPORT: Karen introduced the National staff and committee members joining us today. A brief video prepared by CCMBC was presented highlighting the services, structure and planned events of the National Conference. The plans were explained for CUSP going forward and the Collaborative model by which decisions will be made and information distributed. A new website launch is planned for June 2022.

Elton DaSilva, CCMBC National Director, thanked the ONMB Conference for engaging in the strategic plan and also for the people we have sent to participate on the National Board and teams. Elton thanked Karen West for her years of service and welcomed the participation of Michelle Knowles. He reiterated the challenges Ed Willms experienced this past year. This highlights the need for conversation and working together to resource the church for what is needed in the future. CCMBC is just coming out of a difficult financial season. They are full of hope and encouragement for continued partnerships and look forward to what God has in store for us all.

BREAK – 30 minutes.

BUSINESS SESSION PART 2:

19. ONMB GOVERNANCE REPORT: Michelle Knowles explained the three-year process that has led to the by-law decisions we will approve today. ONCA has specific compliance requirements for updated and resubmitted documents. Incorporated local churches will also be required to make similar changes. A Webinar is planned for the spring to assist with this process. The Board has grandfathered our four existing Associate Churches however, going forward, Associate Churches will be approved by the Conference at Convention each year. Michelle explained the need for and purpose of the three following motions.

MOTION C22-11 MOVED, SECONDED and CARRIED to approve the ONMB General Operating Bylaw Draft 2a (“ONMB GOB 2022 revisions for ONCA draft2a”) as presented with an amendment to Section 6.2.2 (Rights of a Convention member) to add the sentence, “As a Voting Representative, a Convention Member shall



have one (1) vote on all matters coming before the Members' Meeting that require a vote to which such individual was appointed as a delegate”.

MOTION C22-12 MOVED, SECONDED and CARRIED that the amended ONMB Articles of Incorporation to support the bylaw changes and ONCA transition be approved in its entirety as presented.

The motion to approve the ONMB Ministerial Misconduct Policy was opened to discussion.

- It was suggested that the definition of ‘complaint’ should be expanded to include sins of omission as well as commission. Guidelines of preventative measures may also be considered. Michelle noted these suggestions for future reviews, and while the document does mention ‘omission’, it could be more clearly identified.
- A question arose concerning how the Family Covenant informs misconduct under 1.9 – Interpretation. This could lead to the misuse of the policy. In response, while the Covenant does not outline any specific issues of misconduct, it is one of our foundational documents. This policy is intended to apply specifically to Conference church pastors and the process should eliminate any inappropriate use of complaint. This concern will be noted and the Governance Committee will give the issue consideration when future revisions occur.
- It was also suggested that the Family Covenant should be presented for formal consideration and approval at Convention, as with other policy documents. Also, the document states that the ‘ONMB will...’ but the ONMB is defined as the Conference of churches. J.P. Hayashida explained that this legal language is common and not inappropriate. However, in unique cases, when a group within the body is referenced, details should be clearly identified. He thanked Michael VandenEnden for his close reading of the document, which has led to stronger policy in the past and present.
- The purpose of the policy might be better clarified in the preamble. Karen explained how this wording had been developed and the clarity it provides.

Jeff MacLeod thanked Michelle, Doug and J.P. for all of the work they have completed this year to bring these motions to Convention.

MOTION C22-13 MOVED, SECONDED and CARRIED that the ONMB Ministerial Misconduct Policy be approved as presented.

MOTION C22-14 MOVED, SECONDED and CARRIED that, at the AGM’s of the various incorporated boards, we authorize the chair of the ONMB Board, or his/her designate, to vote in favour of the motions presented at those respective meetings.

20. **CCMNC/MCC – What will happen...:** A video was presented. Elton DaSilva, Carson Samson and Kara Friesen spoke on the crisis of displacement of Afghan Christian families. Elton remembered the story of Joseph and Mary who also fled their home, going into Egypt to save their young family. MCC is working to support refugee families in Canada. Sponsoring a refugee family is a big commitment and details are on the MCC website for congregations willing to commit to sponsorship. Opportunities are available through mid-March.

21. **RADIANT CARE UPDATE:** Ed and Jeff Martens (Southridge) have given leadership to the ‘bless and release’ of Radiant Care. Ed described the process that other Conference ministries have completed, including Bethesda, Camp Crossroads and Eden. Radiant Care and Valleyview Manor are the last incorporated groups to complete the transition to self-autonomy. Ed highlighted the discussions over the past few years that have led to the presentation of these motions today. As a Board, we are now comfortable that we have come to a satisfactory conclusion that includes the MB Confession of Faith as the basis for Radiant Care’s covenant moving forward. A Memorandum of Understanding (MOU) has been signed which establishes our mutual understanding of the spiritual future of the organization. The motions were opened to discussion.



- Release will protect the ONMB Conference from any legal liability for the ongoing operations of Radiant Care and protect Radiant Care from any liability relating to ONMB oversight.
- Glen Unruh responded to a question and explained the strength of the Radiant Care documentation and governance and the rigorous process of vetting board members. The care provided to seniors is an expression of our Anabaptist faith now and in future. The intention is not to separate from the local churches, which continue to be valued and necessary to the future of the five corporations.
- It was acknowledged that Radiant Care is a regional organization and not Provincial in focus.
- Michael Dyck, a Radiant Care chaplain, provided comment on the ongoing spiritual care required at the senior's facilities. He encouraged anyone wishing to volunteer to contact him, as the relational ministerial connections can continue to grow under the new structure.

MOTION C22-15 MOVED, SECONDED and CARRIED that the proposed changes to the bylaws for governing the Radiant Care Tabor Manor corporations be approved provided that the Memorandum of Understanding has been signed by the Radiant Care Tabor Manor Corporations.

MOTION C22-16 MOVED, SECONDED and CARRIED that the proposed changes in the Articles of Amendment for governing the Radiant Care Tabor Manor corporations be approved provided that the Memorandum of Understanding has been signed by the Radiant Care Tabor Manor corporations.

MOTION C22-17 MOVED, SECONDED and CARRIED that the 2022 proposed nomination slate of directors for Radiant Care be approved as presented.

Note: The Radiant Care Board Members are Glen Unruh (Southridge Community Church – Glenridge), John Krause (New Hope Church Niagara), Dorothea Enns (Niagara United Mennonite Church), John Dyck (Cornerstone Community Church), John Hay (Southridge Community Church – Glenridge), Christa Krause (Southridge Community Church – Glenridge), Nathan Braun (New Hope Church Niagara) and Richard Wall (Niagara United Mennonite Church).

MOTION C22-18 MOVED, SECONDED and CARRIED that the persons elected to the Radiant Care Tabor Manor Board of Directors be the Board of Directors for;

- Pleasant Manor Retirement Village (O/A Radiant Care Pleasant Manor)
- Mennonite Brethren Seniors Citizens Home Inc. (O/A Radiant Care Tabor Manor)
- The Pleasant Manor and Tabor Manor Foundation (O/A Radiant Care Foundation)
- The Pleasant Manor and Tabor Manor Support Association (O/A Radiant Care Support Association)

MOTION C22-19 MOVED, SECONDED and CARRIED that the auditing firm Crawford, Smith and Swallow be assigned to Radiant Care for the fiscal year 2022-2023.

Jeff Martens offered a prayer of blessing for Radiant Care Tabor Manor as it is released into mature self-autonomy.

ONMB Convention 2022

ONMB 2022 Convention Minutes

continued



Ontario

Conference of Mennonite
Brethren Churches

22. **MB SEMINARY UPDATE:** Mark Wessner referred to the MB Seminary report in the Convention booklet. Two years ago, the seminary launched a financial restructuring that has led to greater sustainable today. He thanked those who made this possible through their gifts. In BC, we now have two partnering 'teaching churches' and similar models are being considered for Ontario very soon. He provided links for any churches looking into this opportunity. He announced an upcoming New Testament Teaching Tour of Turkey.
23. **NFLT UPDATE:** Ken Esau is Interim Director of the 17 member National Faith and Life Team. Ken introduced the members of the team and thanked them for their participation. He encouraged us to pray for a return to health for Ingrid Reichardt. He described the large mandate of NFLT in credentialing, hosting events, educating, seminary, engaging with other conferences and responding to demands and questions of the congregations. A posture of humility, paired with gospel integrity, is their guiding principle. He prayed for the Conference.
24. **FINAL RESULTS, ANNOUNCEMENTS AND COMMENTS:** Ed Willms thanked everyone for engaging and participating in this Convention. He encouraged the Faith and Life teams in this heavy time and reminded everyone of the Posture Shift event planned for March in Niagara. He thanks Jeff, Karen, Michelle and everyone who made this event possible. He thanked the National team, Carson and Kara, working in the background – we are better together!

MOTION C22-20 MOVED, SECONDED and CARRIED that the ballots be destroyed upon the approval of the minutes by the Board Secretary.

MOTION C22-21 MOVED, SECONDED and CARRIED that the Ontario Mennonite Brethren Convention 2022 be adjourned

Tamille Richardson closed the meeting in prayer at 1:30 pm.



ONMB Convention 2022

2021 ONMB Treasurer Report

Jeff Martens, Treasurer



Ontario

Conference of Mennonite Brethren Churches

2021 ONMB Treasurer Report

Submitted by Jeff Martens, ONMB Treasurer

The Backstory

2021 was a year of growth. In fact, 2021 built on 7 straight years of financial growth for ONMB and created the opportunity for ministry growth with the hiring of our Ministry Director, Ryan Jantzi.

In spite of ongoing pandemic challenges, your faithfulness and God's provision has been evident and we're excited for how 2021 has positioned us for a new scale of ministry and impact.

Thanks for your ever-increasing engagement!

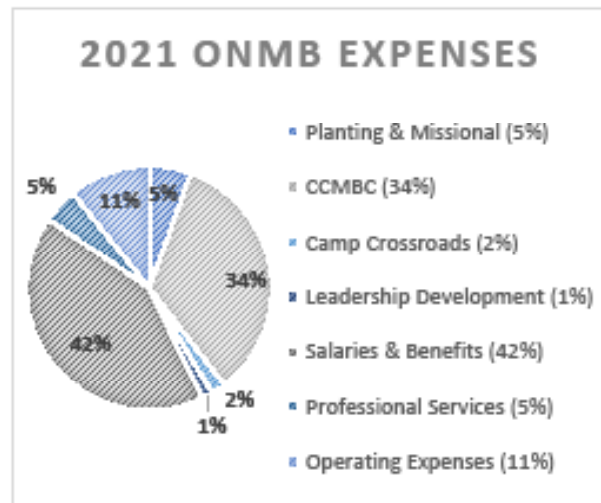
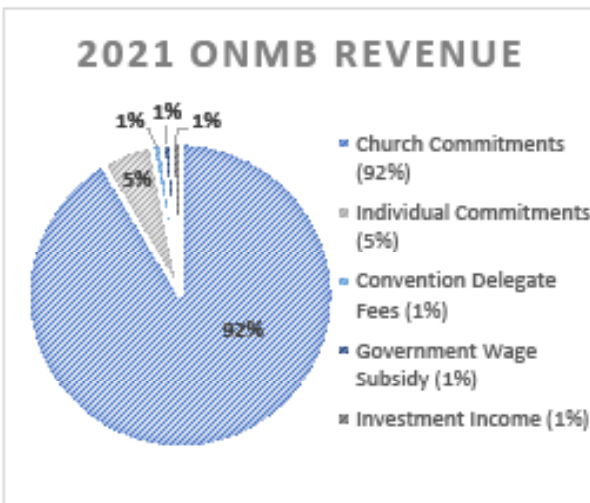
The Bottom Line

We finished the year with a 6% increase in church commitments and a 5% overall increase in revenue year-over-year, which was also 5% higher than budgeted revenue.

Expenses increased 7% year-over-year, but were 12% lower than budget due to the delayed hiring of the Ministry Director as well as cost savings in travel and programming.

This resulted in another strong surplus of \$77,680.

The Pie Charts



ONMB Convention 2022

2022 ONMB Budget Proposal

Jeff Martens, Treasurer



Ontario

Conference of Mennonite Brethren Churches

2022 ONMB Budget Proposal

Submitted by Jeff Martens, ONMB Treasurer

Years of Plenty

With three straight years of strong surplus, we're approaching 2022 desiring to expand our impact and re-invest resources in the opportunities and needs of our churches.

We're projecting similar revenue in 2022 as 2021, but have increased proposed expenditures by 26%. The most significant increases are the full-year salary for our Ministry Director, an \$18,000 increase in commitments to CCMB, and \$10,000 set aside for pastors' retreats and events.

This results in a proposed budget deficit of \$27,000.

A "Re-Investment" Budget

We're seeing the 2022 deficit budget as a "re-investment" budget. With strong reserves and supporting funds, we're willing to embrace a small operating deficit this year to more fully invest in ONMB initiatives, strategic partners, and all of you, our churches.

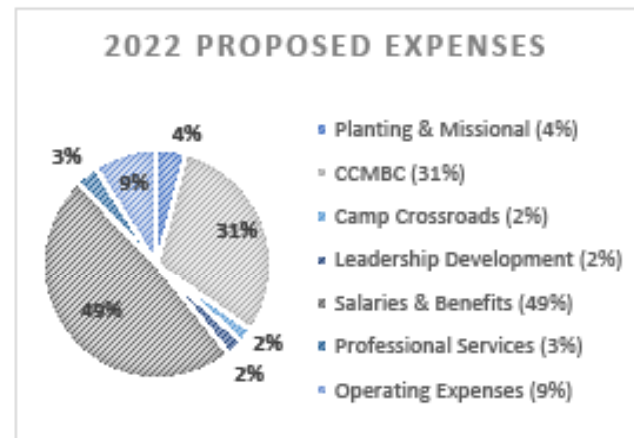
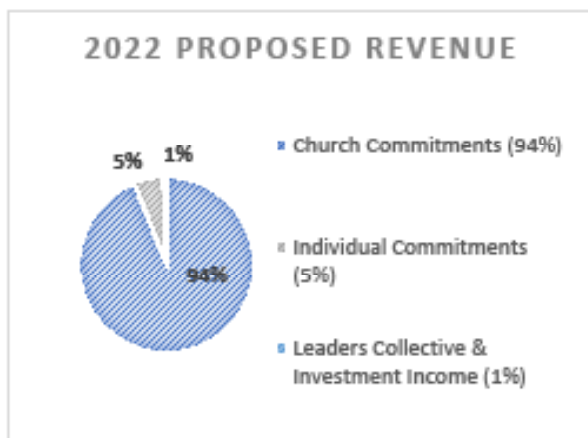
While a deficit budget can appear risky, we're confident. We're confident in you. We're confident in God. We're confident in staff to steward and invest these resources well. And we're grateful for God's provision as we seek to emerge and recover from the pandemic together.

Growing Potential

As you'll see in the proposed budget, we're also making two transfers from our Operating Reserve to replenish a \$25,000 Emergency Fund and establish a \$20,000 Special Project Fund to support our churches and respond to new missional opportunities.

God is growing our potential together. So let's not take our foot off the gas pedal, but keep focused on the road ahead of God's mission and purpose among us!

The Pie Charts





2022 ONMB Proposed Budget

	<i>Proposed</i>	<i>Actual</i>	<i>Budget</i>
	2022	2021	2021
INCOME			
Church Commitments	435,000	430,373.81	407,000
Individual Commitments	25,000	25,607.00	25,000
Convention Delegate Fees	-	5,300.00	5,000
Leaders Collective Fees	2,000	-	5,000
Government Wage Subsidy	-	4,408.79	
Investment Income	1,000	510.46	2,000
Total Income	463,000	466,200.06	444,000
EXPENSES			
Church Planting & Missional Expressions			
Multiply Initiatives	-	21,328.00	20,000
ONMB Resources & Initiatives	20,000	-	10,000
Total Church Planting & Missional Expressions	20,000	21,328.00	30,000
CCMBC Collaborative Support			
One-Stream Funding	150,000	132,000.00	132,000
Support of Partner Ministries			
Camp Crossroads	10,000	7,500.00	7,500
Total Partner Ministries	10,000	7,500.00	7,500
Board of Directors			
Faith & Life Committee	500	199.18	500
Board Meetings / Travel	3,000	541.22	5,000
Total Board of Directors	3,500	740.40	5,500
Leadership Development			
Leaders Collective	2,000	-	5,000
Pastor Credentialing Orientation	-	4,513.43	1,000
Pastor's Retreat(s)	5,000	779.55	1,000
Special Events	5,000	400.00	5,000
Total Development	12,000	5,692.98	12,000
Operating Expenses & Wages			
Advertising	-	2,043.84	
Contract Support	8,000	7,175.00	10,000
Bank Fees	300	443.31	800
Conference Insurance	3,000	2,878.20	2,800
Convention & Yearbook	5,000	10,191.39	5,000
Bookkeeping	2,500	1,850.00	3,000
Office Fees & Supplies	2,200	2,485.34	2,200
Professional Fees	5,000	9,079.58	10,000
Professional Development	5,000	3,490.93	1,500
Technology	4,000	3,387.82	4,000
Salaries & Benefits	238,000	162,230.63	215,000
Staffing Expenses	7,500	5,563.37	
Other Expenses	1,000	616.74	500
Total Operating & Wages	281,500	211,436.15	254,800
Payroll Expenses	13,000	9,822.29	
Total Expense	490,000	388,519.82	441,800
Net Income / (Deficit)	(27,000)	77,680.24	2,200

**Based on unaudited numbers as of January 2022.*



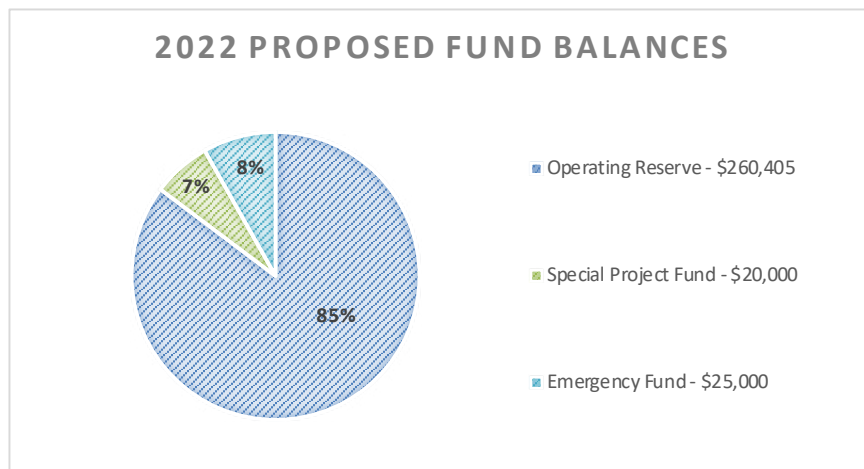
2022 ONMB Proposed Fund Transfers & Balances

Current Fund Balances	
Operating Reserve	307,534.18
Special Project Fund	4,676.91
Emergency Fund	20,193.61
Total Fund Balances	- 332,404.70

Planned Fund Transfers	
Trsf from Operating Reserve to Special Project Fund	15,323.09
Trsf from Operating Reserve to Emergency Fund	4,806.39
Total Transfers	- 20,129.48

Proposed Fund Balances	
Operating Reserve	260,404.70
Special Project Fund	20,000.00
Emergency Fund	25,000.00
Total Fund Balances	305,404.70

**Based on unaudited numbers as of January 2022.*



ONMB Convention 2022

ONMB Financial Statements

2021 Audited Financials - DRAFT

**ONTARIO CONFERENCE OF M.B. CHURCHES
FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2021**

DRAFT

**ONTARIO CONFERENCE OF M.B. CHURCHES
INDEX TO FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2021**

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INDEPENDENT AUDITOR'S REPORT

To the Members of Ontario Conference of M.B. Churches

Qualified Opinion

We have audited the financial statements of Ontario Conference of M.B. Churches (the Conference), which comprise the statement of financial position as at December 31, 2021, and the statements of changes in net assets, revenues and expenses and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Conference as at December 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

The Conference derives a portion of revenue from Northend Church cash donations, and in common with many charitable organizations, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Conference and we were not able to determine whether any adjustments might be necessary to contributions, excess of revenues over expenses, current assets and net assets.

In common with small charities, the organization expensed tangible capital assets when acquired, with the exception of the Northend Church property. The expenses related to other tangible capital assets are recorded in the statements of revenues and expenses. This accounting policy is further described in note 2.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Conference in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

(continue)

Independent Auditor's Report to the Members of Ontario Conference of M.B. Churches (continued)

In preparing the financial statements, management is responsible for assessing the Conference's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Conference or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Conference's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Conference's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Conference's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Conference to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

St. Catharines, Ontario

**CHARTERED PROFESSIONAL ACCOUNTANTS
PROFESSIONAL CORPORATION**
Authorized to practise public accounting by
the Chartered Professional Accountants of Ontario

ONTARIO CONFERENCE OF M.B. CHURCHES
STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2021

	General 2021	Member Church 2021	Total 2021	Total 2020
ASSETS				
CURRENT				
Cash	\$ 261,182	\$ -	\$ 261,182	\$ 259,543
Accounts receivable	-	-	-	8,899
Harmonized sales tax recoverable	1,172	-	1,172	14,518
Prepaid expenses	475	-	475	5,780
	<u>262,829</u>	<u>-</u>	<u>262,829</u>	<u>288,739</u>
INVESTMENTS (Note 4)	72,838	-	72,838	71,829
PROPERTY (Note 7)	-	439,267	439,267	439,267
	<u>\$ 335,667</u>	<u>\$ 439,267</u>	<u>\$ 774,934</u>	<u>\$ 797,834</u>
LIABILITIES AND NET ASSETS				
CURRENT				
Accounts payable and accrued liabilities	\$ 3,438	\$ -	\$ 3,438	\$ 8,577
Deferred donations (Note 5)	-	-	-	9,108
Current portion of long term debt (Note 8)	-	41,955	41,955	39,441
	<u>3,438</u>	<u>41,955</u>	<u>45,393</u>	<u>57,126</u>
MORTGAGE PAYABLE (Note 8)	-	286,028	286,028	328,801
	<u>3,438</u>	<u>327,983</u>	<u>331,421</u>	<u>386,017</u>
NET ASSETS	<u>332,227</u>	<u>111,288</u>	<u>443,513</u>	<u>411,787</u>
	<u>\$ 335,667</u>	<u>\$ 439,267</u>	<u>\$ 774,934</u>	<u>\$ 797,834</u>

Approved on behalf of the Board

Director

Director

See notes to financial statements

**ONTARIO CONFERENCE OF M.B. CHURCHES
STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2021**

	2020 Balance	Excess of revenues over expenditures	Transfers	2021 Balance
General Funds				
General operating fund - current reserve	\$ 178,894	\$ 78,362	\$ (4,806)	\$ 252,550
General operating fund - fixed minimum	50,000	-	-	50,000
Emergency fund	25,254	(5,080)	4,806	25,080
Special project fund	4,677	-	-	4,677
Total General Funds	258,825	73,302	-	332,227
Northend Church Funds	152,862	(28,784)	(11,782)	111,286
	\$ 411,787	\$ 43,518	\$ (11,782)	\$ 443,513

	2019 Balance	Excess of revenues over expenditures	Transfers	2020 Balance
General Funds				
General operating fund - current reserve	\$ 84,545	\$ 84,448	\$ -	\$ 178,994
General operating fund - fixed minimum	50,000	-	-	50,000
Emergency fund	25,254	-	-	25,254
Special project fund	4,677	-	-	4,677
Total General Funds	174,476	84,448	-	258,925
Northend Church Funds	103,070	49,782	-	152,862
	\$ 277,546	\$ 134,241	\$ -	\$ 411,787

See Note 3 for a description of funds, and Note 8 for Northend Church Fund transfers.

See notes to financial statements

**ONTARIO CONFERENCE OF M.B. CHURCHES
STATEMENT OF REVENUES AND EXPENSES
YEAR ENDED DECEMBER 31, 2021**

	2021	2020
REVENUES		
Church commitments	\$ 430,374	\$ 385,240
Individual contributions	25,607	15,815
Convention delegate fees	5,300	16,250
Miscellaneous income	4,409	7,282
Interest from operating funds	1,009	1,520
Leader's collective fees	-	3,000
Donation from Northend Church (Note 6)	-	10,000
	466,639	450,017
EXPENDITURES		
Salaries and benefits	172,053	146,223
Support to conference agencies	133,500	128,000
Ministry and program	24,397	23,721
Church planting	21,328	30,000
Fees and professional services	18,105	24,283
Office management	9,629	9,848
Professional development	2,585	1,167
Board and governance	740	2,218
	388,337	385,568
NET SURPLUS FROM OPERATIONS	78,302	64,449
OTHER INCOME (EXPENSES)		
Net surplus (deficiency), Northend Church Fund (Schedule 1)	(23,784)	49,792
Emergency fund disbursements	(5,060)	-
	(28,844)	49,792
COMBINED NET SURPLUS	\$ 49,458	\$ 114,241

See notes to financial statements

ONTARIO CONFERENCE OF M.B. CHURCHES
STATEMENT OF REVENUES AND EXPENSES - NORTHERN CHURCH FUND
(Schedule 1)
YEAR ENDED DECEMBER 31, 2021

	2021	2020
REVENUES		
Donations	\$ 302,114	\$ 570,010
Government grants	46,279	9,847
Rental	9,732	25,137
Youth group	900	1,884
Seniors income	120	1,220
	358,145	607,893
EXPENDITURES		
Charitable contributions (Note 6)	293,282	12,448
Salaries and benefits	74,217	208,254
Interest on long term debt	13,649	15,858
Office management	4,079	78,541
Repairs and maintenance	1,871	39,807
Ministry and program	1,435	83,382
Utilities	347	27,763
Conferences	49	2,838
Fees and professional services	-	89,447
Donation to Ontario Conference of M.B. Churches (Note 6)	-	10,000
Board and governance	-	4,808
Furniture and fixtures	-	3,210
Honorarium	-	2,150
	388,529	557,901
NET SURPLUS (DEFICIENCY) FROM OPERATIONS	\$ (29,784)	\$ 49,792

See notes to financial statements

ONTARIO CONFERENCE OF M.L.B. CHURCHES
STATEMENT OF CASH FLOWS
YEAR ENDED DECEMBER 31, 2021

	2021	2020
OPERATING ACTIVITIES		
Excess of revenues over expenditures	<u>\$ 43,518</u>	<u>\$ 134,241</u>
Changes in non-cash working capital:		
Accounts receivable	6,869	(8,808)
Prepaid expenses	5,307	(388)
Harmonized sales tax recoverable	13,344	(10,454)
Accounts payable and accrued liabilities	(5,139)	5,838
Deferred donations	(9,408)	9,108
Transfers to Northend Church	<u>(11,732)</u>	<u>-</u>
	<u>(519)</u>	<u>(2,643)</u>
Cash flow from operating activities	<u>42,999</u>	<u>131,598</u>
INVESTING ACTIVITY		
Investments	<u>(1,009)</u>	<u>(1,520)</u>
FINANCING ACTIVITY		
Repayment of long term debt	<u>(40,351)</u>	<u>(38,278)</u>
INCREASE IN CASH FLOW	<u>1,639</u>	<u>91,799</u>
CASH - BEGINNING OF YEAR	<u>259,543</u>	<u>167,744</u>
CASH - END OF YEAR	<u>\$ 261,182</u>	<u>\$ 259,543</u>
CASH CONSISTS OF:		
Cash - General Funds	\$ 261,182	\$ 184,908
Cash - Northend Church Fund	<u>-</u>	<u>74,635</u>
	<u>\$ 261,182</u>	<u>\$ 259,543</u>

See notes to financial statements

ONTARIO CONFERENCE OF M.B. CHURCHES
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2021

1. DESCRIPTION OF ORGANIZATION

Ontario Conference of M.B. Churches (the "Conference") serves a constituency of member churches in the Province of Ontario. It provides general denominational oversight and facilitates the operation of joint initiatives and gives guidance to the separately incorporated agencies of the denomination which are operating in the province. The Conference received its Letters Patent as a non-share capital corporation from the Province of Ontario in 1932. As a registered charity under the Income Tax Act, the Conference is exempt from tax on its income.

As part of serving the constituency of churches, the Conference has taken over the operations of the new Northend Church (formerly Fairview M.B. Church) during the fiscal year ending December 31, 2018. These operations continued until January 13, 2021, at which time Northend Church received their charity status. See "Fund Accounting" Note 2, and Notes: 3, 6, 7, and 8 for details.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Net assets

- a) Internally restricted net assets are funds which have been designated for a specific purpose by the organization's Board of Directors.
- b) Unrestricted net assets comprise the excess of revenue over expenses accumulated by the organization each year, net of transfers, and are available for general purposes.

Designated fund exclusions

The Conference is sometimes the conduit for certain designated funds to flow through its accounts to the designated recipient. These flow through amounts are not disclosed in these financial statements, but are recorded in the ultimate recipients' financial statements.

(continues)

ONTARIO CONFERENCE OF M.B. CHURCHES
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Fund accounting

Ontario Conference of M.B. Churches follows the deferral method of accounting for contributions.

Revenues and expenses related to program delivery and administrative activities are reported in the General Operating Fund.

Revenues and expenses related to program delivery and administrative activities for Northend Church are reported separately in their own related fund.

Restricted contributions for operations are deferred and recognized as income in the related fund once they are disbursed. Restricted contributions for the repayment of debt that was incurred to fund the purchase of a capital asset that will not be amortized is recognized as direct increases in net assets, see note 6.

Cash and cash equivalents

The Conference's policy is to present bank balances net of outstanding cheques and deposits under cash and cash equivalents.

Capital assets

Capital assets are recorded at a nominal charge. The cost of additions are charged to expenses at the time of purchase. Management has decided to not recognize capital assets and remove the expense in the statements of revenues and expenditures in accordance with ASNFPO. Changing the presentation to capitalize expenditures from operations may reduce useful information to the primary readers of these financial statements as they would now appear on the separate statement of financial position, and not against the budget.

The capital asset related to the acquisition of property was recorded and recognized due to its significant value and mortgage thereon. This property is utilized by the operations of the Northend Church, and consists of land, building, and furnishings. As the Northend Church has obtained individual charitable status, the property will be transferred to the new Church. As this process is intended to be complete in the short-term, amortization was not recorded on the property.

Contributed services

The operations of the organization depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements. Certain larger material contributions are recognized at their fair market value.

Budget information

The budget figures presented for comparison purposes have been approved by the Board of Directors. They have not been subject to audit, review or other tests and procedures. Consequently, our opinion on these financial statements does not extend to them.

(continues)

ONTARIO CONFERENCE OF M.B. CHURCHES
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

3. DESCRIPTION OF FUNDS

The General Operating Fund accounts for the Conference's program delivery and administrative activities. This fund reports unrestricted resources and restricted operating grants. \$50,000 is allocated to a separate General Operating Fixed Minimum Fund.

An Emergency Fund of \$25,000 was created out of the Operating Fund on December 31, 2005 to support any church's pastor (or family) in the case of sudden financial curtailment.

The Special Project Fund was established to segregate any special projects outside the normal course of operations.

The Northend Church Fund is a new church plant fund (formerly Fairview M.B. Church) operated by the Conference. The new Northend Church registered as a charity on January 13, 2021 and began operations independently of this related fund. Remaining Northend Church Fund assets, net assets, and the statement of revenue and expenses have been disclosed separately to recognize any church activities still operated under the Conference. As at December 31, 2021, the only remaining balances within the Northend Church Fund are the property and related mortgage.

4. INVESTMENTS - CANADIAN CONFERENCE

The investment is with the Canadian Conference of Mennonite Brethren Churches earning interest at a base rate of 1.4%. See note 8 for interest rate risk.

5. DEFERRED DONATIONS

Designated donations are deferred and recognized as income in the year they are spent. The 2020 \$0,108 of deferred donations in the Northend Church Fund were included in the disbursements to the new Church, see Note 6.

ONTARIO CONFERENCE OF M.L.B. CHURCHES
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2021

6. DUE TO RELATED PARTIES

The Conference has transactions with numerous related parties (member churches) or organizations that are funded by the Conference. Other than a 2020 interfund \$10,000 church commitment paid from the Northend Church fund to General funds, these financial statements do not determine, disclose or verify all other external affiliate activities.

2021 charitable contributions of \$293,282 are net payments of received donations to the new Northend Church registered charity.

Net transfers of \$11,782 to the Northend Church Fund Net Assets are to the new Church, and include the transfer of prior year: cash, prepaid expenses, receivables, accounts payable and accrued liabilities, and deferred income; net of: current year expenditures paid by the new Northend Church prior to incorporation, and mortgage payments contributed by the new Northend Church.

7. PROPERTY

	Cost	Accumulated amortization	2021 Net book value	2020 Net book value
Northend Church	\$ 439,267	\$ -	\$ 439,267	\$ 439,267

All Assets and Liabilities of Fairview Church were transferred to the Conference in 2019 for \$1.00 consideration, and an assumption of debt (see note 8). The listed value of the combined property and assumed mortgage at the time of transfer was \$439,267.

Northend Church has obtained individual charitable status during the year and the property is pending transfer to the new Church. As this process is intended to be complete in the short-term, amortization has not been recorded on the property.

8. MORTGAGE PAYABLE

	2021	2020
CCMBC loan bearing interest at 3.8% per annum, repayable in monthly blended payments of \$4,500, and is secured by Northend Church property.	\$ 327,981	\$ 368,332
Amounts payable within one year	<u>(41,953)</u>	<u>(39,441)</u>
	<u>\$ 286,028</u>	<u>\$ 328,891</u>

Principal repayment terms are approximately:

2022	\$ 41,953
2023	<u>286,028</u>
	<u>\$ 327,981</u>

When the Northend Church property is legally transferred to Northend Church, the mortgage will subsequently also be assumed by the new Church.

ONTARIO CONFERENCE OF M.B. CHURCHES
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2021

9. FINANCIAL INSTRUMENTS

The Conference is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Conference's risk exposure and concentration as of December 31, 2021.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Conference manages exposure through its normal operating and financing activities. The Conference is exposed to interest rate risk through its investment savings account balance.

Constituency dependency risk

As the Conference serves the member churches, it is dependent on these member churches for financial support.

10. COVID-19

In March 2020, the World Health Organization declared the outbreak of a novel coronavirus (COVID-19) as a global pandemic, which continues to impact Canada and the world.

The Conference and Northend Church fund are exposed to various risks from the ongoing pandemic, including the potential for additional government mandated shut-downs, the continued limitation on activities and revenue sources, higher costs stemming from current and future government regulations, and potential reduction of parishioners attending in-person services and events.

11. SUBSEQUENT EVENTS

During the year, the Northend Church obtained their charitable status and began operating as a separate entity. The Church Property (see Note 7) and related mortgage (see Note 8) are currently pending legal transfer from the Conference to the Church. This transfer is expected to be completed during fiscal 2022.

ONMB Convention 2022

ONMB Governance Committee Report

Michelle Knowles, ONMB Board Member and Governance Committee Member



Ontario

Conference of Mennonite Brethren Churches

It has been another busy year for ONMB Governance! After successfully affirming and enacting a new ONMB general operating bylaw (GOB) in February 2021, the work simply continued as we began to implement necessary items to live into our new bylaws. A three-year plan was initiated to accomplish this and some highlights from year one includes,

•**Policy Work** – updating existing policies and writing several new policies now required in our bylaws, including the new ONMB Ministerial Misconduct Policy presented to delegates for approval this year. The Ministerial Misconduct policy will provide a clear and consistent way to address complaints or concerns of misconduct, with formal procedures rooted in godly wisdom and healthy accountability.

•**Convention Delegate Model** - introducing our new model of church representation at meetings of the members through Voting Representatives and Convention Members, sent to participate in the role and responsibilities of delegates.

•**Associate Churches** - re-affirming the standing of existing Associate Churches of ONMB (Rugged Tree, Southeast City, Spirit of Truth and Malkutha), each beginning their first five-year term of associate standing in February 2022. Pending approval of our ONCA bylaw updates, these churches will then have the opportunity to send Convention Members to future ONMB gatherings. We celebrate that our governance developments are providing new ways for our beautiful and diverse ONMB family of churches to gather and participate together.

After the Ontario Government enacted the Ontario Not-for-Profit Corporations Act (ONCA) in this past October, we finished the updates required in our ONMB GOB in order to meet ONCA compliance. Much of this work had already been done during the more extensive bylaw updating in 2020-2021, however there were several items that we could not change in our bylaws until ONCA was enacted. An update to our Articles of Incorporation will accompany this bylaw update as well.

Our committee is glad to be a resource for you church, to share what we have learned, to review or assist with your own church bylaws or other governance work. We recognize many of your churches will also have work to do to meet ONCA compliance. Our Governance Team will be providing a webinar this spring and other resources to support our local churches.

At Convention 2022 the Governance Committee will bring several motions,

1. **We present the ONMB Bylaw Draft 2a (“ONMB GOB 2022 revisions for ONCA draft2a”), with a single motion to approve the amended bylaw as presented.** We will follow the same process used at our last Convention with a single vote to accept all changes, with limited allowance for amendments on the floor. We refer you to the [ONMB Bylaws](#) page on our website for the full ONCA revision package, including several supporting documents.
2. **We present a single motion to amend the Articles of Incorporation to support the bylaw changes and ONCA transition.**
3. **We present the ONMB Ministerial Misconduct policy for approval.**

Thank you for sharing in this important activity as we continue to deepen our ministry partnership as the ONMB family of churches.



General Operating Bylaw (202020) of the Ontario Conference of Mennonite Brethren Churches

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General Operating Bylaw (202020) of the Ontario Conference of Mennonite Brethren Churches

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General Operating Bylaw (2022B) of the Ontario Conference of Mennonite Brethren Churches

General Operating Bylaw (21022B)

**A bylaw relating generally to the conduct of the affairs of the
Ontario Conference of Mennonite Brethren Churches**

INTRODUCTION

Whereas by Letters Patent issued under the Act and dated the 8th day of July, 1932, and amended by Supplementary Letters Patent on the 30th day of August, 1971, and on the 18th day of February, 2005, the Corporation named, "The Ontario Conference of Mennonite Brethren Churches", hereinafter referred to as the "Corporation" or the "Ontario Conference", was incorporated for the following ministry reasons:

1. To establish and maintain places of worship.
2. To build colleges, seminaries and other institutions of learning for the training and education of the public.
3. To set apart individuals for Christian ministry to serve the churches of the Conference and the larger community of Christians in leadership and spiritual functions.

And whereas it is considered expedient to enact a General Operating Bylaw relating generally to the conduct of the affairs of the Ontario Conference, be it therefore enacted as a bylaw of the Ontario Conference as follows:

Prayer for the Conference

"Father God, we humbly bring the words of this Bylaw before You and we pray for the health of our denomination and conference of churches. While we understand that these words are written under the authority of government acts, we proclaim that our heart, soul, mind and strength are dedicated to You, Lord Jesus, and to Your service to bring You glory. Lord, please help all who seek guidance in this Bylaw to deal with one another according to Your words in scripture under the guidance of the Holy Spirit. Amen."

PART 1 – DEFINITIONS AND RELATIONSHIPS

Article 1 Interpretation

1.1 Meaning of Words

In this Bylaw and all other bylaws and resolutions of the Ontario Conference unless the context otherwise requires:

- 1.1.1 the singular includes the plural;

1.2 Defined Terms

- 1.3.1 "Act" means the Not-for-Profit Corporations Act, 2018, S.O. 2010, Chapter 15, and any statute amended or enacted in substitution thereof, from time to time;
- 1.3.2 "Associate Church" is a church that has been granted standing by the Members as defined in Section 16.3, and receives privileges as defined by Ontario Conference policies. Associate Churches are not Member Churches of the Ontario Conference;
- 1.3.3 "Associate Church Representative" is an individual from an Associate Church who has been granted standing by the Board to be an office holder as allowed for in Section 6.8.5;
- 1.3.4 "Board" means those established by the Voting Representatives to oversee and administer the affairs of the Ontario Conference. The Board is the board of directors of the Ontario Conference;
- 1.3.5 "Board Chair" means the person elected to be the Chair of the Board, who will be the president of the Ontario Conference and may also be known as the Moderator;
- 1.3.6 "Canadian Conference" means the Canadian Conference of the Mennonite Brethren Churches as described in Article 2;
- 1.3.7 "church" means a group of Christians organized into a fellowship or congregation for the service of God;
- 1.3.8 "church member" means an individual who has been received into membership of a church in accordance with the membership rules that govern that church as described in Section 6.15;
- 1.3.9 "church membership" means the collective membership of a church as defined in accordance with the membership rules that govern that church as described in Section 6.15;
- 1.3.10 "Committee" means any committee established by the Board pursuant to Article 12;
- 1.3.11 "Confession of Faith" shall mean the statement of faith and practice of the Ontario Conference as defined in Section 3.1;
- 1.3.12 "Convention" means a duly called meeting of the Members where voting may occur by Voting Representatives;

General Operating Bylaw (2022B) of the Ontario Conference of Mennonite Brethren Churches

- 1.3.13 "Convention Member" means an individual put forth from a Member Church who has been accepted into membership as provided for in Section 6.4.3 and becomes a Voting Representative at a meeting of the Members;
- 1.3.14 "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, transfers and assignments of shares, bonds, debentures or other securities and all paper writings;
- 1.3.15 "Executive Committee" means the Standing Committee as defined in Section 12.1;
- 1.3.16 "Executive Officer" means any person who holds one of the offices enumerated in Section 10.1;
- 1.3.17 "Members" means the associations, corporations and individuals in the two classes of Members, being Member Churches and Convention Members, that are current members of the Ontario Conference;
- 1.3.18 "Member Church" means a local Christian church in Ontario which is organized according to Mennonite Brethren polity, as described in this Bylaw, and which is in agreement with the Mennonite Brethren Confession of Faith and practices, and has been accepted into membership as provided for in Section 6.4, and which desires to support the work of the Ontario Conference;
- 1.3.19 "Member Church in good standing" means a Member Church that has not been suspended as described in Section 6.8;
- 1.3.20 "member in good standing of a Member Church" means an individual who belongs to a Member Church as described in Section 6.15 and has been found to be in good standing following the procedures described in Section 6.6;
- 1.3.21 "Mennonite Brethren Church" means a church that has been accepted into membership of the Canadian Conference and is part of the Mennonite Brethren denomination;
- 1.3.22 "Office Holders" means a person elected or appointed to the Board or a member of a committee as described in Section 6.6;
- 1.3.23 "Officer" means any person who holds an office of the Ontario Conference as defined in Article 10;
- 1.3.24 "Ontario Conference" means the Corporation known as The Ontario Conference of Mennonite Brethren Churches;
- 1.3.25 "National Faith and Life Team" means the committee of the Canadian Conference as defined in the Canadian Conference Bylaw;
- 1.3.26 "Rules of Order" means the parliamentary policies used in a meeting of the Members as maintained by the Governance Committee;
- 1.3.27 "Special Resolution" means a resolution passed by the Board and confirmed with or without variation by at least two-thirds (2/3) of the votes cast at a meeting of the Members of the Ontario Conference called for that purpose;
- 1.3.28 "Voting Representative" means either an individual authorized by a Member Church to represent the Member Church or a Convention Member, who may vote at a meeting of the Ontario Conference as provided for in Section 6.5.

1.3 Corporations Act Terms

All terms defined in the Act have the same meanings in this Bylaw and all other bylaws and resolutions of the Ontario Conference.

Article 2 Canadian Conference of the Mennonite Brethren Churches

The Canadian Conference of the Mennonite Brethren Churches is the national body incorporated by an act passed by the Senate on 22nd November 1945. It is comprised of all the Mennonite Brethren churches in Canada, which in turn are generally organized into regional conferences usually on a provincial basis.

2.1 Relation to the Canadian Conference

The Ontario Conference is a member organization of the Canadian Conference of the Mennonite Brethren Churches and shall support its activities and carry out its decisions as described in the Canadian Conference Bylaw. As defined in the Canadian Conference Bylaw, Member Churches of the Ontario Conference, by virtue of their membership in the Ontario Conference, are Member Churches of the Canadian Conference.

2.2 Organization of Provincial Conferences

Pursuant to the governing documents of the Canadian Conference, the Ontario Conference is at liberty to apply for the issuance of letters patent and to prepare and adopt bylaws of its own according to its existing needs, provided that such are in harmony with the governing documents of the Canadian Conference.

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2.3 Autonomy of the Conferences

2.3.1 The Ontario Conference and the Canadian Conference, as a national religious denomination, may grant its Member Churches with legal standing pertaining to credentialing of clergy, land holdings, tax relief and other affluities available to a religious denomination.

2.3.2 The Ontario Conference shall exercise authority in matters that relate to the common work and welfare of Member Churches in keeping with the Bible, Confession of Faith, and this Bylaw.

Article 3 Statement of Faith and Mission

3.1 Statement of Faith

3.1.1 The statement guiding the faith and practice of the Ontario Conference of Mennonite Brethren Churches and its Member Churches shall be the Confession of Faith as adopted by the Canadian Conference of the Mennonite Brethren Churches and as changed from time to time.

3.1.2 In a spirit of unity and harmony, neither the Ontario Conference nor its Member Churches shall pass or accept resolutions or practices which are in conflict with this Confession of Faith.

3.1.3 The Member Churches of the Ontario Conference shall accept the wisdom, guidance and rulings of the Provincial Faith and Life Team and National Faith and Life Team in matters relating to the faith and practice described in the Confession of Faith.

3.2 Mission

The central purpose of the Ontario Conference of Mennonite Brethren Churches is to bring honour and glory to God (1 Peter 2:4-12; Revelation 4:11; Romans 15:5,6; 1 Corinthians 6:20). This is the reason for being, and the essential character of the activity of the Member Churches and the activity of the ministries of the Ontario Conference. The Bible amplifies this purpose to include the following dimensions of mission:

3.2.1 To worship God. Worship is to be the believer's response to God in all of life. Individual and corporate worship keeps God central in the life and mission of every congregation and ministry. It makes God's honour and glory the guiding motive for a life of personal holiness and obedient service. (1 Chronicles 16:29; Psalm 29:2; 96:9; 187:32; Matthew 4:10; John 4:23-24; Romans 12:1; Revelation 14:7).

3.2.2 To build up the body of Christ. The church is the body of Christ, and it is to be built up into the fullness of Christ's likeness through the exercise of the gifts which the Holy Spirit has given to its members for the common good of the church. (Ephesians 5:23; Romans 12; 1 Corinthians 12:4-7; Ephesians 4:11-16).

3.2.3 To witness to Jesus Christ as Saviour and Lord and thus make disciples of all peoples, thereby bringing about the growth of the church. This is to be accomplished through the proclamation of the gospel and by extending God's love and care to all people. Practical and sacrificial service exemplified by Christ will authenticate His gospel and the biblical faith of the church. (Acts 1:8; Matthew 28:18-20; Romans 1:16; Acts 2:40-41; Matthew 6:18; James 1:22-26; John 13:13-17; Matthew 28:28; Luke 4:16-21).

Article 4 Head Office

The head office of the Ontario Conference shall be in the Niagara Region, in the Province of Ontario, and at such place therein as the Board may from time to time determine.

Article 5 Seal

The seal which is impressed in the margin hereon shall be the corporate seal of the Ontario Conference.

PART 2 – MEMBERSHIP AND MEETINGS

Article 6 Membership

There shall be two classes of membership in the Ontario Conference as follows:

- (1) Member Churches
- (2) Convention Members.

6.1 Membership Requirements

An individual, corporation or other entity may be a Member.

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6.1.1 Member Church Requirements

The Ontario Conference may grant membership to any church which professes the same faith as that of the Ontario Conference, accepts its resolutions, Confession of Faith, values and mission, understands the responsibilities and expectations of membership, and participates in its common undertakings.

6.1.2 Convention Member Requirements

The Ontario Conference may grant membership to an individual to become a Convention Member who is a member in good standing of a Member Church that is in good standing with the Ontario Conference, and who has been approved by their church membership or governing board of their church to represent the Member Church at a meeting of the Members. A Member Church may apply to have one: (1) Convention Member for every twenty-five (25) church members or fraction thereof of that Member Church.

6.2 Rights of Membership

6.2.1 Rights of a Member Church

A Member Church in good standing has the right to identify itself as a Member of the Mennonite Brethren denomination in Canada and to operate under any rights and privileges afforded to the denomination, including having credentialed and licensed pastoral staff. Member Churches can join into fellowship at meetings to pass resolutions and elect office holders for ministry. Member Churches can access a variety of ministry resources, legal and administrative support services, and can participate in financial and operational programs offered by the Ontario Conference for its Members.

6.2.2 Rights of a Convention Member

A Convention Member has the right to be a Voting Representative at a meeting of the Members. A Convention Member ceases to be a member of the Ontario Conference at the close of the meeting of Members at which the Convention Member is registered.

6.3 Membership Responsibilities

6.3.1 Member Church Responsibilities

A Member Church shall commit to working collectively on mission with the Ontario Conference and Canadian Conference. Each Member Church accepts as binding upon it the decisions of the Ontario Conference concerning the operation and finances of the projects of the Ontario Conference and shall conscientiously carry out those decisions within the Ontario Conference so far as it is able. Each Member Church shall conduct its affairs as required by and consistent with this Bylaw and shall not pass resolutions or bylaws that are in conflict with the Ontario Conference. A Member Church shall be led by a pastor who has been credentialed by the Ontario Conference.

6.3.2 Convention Member Responsibilities

A Convention Member is responsible to represent the will of their Member Church at a meeting of the Members.

6.4 Applications for Membership

6.4.1 Member Church Application

Any local church may apply for membership in the Ontario Conference using the following process:

- (1) The church shall make application to the Board, who, in consultation with the Provincial Faith and Life Team, shall determine whether the church meets the membership requirements and understands the responsibilities of membership as outlined in Section 6.1 and 6.3.
- (2) The church will be asked to pass a resolution at a general meeting and provide a copy of the resolution to the Board showing its willingness to align its governing documents in support of the Ontario Conference. A church shall not be a member of another denomination upon admission into membership of the Ontario Conference, unless an exception is otherwise provided by the Board in accordance with Section 6.9.
- (3) If the Board approves the application, it shall present the application at the next meeting of the Members for a decision by the Members.
- (4) After approval by the Members and prior to being officially received into membership, the church must complete the steps of incorporating into its bylaws the Confession of Faith and adherence to the General Operating Bylaw of the Ontario Conference. A copy of the church bylaws shall be filed with the Board.
- (5) Upon the passing of a final resolution by the Board that all conditions have been met, the church is received into membership of the Ontario Conference as well as membership in the Canadian Conference.

6.4.2 Convention Member Application

Prior to a meeting of the Members, each Member Church may petition the Ontario Conference to enroll its Convention Members into membership in the Ontario Conference as follows:

- (1) No sooner than thirty (30) days and at least two (2) days prior to a meeting of the Members, a Member Church in good standing may make application to the Board to register members of its pastoral and leadership team, as well as lay persons, as Convention Members.

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- (2) All individuals nominated as Convention Members must be at least 18 years of age and must be a member in good standing in the Member Church as defined in Section 6.6.
- (3) A Member Church may apply to have one (1) Convention Member for every twenty-five (25) church members or fraction thereof of that Member Church.
- (4) The Member Church will provide notice of the meeting to their Convention Members. The address of each Convention Member shall be the address of the Member Church. The Member Church will also provide copies of the Ontario Conference's Financial Statements to the Convention Members if requested.
- (5) Either the Board or the Executive Committee shall approve the nominated individuals, who qualify to be Convention Members.
- (6) Prior to the start of a meeting of the Members, the Secretary shall publish the official list of the approved Convention Members.
- (7) In special circumstances, as approved by the Executive Committee, the Secretary may be given authority to update the published list of Convention Members at any time up to the start of the meeting of the Members. No Member Church may exceed the limit on the total number of Convention Members allowed based on the size of the Member Church's membership.

Ontario Conference Board Members may be registered by the Board as Convention Members by virtue of being a Board Member.

The Executive Director may be registered by the Board as a Convention Member by virtue of being Executive Director.

Associate Church Representatives may be registered as Convention Members by virtue of being Associate Church Representatives.

The membership of the Convention Members shall terminate at the close of the meeting of the Members for which the Convention Members were registered.

6.5 Voting by Members

Members in good standing shall be entitled to vote through duly authorized Voting Representatives who shall have one vote each at all meetings of the Members.

A Voting Representative can only be a representative of a single membership class and shall have one vote.

6.5.1 Appointment of Voting Representatives by a Member Church

Each Member Church in good standing shall be entitled to be represented at any meeting of the Members by a single individual who is authorized by the Member Church to represent it. The individual will become the Voting Representative of the Member Church. The individual must be 18 years of age or older, must be a church member in good standing, and shall be approved by the church membership or governing board of the Member Church. Typically, a Member Church shall put forth the Senior/Lead Pastor to be the Voting Representative.

6.5.2 Convention Members as Voting Representatives

Each Convention Member shall be entitled to be a Voting Representative having a vote at a meeting of the Members.

Each Board Member qualifies as a Convention Member, and hence a Voting Representative, by virtue of being a Board Member. The Executive Director qualifies as a Convention Member, and hence a Voting Representative, by virtue of being the Executive Director. Each Associate Church Representative qualifies as a Convention Member, and hence a Voting Representative, by virtue of being an Associate Church Representative.

6.6 Office Holder Requirements

6.6.1 With the exceptions of Sections 6.6.4 and 6.6.5, no person who is not an active member in good standing of a Member Church, shall be qualified to be a member of the Board, a Committee, a Voting Representative, or a representative of the Ontario Conference. An individual shall relinquish their position in the Ontario Conference if they no longer meet the requirements to hold office unless the provision in Section 6.6.4 or 6.6.5 is granted.

6.6.2 The conditions used to determine if an individual is in good standing within their own Member Church shall be set forth by that Member Church as described in the church's governing documents as described in Section 6.15.

6.6.3 To hold a status of good standing with the Ontario Conference, an individual shall fully support the Confession of Faith, as described in section 3.1.

6.6.4 If a Member Church's governing documents fail, to the satisfaction of the Board, to adequately define an active member in good standing for their church, then the Provincial Faith and Life Team shall conduct an interview to determine if an individual holds good standing with respect to the Ontario Conference and therefore qualifies to hold office.

6.6.5 In special circumstances, the Board may pass a resolution to designate an individual from an Associate Church as holding the status of "good standing" as would be in the same manner as would apply to a "member in good standing of a Member Church". This standing is valid for five (5) years and may be revoked at any time by a resolution of the Board.

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6.7 Transfer of Membership

Membership in the Ontario Conference is not transferable.

6.8 Suspension or Revocation of Membership of a Member Church

6.8.1 Investigation

The Board shall begin investigation of any Member Church that, in the opinion of the Board, fails to adhere to the polity as described in this Bylaw or the bylaws of the Canadian Conference, or fails to adhere to the Confession of Faith, such that it could create undue risk spiritually or financially or legally, or in any other manner that damages the unity, purpose and mission of the Ontario Conference. The desired outcome, where possible, is for any such issues to be rectified in order for the Member Church to remain in good standing with the Ontario Conference.

6.8.2 Suspension Procedure

In the case where an investigation, as set out in 6.8.1 reveals unresolvable issues, the Board's investigation, in consultation with the Provincial Faith & Life Team, shall be done in good faith in a fair and reasonable manner, including:

- (1) A written notice will be sent to the Member Church of the proposed discipline, including the reason for such proposed suspension at least fifteen (15) days before the suspension begins, and
- (2) The Member Church will be given a further, reasonable opportunity to make representations to the Ontario Conference respecting the proposed discipline not less than five (5) days before the suspension begins.

Upon a resolution of the Board, a Member Church that is suspended is considered to be in "not good standing" with the Ontario Conference as well as with the Canadian Conference. The membership rights, as described in Section 6.3.1, of a suspended Member Church are suspended until resolved as described in either section 6.8.3 or 6.10.

6.8.3 Revocation Procedure

After suspension as described in Section 6.8.2, a Member Church's membership in the Ontario Conference can be terminated:

- (1) After a careful examination of the circumstances by the Provincial Faith and Life Team, and
- (2) Upon the recommendation of the Board; and
- (3) Through a Special Resolution passed by the Members.

Termination of church membership in the Ontario Conference also terminates membership in the Canadian Conference.

6.9 Termination of Membership of a Member Church

Unless granted special dispensation in a resolution passed by the Board, membership in the Ontario Conference automatically terminates, without a period of investigation or suspension, upon the happening of any of the following events:

- 6.9.1 upon presentation by a Member Church to the Board of a true copy of a resolution to that effect passed by not less than two-thirds (2/3) of its church membership at a meeting of the Member Church duly called for that purpose;
- 6.9.2 if a Member Church joins another denomination;
- 6.9.3 upon the passing of a Special Resolution passed by the Members, as set out in 6.8.3;
- 6.9.4 upon closing or dissolution of the Member Church;
- 6.9.5 upon revocation or loss of charitable status as granted by the Canada Revenue Agency; or
- 6.9.6 upon revocation or loss of the legal registration under which the church was formed.

Termination of membership in the Ontario Conference also terminates membership in the Canadian Conference.

6.10 Reintegration of a Member Church

- 6.10.1 Any membership that has been suspended as described in Section 6.8.2 can be reinstated by a resolution of the Board upon the Board's satisfaction that the concerns have been adequately verified.
- 6.10.2 Any membership that has been terminated as described in Section 6.8.3 can be reinstated after completing the membership application procedure as described in Section 6.4.

6.11 Division or Merging of a Member Church

6.11.1 When an existing Member Church deems it advisable to divide or establish a new congregation, the Provincial Faith and Life Team shall be informed and consulted at the initial planning stages. After such a division or new establishment has been completed, a new congregation with the intention of becoming a separate Member Church may apply to the Board for membership according to the steps outlined in the Membership Application Process in Section 6.4.

6.11.2 Should a Member Church consider merging with another church, the Board shall oversee the process to determine the resulting membership status depending upon the churches involved. (See Section 6.7)

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6.12 Closing of a Member Church

The initiative for the closing of a church normally comes from the church membership at such a time when continuing as a church entity is no longer a viable option. Before a decision to close a church is reached, the church shall invite consultation with the Ontario Conference. The church's membership in the Ontario Conference is terminated upon closing of the church. As a Member Church within the Ontario MB Conference of Churches, it is expected that the dissolving congregation's assets become the property of the Ontario Conference, for the purpose of supporting ministry initiatives within the Ontario Conference in a manner consistent with the purposes of the church being closed.

6.13 Autonomy of a Member Church

Each Member Church is autonomous in the management of its local affairs, but only to the extent that the Member Church's local affairs are not subject to the Confession of Faith, Letters Patent, bylaws, policies, or procedures of the Ontario Conference and Canadian Conference.

6.14 Liability of a Member Church

Member Churches shall not, as such, be held answerable or responsible for any act, default, obligation or liability of the Ontario Conference or for any engagement, claim, payment, loss, injury, transaction, matter or thing relating to or connected with the Ontario Conference.

6.15 Membership of an Individual in a Member Church

Each Member Church shall establish in its governing documents all conditions for an individual to be a member in good standing of such church, including procedures for acceptance, termination, discipline, withdrawal, and transfer of an individual's membership. The Member Church's governing documents shall be used to determine the number of members in the church. All membership policies and practices should align with the guidelines of the Ontario Conference and Canadian Conference.

Article 7 Meetings of the Members

7.1 Annual Meeting

The annual meeting of the Members, also called a Convention, shall be held each year within Ontario, at a time, place and date determined by the Board, and may be held electronically, with due consideration being given to rotation of the place of meetings and the statutory requirements for such a meeting, for the purpose of:

- 7.1.1 hearing and receiving the reports and statements required by the Act to be read at and laid before the Ontario Conference at an annual meeting;
- 7.1.2 passing a Special Resolution to fix the number of Board Members to be elected;
- 7.1.3 electing such Board Members and Officers as are to be elected at such annual meeting;
- 7.1.4 appointing the auditor or Public Account, if a review engagement is approved, and fixing or authorizing the Board to fix the remuneration thereof;
- 7.1.5 discussing and approving the budget for the following year;
- 7.1.6 dealing with any other matter properly brought before the meeting;
- 7.1.7 hearing and receiving reports from the Canadian Conference and providing feedback;
- 7.1.8 referenda voting on any decisions requested by the Canadian Conference; and
- 7.1.9 approving rule or policy changes, whether with or without amendments, to this Bylaw.

7.2 Special Meeting

The Board may at any time call a special meeting of Members, also called a Convention, to address issues or to formulate transactions, the general nature of which is specified in the notice calling the meeting. A special meeting of Members may also be called by the Members as provided in the Act.

7.3 Notice of Meetings

- 7.3.1 The formal Notice of the time, place and date of meetings of Members, and the general nature of the transaction to be considered, shall be given on more than fifty (50) and at least ten (10) days before the date of the meeting to each Member Church (and in the case of an annual meeting to the auditor of the Ontario Conference) by sending by prepaid mail or electronic mail to the last address of the addressee shown on the Ontario Conference's records. Member Churches shall notify its Convention Members of the meeting of Members as noted in the application process in Section 6.4.2.
- 7.3.2 In the notice of meeting, the Board will declare if Voting Representatives are allowed to attend, participate and vote by electronic means as is present in person.
- 7.3.3 An informal announcement of meeting dates for the purposes of planning may be provided in advance of fifty (50) days.

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7.4 Quorum

A quorum for any meeting of Members shall consist of not less than fifty (50) Voting Representatives registered at commencement thereof and present in person and/or electronically when allowed, and representing at least 50 % of Member Churches. Thereafter the Delegates present in person and/or present electronically, shall be deemed to constitute a quorum. In the quorum calculation of Member Churches, each Voting Representative shall be deemed to represent the church whose their membership is held.

7.5 Voting by Members

Unless otherwise required by the provisions of the Act or this Bylaw of the Ontario Conference, all questions proposed for consideration at a meeting of Members shall be determined by a majority of the votes cast by Voting Representatives. In the case of an equality of votes, the Chair shall not be entitled to a second or casting vote. Absence and proxy voting are not allowed.

7.6 Show of Hands

At all meetings of Members every question shall be decided by a show of hands unless otherwise required by the Chair or requested by any Voting Representative, or required by this Bylaw. Whenever a vote by show of hands has been taken upon a question, unless a ballot is requested, a declaration by the Chair that a resolution has been carried or lost by a particular majority and an entry to that effect in the minutes of the Ontario Conference is conclusive evidence of the fact, without proof of the number or proportion of votes recorded in favour of or against the motion.

7.7 Chair

In the absence of the Chair or the Vice Chair, the Voting Representatives present at any meeting of Members shall choose another Board Member as Chair and if no Board Member is present or if all the Board Members present decline to act as Chair, the Voting Representatives present shall choose one of their number to be Chair.

7.8 Parliamentary Procedure

7.8.1 At least two Parliamentarians, as selected by the Board, will be approved by the Members at the start of any meeting of the Members. At least one Parliamentarian shall not be a member of the Governance committee.

7.8.2 The Rules of Order will be followed in any meeting of the Members. Policies relating to guest attendance at meetings shall also be maintained.

7.9 Adjournments

Any meeting of Members may be adjourned to any time and from time to time, and any transactions may be undertaken 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.

7.10 Written Resolutions

Subject to the Act, a resolution in writing, signed by all the Voting Representatives entitled to vote on that resolution at a meeting of Members or Committee of Members, is as valid as if it had been passed at a meeting of Members or Committee of Members called, constituted and held for that purpose.

7.11 Member Proposals

Any Member Church of the Ontario Conference who is in good standing and entitled to vote at a meeting of the Members may submit a proposal for consideration at the annual meeting of the Members. The proposal must be submitted to the Ontario Conference at least sixty (60) days prior to the date of the meeting and must be in compliance with the Act.

PART 3 – THE BOARD, OFFICERS AND COMMITTEES

Article 8 Board

8.1 Number of Board Members

The Board shall be composed of not less than seven (7) and not more than twelve (12) Members. At a meeting of the Board held immediately prior to the annual meeting of Members, the Board shall pass a Special Resolution fixing the number of Board Members for the following year. The Special Resolution shall be confirmed at the annual meeting of Members.

8.2 Quorum

A quorum for the transaction of business at meetings of the Board shall be not less than sixty (60) percent of the total number, as currently defined by the last resolution, of Members of the Board as currently set by the last resolution of Members.

8.3 Remuneration of Board Members

The Board Members of the Ontario Conference shall serve without remuneration. No Board Member shall, directly or indirectly, receive any profit from their position as such, provided that a Board Member may be reimbursed reasonable expenses incurred in the performance of their duties.

8.4 The Duties of the Board

8.4.1 The affairs of the Ontario Conference shall be governed by the Board whereby all Board Members shall comply with the Act and this Bylaw. The duties of the Board include, but are not limited to, the following:

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- (1) hiring and overseeing of the Executive Director;
- (2) the development and approval, with or without amendment, of the strategic plan;
- (3) the development of the budget for approval by the Members;
- (4) assessing and monitoring of strategic outcomes and goals;
- (5) development of policies and guidelines; and
- (6) oversight of the health and welfare of the Member Churches.

8.4.2 The Board shall appoint one of its members to serve as the Ontario Moderator Representative as requested by the Executive Board of the Canadian Conference.

8.4.3 Board Members are delegates to the Canadian Conference's National Assembly to represent the Ontario Conference and participate in decision making as defined in the Canadian Conference Bylaw.

8.5 Responsibility for Acts

The Board Members 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 Ontario Conference, except such as shall have been submitted to and authorized or approved by the Board.

Article 9 Election of Board

9.1 Election

Board Members shall be elected by the Voting Representatives at each annual meeting of the Ontario Conference, subject to the provisions of the Letters Patent and the Supplementary Letters Patent, for a term of two (2) years to hold office until the annual meeting held in the second year next following their election.

9.2 Tenure

9.2.1 A Board member, if otherwise qualified, is eligible for election for three (3) consecutive full two-year terms, and thereafter is not eligible for re-election until a period of eleven (11) months has lapsed from the date of retirement of such Board member.

9.2.2 The Chair and Vice Chair are eligible for election for two (2) consecutive full two-year terms.

9.2.3 In the case of the Chair or Vice Chair, a person may serve a maximum of six (6) consecutive years as a Board member plus a maximum of an additional four(4) consecutive years as Chair or Vice Chair.

9.2.4 A Board member may serve a maximum of ten (10) consecutive years, in any combination of roles, and thereafter is not eligible for re-election until a period of eleven (11) months has lapsed from the date of retirement of such Board member.

9.2.5 In special circumstances, these provisions may be set aside by a two-thirds majority vote of the Voting Representatives at a meeting of the Members. Notice for applying this provision shall accompany the name of the nomination.

9.3 Qualifications of Board Members

Each Board Member shall:

9.3.1 be at the date of, and thereafter remain throughout the term of office, qualified by the terms of Section 6.6 to hold office;

9.3.2 be at least eighteen (18) years of age; and

9.3.3 not be an undischarged bankrupt or a mentally incompetent person. If a person ceases to qualify by the terms of this Article 9 or Article 6.5 to hold office, or becomes a bankrupt or a mentally incompetent person, the person thereupon ceases to be a Board Member, and the vacancy so created shall be filled by the Board.

9.4 Nominations

9.4.1 Candidates for the office of Board Member shall be proposed by the Nominating Committee in accordance with the qualifications of Section 9.3, and

9.4.2 The Nominating Committee, having received nominations from any Member Church in good standing, up until the closing of nominations, shall submit at an annual meeting of the Members, the names of the candidates that have been duly processed and discussed.

9.4.3 The Board will establish a closing date for nominations for each annual election not less than 28 days prior to the annual meeting of the Members.

9.5 Election Method

The election of candidates shall be by ballot. To be elected, a candidate must receive at least a two-thirds (2/3) majority vote of the ballots cast by the Voting Representatives at a meeting of the Members. Where the number of affirmed candidates is greater than

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the number of offices to be filled, the candidates receiving the highest number of affirming ballots will be elected to the available offices.

9.6 Voting Forms

The Board may prescribe the form of nomination paper and the form of a ballot.

9.7 Removal of Board Members

9.7.1 The Voting Representatives entitled to vote may, by resolution passed by at least two-thirds (2/3) of the votes cast at a special meeting of which notice specifying the intention to pass the resolution has been given, remove any Board Member before the expiration of the term of office, and may, by a two-thirds (2/3) majority of the votes cast at that meeting, elect any qualified person in the place and stead of the person removed for the remainder of the term of the removed Board Member. As described in Section 9.3 and 12.2.2, the Nominating Committee shall propose the person to fill the vacancy created.

9.7.2 A Board Member's term shall automatically terminate upon resignation, or death, or failure to meet the qualification set forth in Section 9.3.

9.8 Vacancies

9.8.1 So long as a quorum of the Board Members remains in office, a vacancy on the Board may be filled by the Board. The Board may appoint a person who meets the qualifications of a Board Member as described in Section 9.3.

9.8.2 If no quorum of Board Members exists, the remaining Board Members shall forthwith call a special meeting of Members to fill the vacancies on the Board.

Article 10 Executive Officers

10.1 Election/Appointment of Executive Officers

10.1.1 There shall be a Chair, who shall also be the President of the Ontario Conference, and a member of the Board, and a Vice Chair. Both the Chair and the Vice Chair shall be elected by resolution of the Members of the Ontario Conference.

10.1.2 There shall be a Secretary and a Treasurer selected by the Board from within the membership of the Board.

10.1.3 One person may hold more than one office, except that the Chair shall not hold the office of Vice Chair.

10.1.4 The Executive Officers shall sit on the Executive Committee.

10.2 Chair

10.2.1 The Chair shall, when present, preside at all meetings of the Board and at all meetings of the Ontario Conference.

10.2.2 The Chair shall supervise the affairs of the Board, sign all documents requiring the signature of the President, and have the other powers and duties from time to time prescribed by the Board or incident to the office.

10.2.3 The Chair shall also serve on an ex officio basis and without voting privileges, of all Committees of the Ontario Conference with the privilege of bringing along any other Board Member if deemed advisable by the Chair.

10.3 Vice Chair

10.3.1 During the absence or inability of the Chair to act, the duties and powers of the office may be exercised by the Vice Chair. If the Vice Chair exercises any of these duties or powers, the absence or inability to act of the Chair shall be presumed with reference thereto.

10.3.2 The Vice Chair shall also perform the other duties from time to time prescribed by the Board or incident to the office.

10.4 Secretary

10.4.1 The Secretary shall be appointed from among the current Board members.

10.4.2 The Secretary:

- (1) shall act as Secretary of each meeting of the Ontario Conference and shall attend all meetings of the Board and shall record all resolutions, facts and minutes of those proceedings in the books kept for that purpose;
- (2) shall oversee giving all notices required to be given to Members and to Board Members;
- (3) shall be the custodian of the corporate seal of the Ontario Conference and of all books, papers, records, correspondence and documents belonging to the Ontario Conference;
- (4) shall oversee the maintenance of the register of directors, officers, and members; and
- (5) shall perform the other duties from time to time prescribed by the Board or incident to the office.

10.4.3 The Secretary shall provide for the annual collection and deposit in Provincial and Canadian Conference archives of the minutes of the meetings of the Ontario Conference, the Board, and all Committees, together with any related documents.

10.4.4 The Secretary, in consultation with the Board, may:

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- (1) Employ or obtain the voluntary services of a record keeper as deemed necessary, to be responsible, under their supervision, for the day-to-day administration of specific tasks delegated by the Secretary; and
- (2) From time to time prepare, and amend as necessary, a comprehensive job description for the record keeper.

10.5 Treasurer

10.5.1 The Treasurer shall be appointed from among the current Board members.

10.5.2 The Treasurer:

- (1) shall oversee the keeping of full and accurate accounts of all receipts and disbursements of the Ontario Conference in proper books of account;
- (2) shall oversee the deposit all moneys or other valuable effects in the name and to the credit of the Ontario Conference in the bank or banks from time to time designated by the Board;
- (3) shall oversee the disbursement of the funds of the Ontario Conference under the direction of the Board, taking proper vouchers therefor;
- (4) shall render to the Board, whenever required, an account of all transactions as Treasurer and of the financial position of the Ontario Conference; and
- (5) shall cooperate with the auditors of the Ontario Conference during any audit of the accounts of the Ontario Conference.

10.5.3 The Treasurer shall perform the other duties from time to time prescribed by the Board or incident to the office, including the following:

- (1) Invest surplus funds, establish reserve funds and secure loans, mortgages and lines of credit when necessary to maintain the cash flow of the Ontario Conference and retire such debts as expeditiously as possible; and
- (2) Submit quarterly financial statements, as required by the Act, to the Board as requested.

10.5.4 The Treasurer, in consultation with the Board, shall:

- (1) Employ or obtain the services of a bookkeeper as deemed necessary, to be responsible, under their supervision, for the day-to-day administration of the central treasury of the Ontario Conference; and
- (2) From time to time prepare, and amend as necessary, a comprehensive job description for the bookkeeper.

10.6 Executive Director

The Executive Director, as described in Section 15.1, shall be an officer of the Ontario Conference.

10.7 Other Officers

The Board may appoint other officers, including without limitation, or agents with such titles as the Board may prescribe from time to time and 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 Ontario Conference. The duties of all other officers of the Ontario Conference appointed by the Board shall be such as the terms of their engagement call for or the Board prescribes.

Article 11 Meetings of the Board

The Board shall meet at least three (3) times a year. Meetings of the Board may be called by the Chair, Vice Chair, Secretary or any two (2) Board Members.

11.1 Notice of Meetings

11.1.1 Subject to the provisions of Article 22, notice of Board meetings shall be delivered, emailed, faxed or telephoned to each Board Member not less than two (2) days before the meeting is to take place. The statutory declaration of the Secretary or Chair that notice has been given pursuant to this Bylaw shall be sufficient and conclusive evidence of the giving of such notice. No formal notice of a meeting is necessary if all the Board Members are present or if those absent have signified their consent to the meeting being held without notice and in their absence.

11.1.2 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.

11.1.3 The Board shall hold a meeting within thirty (30) days following the annual meeting of the Ontario Conference for the purpose of organization, the election and appointment of Officers and Committees, and any transactions considered necessary.

11.2 Meetings by Electronic Conference

11.2.1 If all persons who are members of the Board or a Committee (as the case requires) consent thereto generally or in respect of a particular meeting and such has adequate access, such persons may participate in a meeting of the Board or Committee by means of such conference telephone or other communications facilities as permit all persons participating in the meeting to hear each other, and a person participating in such a meeting by such means is deemed to be present at the meeting.

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11.2.2 Provided that at the outset of each such meeting, and whenever votes are required, the Chair of the meeting shall call roll to establish quorum, and shall, whenever not satisfied that the proceedings of the meeting may proceed with adequate security and confidentiality, unless a majority of the persons present at such meeting otherwise require, adjourn the meeting to a set date, time and place.

11.3 Voting

Prior to calling a vote, the Board shall prayerfully discern God's will and seek consensus among its members whenever possible.

11.3.1 Where consensus is not possible, questions arising at any meeting of the Board shall be decided by a majority vote.

11.3.2 In the case of an equality of votes, the Chair shall be entitled to a second or casting vote.

11.3.3 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 Chair or is requested by any Board Member.

11.3.4 A declaration by the Chair 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.

11.4 Absence from Meetings

If a Board Member misses more than two (2) consecutive meetings, the Secretary shall contact the Board Member and request an explanation for the absence and confirm the member's commitment to continue to serve on the Board and to attend the next meeting.

11.5 Written Resolutions

Subject to the Act, a resolution in writing, signed by all Board Members entitled to vote on that resolution at a meeting of the Board, is as valid as if it had been passed at a meeting of the Board constituted and held for that purpose.

Article 12 Committees

The Ontario Conference shall have Standing Committees and may create Ad Hoc Committees as needed. At its first meeting after each annual meeting, the Board shall reaffirm, elect or appoint the members to all Committees with the exception of the Nominating Committee. The Ontario Conference shall keep a copy of the minutes and resolutions of all Committees as required by the Act.

12.1 Executive Committee

12.1.1 Composition

The Executive Committee shall consist of the Chair, the Vice Chair, the Secretary and the Treasurer of the Board, as well as the Executive Director. The Board may fill vacancies in the Executive Committee by election from among its members. If and whenever a vacancy shall exist in the Executive Committee, the remaining Members may exercise all its powers so long as a quorum remains in office.

12.1.2 Powers

During the intervals between the meetings of the Board, the Executive Committee shall possess and may exercise all the powers of the Board in its functions in governance in such manner as the Executive Committee shall deem to be in the best interest of the Ontario Conference in all cases in which specific direction shall not have been given by the Board.

12.1.3 Limitation of Actions

Any action by the Executive Committee shall be reported to the Board at the next meeting of the Board succeeding such action and shall be subject to revision or alteration by the Board; provided that no actual rights of any third party shall be affected by such revision or alteration.

12.1.4 Quorum and Rules for Meetings

The Executive Committee shall fix its own rules of procedure and shall meet where and as provided by such rules or by resolution of the Board, but in every case the presence of a majority shall constitute a quorum. Each Board Member shall be entitled to speak but not to vote at any meeting of the Executive Committee at which the Board Member is present. No Board Member who has not been elected to the Executive Committee shall be entitled to notice of any meeting of the Executive Committee, and the presence of such Board Member shall not be included for the purpose of calculating a quorum.

12.2 Nominating Committee

12.2.1 Composition

The Nominating Committee shall consist of at least three (3) members who shall be elected at the annual meeting of Members and who are not at the same time Board Members. The Nominating Committee shall have power to fix its quorum at not less than a majority of its voting members, and to regulate its procedure. The Executive Director is a non-voting member of the Nominating Committee as described in Section 15.1.5. The Chair of the Board is also an ex officio non-voting member of the Nominating Committee as described in Section 18.2.3.

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12.2.2 Duties

Nominating Committee discerns qualifying nominees for all elected roles by exercising the qualifications process and documentation established by the Nominating Committee and approved by the Board. The Nominating Committee shall:

- (1) receive nominations from members of Member Churches;
- (2) discern suitable candidates, to match the upcoming vacancies, considering specific needs as communicated by the Board for building a healthy and balanced Board; and
- (3) present the names of those discerned as qualifying nominees to the annual meeting of Members to fill vacancies on the Board, including the election of the Chair and the Vice Chair and for the election of the Nominating Committee.

12.2.3 Limitations

The Nominating Committee is accountable to the Ontario Conference at the annual meeting of Members. It shall function as a Committee of the Ontario Conference in cooperation with and under the general supervision of the Board.

12.3 Finance Review Committee

12.3.1 Composition

The Finance Review Committee shall consist of no fewer than two Board Members including the Treasurer.

12.3.2 Meetings

Until otherwise ordered by the Board, the Finance Review Committee shall meet at least twice annually.

12.3.3 Duties

The Finance Review Committee shall assist the Board in fulfilling its financial requirements under the Act, plan and review the annual audit with the external auditor, negotiate the remuneration to be paid to the external auditor for the ensuing year, and report to the Board on the audit, and any management or audit comments by the external auditor, when the audited financial statements are presented.

If the Ontario Conference qualifies to use a review engagement and the Members have voted to use a review engagement, then the Finance Review Committee shall plan and review the review engagement with the Public Accountant, negotiate the remuneration to be paid to the Public Accountant for the ensuing year, and report to the Board on the review engagement, and any management or comments by the Public Accountant, when the financial statements are presented.

12.4 Provincial Faith and Life Team

12.4.1 Composition

The Provincial Faith and Life Team shall be composed of a minimum of four (4) and the maximum will be set by the board in addition to the Executive Director. A minimum of three (3) of the committee membership shall be pastors, associate pastors or chaplains serving in the Member Churches in good standing.

12.4.2 Meetings

The Provincial Faith and Life Team shall meet a minimum of three (3) times per year in order to perform its duties.

12.4.3 The Mandate

- (1) It shall initiate, study and recommend any matters of faith and life related to the issues of ministry and church life in the Ontario Conference or to the relationship of the Ontario Conference to broader issues in society at large.
- (2) It shall maintain the centrality of the Confession of Faith and shall interpret and apply it to all Ontario Conference ministries and programs in a manner consistent with interpretations and practices of the Canadian Conference of Mennonite Brethren Churches and the National Faith and Life Team.
- (3) It shall administer the processes for both credentialing and de-credentialing individuals for Christian ministry who serve the Member Churches of the Ontario Conference, or who serve in other similar leadership and spiritual functions.
- (4) It shall maintain the registry with the Ontario office regarding the licensed ministers of the Ontario Conference.
- (5) It shall give guidance to Member Churches, Associate Churches, and any other organizations using the Confession of Faith in matters of faith and doctrine.
- (6) It shall appoint one of its Committee members to serve on the National Faith and Life Team of the Canadian Conference.
- (7) It shall assist the Board in discerning new congregations applying for membership in the Ontario Conference.
- (8) It shall assist the Board in matters of the suspension, resoration or reinstatement of a Member Church as described in Section 6.8 and 6.18.
- (9) It shall interview individuals to determine their standing as described in Section 6.5.4.

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12.5 Governance Committee

12.5.1 Composition

This Committee shall be appointed annually by the Board and shall consist of no fewer than two (2) Board Members. The Committee may add other members from among the individuals from Member Churches of the Ontario Conference who are qualified to hold office as described in Section 6.6.

12.5.2 Duties

- (1) The Governance Committee shall assist the Board with reviewing and amending as needed the Letters Patent and this Bylaw, before the Board recommends adoption at a Members Meeting.
- (2) The committee shall assist in drafting various rules and policies of the Board as part of maintaining the Governance Manual.
- (3) As requested by the Board, members of the Committee shall also serve as Parliamentarians in Board meetings.
- (4) The Committee shall identify and recommend to the Board possible Parliamentarians for meetings of the Members as defined in Section 7.8.
- (5) The Committee shall oversee and maintain the Rules of Order for meetings of the Members as defined in Section 7.8.3, to be approved by the Members when amended;
- (6) The Committee shall perform such other duties as directed by the Board from time to time.

12.6 Other Committees

There may be such Ad Hoc Committees and for such purpose as the Board may determine from time to time by resolution.

12.6.1 Composition

The Board shall set the composition of each of the Ad Hoc Committees. At least one member of the Board and the Executive Director must serve on the Ad Hoc Committee in accordance with Section 12.7.3.

12.6.2 Mandate

The Board shall set the terms of reference of each of the Ad Hoc Committees in accordance with Section 12.7 and including any powers delegated to it within the limitations of the Act.

12.6.3 Termination

The existence of each such Ad Hoc Committee shall be terminated automatically upon:

- (1) the delivery of its final report; or
- (2) the completion of its assigned task; or
- (3) a resolution to that effect of the Board, whichever first occurs.

12.7 Rules Governing Committees

All committees have the general responsibility to assist the Board and the Executive Director to fulfil the mission as established in the Ontario Conference's organisational objects in its Letters Patent. Except as otherwise provided by this Bylaw, all Committees are subject to the following:

- 12.7.1 the Chair and members shall be appointed by the Board, from among the individuals from the Ontario Conference who are qualified to hold office as described in Section 6.6 and who meet the qualifications required to serve on the Committee as set forth by the Board;
- 12.7.2 with the exception of the Nominating Committee, at least one member of Board shall be appointed to serve on each Committee along with the Executive Director in accordance with Section 15.1.5 and the Board Chair in accordance with Section 18.2.3;
- 12.7.3 a member of a Committee shall serve for a term ending at the annual meeting of Members following appointment, and is eligible for reappointment but shall not serve for more than 6 consecutive years on the same Committee and thereafter is not eligible for re-appointment until a period of eleven (11) months has lapsed;
- 12.7.4 each Committee shall meet at least annually, and more frequently at the will of its chair or as required by its terms of reference, and as requested by the Board;
- 12.7.5 each Committee shall be responsible to, and report after each meeting to the Board;
- 12.7.6 each Committee shall keep minutes of its meetings in which shall be recorded all actions taken by it, and these minutes shall be forwarded to the Board for record keeping;
- 12.7.7 subject to any rules and policies established by Board, each Committee may establish its own rules of procedure and may appoint subcommittees; and
- 12.7.8 the Board may, by passing a resolution, remove a member from a Committee.

Article 13 Protection of Board Members and Officers

13.1 Board Members and Officers Liability Exclusion

Absent the failure to act honestly and in good faith in the performance of the duties of office, and save as may be otherwise provided in any legislation or law, no present or past Board Member or officer of the Ontario Conference shall be personally liable for any loss or damage or expense to the Ontario Conference arising out of the acts (including willful, negligent and accidental conduct), receipts, neglects, omissions or defaults of any other Board Member or officer or employee, servant, agent, volunteer or independent contractor arising from any of the following:

- 13.1.1 insufficiency or deficiency of title to any property acquired by the Ontario Conference or for or on behalf of the Ontario Conference;
- 13.1.2 insufficiency or deficiency of any security in or upon which any of the monies of or belonging to the Ontario Conference shall be placed out or invested;
- 13.1.3 loss or damage arising from the bankruptcy or insolvency of any person including any person with whom or which any monies, securities or effects shall be lodged or deposited;
- 13.1.4 loss, conversion, misapplication or misappropriation of or any damage resulting from any dealings with monies, securities or other assets belonging to the Ontario Conference;
- 13.1.5 loss, damage or misfortune whatever which may happen in the execution of the duties of the Board Member's or officer's respective office or trust or in relation thereto; and
- 13.1.6 loss, damage, arising from any willful act, assault, act of negligence, breach of fiduciary or other duty or failure to render aid of any sort.

13.2 Pre-Indemnity Considerations

Before giving approval to the indemnities provided in Section 13.3 herein, or purchasing insurance provided in Section 13.4 herein, the Board shall consider:

- 13.2.1 the degree of risk to which the Board Member or officer is or may be exposed;
- 13.2.2 whether, in practice, the risk cannot be eliminated or significantly reduced by means other than the indemnity or insurance;
- 13.2.3 whether the amount or cost of the insurance is reasonable in relation to the risk;
- 13.2.4 whether the cost of the insurance is reasonable in relation to the revenue available; and
- 13.2.5 whether it advances the administration and management of the property to give the indemnity or purchase the insurance.

13.3 Indemnification of Board Members, Officers and Others

13.3.1 Every person, (including their respective heirs, executors and administrators, estate, successors and assigns) who:

- (1) is a Board Member; or
- (2) is an officer of the Ontario Conference; or
- (3) is a member of a Committee; or
- (4) has undertaken, or, with the direction of the Board is about to undertake, any liability on behalf of the Ontario Conference or any Corporation controlled by the Ontario Conference, whether in their personal capacity or as an Officer or Board Member or employee or volunteer of the Ontario Conference;

shall, upon approval of the Board from time to time, be indemnified and saved harmless out of the funds of the Ontario Conference, from and against costs, charges and expenses which such person sustains or incurs:

- (1) in or in relation to any demand, action, suit or proceeding which is brought, commenced or prosecuted against them in respect of any act, deed, matter or thing whatsoever, made, done or permitted or not permitted by them, in or in relation to the execution of the duties of such office or in respect of any such liability; or
- (2) in relation to the affairs of the Ontario Conference generally, save and except that such costs, charges or expenses are occasioned by their own failure to act honestly and in good faith in the performance of the duties of office, or by other willful neglect or default.

13.3.2 The Ontario Conference shall also, upon approval by the Board from time to time, indemnify any such person in such other circumstances as any legislation or laws permit or require. Nothing in this Bylaw shall limit the right of any person entitled to indemnity to claim indemnity apart from the provisions of this Bylaw to the extent permitted by any legislation or law.

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13.A Insurance

13.4.1 The Ontario Conference shall purchase and maintain appropriate liability insurance which shall provide coverage for each person acting or having previously acted in the capacity of a Board Member, officer or such other capacity on behalf of the Ontario Conference, which insurance shall include:

- (1) comprehensive general liability insurance;
- (2) directors and officers insurance; and,
- (3) such other insurance as may be recommended from time to time by the insurance broker retained by the Ontario Conference to advise it and procure coverage on its behalf;
- (4) specifying coverage amounts of a minimum of \$5 Million per claim/\$15 Million in the aggregate.

13.4.2 No coverage shall be provided for any liability relating to a failure to act honestly and in good faith with a view to the best interests of the Ontario Conference.

13.4.3 It shall be the obligation of those seeking insurance coverage or indemnity from the Ontario Conference to cooperate fully with the Ontario Conference in the defence of any demand, claim or suit made against it and to make no admission of responsibility or liability to any third party without the prior agreement of the Ontario Conference.

Article 14 Conflict of Interest and Dispute Resolution Policies

14.1 The Board shall establish and maintain a comprehensive conflict of interest policy, in accordance with the Act, and shall maintain a record of an annual review and an annual commitment from each Board Member, Officer and Committee Member declaring any potential conflicts or the absence of such.

14.2 The Board shall establish and maintain a dispute resolution policy in the event that a dispute or controversy among Members, Board Members, Officers, Committee members or staff of the Ontario Conference arises.

PART 4 – STAFF AND AGENCIES

Article 15 Conference Employees and Representatives

15.1 Executive Director

15.1.1 The Board shall employ an Executive Director, who shall be answerable only to the Board.

15.1.2 The Executive Director will be in charge of the management and have the general supervision of the affairs of the Ontario Conference, other than the internal affairs of the separately incorporated agencies. The terms of engagement and specific duties of the Executive Director shall be determined by the Board.

15.1.3 The Executive Director shall represent the interests of the Ontario Conference in its relations to external bodies and serve generally in the area of public relations.

15.1.4 The Executive Director shall receive notice of all meetings of the Board and shall have the right, unless otherwise directed by the Board, to attend and to speak to any issue placed before the Board but shall not be a member of the Board and shall not have the right to vote.

15.1.5 The Executive Director shall receive notice of all meetings of all Committees and shall have the right to attend and to speak to any issue placed before the Committees. The Executive Director shall be a member of such Committee with the right to vote except the Executive Director shall not have the right to vote at the Nominating Committee. The Executive Director may appoint a designate for Committee work.

15.1.6 The Executive Director shall oversee the other employees of the Ontario Conference unless an employee's job description states otherwise.

15.1.7 The Executive Director shall serve as an Officer of the Ontario Conference.

15.2 Other Employees

15.2.1 With the recommendation of the Executive Director, the Board may engage additional employees to fulfil ministry or administrative functions on behalf of the Ontario Conference.

15.2.2 The terms of engagement and the specific duties of such employees shall be determined by the Executive Director.

15.3 Representatives

With the recommendation of the Executive Director, the Board may at any time appoint representatives either ad hoc or permanent for such purposes and with such powers as the Board may determine to carry out the operations of the Ontario Conference and assist with the work of a particular ministry or to address a particular function.

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Article 16 Ontario Conference Associations

16.1 Separately Incorporated Agencies

The Ontario Conference from time to time may organize a particular ministry under a separately constituted entity. Such ministries will be governed by their own constituting documents and their own board of directors elected by the Ontario Conference according to the rules established in their respective constituting documents. Such ministries shall maintain the centrality of the Confession of Faith and shall interpret and apply it to all activities and programs in a manner consistent with interpretations and practices of the Ontario Conference. Accountability of such boards of directors is to the Ontario Conference at its annual meeting of Members. Between conventions the accountability of the boards is to the Board as the governing board of the Ontario Conference.

The Board will keep a list of the separately incorporated agencies and will bring reports and any necessary motions from these agencies to the annual meeting of the Members.

16.2 Associate Churches

16.2.1 The Ontario Conference recognizes that not all missional expressions of the church will be registered as charitable organizations with formal governing documents so as to qualify as a Member Church. The Board, in consultation with the Provincial Faith and Life Team, may identify a fellowship or congregation that meets the membership requirements in Section 6.1 as a potential Associate Church of the Ontario Conference.

16.2.2 The Board will bring the candidate for Associate Church status to the next meeting of the membership for a decision by the Members. If approved by the Members, Associate Church status is granted for a period of five (5) years. Standing is renewable.

16.2.3 Associate Churches are not Members of the Ontario Conference, but may receive support from the Ontario Conference as outlined by policies of the Board.

16.2.4 As provided for in Section 6.6.5, the Board may grant up to three (3) individuals from an Associate Church standing to be Associate Church Representatives who may hold office in the Ontario Conference as an Associate Church Representative. An Associate Church Representative may register as a Convention Member and be a Voting Representative. (See 6.4.2 and 6.5.2)

16.2.5 Associate Church status can be revoked by a resolution of the Members or, in special circumstances, by a resolution of the Board. If an Associate Church receives full Member Church status, its Associate Church status terminates.

PART 5 – RECORDS AND FINANCE

Article 17 Execution of Documents

17.1 Cheques, Drafts, Notes, etc

All cheques, drafts or orders for the payment of money and all notes and acceptances and bills of exchange shall be signed by the officer or officers or person or persons and in the manner from time to time prescribed by the Board.

17.2 Execution of Documents

Documents requiring execution by the Ontario Conference may be signed by any two (2) of the Chair or the Vice Chair and the Secretary or the Treasurer or any one (1) of the foregoing together with any one (1) Board Member, and all documents so signed are binding upon the Ontario Conference without any further authorization or formality. The Board may from time to time appoint any officer or officers or any person or persons on behalf of the Ontario Conference, either to sign documents generally or to sign specific documents. The corporate seal of the Ontario Conference shall, when required, be affixed to documents executed in accordance with the foregoing.

17.3 Books and Records

The Board shall see that all necessary books and records of the Ontario Conference required by this Bylaw of the Ontario Conference or by any applicable statute are regularly and properly kept.

Article 18 Banking Arrangements

18.1 Board Designated Bankers

The Board shall designate, by resolution, the officers and other persons authorized to transact the banking arrangements of the Ontario Conference, or any part thereof, with the bank, trust company, credit union or other corporation carrying on a banking business that the Board has designated as the Ontario Conference's banker, to have the authority set out in the resolution, including, unless otherwise restricted, the power to,

18.1.1 operate the Ontario Conference's accounts with the banker;

18.1.2 make, sign, draw, accept, endorse, negotiate, lodge, deposit or transfer any of the cheques, promissory notes, drafts, acceptances, bills of exchange and orders for the payment of money;

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18.1.3 issue receipts for and orders relating to any property of the Ontario Conference;

18.1.4 execute any agreement relating to any banking business and defining the rights and powers of the parties thereto; and

18.1.5 authorize any officer of the banker to do any act or thing on the Ontario Conference's behalf to facilitate the banking services.

18.2 Deposit of Securities

The securities of the Ontario Conference shall be deposited for safe keeping with one or more bankers, trust companies or other financial institutions to be selected by the Board. Any and all securities so deposited may be withdrawn, from time to time, only upon the written order of the Ontario Conference signed by such officer or officers, agent or agents of the Ontario Conference, and in such manner, as shall from time to time be determined by resolution of the Board and such authority may be general or confined to specific instances. The institutions which may be so selected as custodians of the Board shall be fully protected in acting in accordance with the directions of the Board and shall in no event be liable for the due application of the securities so withdrawn from deposit or the proceeds thereof.

Article 19 Borrowing by the Ontario Conference

19.1 Board May Borrow

Subject to the limitations set out in this Bylaw or in the Letters Patent of the Ontario Conference, the Board may,

19.1.1 borrow money on the credit of the Ontario Conference;

19.1.2 issue, sell or pledge securities of the Ontario Conference; or

19.1.3 charge, mortgage, hypothecate or pledge all or any of the real or personal property of the Ontario Conference, including bank debts, rights, powers, franchises and undertakings, to secure any securities or any money borrowed, or other debt, or any other obligation or liability of the Ontario Conference;

19.1.4 provided that, except where the Ontario Conference borrows on the security of its real or personal property, its borrowing power shall be limited to borrowing money for current operating expenses.

19.2 Specific Borrowing Authority

From time to time the Board may authorize any Board Member, officer or employee of the Ontario Conference or any other person to make arrangements with reference to the money so borrowed or to be borrowed and as to the terms and conditions of the loan thereof, and as to the security to be given therefor, with power to vary or modify such arrangements, terms and conditions and to give such additional security as the Board may authorize, and generally to manage, transact and settle the borrowing of money by the Ontario Conference.

Article 20 Financial Year

The financial year of the Ontario Conference shall terminate on the 31st day of December in each year or on such other date as the Board may from time to time by resolution determine.

Article 21 Appointment of Auditor or Public Accountant by Members

21.1 Unless a review engagement is being used, the Members entitled to vote shall at each annual meeting appoint an auditor to audit the books of the Ontario Conference, to hold office until the next annual meeting, provided that the Board may fill any casual vacancy in the office of the auditor. The remuneration of the auditor shall be fixed by the Members entitled to vote or by the Board, if authorized to do so by the Members entitled to vote.

21.2 If the Ontario Conference qualifies for using a review engagement, the Members shall be entitled to vote for the use of a review engagement instead of an audit. The Members entitled to vote shall appoint an independent Public Accountant to conduct the review engagement of the Ontario Conference, to hold office until the next annual meeting, provided that the Board may fill any casual vacancy in the office of the Public Accountant. The remuneration for the review engagement shall be fixed by the Members entitled to vote or by the Board, if authorized to do so by the Members entitled to vote.

PART 6 – NOTICE, AMENDMENTS AND DISSOLUTION

Article 22 Notice

22.1 Method of Notice

Except where otherwise provided in this Bylaw, notice shall be validly given if given by telephone, or if in writing, by prepaid letter post, by facsimile, by email, or by other electronic method, addressed to the person for whom intended at the last address shown on the Ontario Conference's records.

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23.2 Computation of Time

In computing the date when notice must be given under any provision of this Bylaw requiring a specified number of days' notice of any meeting or other event, the date of giving the notice is, unless otherwise provided, not included.

23.3 Omissions and Errors

The accidental omission to give notice of any meeting of the Board, a committee or Members or the non-receipt of any notice by any Board Member or Member or by the auditor of the Ontario Conference or any error in any notice not affecting its substance does not invalidate any resolution passed or any proceedings taken at the meeting. Any Board Member, Member, Public Accountant appointed to conduct a review engagement, or the auditor of the Ontario Conference may at any time waive notice of any meeting and may ratify and approve any or all proceedings taken thereat.

Article 23 Bylaw Amendments

This Bylaw of the Ontario Conference may be enacted, repealed, amended, altered, added to or re-enacted in the manner contemplated in, and subject to the provisions of the Act. As described in the Act, the Bylaw, amendment or repeal, is effective from the date of the resolution of the directors.

23.1 Notice of Bylaw Amendment and Enactment

23.1.1 The notice of motion to amend the Bylaw must be presented to all Member Churches at least six weeks before the meeting of Members at which the motion is to be voted on. The notice will include the details of the amendment.

23.1.2 In such extraordinary cases where the Board feels it is necessary to enact a bylaw amendment prior to the approval by the Member Churches, then the Board shall give notice of the amendment to all Member Churches at least 3 weeks before enacting the amendment. Any enacted amendment must comply with the Act.

23.2 Approval by Members

A two-thirds (2/3) majority of those Voting Representatives present and voting at a meeting of the Members shall be required to carry an amendment.

23.3 Repeal of Prior Bylaws

23.3.1 Repeal

Subject to the provisions of Sections 23.3.2 and 23.3.3 hereof, all prior bylaws, resolutions and other enactments of the Ontario Conference heretofore enacted or made are repealed.

23.3.2 Exception

The provisions of Section 23.3.1 shall not extend to any bylaw or resolution heretofore enacted for the purpose of providing to the Board the power or authority to borrow.

23.3.3 Proviso

Provided however that the repeal of prior bylaws, resolutions and other enactments shall not impair in any way the validity of any act or thing done pursuant to any such repealed bylaw, resolution or other enactment.

23.4 Bylaw Proposal Review

Any Member Church in good standing may make a proposal to amend any section of this Bylaw. This proposal must be provided to the Board at least 90 days prior to the annual meeting of Members. The Governance Committee shall review the proposal and provide a written recommendation to the Member Churches at the annual meeting.

Article 24 Dissolution

24.1 Voting

Dissolution of the Ontario Conference shall only be carried out by a two-thirds (2/3) majority vote of the Voting Representatives present and voting at a special general meeting of the Members. The motion to dissolve the Ontario Conference will include a description of the distribution of assets, in accordance with Section 24.3, for approval by the Voting Representatives.

24.2 Disposition of Assets

If upon dissolution or winding up of the Ontario Conference there remains, after the satisfaction of all its debts and obligations, any property or assets whatsoever, then said property or assets shall be given or otherwise transferred to the Canadian Conference of Mennonite Brethren Churches, or, if not in existence, then to some other Canadian charitable organization or organizations having cognate or similar objects, provided that such organization is a charitable organization within the meaning of the Income Tax Act for the time being in force.

Article 25 Effective Date

This Bylaw shall come into force as a bylaw of The Ontario Conference of Mennonite Brethren Churches and sealed with the corporate seal on the twenty-sixth (26th) day of February 2023. It was Confirmed by the Members in accordance with the Corporations Act (Ontario) on the twenty-sixth (26th) day of February 2023.

General Operating Bylaw (2022/23) of the Ontario Conference of Mennonite Brethren Churches

Signed by:

Chair : _____

Secretary _____

ONMB Convention 2022

ONMB Articles of Incorporation

Special Resolution



Ontario

Conference of Mennonite
Brethren Churches

**SPECIAL RESOLUTION OF THE MEMBERS
OF
ONTARIO CONFERENCE OF MENNONITE BRETHERN CHURCH
(the "Corporation")**

WHEREAS:

1. **The Corporation is a body corporate without share capital;**
2. **The Corporation was incorporated pursuant to a Predecessor Act, as such term is defined in the Not-for-Profit Corporations Act, 2010 S.O. 2010, Chapter 15 (the "ONCA"); and**
3. **The Members of the Corporation wish to do all things necessary to continue the Corporation under the ONCA and to amend the Articles of Incorporation as hereinafter set forth.**

NOW THEREFORE be it resolved by the Members of the Corporation by way of a Special Resolution as follows:

1. **The Corporation be continued under the ONCA;**
2. **The Articles of Incorporation be amended to provide for a minimum of seven (7) directors and a maximum of twelve (12);**
3. **Articles of Amendment be filed to create two classes of members, one class being Member Churches and the second class being Convention Members.**

Passed by more than two-thirds of the votes cast at a meeting of the Members duly called for the purpose of considering the same and held on the 26th day of February, 2022.

Secretary

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

This *Policy and Procedure* may be used for investigating complaints related to abuse, harassment, sexual misconduct, and other forms of ministerial misconduct.

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ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

PREAMBLE:

Why was this document created?

The *ONMB* has created this policy and procedure to describe the steps to be followed to investigate a formal complaint of misconduct against a minister who is or was under the authority of the *ONMB*. No policy or procedure will ever be perfect. It is impossible to anticipate every situation. Please understand that this document was created to provide clarity for all parties who are working together to resolve the conflict.

We take misconduct seriously and want to support those who experience it within our churches and conference. We value a culture of goodness and safety and the responsibility that pastors have to represent Christ to those they are called to minister to. Therefore we seek to provide healthy accountability by providing a safe and just investigative process.

The Power of Prayer

Scripture affords us wisdom and understanding. Let us avail ourselves of His Word to glean truth. The Bible reminds us to pray continually, to pray in all things. (See 1 Th 5:16-24) Before each step in this procedure, the words "Pray and ..." could be inserted. Prayer is powerful because God is powerful. Prayer changes things. Everyone mentioned in this document should be praying. The complainant, contact persons, support person, all committee members, the credentialed minister, investigators and provincial conference leaders should all be in prayer throughout this process. It is understood that this process shall be bathed in prayer as we ask for wisdom and guidance through the Holy Spirit.

Copyright:

This document has been created, with permission, using a copy of the "Mennonite Church Canada/Mennonite Church USA Ministerial Sexual Misconduct Policy and Procedure 2016" as well as including information from the "ABMB Conflict Policy Final 2017-04" to develop a procedure for the *ONMB*.

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

Ministerial Misconduct Policy and Procedure Flowchart

The complainant contacts the ONMB. (Section 3A, pg. 10)

Executive Director will ... (Section 3B, pg. 10)

- contact National Office (3B1)
- report any child abuse/other violation according to law (3B2)
- give the complainant copy of Policy and Procedure (3B3)
- assign a contact person to complainant (3B4)
- contact legal counsel (3B5)

Contact person will meet with complainant to (Section 3C, pg. 10)

- review the Ministerial Misconduct Policy and Procedure (3C1)
- help person put complaint into writing (3C2)
- serve as connector between complainant and process (3C3)
- deliver written complaint to Executive Director (3C4)
- encourage selection of a Personal Supporter (3D) Role (3E)

Executive Director determines jurisdiction within 7 days of receiving written complaint.

(Section 4, pg. 12-13)

Within 7 days of receiving the written complaint, the Executive Director will (Section 5A, pg. 14-15)

- contact National Office (5A1)
- determine if Executive Director has a conflict of interest with complainant (5A2)
- take steps to prevent any interaction between accused and complainant (5A3)
- ensure confidentiality of the identity of complainant (5A4)
- determine if immediate suspension of the minister's credential is needed (5A5)
- notify accused, assign contact person and give Policy and Procedure (5A6-8)
- notify congregational leaders (5A9)
- consider non-disciplinary leave (5A10)
- appoint three investigators (5A11)
- announce appointment of investigators to complainant and minister (5A12)
- notify complainant and accused via contact persons that investigation will begin (5A13)
- locate all personnel files including any ministerial misconduct files (5A14)
- notify insurance carrier of area conference (5A15)

21 days after ONMB receives written complaint investigators will (Section 5B, pg. 15-16)

- review written complaint (5B1)
- interview complainant (5B2)
- interview minister (5B3)
- advise minister and give 5 days for minister's response (5B4)
- review relevant evidence (5B5)
- interview other persons (5B6)
- keep accurate records of interviews (5B7)
- if necessary ask for extension to conclude (5B8)
- prepare written report (5B9)

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

14 days after Investigators Report, Judicial Committee chair convenes meeting (Section 5C pg. 16-17)

Decline to charge (5C1, pg. 16):

- inform minister (5C1a)
- inform complainant and contact person (5C1b)
- deliver file to the provincial Executive Director (5C1c)
- send file to National Office (5C1d)
- report to those involved (5C1e)
- work with congregation (6A1c)

OR

Bring a charge (5C2, pg. 16):

- change credential status (5C2a)
- file charge with ONMB (5C2b)
- deliver charge to minister and contact person with request
- respond within 5 days (5C2c)
- inform complainant (5C2d)

Upon receipt of minister's response, Judicial Committee will either (Section 5C2e-h, pg. 16-17)

If accused agrees with allegation (Section 6A2, pg. 18)

- determine judgment and send letter naming judgement (6A2)
- report appropriate people (6B1-7)
- update credential status (6C)
- monitor the sanctions (6D)
- provide Follow-up care (6E)

OR

If accused disputes allegation will set up a hearing within 7 days of receipt of Minister's written dispute (Section 5C2f-h pg. 17)

Judicial Committee conducts a hearing (Section 5D, pg. 17)

- notify the minister, investigative team of the hearing (5D1)
- notify the complainant (5D2)
- hear testimony of investigative team, minister and all witnesses (5D3)
- deliberate to make a decision concerning judgement (5D4)
- file written record of hearing (5D5)

Following hearing, Judicial Committee will (Section 6, pg. 18-19)

- determine a judgment (6A)
- if judgment is the minister, more likely than not, did not engage (6A1)
- if judgment is the minister, more likely than not, did engage then (6A2)
- report to all appropriate people (6B1-7)
- update credential status (6C)
- monitor sanctions (6D)
- provide follow-up care (6E)

Appeal (Section 7, pg. 20-21)

Minister or complainant may appeal in writing within 5 days of judgement (Section 7A-B, pg. 20)

No later than 14 days after appeal is registered, NFLT appoints Appeal Committee (Section 7C, pg. 20)

The Appeal Committee shall (Section 7D, pg. 20-21)

Credential Status of a Sanctioned Minister (Section 8, pg. 22)

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

SECTION 1. Introduction

1.1 This document sets out the formal procedures to be followed by the Ontario Conference of Mennonite Brethren Churches (ONMB) when there is a need to address a concern regarding the conduct of a *credentialed minister* or other *minister* in a Member Church or MB affiliated organization.

1.2 Any error or omission to the implementation of the process, as outlined, does not invalidate the process. Corrective action will be taken where possible and may be grounds for an appeal. In addition, if any aspect of this procedure is found to violate the law in the legal jurisdiction in which the investigation is being implemented, that illegal action will not invalidate the rest of the protocol nor the determination/outcome of the investigation. This *Policy and Procedure* should not be considered the sole source of redress for anyone who believes they are the victim of sexual harassment or abuse.

1.3 While our biblical objective is reconciliation and restoration (Matthew 18), the focus of this document is disciplinary as it relates to the issue of ministerial conflicts under ONMB's authority. Specifically, the ONMB is responsible for granting and terminating *credentials*.

1.4 This *Policy and Procedure* is a means for the ONMB to make factual determinations about *complaints of ministerial misconduct* and to discipline when warranted. The ONMB may address several *complaints* against a *minister* in one proceeding or may conduct a separate proceeding for each *complaint*.

ONMB Jurisdiction

1.5 This document applies to a care, concern, or conflict, that arises and has been formally brought forward to the ONMB, with regard to a *credentialed minister* in relationship to the Code of Christian Conduct and other ministerial policies.

1.6 The ONMB has jurisdiction over the conduct of a *credentialed minister* during the time they were a *credentialed minister* of the ONMB and during any period of suspension.

1.7 The jurisdiction over a *credentialed minister* continues even though the person is no longer a *credentialed minister* as it pertains to matters of the ONMB.

1.8 No *credentialed minister* shall resign or otherwise voluntarily terminate his or her membership in the ONMB once the ONMB receives a formal complaint, or initiates an investigation of a concern, until the matter is finally disposed of. Should a minister resign, this investigation will continue. (See Section 4.5 and 5.)

Interpretation

1.9 The ONMB may provide clarification to a *minister* about the interpretation of the Family Covenant Of the Ontario Conference of MB Churches, ONMB's Code of Christian Conduct, or the MB Confession of Faith if requested to do so. Any such request shall be in writing and shall specify all material facts. The advice is not binding on the ONMB if any material fact was omitted or inaccurately stated in the request.

Statute Of Limitations

1.10 There is no statute of limitations, and therefore a *charge of ministerial misconduct* may be brought for acts that allegedly occurred many years before. Reliability of memory and availability of witnesses and evidence should be taken into account when deciding whether to charge. In some such cases, the ONMB through its *Judicial Committee* may decide in consultation with the *National Office* that an adapted process of this procedure is appropriate to address the alleged misconduct.

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

Previously Disciplined Ministerial Misconduct

1.11 A *credentialed minister* who was previously charged with *misconduct* shall not be charged again for that situation, provided that the ONMB confirms at the time of the new *complaint* that the *credentialed minister* has followed through with any requirements that arose from that previous charge. However, the *investigation* and the *judgment* in an earlier disciplinary proceeding will be considered when relevant to a current charge by the ONMB. Relevancy may include prior *misconduct* of the type described in a current *complaint*. Following a disciplinary process, if *complaints* from additional *complainants* come forward, the ONMB will engage in another investigation.

Conflicts Involving the Executive Director

1.12 When there is a *complaint* against the *Executive Director*, or other individuals in the ONMB leadership such that a conflict of interest might be perceived, the *National Office* will be consulted to determine who should facilitate this process.

Informal Process & Local Churches

1.13 As conflicts arise, they are to be processed in the natural relationships in which they are situated. An informal process seeks to limit those outside of the natural relationships to resolve the matter. Such processes typically involve the local church. As part of an informal process, a member of the ONMB *Provincial Faith & Life Team* may be assigned by the *Executive Director* to assist in this matter and it is still considered to be "informal". If a satisfactory resolution is not reached, a formal *complaint* may be filed as described in SECTION 3. Formal Complaint by an Individual.

1.14 Local churches are required by law to have developed appropriate workplace policies and procedures related to sexual harassment, workplace abuse, protection of vulnerable individuals, and other matters. A complaint might begin at the local church level, and depending upon jurisdiction, may also involve the ONMB.

Application to Member Churches

1.15 While written specifically for *ministers*, the principles in this procedure may also be applied to a *Member Church* of the ONMB and/or affiliated organization that may experience a matter of significant care, concern, or conflict.

Other Documents

1.16 The ONMB will also maintain specific policies related to sexual harassment (under the Ontario Humans Rights Code) and workplace harassment policies (under the Occupational Health and Safety Act). These policies are to be applied in conjunction with this Policy and Procedure. Please see the ONMB website for additional documents.

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

SECTION 2. Definitions

All words defined in this section are italicized throughout the document.

Words importing the singular include the plural and vice versa; words importing a male person include a female person and may include non-human entities such as corporations.

Definitions of terms used in this *Policy and Procedure*:

- 2.1 *Appeal Committee*: Three persons appointed by the *National Faith & Life Team (NFLT)* to hear an *appellant's* appeal following a *judgment*. (See Section 7C.)
- 2.2 *Appellant*: The *minister* or the *complainant* who registers an appeal to the *ONMB*.
- 2.3 *CCMBC*: The Canadian Conference of Mennonite Brethren Churches (*CCMBC*) represents the Mennonite Brethren denomination in Canada. All MB churches in Canada are members of the *CCMBC*.
- 2.4 *Charge*: Verb: Action by the *ONMB* to formally accuse a *minister* of *misconduct*, based on a written *complaint*. Noun: A formal accusation of *misconduct*, brought by the *ONMB*, based on a written *complaint*.
- 2.5 *Commissioner*: A person assigned by the *ONMB* Board to provide oversight to the proceedings of a formal complaint, concern, or conflict in place of the *Executive Director*. (See Section 3 and Section 5)
- 2.6 *Complainant*: One who alleges that a *minister* engaged in *misconduct*.
- 2.7 *Complaint*: A written allegation of *misconduct*, signed by a *complainant*, including the name of the accused and, as much as possible, the date, time, location, circumstances, names of any witnesses and other relevant information.
- 2.8 *Contact Person*: A *contact person* is appointed by the *Executive Director/Commissioner* for the *complainant* to assist the individual in reviewing this *Policy and Procedure*, assist the person in putting the *complaint* into writing, assure that the written *complaint* is received by the *ONMB*, and remain the *contact person* for the *complainant* if a *charge* is brought. The *minister* will also be offered a *contact person*.
- 2.9 *Credentialed*: Verb: To license a *minister* by the *provincial conference* and/or to accept responsibility for the continued authorization of a licensed *minister* to act as a *minister*. Noun: The recognition of ministerial authority that is granted to a *minister* by a *credentialing provincial conference*.
- 2.10 *Credentialed Minister*: A *minister* who has been *credentialed* by a *provincial conference* and is accountable under the Code of Christian Conduct used by the *ONMB* and *CCMBC*.
- 2.11 *Evidence*: Witness testimony, documents, objects, or other information that make a claim or defense more likely or less likely to be true.
- 2.12 *Executive Director*: The *ONMB Executive Director* serves as pastor to *ministers*, and/or *pastors*, including the oversight of those with *credentials*. In other provinces, this role is described as *provincial conference minister*.
- 2.13 *Investigation*: Upon receipt of a written *complaint*, *investigators* conduct an *investigation* to gather more information about the *complaint* in order to issue a report to the *Judicial Committee*.
- 2.14 *Investigators*: Qualified and independent persons appointed to participate in a panel investigating a *complaint*. (See Section 5)

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

- 2.15 *Judicial Committee*: Three or more individuals appointed by the ONMB Board to serve as the *Judicial Committee* that provides judgment and administers the discipline process according to this *Policy and Procedure*. (See Sections 3G, 5C, 5D, 6, 7.)
- 2.16 *Judgment*: Determination by the *Judicial Committee* of whether a minister engaged in misconduct or did not engage in misconduct, based on the investigation.
- 2.17 *Jurisdiction*: The appropriate *provincial conference* to have disciplinary authority over the minister for whom a complaint has been filed. (See Section 4)
- 2.18 *Minister*: Noun. A minister may be:
- one who has been credentialed to act as a minister in a *provincial conference*, or
 - one who serves as a non-credentialed pastor in a congregation, or
 - one who is an employee of an organization that a *provincial conference* acknowledges is affiliated and requires credentialing.
- 2.19 *Ministerial Misconduct File*: The *provincial conference's* personnel file regarding a minister's misconduct or alleged misconduct, maintained by the *provincial conference*. The *National Office* will receive a duplicate file from the *provincial conference*.
- 2.20 *Misconduct*: An act or omission by a minister that is contrary to the policies or principles of the *provincial conference* or MB denomination as defined in the MB Confession of Faith, Code of Christian Conduct and other approved policy documents related to ministers.
- 2.21 *National Office*: The CCMB is the *National Office* of the MB denomination.
- 2.22 *NFLT*: The *National Faith and Life Team (NFLT)* is a committee of the CCMB that oversees the doctrinal and spiritual aspects of the Canadian MB denomination.
- 2.23 *Non-disciplinary Leave of Absence*: A leave with pay, granted to a minister for non-disciplinary reasons, by a congregation or other employer at its discretion.
- 2.24 *Personal Supporter*: A person selected by the *complainant*, or a person selected by the accused minister to provide pastoral care and practical support. (See Section 3D)
- 2.25 *ONMB*: Noun or Adjective: The ONMB is the Ontario Conference of Mennonite Brethren Churches, incorporated in the province of Ontario, whose membership includes Mennonite Brethren Churches in Ontario and whose authority is defined in the General Operating Bylaw.
- 2.26 *Policy and Procedure*: This ONMB Ministerial Misconduct Policy and Procedure.
- 2.27 *Preponderance of Evidence*: The greater weight of the evidence required for the *Judicial Committee* to decide in favor of one side or the other.
- 2.28 *Probable Grounds*: Facts and circumstances that reasonably justify a determination that an alleged event has, more likely than not, occurred.
- 2.29 *Probation of Credentials*: The *credential* status given when the minister has been placed under close supervision for a specified period of time in order to determine whether the *credential* will be continued. At the conclusion of the probationary period, it is determined whether the *credential* becomes active, suspended, or terminated.
- 2.30 *Professional Relationship*: The relationship between a minister and one who relates or has related to the minister as congregant, student, counsellee, employee or in a comparable role, or a relationship in which the religious role gives the minister privilege and power. A *professional relationship* does not include:
- A married minister's relationship with the minister's spouse; or
 - An unmarried minister's dating relationship with an unmarried person with whom the minister has had a *professional relationship*, if the minister has clearly communicated to the person that

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

the minister will not provide for any one-to-one professional ministry care and there is acknowledgement and accountability with the *Executive Director*.

- 2.31 *Provincial Conference*: A provincial Mennonite Brethren conference of churches in Canada that is member of the *CCMBC*. This includes *BCMB, ABMB, SKMB, MBCM, ONMB* and *AEFMQ*.
- 2.32 *Provincial Conference Minister*: The *provincial conference minister* serves as pastor to ministers, and/or pastors, including the oversight of those with *credentials*. The *ONMB Executive Director* typically serves as the *conference minister* in Ontario. Note: The *ONMB Executive Director* may also serve on the *PFLT* and *NFLT*.
- 2.33 *Provincial Conference Moderator*: The *ONMB Moderator* or person designated by the *ONMB Board* shall serve in the provincial conference leadership role for the purpose of this *Policy and Procedure*. (See *ONMB General Operating Bylaw*.)
- 2.34 *PFLT*: The *Provincial Faith and Life Team (PFLT)* is a standing committee of the *ONMB* that grants *credentials* to ministers. The duties and authorities of the *PFLT* are defined in the *ONMB General Operating Bylaw*.
- 2.35 *Sanction*: Verb: To discipline a minister. Noun: A reprimand, the probation, suspension or termination of *credentials*.
- 2.36 *Suspension of Credentials*: The status given when the *ministry credential* is laid aside for a specific period of time for disciplinary reasons. *Suspended credentials* are not valid for performing ministerial functions.
- 2.37 *Termination of Credentials*: The status given when the *provincial conference* has removed the *credential* because of a disciplinary action. The individual will no longer have any *credential* and the *credential* cannot be reinstated within the *MB denomination*. (See 8.1)
- 2.38 *Withdrawn Credential*: The status given when the *provincial conference* has removed a minister's *credential* for cause as determined by *provincial conference*. The individual will no longer have any *credential*. The expiry or non-renewal of a *credential* is not withdrawal. When a minister joins another denomination, their *credential* is withdrawn.

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

SECTION 3. Formal Complaint by an Individual

This section applies to a formal and written complaint filed by an individual with the ONMB. If an informal process is desired, see 1.13 Informal Process.

STEP 3A. Report of Potential Misconduct.

A person who believes that a minister has engaged in misconduct should contact the ONMB office (usually through either the *Executive Director* or the *Provincial Conference Moderator*) with a report of misconduct. If the complaint is against the *Executive Director*, or if the ONMB Board discerns that there is a significant conflict of interest related to the complaint, then the report is filed directly with the *National Office* who shall work with the ONMB Board. (See 1.12). In the absence of their own policy, the CCMB will execute this *Policy and Procedure*, or CCMB will designate a third party to handle the dispute resolution.

STEP 3B. Responsibility of Executive Director/Commissioner.

The *Executive Director* or *Commissioner* will:

- 3B1. Consult with the *National Office* to determine whether the *Executive Director* has a conflict of interest with the complainant or the accused minister. When a conflict of interest exists, the ONMB Board will appoint an alternative facilitator, a *Commissioner*, of this *Policy and Procedure*.
- 3B2. Report to governmental authorities any child abuse or other violation that requires reporting according to the laws of the country or province.
- 3B3. Give the complainant this *Policy and Procedure*. The *Executive Director/Commissioner* should also, depending on the circumstance, encourage the complainant to seek medical (including mental health) and/or legal assistance. If there is a concern that the complainant is in physical danger or that a crime has been committed, the *Executive Director/Commissioner* will immediately contact the police as noted in 3B2. This *Policy and Procedure* is not the complainant's only source of redress.
- 3B4. In the case of a formal complaint, assign a contact person to assist the person reporting misconduct in preparing a written complaint, and to walk with the individual through the process. Refer to STEP 3F below regarding the content of the complaint. The contact person will not have supervisory responsibilities for the complainant or the accused minister nor have any other shared responsibilities related to the accused minister or the complainant.
- 3B5. In the case of abuse or sexual misconduct, contact legal counsel to assure that the ONMB is following regional laws.

STEP 3C. Responsibilities of Contact Person.

The contact person will meet with the complainant to:

- 3C1. Review this *Policy and Procedure*.
- 3C2. Help the person put their complaint into writing.
- 3C3. Serve as the connector between complainant and the process.
- 3C4. Deliver the written complaint directly to the ONMB office, or the *National Office* when it is against the *Executive Director* whereby the *National Office* will oversee this *Policy and Procedure*.
- 3C5. Encourage the selection of a personal supporter.

STEP 3D. Selecting a Personal Supporter.

The complainant may select a personal supporter. A personal supporter shall not have supervisory responsibilities for the complainant or minister nor have any other responsibilities related to the complainant or minister.

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

STEP 3E. Responsibilities of Personal Supporter.

The *personal supporter* will:

- 3E1. Provide pastoral care, practical support and assure the *complainant* has structures around them to help them be safe.
- 3E2. When requested, accompany *complainant* as an observer to meetings required by this *Policy and Procedure*.
- 3E3. Not advocate to the *provincial conference*, the *Judicial Committee*, the *Executive Director/Commissioner*, the *investigators* or the *Appeal Committee*.
- 3E4. Make timely objection on behalf of the *complainant* to the *investigators* or the chair of the *Judicial Committee* if the *personal supporter* believes the *Policy and Procedure* is not being fairly administered.

STEP 3F. Writing the Complaint.

The *complaint* should include:

- 3F1. The name of the *minister*.
- 3F2. The name of the *complainant*.
- 3F3. The nature of the alleged *misconduct*.
- 3F4. Sufficient information about date, time, place, and circumstance to specifically inform each incident of complaint. (Describe multiple incidents of alleged *misconduct* in separately numbered paragraphs.)

STEP 3G. Judicial Committee.

The *ONMB Board* will create a *Judicial Committee* of at least three members, where a majority of members are from the *ONMB Board* so that the *ONMB* ministry context is being understood. External appointments may be necessary if special skills, such as experience in dealing with sexual or workplace misconduct, are required. The committee chair will be appointed by the *ONMB Board*.

SECTION 4. Denominational Jurisdiction

Mennonite Brethren churches in Canada are admitted first as members of a *provincial conference* and then become members of the *CCMBC*. Ministers credentialed in one province may have reason to serve in other provinces. This section explains how a complaint may be processed in a national denominational context. A copy of this *Policy and Procedure* shall be given to the *National Office* and the other *provincial conferences*.

4.1 Following receipt of the written *complaint*, *jurisdiction* is determined to be lodged in one of the *provincial conferences*. *Jurisdiction* to address a *minister's* alleged *misconduct* exists in:

- 4.1a) The *provincial conference* receiving the written *complaint*, for its *credentialed ministers*, whether the person remains in the church assignment or not, is dead or alive, refuses to cooperate with the *provincial conference* or has relinquished their *credential*.
- 4.1b) The *provincial conference* receiving the written *complaint* if the *minister* is serving as an agent of an organization which requires credentialing from the *provincial conference*.
- 4.1c) Any other conference that *credentials* the *minister* (this applies to dual denomination congregations).
- 4.1d) The *provincial conference* of the congregation in which the *minister* is or was previously serving even if there is no current *credential*.

4.2 The *provincial conference minister* receiving the *complaint* shall inform any other *provincial conference* that currently holds the *credential* of the accused that a *complaint of misconduct* by the accused is being investigated. The *provincial conferences* will confer regarding which *provincial conference* shall exercise *jurisdiction*. Generally, but not always, *provincial conferences* will exercise *jurisdiction* in the order of priority shown above. If there is disagreement or lack of clarity about which *provincial conference* should take priority in exercising *jurisdiction*, the *provincial conferences* will confer with the *National Office*, and the *National Office* may recommend which *provincial conference* shall exercise *jurisdiction*.

4.3 The disciplinary *jurisdiction* of the *ONMB* is not limited because another professional accrediting entity is investigating or has investigated an allegation of *misconduct* by an accused *minister*.

4.4 The *ONMB* may not revoke accreditations that currently are extended by another entity but is obligated to inform the accused *minister's* employer that a *complaint* has been received and will be investigated. When the *ONMB* has full and exclusive responsibility for the *credential* and finds that a *minister* has engaged in *misconduct* that would warrant *sanctions*, the *ONMB* may prohibit the *minister* from acting as a *minister* in Ontario or impose conditions that limit how the *minister* may serve in the *ONMB* and impose restrictions on transferring a *credential* to another *provincial conference*.

4.5 After the *ONMB* determines it has *jurisdiction*, *jurisdiction* shall continue until the *ONMB* determines otherwise. *Jurisdiction* may continue after a *minister* has relinquished or lost their *credential*. The *ONMB* is required and may be legally responsible to follow through in this process even if the congregation in which the accused *minister* serves does not want to participate in the process. If the accused *minister* refuses to cooperate with the *ONMB* according to this *Policy and Procedure*, then their *credential* will be terminated immediately by the *PFLT*. Such refusal will be noted in the *ministerial misconduct file* that the

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ONMB maintains concerning the *minister*, which is shared with the *National Office* and recorded in the *National Office* database for *credentialed* persons.

4.6 The *ONMB* will cooperate fully when law enforcement is involved and the *ONMB* will immediately suspend the accused *minister's* *credential*. {See 5A5.} On completion of that legal process, the *ONMB* will proceed with this *Policy and Procedure*.

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SECTION 5. Investigation

In a situation where the accused minister refuses to communicate and/or cooperate with this Policy and Procedure, the minister's credential will be terminated immediately as noted in 4.5. In order to provide an accurate record, the Judicial Committee will determine if the remaining steps of this Policy and Procedure will be completed to the best extent possible, fully documenting all attempts that were made to work with the accused minister.

STEP 5A. Responsibilities of Executive Director/Commissioner.

Upon receiving a complaint that alleges misconduct by a minister and after jurisdiction in ONMB is determined, the Executive Director, or a Commissioner (see STEP 5A2), as facilitator of this procedure will, within 7 days:

- 5A1. Contact the National Office that a complaint has been received, to provide accountability beyond the ONMB and to determine if there are any possible related records. In the case where the complaint is against the Executive Director, the complaint is sent by the contact person directly to the National Office. The National Office will facilitate this Policy and Procedure and not the ONMB.
- 5A2. Consult with the National Office to determine whether the Executive Director has a conflict of interest with the complainant or the accused minister. When a conflict of interest exists, the ONMB Board will appoint an alternative facilitator, a Commissioner, of this Policy and Procedure.
- 5A3. Take steps to prevent any interaction between accused minister and the complainant.
- 5A4. Ensure confidentiality. The identity of the complainant is to be protected and is not to be named publicly or in any form of communication either directly or indirectly by the accused minister or anyone involved in the investigation.
- 5A5. Determine if immediate suspension of credential is needed and make an appropriate announcement. If the law is involved, the ONMB will immediately suspend credentials and cooperate with the authorities.
- 5A6. Notify accused minister that a written complaint alleging ministerial misconduct has been filed and an investigation will be conducted. The minister may be informed of the identity of the complainant, unless there is a concern for safety of the complainant, and the minister shall be directed not to communicate with the complainant about the complaint either directly or indirectly. As noted in 5A4, the minister is required to protect the identity of the complainant.
- 5A7. Give the minister this Policy and Procedure.
- 5A8. Offer a contact person to assist the minister through the process. The contact person will review this Policy and Procedure and serve as connector between the minister and the process.
- 5A9. Notify the leaders of the congregation in which the minister is serving (or other employer of the minister) and any other ministers for the congregation that a complaint has been received and give them this Policy and Procedure. Following consultation with the Executive Director/Commissioner and legal counsel, in the case of suspension, the leadership of the congregation's governing board will make a congregational announcement such as: "(The named minister) has been granted a leave of absence from all responsibilities as minister while a complaint is being investigated. The fact that a complaint is being investigated does not mean that misconduct has occurred, but the ONMB Conference takes complaints seriously and requires an investigation." Discernment must be exercised as it relates to informing other employers when outside the church.
- 5A10. Recommend that the congregational leaders provide a paid leave of absence to the minister.
- 5A11. Appoint at least three members, where a majority of members are from the Provincial Faith & Life Team, to be independent investigators. External appointments may be necessary if special skills are required such as experience in dealing with sexual or workplace misconduct investigations. A chair or lead investigator may be appointed.

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SA12. Following the announcement of the appointment of the *investigators* to the *complainant* and the *minister*, objections about partiality or other unfairness must be submitted in writing within two days to the *Executive Director/Commissioner*. The resulting decision of the *Executive Director/Commissioner* concerning the objection shall be binding for all purposes concerning the *investigation*, determination and appeal of the *complaint* and any resulting change. Partiality shall not be assumed because a person is a member or a leader in the *ONMB*.

SA13. Notify the *complainant* and the accused *minister* through the *contact persons* that an *investigation* will begin.

SA14. Locate personnel files including any *ministerial misconduct file* that the *ONMB*, former *provincial conference(s)* and *National Office* maintain concerning the accused *minister*. These files must be shared with the *investigators*.

SA15. Notify insurance carrier of *ONMB* and follow required procedures while keeping the integrity to the process outlined in this *Policy and Procedure*.

STEP 5B. Responsibilities of Investigators.

Investigators will conduct an *investigation*, within 21 days of receiving the written complaint, including:

SB1. Review the written *complaint*.

SB2. Interview the *complainant* (who may have *personal supporter* present), to review any *evidence*, and request that the *complainant* give a signed written statement if they believe additional information may be needed to substantiate any of the allegations in the *complaint*.

SB3. Interview the accused *minister*. Inform the *minister* of the nature of the *complaint*.

SB4. Advise the *minister* that the *investigators* are willing to receive information and any statements by the *minister*. Inform the accused *minister* that any statement may be used in disciplinary proceedings. The *investigators* may, at their discretion, decline to show the signed written *complaint* if there is concern for safety, or if law enforcement or other civil authorities request that this not occur. If there are no such compelling reasons to not share the written *complaint*, the *minister* should receive a copy along with direction that within five days of the *minister's* receipt of the *complaint*, the *minister* shall deliver to the *investigators* a statement, responding to each numbered allegation in the *complaint* stating:

- 1) That the *minister* agrees with the allegation, or
- 2) That the *minister* disputes the allegation and sets forth all the reasons the *minister* disagrees, as well as the *minister's* full account of each disputed incident that is alleged.

SB5. Review any relevant *evidence* offered by the accused *minister* or the *complainant*.

SB6. Interview other persons who may have relevant information. These persons will be informed of the need for confidentiality.

SB7. Keep accurate records of interviews, including the date, parties present and name of the recorder.

SB8. If necessary, ask the *Judicial Committee* to extend the time to conclude the *investigators'* written report.

SB9. Prepare a written report to the *Judicial Committee*. The report shall be based, as much as feasible, on statements of witnesses with direct knowledge, rather than on second-hand sources or circumstantial evidence. The report shall include:

SB9a. *Evidence* that the *investigators* believe supports the allegation that the *minister*, more likely than not, engaged in *ministerial misconduct*, and the *evidence* that shows that the *minister* more than likely did not engage in *ministerial misconduct*.

SB9b. Any reasons why the *investigators* believe they cannot present such *evidence*.

SB9c. A recommendation to the *Judicial Committee*:

- i. To drop the *complaint*, or

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ii. To charge the minister

5B9d. Signatures and dates of all the members of the *investigation* team.

STEP 5C. Responsibilities of Judicial Committee.

Upon receipt of the report with the recommendation from the *investigators*, the Chair of the *Judicial Committee* will convene the committee, within 14 days, and decide to either:

OPTION 5C1. Decline to Charge.

If the *Judicial Committee* receives the report and accepts the recommendation from the *investigators* to drop the *complaint* because there does not seem to be *probable grounds* to support any allegation of *ministerial misconduct*, the Chair of the *Judicial Committee* will:

- 5C1a. Inform the *minister* and their *contact person* in writing.
- 5C1b. Inform the *complainant* and their *contact person* in writing.
- 5C1c. Deliver the complete file to the *Executive Director*, who will maintain it as a *ministerial misconduct file*.
- 5C1d. Send a copy of the complete *ministerial misconduct file* to the *National Office*. Update the *credential status* in the *minister's file* in the *National Office database*. In the *status note* section include the *judgement*, the *date*, the *name of the area conference* and the *location of the ministerial misconduct file*.
- 5C1e. Make appropriate reports to those involved and announce as widely as the earlier announcement about the original *complaint*.

OPTION 5C2. Bring a Charge.

If the *Judicial Committee* believes that *investigators* have presented *evidence* that the *minister*, more likely than not, engaged in *ministerial misconduct*, the Chair of the *Judicial Committee* will ensure the following steps take place:

- 5C2a. Change the *credential status* of the *minister* to either *suspended*, *probation* or *terminated*.
- 5C2b. File a *charge* with the ONMB Board, including:
 - (1) The name of the *minister*.
 - (2) The name of the *complainant*.
 - (3) The official *complaint of ministerial misconduct*.
 - (4) Sufficient information about *date*, *time*, *place*, and *circumstance* to specifically provide information about each incident of *complaint*. (Describe multiple incidents of alleged misconduct in separately numbered paragraphs.)
- 5C2c. Deliver the *charge* in writing to the *minister* and their *contact person*. If personal delivery of the *charge* is not practical, then it should be sent by certified mail to the last known address with return receipt requested. Electronic mail is not appropriate. The *charge* will include direction that within five days of the *minister's receipt* of the *charge*, the *minister* will deliver to the Chair of the *Judicial Committee* a signed statement, responding to each numbered allegation in the *complaint*, stating:
 - (1) That the *minister* agrees with the allegation, or
 - (2) That the *minister* disputes the allegation and sets forth all the reasons the *minister* disagrees, as well as the *minister's full account* of each disputed incident that is alleged in the *charge*.
- 5C2d. Inform the *complainant* and the *contact person* in writing that a *charge* has been filed by the ONMB and a *hearing* may take place.
- 5C2e. Upon receiving the *minister's signed statement* responding to the allegations, the Chair of the *Judicial Committee* will convene the committee. If the *minister* agrees with the

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allegations, the committee will determine judgement and sanctions as outlined in Section 6.

- SC2f. If the *minister* disputes the allegations, the *Judicial Committee* will give notice to the *minister* that a hearing will be scheduled to begin within seven days.
- SC2g. Direct that the accused *minister* shall not communicate with the *complainant* directly or indirectly for any reason.
- SC2h. If there is no *Judicial Committee* member with professional competency in the matter at hand, the *committee* will contract with a professional who does have the required competency and who has no history with the accused *minister* or the *complainant* for the duration of this proceeding.

STEP 5D. Hearing.

- SD1. The Chair of the *Judicial Committee* will notify the *minister* and the *investigation team* of the date, time and location for the hearing. The hearing may be held in person or electronically or in writing, or a combination of them.
- SD2. The *complainant* will be notified of the hearing. The *complainant* does not need to be present at the hearing nor does the *complainant* need to testify.
- SD3. The *Judicial Committee* will hear the testimony of the *investigation team* (and their witnesses) and the *minister* (and the *minister's* witnesses), as well as the *complainant* (and their witnesses) if present.
- SD4. The *Judicial Committee* deliberates to make a decision concerning judgement.
- SD5. A written record of the hearing will be kept in the *minister's ministerial misconduct file* and will include the *investigator's* report, the testimonies and any additional information that came to light.

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SECTION 6. Judgment and Sanctions

The *Judicial Committee* will:

STEP 6A. Judgment.

Determine a judgment stating whether the *minister* did or did not engage in ministerial misconduct.

EITHER:

OPTION 6A1. If it is determined that the *minister* more likely than not did not engage in ministerial misconduct, the committee, in its sole discretion, and depending on the circumstances, may:

- a. Identify concerns regarding fitness for ministry and required steps.
- b. Notify the *minister* of the *judgement* and any requirements if needed.
- c. Affirm, support, and recommend how congregational leaders may affirm and support the *minister* and the *minister's* continued ministry.
- d. Offer support to the complainant.

OR

OPTION 6A2. If it is determined that the *minister* more likely than not did engage in ministerial misconduct the *Judicial Committee* will inform the *minister* in writing through certified mail of the *judgement* and resulting sanctions imposed by the committee. A *sanction* that results in a *credential* status of *terminated* is a permanent sanction. When the *credential* status related to the *judgement* is *suspended* or *probation*, the letter will identify if this *credential* status will continue for a stated period of time or until further notice and include the details of each *sanction*. The letter will also include steps for determining, with external verification, that the *minister* is in compliance with all sanctions imposed by the committee. The *sanctioned minister's* word will not determine compliance. See Section 8.

STEP 6B. Reporting.

The *Judicial Committee* will report to:

6B1. The complainant about the *judgment*.

6B2. The *Provincial Conference Moderator* regarding the *judgment* and *sanctions*, including a complete file to be maintained in a ministerial misconduct file.

6B3. The congregation of the charged *minister* regarding the *judgment* and *sanctions*.

6B4. Ministers within the ONMB where the charge took place, of the *judgment* and *sanctions*.

6B5. The employer who was notified of a complaint, of the *judgment* and *sanctions* regarding the charged *minister*.

6B6. Other provincial conference ministers regarding the *judgment* and *sanctions*.

6B7. The *National Office* and will submit the complete file.

STEP 6C. Credential Status.

Following reporting of the *judgment* and *sanctions*, the *Judicial Committee* will update the *credential* status in the *minister's* file on the *National Office* database. The status note section should include the *judgment*, the date, the name of the provincial conference and the location of the ministerial misconduct file. A *minister* with a *credential* with the status of *probation*, *suspended*, *terminated*, or *withdrawn* can not transfer their *credential* to any other provincial conference.

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STEP 6D. Monitor Compliance with Sanctions.

6D1. The *Judicial Committee* will set the times and guidelines for determining compliance with the *sanctions*. External verification such as direct reports from a counselor, accountability group and/or another compliance entity will be used to determine the *minister's* compliance.

6D2. The *Judicial Committee* may require the *minister* to appear before the committee at any time and may require additional *sanctions* if it finds that the *minister* is not in full compliance.

6D3. If the *minister* remains noncompliant, the *credential* will be *terminated*, recorded in *National Office* database and the *Judicial Committee* will report the termination to all those who were earlier informed of the *judgment*.

Step 6E. Provide Follow-up Care.

The *Judicial Committee*, with the assistance of the *PFLT*, will assure follow-up care for the *complainant*, the complainant's family, the *minister*, the *minister's* family and for the congregation.

SECTION 7. Appeal

Either an accused *minister* or the *complainant* may appeal the judgment and direct the appeal to the NFLT. Upon request of an appealing *minister*, the NFLT shall decide, in consultation with the ONMB Board, whether to delay the imposition of any sanction, pending outcome of the appeal.

STEP 7A. Notice of Appeal.

The *appellant* shall give written notice of any appeal to the ONMB Moderator within five (5) days after the judgment by the *Judicial Committee*. The notice of appeal shall be signed by the *appellant* and state all grounds for appeal of the judgment.

STEP 7B. Grounds for Appeal & Evidence.

The *appellant*, in writing, shall state facts and reasons that demonstrate grounds for appeal and why the judgment of the *Judicial Committee* should not be supported.

7B1. No party shall file with the *Appeal Committee* evidence that was not before the *Judicial Committee* without the prior written permission of the *Appeal Committee*.

7B2. The *Appeal Committee* shall not permit additional or fresh evidence to be filed unless the additional or fresh evidence:

- i. is apparently credible;
- ii. if admitted it would probably have an important influence on the result; and
- iii. only if it could not have been obtained by reasonable diligence at the time of the hearing before the *Judicial Committee*.

STEP 7C. Appointment & Powers of Appeal Committee.

7C1. Upon receipt of an appeal, the ONMB Moderator will contact the Chair of the NFLT. The NFLT shall appoint an *Appeal Committee* consisting of three persons, including a chair. No member of the committee shall be an *investigator*, a member of the *Judicial Committee*, a member of the same congregation as the *appellant*, nor have any relationship that materially affects impartiality.

7C2. The *Appeals Committee* shall only grant an appeal if the *Judicial Committee* made an error of law or procedure that made the hearing substantially unfair or if there are sufficient grounds that show that the *Judicial Committee* made a decision that exceeds its authority.

7C3. If the *Appeals Committee* decides that a ground of appeal should succeed, the *Appeals Committee* can vary or reverse the decision of the *Judicial Committee*, and the *Appeals Committee* shall assume all of the powers of the *Judicial Committee*.

STEP 7D. Appeal Process.

The *Appeal Committee* shall:

7D1. Inform the *minister*, the *complainant*, and the *Judicial Committee* that there will be an appeal hearing on the judgment; including the date of hearing within 30 days of the notice of appeal.

7D2. The *minister*, the *complainant*, and the *Judicial Committee* will be given the date, time and place for the appeal hearing.

7D3. Convene the appeal hearing with the *appellant* and *Judicial Committee* and:

7D3a. Read or otherwise identify the notice of appeal.

7D3b. Allow the *appellant* to explain why the *appellant* believes there are not *probable grounds* to support the judgment.

7D3c. Have one or more members of the *Judicial Committee* review the judgment and the evidence supporting the judgment.

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- 7DBd. Deliberate in private and determine *judgment* by consensus (but in the absence of consensus, by majority vote) to either:
- i. Affirm the *judgment*, if the appellant was unable to demonstrate that there were not probable grounds to support the *judgment*. Generally, the Appeal Committee shall defer to findings made in the investigator's report and the *judgment* of the *Judicial Committee* and shall focus on whether the findings support the *judgment*;
- OR
- ii. Change the *judgment*, if the appellant was able to demonstrate that there were not probable grounds to support the *Judicial Committee* *judgment*.
- 7DBe. Give written notice of the Appeal Committee's *judgment* to the minister, the complainant, and the Provincial Conference Moderator. Give appropriate notice to all others informed of the earlier *judgment*.
- 7DBf. Give notice to the *Judicial Committee* of the Appeal Committee's *judgment*. If the *judgment* is affirmed, then the *Judicial Committee* will then follow through with the appropriate actions.
- 7DBg. Give minutes of the appeal hearing to the Provincial Conference Moderator. The minutes will be added to the minister's ministerial misconduct file. A copy of the minutes will also be sent to the National Office.

SECTION B. Credential Status of a Sanctioned Minister

8.1 When the *minister* receives a judgment of *ministerial misconduct* and the *sanction* is *termination* of the *minister's credential*, this is a permanent action and the *credential* cannot be re-instated.

8.2 When the *credential* has been suspended due to a judgment of misconduct for a specified period of time, the *Judicial Committee* will determine whether the *credential* will move to *probation* or *terminated*.

8.2.1. The *Judicial Committee* will determine the status of the *credential* through external verification such as reports from an accountability group, counselor and other pertinent information. They shall determine whether contents of the reports are adequate to change the *credential*.

8.2.2. The *Judicial Committee* will notify the minister that the *credential* status has been changed from *suspended* to either *probation* or *terminated*. If they determine that *probation* status is a possibility, *sanctions* and accountability will continue for a specified period of time. The *Judicial Committee* will continue to use external verification to assess whether the *minister* has, as a result of the *sanctions*, altered beliefs, attitudes and behavior before a final determination of *credential* status is made.

8.3 *Termination of credentials* will occur if the *Judicial Committee* determines that the *minister* is not fit for ministry or if the *minister* refuses to comply with the *sanctions* or Code of Christian Conduct.

Noncompliance will be determined through external verification. *Noncompliance* will also be determined by the *minister's* vocal refusal or by behavioral refusal including relocating out of province away from the ONMB without notification to the ONMB.

Appendix 1: Frequently Asked Questions (FAQ)

QUESTION: Who can file a complaint?

ANSWER: A *complainant* is a person directly involved in the conflict who has been directly impacted by the *misconduct* of the *minister*. Typically, a third party cannot file a complaint on behalf of another person. If an organization has an ombudsman type of role, this individual may file a *complaint*. In the case of public misconduct, those with authority in the matter may file a complaint. For example, church leaders could file a formal complaint if a minister violates the Confession of Faith or Code of Christian Conduct.

QUESTION: Should a lawyer be hired?

ANSWER: Either the *complainant* or *minister* has the freedom to seek legal counsel, but this process is not a civil court case with a judge. A lawyer could be the designated support person, but the support person does speak into the process.

QUESTION: How is discipline different from restoration and reconciliation?

ANSWER: This policy operates under the authority of the *ONMB* and it addresses the accountability of a *minister* to the denomination based on items such as the Code of Christian Conduct. This process focuses on whether disciplinary action is required by the *ONMB* based on a formal *complaint* against a *minister*. The disciplinary action might result in the termination of a *minister's credential*. A process of restoration and reconciliation focuses on the relationship of the individuals involved in the conflict. The local church leadership is more likely to be the facilitator of this process.

QUESTION: What is the role of the church as it relates to accountability of a minister?

ANSWER: The *minister* will be a member of their church and may also be an employee of the church. The local church leadership must discern the appropriate steps to take as it relates to their own authority in the matters at hand. These steps can be performed in consultation with the *ONMB*.

QUESTION: How is this process impacted if legal action is also being taken?

ANSWER: When legal action is being taken (such as sexual harassment or abuse charges), certain policies are immediately enacted (see 4.6 and 5A5). These procedures will be completed separately from any legal action, but must consider the legal process and how due process may impact the timing of proceedings. While the nature of the legal charges must be considered, the charges investigated under this policy may not be identical to the legal charges.

QUESTION: Does this policy include a minister's performance?

ANSWER: This policy focuses on *misconduct*, not performance. A complaint about teaching style or number of hours being worked is not deemed *misconduct* under the authority of the *ONMB*. Unethical or immoral behaviour violating the Code of Christian Conduct is a form of *misconduct*.

QUESTION: What are the potential outcomes of a complaint?

ANSWER: The *ONMB* must operate under its authority. The *ONMB* can terminate a *minister's credential*, but the *ONMB* cannot terminate the *minister's* employment with a church or impose fines. The *ONMB* is not a civil court where a complainant can seek restitution. (Note: If a *minister's credential* is terminated, then the church likely has grounds to terminate the *minister's* employment.)

QUESTION: What if the minister resigns?

ANSWER: While the *minister* is not allowed to resign during this process (See 1.8), the *ONMB* cannot prevent a resignation. The process will continue so that a ruling can be made. (Also see 4.5.)

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

Appendix 2: FORMS for Ministerial Misconduct Policy and Procedure:

Form-1 Provincial Conference Resolution Adopting Ministerial Misconduct Policy and Procedure 2022

Form-2 Announcement of Ministerial Misconduct Policy

Form-3 Complaint Form Concerning Ministerial Misconduct

Form-4 Notice to Minister that Complaint was Received

Form-5 Notice to Congregational Leaders that Complaint was Received

Form-6 Announcement of Appointment of Investigation Team

Form-7 Announcement of Investigation

Form-8 Investigators' Report to Judicial Committee Regarding Complaint

Form-9 Notice that ONMB Declines to Charge

Form-10 Notice that ONMB Brings a Charge of Misconduct

Form-11 Minister's Response to Charge

Form-12 Notice of Hearing

Form-13 Notice to Accused Minister of Judicial Committee's Judgment

Form-14 Notice to the Complainant of Judicial Committee's Judgment and time of appeal

Form-15 Minister's Appeal of Judgment of Guilt

Form-16 Complainant's Appeal of Judgment

Form-17 Notice of Appointment of Appeal Committee

Form-18 Notice the Appeal Hearing

Form-19 Notice of Appeal Committee's Judgment

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

PROVINCIAL CONFERENCE RESOLUTION ADOPTING MISCONDUCT POLICY AND PROCEDURE 2022

Whereas,

- We thank God for the faithful service of ministers who serve in the Ontario Conference of Mennonite Brethren Churches (ONMB);
- We regret, however, that some ministers engage in misconduct; and
- We desire to adopt a *policy and procedure regarding ministerial misconduct*;

Therefore, it is resolved that

1. The ONMB adopts the *Ministerial Misconduct Policy and Procedure 2022* presented at this meeting, and it is the policy of the ONMB that

A minister shall affirm, in all its aspects, the Canadian Conference of Mennonite Brethren Churches (CCMBC) Confession of Faith, and shall live in accordance to the CCMBC Code of Christian Conduct. The ONMB shall investigate and sanction ministers who engage in misconduct.
2. The ONMB shall periodically publish announcements of this policy and of the complaint procedure.
3. Copies of the current *Ministerial Misconduct Policy and Procedure* and of an *Announcement of Ministerial Misconduct Policy and Procedure* shall be given to all who now or in the future are serving in a formal ministry position of congregational leadership whether they are credentialed or not in the ONMB.

Form-1

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

ANNOUNCEMENT OF MINISTERIAL MISCONDUCT POLICY AND PROCEDURE

We thank God for the faithful service of ministers who serve in Ontario Mennonite Brethren Conference of Churches (ONMB). We regret, however, that some ministers engage in misconduct. The ONMB has adopted this 2022 policy regarding ministerial misconduct:

Policy

A minister shall affirm, in all its aspects, the Canadian Conference of Mennonite Brethren Churches (CCMBC) Confession of Faith, and shall live in accordance with the CCMBC Code of Christian Conduct. The ONMB will investigate and sanction ministers who engage in misconduct.

Complaint Procedure

A person who believes that a minister has engaged in ministerial misconduct shall inform

- The ONMB Executive Director.
- The National Office when the complaint is against the ONMB Executive Director.

The ONMB Executive Director (or National Office) will provide a copy of the Ministerial Misconduct Policy and Procedure and a complaint form.

Executive Board of ONMB

Form-2

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

COMPLAINT FORM CONCERNING MINISTERIAL MISCONDUCT

A person who believes that a minister has engaged in ministerial sexual misconduct or other unethical behavior may inform the Executive Director or the National Office when the complaint is against the Executive Director.

If you report misconduct, the *area conference* will offer a contact person, acceptable to you, to assist you in preparing this *complaint* and, if you so desire, in selecting an individual to provide personal support to you.

This form is to be used to submit a *complaint*. Attach additional sheets, as needed.

1. Your name (*complainant*): _____
2. Your address: _____
3. Your phone numbers: _____
4. Name of the accused *minister*: _____
5. Describe each incident of *misconduct* (please include information about date, time, place and circumstances on attached additional pages as needed)
6. Where possible identify any witnesses or persons who may be able to corroborate any of the incidents.
7. Identify any written material or other physical evidence of *misconduct*.
8. Provide any additional information that you believe is relevant.

Signature of *complainant*: _____

Date: _____

Form-3

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE TO MINISTER THAT COMPLAINT WAS RECEIVED

Minister: _____

Address: _____

By this notice we inform you that a complaint alleging ministerial _____

misconduct by you has been filed with the ONMB (by _____, the complainant). This complaint will be addressed according to the *ONMB Ministerial Misconduct Policy and Procedure*, a copy of which is enclosed.

If the name of the complainant has been shared, do not communicate with the complainant through any form of communication, either directly or indirectly. The name of the complainant is to remain CONFIDENTIAL as noted in Section 5A4 and 5A5.

The ONMB will appoint an investigation team to investigate the complaint and recommend whether a charge of misconduct should be brought by the ONMB.

We recognize that this will be a difficult time for you. We urge you to call _____, a contact person (Phone: _____) who will assist you through this process and help you select a personal supporter during this time. We have informed the contact person that we have received a complaint of ministerial misconduct, but we have not otherwise informed the contact person about the complaint.

Sincerely,

Executive Director or Commissioner

Form-4

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE TO CONGREGATIONAL LEADERS THAT COMPLAINT WAS RECEIVED

TO:

_____, Chair of the Governing Board of
_____, (name of congregation)
_____, Minister(s) (other than the accused)

By this letter, I inform you that the ONMB has received a *complaint* alleging *ministerial misconduct* by, _____, a minister of your congregation.

(If there is a concern for safety, the complainant will not be named.)

I enclose the *ONMB Ministerial Misconduct Policy and Procedure* for you to read through carefully about the investigation and making an announcement to your congregation. Following this document, the ONMB has appointed an investigation team of three people:

_____, _____ and _____.

I will contact you in the near future to discuss whether you have relevant information about the *complaint*. If I do not reach you within the next two days, please call me.

Sincerely,

Executive Director or Commissioner

Form-5

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

**ANNOUNCEMENT OF APPOINTMENT OF INVESTIGATORS TO COMPLAINANT
AND ACCUSED MINISTER**

The *ONMB* has named the following individuals to investigate the *complaint of ministerial misconduct*:

If you have any objection about partiality or other unfairness regarding these names you must submit your concerns in writing within two days of receiving this announcement to the *Executive Director or Commissioner*.

Signed,

Executive Director or Commissioner

Date

Form-6

DRAFT

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

ANNOUNCEMENT THAT THE INVESTIGATION WILL BEGIN

The investigators have been appointed and this is to notify you that the *investigation* will begin. We will contact you to arrange for an interview. You may choose to have your *personal supporter* present.

Chair of the Investigators

Date

Form-7

DRAFT

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

INVESTIGATORS' REPORT TO JUDICIAL COMMITTEE REGARDING COMPLAINT

We have been appointed to investigate allegations of ministerial misconduct by

_____.

After investigation, we believe that the ONMB

- Cannot present evidence that the accused minister, more likely than not, engaged in ministerial misconduct.
- Can present evidence that the accused minister, more likely than not, engaged in ministerial misconduct.

We recommend

- That the ONMB decline to bring a charge.
- That the ONMB bring a charge.

We have summarized and attached the allegations of misconduct (each identified by a separate number). For each allegation we have identified the probable grounds of misconduct that we believe the ONMB can present, or we have stated why we believe the ONMB cannot present probable grounds.

Signed by the Investigators:

Date _____

Form-8

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE THAT ONMB DECLINES TO CHARGE

A complaint alleging misconduct was filed against _____ by _____ . The ONMB appointed an investigative team to investigate the allegations.

Based on that investigation, the *Judicial Committee* has not found that the ONMB can present *probable grounds* to support the allegations of *misconduct*. Accordingly, the ONMB declines to bring a charge.

Signed by the *Judicial Committee* Chair _____

Date _____

Form-9

DRAFT

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE THAT ONMB BRINGS CHARGE OF MISCONDUCT

The ONMB brings this charge of ministerial misconduct.

1. The accused minister is _____.
2. The complainant is (If there is a concern for safety, the complainant will not be named)
_____.
3. The nature of the alleged misconduct is _____.
4. In the attached addendum, each allegation is identified by numbered paragraph and described with date, time, place, and circumstances.
5. Within five days of receipt of this charge, the accused minister is directed to complete, sign and deliver to the Chair of the Judicial Committee the enclosed "Minister's Response to Charge" form, responding to each numbered allegation, stating
 - (a) that the minister agrees with the allegation, or
 - (b) that the minister disputes the allegation and setting forth (1) all the reasons the minister disagrees, (2) the minister's full account of each disputed incident, (3) the names of any persons whom the minister believes have relevant information and should attend a hearing regarding the charge and (4) why the testimony of each such person is needed.

Signed by the Judicial Committee Chair _____

Date _____

Form-10

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

MINISTER'S RESPONSE TO CHARGE

I have reviewed the *charge of misconduct* dated _____, which has been filed with the ONMB, against me.

_____ I agree with all matters as set forth in the *charge*.

_____ I dispute the following allegations and have set forth the full account of each alleged incident that I dispute. (Specifically refer to each numbered allegation that you dispute. Attach additional sheets as needed.)

Names and contact information for individuals who have relevant information and why the testimony of each is needed:

Dated

Minister's Signature

Form-11

DRAFT 4

Page 35 of 43

February 2022

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE TO THE INVESTIGATION TEAM, THE ACCUSED AND THE COMPLAINANT OF A HEARING

The *Judicial Committee* of the ONMB will hold a hearing of the charge brought against the accused minister, _____, on

_____ at _____ at _____.
(date) (time) (location)

This hearing will be within seven days of the formal charge, which was issued on _____.

The investigation team and _____ [accused minister] are to be present for this hearing.

Signed by the *Judicial Committee* Chair _____

Date _____

Form-12

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE TO ACCUSED MINISTER OF JUDGEMENT FOLLOWING THE HEARING

The *Judicial Committee* finds:

_____ **ACQUITTED** of the charge made.
(accused minister)

As a result of being acquitted, no sanctions are imposed.

_____ **GUILTY** of the charge made.
(accused minister)

As a result of the finding of guilt, we impose the following sanctions:

If you choose to appeal the judgment, you must file your written appeal with _____,
the *ONMB* Moderator, within five days of your receipt of this notice.

Signed by the *Judicial Committee* Chair _____

Date _____

Form-13

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE TO THE COMPLAINANT OF THE JUDGMENT

The *Judicial Committee* finds:

_____ **ACQUITTED** of the charge made.
(accused minister)

As a result of being acquitted, no sanctions are imposed.

_____ **GUILTY** of the charge made.
(accused minister)

As a result of the finding of guilt, the following sanctions will be imposed on the minister:

If you choose to appeal the judgment, you must file your written appeal with _____,
the *ONMB* Moderator, within five days of your receipt of this notice.

Signed by the *Judicial Committee* Chair _____

Date _____

Form-14

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

MINISTER'S APPEAL OF JUDGMENT OF GUILT

I appeal the *Judicial Committee's* judgment of guilt concerning the *charge of misconduct* that was filed against me. I set forth below all the facts and reasons for each allegation that I believe demonstrate why there are not *probable grounds* to support the judgment.

DRAFT

Signed _____ Date _____

(This document must be submitted to the *ONMB Moderator* within 5 days of receiving the notice of judgment following the hearing.)

Form-15

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

COMPLAINANT'S APPEAL OF JUDGMENT OF ACQUITTAL

I appeal the *Judicial Committee's* judgment of acquittal concerning the *charge of misconduct* that was filed against _____. I set forth below all the facts and reasons for each allegation that I believe demonstrate why there are/were *probable grounds* to support a judgment of guilt.

DRAFT

Signed _____ Date _____

(This document must be submitted to the ONMB Moderator within 5 days of receiving the Notice to the Complainant of the Judgment)

Form-16

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

ANNOUNCEMENT OF APPOINTMENT OF APPEAL COMMITTEE TO COMPLAINANT AND ACCUSED MINISTER

The National Faith & Life Team of the CCMB has named the following individuals to conduct an appeal hearing:

If you have any objection about partiality or other unfairness regarding these names you must submit your concerns in writing within two days of receiving this announcement to the *ONMB Moderator*.

Chair of the National Faith & Life Team

Date

Form-17

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE THAT THE APPEAL HEARING WILL BEGIN

The *Appeal Committee* will convene a hearing on _____ (date) at

_____ (location).

Those present at this hearing will be you and the *Judicial Committee*.

Chair of the Appeal Committee

Date

Form-18

DRAFT

ONMB MINISTERIAL MISCONDUCT POLICY AND PROCEDURES

NOTICE OF APPEAL COMMITTEE'S JUDGMENT

The *Appeal Committee* has made a judgment to:

Affirm the judgment of the Judicial Committee.

Judgment of the Judicial Committee:

Change the judgment

Judgment of the Appeal Committee:

Signatures of the Appeal Committee:

Date

Form-19

ONMB Convention 2022

Nominating Committee Report

Jeff Martens, Committee Chair



Ontario

Conference of Mennonite
Brethren Churches

The members of the Nominating Committee for 2021/2022 were Tabitha VandenEnden, Bill Stubbs, Terry Shuh and Jeff Martens. Ed Willms participated as a non-voting member by virtue of his position as Executive Director of the Ontario Conference of MB Churches. This year, due to the interest of the BoD and the number of suitable candidates who were willing and able to serve, we had the opportunity to increase the BoD size to 12 members. This change in size will allow for greater diversity on the board and increased opportunity for division of work among board members.

According to the conference's General Operating Bylaw, the mandate of the Nominating Committee (NC) is to present a slate of candidates for election who have been duly processed and discerned to fill vacancies on both the Board of Directors (BoD) and the NC. As part of the discernment procedure, each nominee responds to a questionnaire and provides the NC with two references who are members of an MB church, with at least one from their congregation.

In November of 2021, all MB churches in Ontario were invited to submit nominations for the election of candidates for the BoD and the NC. Additionally, Ed Willms and members of the BoD were proactive in seeking out qualified candidates. This year, the Nominating Committee is presenting four (4) new candidates for the BoD who went through the discernment process with the NC and were deemed to be suitable candidates. You will find their names and personal profiles at the end of this report, along with two (2) existing BoD members and four (4) NC members slated for re-election. This year, Michelle Knowles is seeking election as Vice Chair of the BoD, as Karen West is stepping down from this position.

The nomination process takes time and prayerful discernment. Potential board members also need to prayerfully consider whether they have the necessary time and resources to accept a nomination. Therefore, it is important to start the nominating process early in the year. The NC wants to hear from member churches and is asking our member churches to begin the discernment process now by prayerfully considering candidates who could serve on the BoD in 2023. Nominating gifted and qualified individuals who can serve on the board is one way that our churches collaborate with each other and bless the conference as a whole.

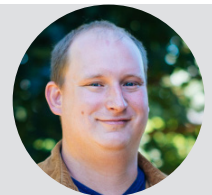
The NC would like to thank this year's candidates for their willingness to let their names stand for election. The NC also wishes to thank our outgoing Vice Chair, Karen West, as well as our outgoing board member Pat Goertzen, for their years of dedicated service.

Recommendations (Motions):

- (1) That Michelle Knowles be acclaimed for the position of Vice-Chair of the BoD.
- (2) That all candidates for Member-at-large BoD positions be acclaimed.
- (3) That all candidates for the NC be acclaimed.
- (4) That the election ballots be destroyed upon adjournment of this AGM.

Peace in Christ,

Jeff Martens
Chair, Nominating Committee



2022 Slate of Candidates for the Board of Directors:

Vice-Chair: Michelle Knowles

Members-at-large: Andrew Plett, Jeff Martens, Darrell Gillespie, Noah Grossman, Meghan Plett, Brent Kipfer

2022 Slate of Candidates for the Nominating Committee:

Bill Stubbs, Tabitha VandenEnden, Terry Shuh, Jeff Martens



NEW CANDIDATES FOR BOARD OF DIRECTORS 2022

Nominee Profiles



Darrell Gillespie

- Church Experience: Elder, Lifegroup Ministry Co-ordinator and Leader, Worship Leader, Adult Program Director Fair Havens Bible Conference, Men's Ministry Leadership Team, Couples and Young Mens' Mentor. Current member of Cornerstone CC (NOTL)
- Other Experience: Retired Educator: Principal of Eden SS, DSBN Arts Consultant , SS music teacher, ARCT, ON Principal Council, Director of Ed. Beacon Christian Schools
- Spiritual Gifts: Servant Leadership, Administration, Teaching, Encouragement



Noah Grossman

- High Tech – Client Director for Numerator; active member of The Gathering Ottawa
- Church Experience: Current Board Chair at The Gathering Ottawa, Home Church Leader, Youth Leader
- Education: BA History University of Ottawa
- Other Experience: IFIC from Mutual Fund Dealer Association (MFDA); LLQP from Financial Services Commission of Ontario (FSCO)
- Spiritual Gifts: Discerning of Spirits, Shepherd, Teaching



Meghan Plett

- Spiritual Life Associate - Eden High School Spiritual Life Centre (St. Catharines)
- Church Experience: life group leader, retreat leader, mentor, mission trip leader, chapel speaker
- Education: B.Sc. in Secondary English Education, M.A. in Counselling
- Other experience: Community Education Director at the Calgary Pregnancy Care Centre, Jr LIT program at Camp Crossroads, Bible Quizzing
- Spiritual Gifts: Encouragement, Leadership, Discernment, Compassion



Brent Kipfer

- Pastor of Maple View Mennonite Church
- Church Experience: 28 years of pastoral leadership in three Ontario congregations
- Education: BTh, BA (History), MDiv, Arrow Leadership, DMin (Christian Leadership)
- Spiritual Gifts: Shepherding, Teaching, Tongues



BOARD MEMBERS FOR RE-ELECTION 2022

Nominee Profiles



Michelle Knowles: Vice-Chair

- Pastor, Global Outreach & Theological Development – WMB Church (Waterloo)
- Church Experience: Served on pastoral staff team for eleven years, member of WMB Church for over 15 years
- Education: MA – Transformational Leadership, Bethel Seminary; BA – Kinesiology & Phys Ed, Wilfrid Laurier University
- Other Experience: Served with the ONMB Board of Directors, 2012-2015 & 2019-present, Nominations Committee 2017-2019, chair of ONMB governance team, served with parliamentary teams for provincial and national gatherings, National Assembly Procedures task force, served in leadership with many short-term mission teams, including various programs and events with Multiply, soccer outreach ministry, and other church and parachurch ministries
- Spiritual Gifts: Leadership, Discernment, Prophecy, Knowledge



Andrew Plett: Member-at-Large

- Lead Pastor - Mountain Park Church, Niagara Falls
- Church Experience: Worship pastor, youth pastor, creative director
- Other Experience: Short-term mission leader on teams in Middle East, India, Europe, United States. Creative Director/Producer in Film Industry. Lead on branding & identity design projects for church and other for-profit agencies.
- Spiritual Gifts: Teaching, Prophetic, Faith, Discernment



Jeff Martens: Member-at-Large

- Connection Pastor - Southridge Community Church, St Catharines
- Church Experience: youth leader, music & worship leader, Operations Director, Leadership Team member
- Education: Honours Business Administration (Brock University)
- Other Experience: Commercial Finance at Meridian Credit Union, Niagara Facilitator for Willow Creek Global Leadership Summit, Trip Leader for Compassion Canada
- Spiritual Gifts: Faith, Leadership, Administration, Teaching



CANDIDATES FOR NOMINATING COMMITTEE 2022

Nominee Profiles



Jeff Martens

- Outreach Pastor & Operations Director – Cornerstone Community Church (NOTL)
- Church Experience: Children and Youth Ministries, Outreach Ministries, Executive Leadership, Pastoral Leadership Team (Current)
- Other Experience/Work: Summer Leadership and Program Development at Camp Crossroads, Extended experience in global ministry throughout Asia & Africa
- Educational Background: Capernwray Harbour Bible School, Tyndale University
- Spiritual Gifts: Administration, Teaching, Wisdom



Bill Stubbs

- Retired: Formerly Lead Pastor at Glencairn MB Church, Kitchener
- Church Experience: Lead Pastor, Associate Pastor, formerly ONMB Faith & Life Team; currently Team leader of Glencairn's Congregational Care Team
- Education: BSc in Electrical Engineering, Th.M. in Bible Exposition, All classwork completed for D.Min. (dissertation uncompleted)
- Spiritual Gifts: Pastor-Teacher, Helps, Mercies



Tabitha VandenEnden

- Co-Pastor – Grantham MB Church, St. Catharines
- Church Experience: Co-pastor, music & worship leader, children's ministries, outreach ministries
- Education: MA in Theological Studies, Bachelor of Church Music
- Other experience/work: Beacon Christian School Board of Directors, Chapel Coordinator at Canadian Mennonite University, Regional Representative for World Vision Canada, Ministry Team Director at Heritage College & Seminary
- Spiritual Gifts: Teaching, Discernment, Encouragement



Terry Shuh

- Retired - Business, client relations/sales, active member of WMB (Waterloo site)
- Church Experience: Former Leadership Board Chair, Home Group Leader, Usher/Greeter, Mentor. Two previous terms served with the ONMB Board of Directors
- Spiritual Gifts: Administration, Discernment

CGMBC Moderator's Report to the Province

At the beginning of the year, we presented you with the following information about our work:

- We will continue to focus on the following areas:
- We will continue to focus on the following areas:
- We will continue to focus on the following areas:

Our Strategic Plan

At the beginning of the year, we presented you with the following information about our work:

At the beginning of the year, we presented you with the following information about our work:

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Our Work

At the beginning of the year, we presented you with the following information about our work:

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DON FYVIE

Moderator

THE CHAIRMAN
AND VICE CHAIRMAN
 DONALD W. HARRISON
 DONALD W. HARRISON
 DONALD W. HARRISON

THE SECRETARY
 DONALD W. HARRISON
 DONALD W. HARRISON

THE TREASURER
 DONALD W. HARRISON
 DONALD W. HARRISON
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THE MODERATOR
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THE CHAIRMAN
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CCMBC report to provincial conventions

CCMBC report to provincial conventions

Message of hope
 We are excited to see the work of the Holy Spirit in the lives of our people. We are seeing a new generation of leaders rising up, and we are seeing a new generation of disciples being made. We are seeing a new generation of churches being born, and we are seeing a new generation of people being saved. We are seeing a new generation of people being transformed, and we are seeing a new generation of people being glorified. We are seeing a new generation of people being made in the image of God, and we are seeing a new generation of people being glorified in the presence of God.

Looking back

We have seen a lot of progress in the past year, and we are excited to see what the future holds for us.

Approach and vision
 We are committed to the vision of the Holy Spirit, and we are committed to the vision of the Holy Spirit. We are committed to the vision of the Holy Spirit, and we are committed to the vision of the Holy Spirit. We are committed to the vision of the Holy Spirit, and we are committed to the vision of the Holy Spirit.

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Our vision for the future
 We are committed to the vision of the Holy Spirit, and we are committed to the vision of the Holy Spirit. We are committed to the vision of the Holy Spirit, and we are committed to the vision of the Holy Spirit. We are committed to the vision of the Holy Spirit, and we are committed to the vision of the Holy Spirit.

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Identify arbitrary decision points.

- **Review operations required to collect, analyze, and interpret data.** Identify the most arbitrary decision points in your data analysis. This will include the design of your research, your methods, analysis, interpretation, and dissemination.
- **Review potential arbitrary decision points in your research.** Consider the potential for bias in your research design, data collection, analysis, interpretation, and dissemination. Consider the potential for bias in your research design, data collection, analysis, interpretation, and dissemination.
- **Review the role of your research.** Consider the role of your research in your field and the potential for bias in your research design, data collection, analysis, interpretation, and dissemination.

Identify the most arbitrary decision points in your research design.

- **Identify the most arbitrary decision points in your research design.** Consider the role of your research design in your field and the potential for bias in your research design, data collection, analysis, interpretation, and dissemination.
- **Review the role of your research design.** Consider the role of your research design in your field and the potential for bias in your research design, data collection, analysis, interpretation, and dissemination.
- **Review the role of your research design.** Consider the role of your research design in your field and the potential for bias in your research design, data collection, analysis, interpretation, and dissemination.

Identify the most arbitrary decision points in your research design. Consider the role of your research design in your field and the potential for bias in your research design, data collection, analysis, interpretation, and dissemination.



Dr. Jane Smith
Associate Professor of
Psychology, University of
California, Berkeley

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Identify the most arbitrary decision points in your research design.

Dr. Jane Smith
Associate Professor of
Psychology, University of
California, Berkeley

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Dr. Jane Smith
Associate Professor of
Psychology, University of
California, Berkeley

Camp Crossroads Update

Andrew Hiebert, Executive Director

Sometimes things get worse before they get better. A year ago we really had no idea what 2021 would hold. We had high hopes and set a course for construction projects and programs. We had made these plans with our staff team, in consultation with other camps, our camp board and a lot of prayerful deliberation. What seemed hopeful and exciting gradually grew into a situation which seemed impossible. Safety nets we once took for granted gradually disappeared over time. We had posted key staff positions twice and were still left with significant gaps in summer staff. With several weeks to go before our first program we were still officially closed and because of the high redeployment rate of camp inspectors at the time we couldn't get a health inspector to even come to camp. Somewhere in God's sovereignty, promises and timing we clung to the belief that things would turn around and get better. They got worse. People got sick and couldn't make their commitment. Others decided to move on to something else. I'm not sure how Gideon felt in his story of God reducing his army before the battle but we were definitely relating to the 'things getting worse scenario'. Where was God in the midst of all the challenges? There was no way given our set of circumstances we could ever have run camp programs without the help of our Lord!



Last summer was a vivid example of God making a way where there was no way! He proved Himself, His faithfulness, provision and promises in uncertain and dark places that shone all the brighter!

He inspired innovation for new ideas and ways of running programs, He gave courage and strength when there was none, He prompted churches, business owners and families to give financially, and He brought people to camp whose depth of service and sacrifice showed what a dedicated team of staff could do! He made a way where there was no way.

Amidst the challenges this past year brought we saw God at work in many different ways at Camp Crossroads. We were incredibly grateful to open up and serve many campers and see God's powerful life change in campers and staff. The following story is from a family that attended one of our Family Camps last summer.



Dear Camp Crossroads,

Covid-19 created anxiety and uncertainty for a lot of us. It definitely did in our family. We were very outgoing and active before Covid but once the pandemic started, anxiety spread from social isolation, school closures, stress of online learning, important family events being cancelled, church services being virtual, etc. This pandemic created something I had never seen in my children: they became full of anxiety, they were irritable, they became very clingy, and they became uncertain of how to act or approach other individuals. I mean it was understandable because even adults were having a hard time dealing with it.

Not knowing what to expect we took the plunge and signed up for a Camp Crossroads Family Camp for the first time in 2021. My family needed something we could look forward to and get excited about. My husband and I needed some relaxation and reflection time, as we were feeling burnt out from having the children home 24/7 while working. My children needed something to feel more like the good old days...something more "normal".

Let me tell you the healing power of a safe, but extremely fun, time in God's beautiful nature is exactly what our family needed and what we got! My family definitely experienced advantages and benefits from attending Family Camp at Camp Crossroads. I wasn't sure if we were going to feel uncomfortable with social distancing and the protocols being put in place at camp but to our surprise it felt pretty normal.

Camp crossroads followed all the public health guidelines. We wore masks in the buildings, things were sanitized, we ate out in a tent. The first day I saw my three children back to pretty much their old selves. It was such a relief! They were having fun, smiling, singing, playing sports, making friends. It was almost as if life was the way it was before COVID-19. The camp staff were amazing and definitely helped with making such a memorable experience! The staff were pumped and ensured all the children felt like they were included and involved. You could sense a great energy and passion from the staff and that really helped with my oldest daughter moving out of some insecurities she had built up during the lockdown. Getting outdoors, into nature, moving our bodies, and being with other Christians was exactly what we needed to jump start our summer!

Our camp experience became an opportunity to draw closer to each other while being able to reflect on the past year in a fun and safe place, all while discovering what our hopes were for the future. When we got into our car to drive home we knew we had made the right decision to go to camp because my children were asking when we were coming back and we hadn't even driven off the yard yet.

If you are on the fence about whether to send your child to camp or are thinking about attending Family Camp there are so many benefits and they sure outweigh the fears of the unknown. Honestly just do it... you won't regret it! My family is so glad we did! The evidence was clear that this opportunity our family took was exactly what we needed to experience after having such a strange and stressful year.



Camp Crossroads Update continued

The Road Ahead...

Our future direction began last summer with Camp Crossroads being allowed to open for the summer and run programs for families and youth. It was incredibly exciting to have campers and staff back. To serve people again and to see the lives of campers and staff being changed through the love and power of Jesus Christ!. This is why we exist.



As we look ahead to this upcoming summer we're excited about the possibilities. Our summer camp registration opened up earlier this week and camper weeks are filling up. We're looking forward to seeing God at work in and through the lives our summer staff and in the campers that come!

Thank-you for your continued support in so many ways! We have a great MB family and we're excited to see you come to Camp Crossroads this year!

Check out our website if you want to know more about who we are and what we do. www.campcrossroads.com

God Bless,

Andrew Hiebert
Executive Director



While we were able to run several retreats in the fall God opened the door for the rebuilding of camp's infrastructure and put it on a fast track! The combination of donors giving generously and skilled trades people giving their time the rebuilding phase of camp kicked into high gear! Our snow tube ramp, swimming area docks, chapel deck, basketball court, and cabins 3 and 4 were all rebuilt. In December we were also able to tear down our old seasonal staff accommodation known as the 'Staff Motel' in preparation for a new one. Lord willing plans are under way to start construction this year.





CMU Mission

Canadian Mennonite University is an innovative Christian university, rooted in the Anabaptist faith tradition, moved and transformed by the life and teachings of Jesus Christ. Through teaching, research, and service CMU inspires and equips women and men for lives of service, leadership, and reconciliation in church and society.

2021-22 Enrolment

592 FTE Main Shaftesbury campus (full-time equivalent) for Undergraduate and Graduate

- 673 Total students
- 616 Undergraduate
- 56 Graduate

264 FTE Man no Simons College (CMU programming in Conflict Resolution and International Development at UW)

856 Total CMU FTE

CMU Report to the Community
View the report and listen to President Cheryl Pauls give glimpses into our financial story by visiting: cmu.ca/communityreport.



Why CMU?

Teaching is exceptional
Faith & community matter
Learning & career connect
Professors know you

"Coming to CMU has been a big blessing for me. I have experienced tremendous growth in my life, not only musically and academically, but also spiritually and emotionally... I am very thankful to be part of this community, where staff and faculty show genuine care for us."
- Torie Muth



Greetings to Ontario Conference of Mennonite Brethren Churches from Canadian Mennonite University

Here's a glimpse into CMU classrooms this year

Biochemistry I: Biomolecules and Metabolic Energy | Dr. Candice Vidial | Studying the structure and function of biomolecules, including proteins, carbohydrates, nucleic acids, and lipids.

Business and Organizational Communications | James Magnus-Johnson | Studying the oral and written communications used in business and organizational settings. Topics include methods of logic, analysis, presentation, and mechanics of written and oral communication.

Coaching Theory and Practice | Jayme Menzies | Preparing students for certification in the National Coaching Certification Program by examining the philosophical, psychological, ethical, and technical significance for coaching.

Economics of Development | Dr. Jerry Buckland | Introducing neoclassical and alternative economic theories relevant to understanding various aspects of development at local, national, and international levels.

Journalism and Peacebuilding | David Balzer | Investigating what is possible when journalism practice is informed by nonviolent responses to conflict by drawing on a growing scholarly and practitioner-based dialogue that is known as peace journalism.

Psychology of Health and Illness | Dr. Heather Campbell-Enns | Examining the psychological factors involved in promoting and maintaining health, the development of illness, and the treatment of illness.

The Problem of Evil in Biblical Perspective | Pierre Gilbert | Examining the major responses to moral, amoral, and metaphysical evil offered in various religious and philosophical traditions, through the perspective of biblical theology.

Vocation, Meaning, and Work | Dr. Christine Kemper-Robinson | Uncovering the meaning of "work" and "career" in Christian contexts, and as a domain of reflective practice that can inform our life's choices and their meanings.

To read CMU stories throughout the year, sign-up for our monthly Through this Place e-newsletter at cmu.ca/newsletter.



cmu.ca



Greetings to the ONMB Conference as it celebrates another year of God's faithfulness and provision throughout so many exciting and challenging ministries! I'm sure that we have all learned to press in closer to Jesus, as the power of His resurrection life is what sustains us daily. As ministry was a mixture of in-person and virtual connections, God's grace was evident in so many ways!

This year, The First 25 (chapel) was able to gather in-person and it was such a blessing, even as we were limited to 25 participants each day. Our Fall theme was "Re-Frame" which focused on bringing a Biblical world-view to topics such as racism and social justice. We used the Book of James as our scriptural backdrop and it was encouraging to engage students in many follow-up conversations. One of these conversations was with a Muslim student who joined our Tech Team. During the weeks that he was scheduled, he heard the gospel presented every day. This flourished into conversations on Jesus and Mohammed, the Bible and the Quran. We've recently heard that his family is moving to the East Coast so please pray that the seeds that were planted will be watered, ultimately growing into a saving relationship with Jesus!



Coming out of the isolation of online learning, it is clear that students are longing for deeper community and asking deeper questions. We've had students asking about God and how to know Him, some have shown up with a friend who is trying to make sense of life, wondering if there's more to living, and others are bringing God into their post-secondary plans for the first time. We are so thankful for the privilege to meet with students to help them navigate faith and life. Many of these conversations are challenging as they often include anxiety, stress, broken relationships, and questions around sexuality. We value your prayers as we rely on the Holy Spirit in these important conversations. We're also so grateful that the SLC is full most days of the week as our Life Groups have grown in number! In recent weeks, we've even seen student leaders leading their friends in Bible study and prayer! It's been refreshing to see our mission of "Leading students to learn of Christ and live in Christ" being lived out by teens!



Our Eperieia Student Leadership Initiative was back in-person this year and we've had an amazing start! The team is made up of eleven students that are growing together and seeking to be "Christ-like" in their influence on campus. The team attended the Change



Conference (virtual), has been involved in personal mentoring, and was part of our annual retreat held at Muskoka Woods. The retreat was a great venue for deep and transforming conversations, times of prayer, great food, and of course, the infamous NASCAR Challenge that is always a highlight! Eden High School is in great need of a renewed passion from our Christian teens as they live on mission in the

classrooms and hallways of their school and we trust this group will be an important catalyst.

As Eden High School has reached a diverse population of 1200 students, we're excited for the opportunities we have to engage this community with the transforming Gospel of Jesus! However, it has its daily challenges, particularly as we strive to build bridges with our school board. This is an important prayer item as we live within policies that make it difficult for us to minister, but we believe God is able to do "immeasurably more than all we ask or imagine." For nearly 34 years, God has granted the opportunity for a Christian ministry to operate within the walls of a public high school and as we celebrate this, we recognize that it's often a delicate relationship. Please pray for the SLC and our Christian community as we seek to bless our school and its leaders. You can stay up to date by following us on Instagram (@slceden)

or by connecting on our website slceden.com. You're also invited to stop by as you just never now who might show up in the SLC!

As I close, I'd like to thank the SLC Team for loving students so much. Their efforts continually go above and beyond what is expected! I'd also like to thank our Eden Advisory Board consisting of Briar Wiens (chair), Ken Friesen (co-chair) Eric

Alguire, Peter Smith, Leonard Janzen, Val Devries and Charles Koop. They are standing in the gap and supporting the SLC ministry in countless ways! Finally, thanks to the ONMB Conference for their partnership, particularly through our supporting churches, Cornerstone, Scott Street, and New Hope! We're grateful for your prayers, financial support, and the blessing of "encouragement lunches" that mean so much! May God richly bless each of our churches this coming year and beyond!



On behalf of the SLC and EAB,

John Bryan
SLC Director

2021

MINISTRY IMPACT REPORT



Have you experienced the increasing unpopularity of living for Jesus and speaking for biblical truth? You're not alone.

The book of Daniel, perhaps more relevant now than in recent memory, describes how the political and social leaders of the day viewed Daniel: "They could find no corruption in him because he was trustworthy and neither corrupt nor negligent. Finally, these men said, "We will never find any basis for charges against this man Daniel unless it has something to do with the law of his God." (Daniel 6:4-5).

In other words, it was Daniel's lifestyle of living loyally to God and his Word that caused him to be in conflict with the social and political climate of the day. That sounds a lot like today.

One of our goals at MB Seminary is to train godly and courageous leaders like Daniel, whether in church or the marketplace, who know how to handle the word of truth well and live and lead with integrity and faithfulness.

As you read the stories in these pages, be encouraged by the impact that your support has made in educating and equipping men and women to help lead the church in reaching Canada and beyond with the Good News of Jesus Christ. Be inspired by the exciting growth in Teaching Church partnerships. And finally, be faithful in prayer for our students, faculty, and staff as we live and lead for Jesus and his mission.



Mark Wesner, Ph.D. is President of MB Seminary and Associate Professor of Biblical Studies for Leadership.

SHAPING LEADERS, CHANGING LIVES



TEACHING CHURCHES

73

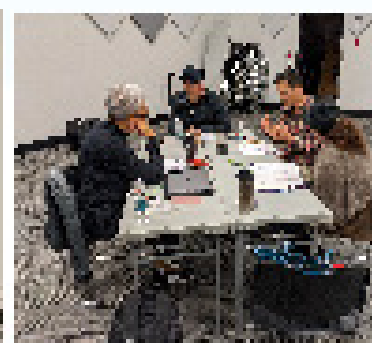
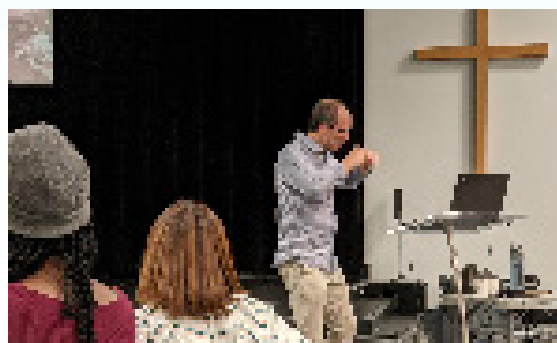
COURSES SOLD

Imagine if everyone in your church had the opportunity to take MB Seminary training to strengthen their ministry effectiveness. Now, imagine if they could do the training onsite in the place where your church normally meets and that the content was carefully designed for your ministry context—to help equip your people to better live out the mission God has entrusted to your church.

This is MB Seminary's new Teaching Church initiative! Teaching Churches are churches across the country who partner with MB Seminary and function as learning hubs for seminary graduate courses and personal development training.



Last year, Willington Church (Burnaby, BC) and North Langley Community Church (Langley, BC) became our first two Teaching Churches. In the Fall, we did onsite teaching weekends around two topics, *Missional Discipleship* and *Interpreting Scripture Today*. Students are now engaging with the topic, *Christian Leadership Practices*, and will explore *Pastoral Care* in March and April. To date, we have had 73 course registrations across the first three courses. Students who successfully complete all four courses are eligible to receive the MB Seminary Ministry Foundations Certificate (either the Graduate or Continuing Education version). Students who complete the graduate version of the certificate also have the option of transferring the courses into a master's degree program at MB Seminary or another seminary.



Pastor Rob Penner oversees theological education and the International Language Ministries at Willingdon. When asked about how these courses have impacted students, Rob responded:

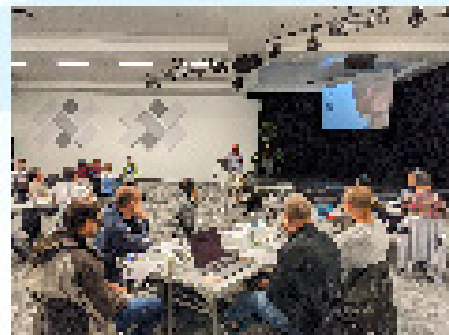
"The students have ALL commented repeatedly that the courses have been beneficial both in terms of ministry and their own relationships to God...the level of investment each has made is bearing the fruit of deeper reflection, personal revival and effective ministry."

This is why I serve at MB Seminary! I had the privilege of teaching the first Teaching Church course. As I taught and interacted with students in Willingdon's Chapel during the teaching weekend, I felt a deep sense of excitement. I was helping to bring the seminary to the church—to work together to equip their people to reach Canada and the world with the Good News of Jesus Christ.

The Teaching Church vision is growing! We are in active conversations with other MB churches in Ontario, Manitoba, Saskatchewan, Alberta, and BC about partnering together to equip their people. We are also starting to dream about partnerships outside of Canada. We are also in the process of developing a second certificate that we can offer to churches.

When asked why other churches should consider getting involved with the Teaching Church initiative, Pastor Rob at Willingdon responded,

"MB Seminary has a lot of resources (teachers) and understands church ministry. Their approach to education is less 'ivory tower' and more kingdom-focused, Christ-centered and church-oriented. It's important to take advantage of gifted and willing teachers within the MB family. From our experience, this has been an effective way of raising up and developing leaders."



The prayers and financial gifts of God's people have made this "raising up and developing leaders" initiative possible. We are looking to the Lord for His continued blessing as we follow His lead in establishing additional Teaching Church partnerships in the days ahead.

If you are interested in exploring a Teaching Church partnership for your church, please contact me or anyone else on the MB Seminary team. We are here to help you and your church equip leaders for maximum kingdom impact.



Randy Wolff, Ph.D. is Associate Professor of Leadership Studies and Practical Theology for MB Seminary. When asked about why teaching churches are so important to the future of MB Seminary, Randy replied, "I absolutely love that the Teaching Church initiative allows MB Seminary to work in close partnership with local MB churches to help equip their leaders for missional impact. It's what the seminary is all about."



MB HISTORICAL SEMINARY

GRADUATE STUDIES

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SEMESTER HOURS SOLD

For the past 15 years, April Zehr has worked as a Recreational Therapist in London OH, focusing on acquired brain injury rehabilitation. In her words, *"needless to say, a calling into ministry was not on my radar...or so I thought."*

After encouragement from her pastor, she decided to take an online MB Seminary course, *Foundations of Christian Leadership*, to "feel it out." What she felt was God challenging her heart and soul. *"It was evident that God was re-shaping me and possibly pulling out some of my hidden dreams to fuel His mission for me. I officially answered yes to the call to become a part-time Associate Pastor at Kingsfield Zurich Mennonite Church (KZMC) with focus on Kids Ministry and Pastoral Care."*

April wants to continue to learn, grow and be transformed by God, so she enrolled as a student with MB Seminary at ACTS, working toward her Diploma in Christian Studies. She has taken two courses with Dr. Randy Wolff and describes the experience this way

"Strong enough words are not able to describe just how impactful these courses and his specific teachings have been. Randy invests wholeheartedly into his students and makes himself available."

In the fall of 2021, as she was transitioning into her role, she took the *Mentoring, Team Building and Equipping* course *"which gave me the tools, necessary learning, and confidence to develop what my pastoral role would look like in this challenging season."*

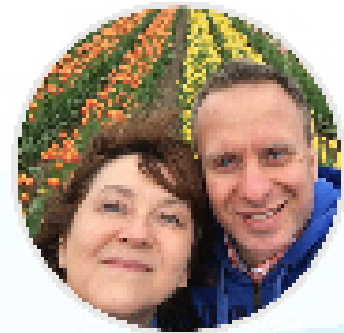
In addition to her studies, April continues to work full time, 0.5 as Pastor and 0.5 as Recreational Therapist. Her aim is to complete her Diploma by the fall of 2023. Reflecting on her ministry she says, *"The members and community at KZMC bring me so much joy and hope for what we can accomplish together to grow and build God's Kingdom."*



Terry Koethler, MCS, is Director of Advancement for MB Seminary. When reflecting on April's compelling story, Terry said, "As one who has spent over 27 years in vocational ministry, I get excited about how the Seminary was able to play a role in April's discernment process. We exist "to educate and equip men and women to help lead the church", and our involvement with April helped her follow the nudges of God's Spirit. As a result, we now have the privilege of educating and equipping her for her role in the local church. This is exactly what MB Seminary is about."

Roman Bondartchouk was born in a mining town in Northern Russia to, in his words, “a typical Soviet family.” Religion held little interest since societal understanding was that “there was no God.” He, however, thought about the meaning of life and his place in the world but felt he might never be able to find answers to those questions.

In 1995, after the collapse of the Soviet Union, Roman came to Canada looking for a better life. A year later, at a Slavic Evangelical Church in Edmonton, he became a follower of Christ. His wife, Kate, joined him in Canada in 1997, and together they moved to Vancouver. Two years later they began attending the Russian Language Ministry at Willingdon Church where Kate also became a Christian!



Four years ago, Roman became a leader in that same Russian Language ministry, shepherding a mix of believers and individuals still seeking. His area of focus is preaching and teaching, where he seeks “to pull everyone to the centre—Christ. With the main goal being for everyone to become more Christ-like.”



“What I really want in life is to be as useful to the Lord in advancing His Kingdom as I possibly can. I believe that having seminary education might be the right step in this direction.” —Roman Bondartchouk

Roman began formal studies through MB Seminary’s Teaching Church initiative with Willingdon Church. He believes that God will continue to equip and guide him throughout his studies and help increase his ministry effectiveness even further. *“I have already made a couple of significant changes in my ministry and am thinking of implementing more ideas I have learned.”*



Mark Wessner, Ph.D. is President of MB Seminary and Associate Professor of Biblical Studies for Leadership for MB Seminary. Mark taught Roman in his Interpreting Scripture Today course this fall, and when asked to comment on Roman’s inspiring testimony, he replied, “Roman’s life and commitment to ministry are a great example of the convergence of church, leadership, and training that is at the heart of the mission of MB Seminary!”



DEVOTIONAL RESOURCES



DEVOTIONAL READERS

Hearing from God when reading the Bible is foundational to discipleship and critical to the mission of MB Seminary. And yet, we know that regular Bible reading (and comprehension) amongst Jesus-followers continues to decrease each year. The devotional resources that we develop during the seasons of Advent and Easter is motivated by our desire to equip people to cherish the Scriptures and the format of the devotions is designed to help people develop skills in their observation, interpretation, and application of the text.

One of our readers expressed their profound appreciation for the 2021 Lent Devotional *All Things New* with these words:

"Due to some poor early experiences with Revelation, I almost didn't sign up for the devotions. Now, I am so glad that I did! It was so uplifting to see Revelation through "fresh" eyes, and a pleasure to share the "trip" through the book."

During Advent, we chose biblical passages listed in the Revised Common Lectionary and called readers to reflect on the significance of Christ's birth through our devotional entitled *As We Wait*. One reader, whose church was significantly impacted by the flooding on the Sumas flats in November 2021, shared with us:

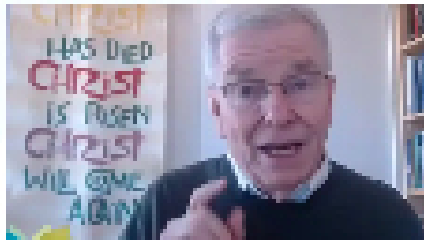
"Advent is always a chaotic season and sometimes it is hard to make time to slow down for regular Bible reading. The chaos has been even greater this year with all the flooding and things in our church that we've been doing to help with that. I have very much appreciated the easily accessible devotional with the words of encouragement and hope that I can read as I drink my morning coffee and start the day! Thank you for putting it together and sharing it with us!"

These devotionals, in part, extend the work of the seminary to our MB family across Canada. Join us for our upcoming 2022 devotional resource for Lent featuring texts from the Book of Hebrews. Hebrews is often maligned as a riddle, yet its value in connecting the dots between the First and Second Testaments adds a richness and depth to the sufficiency of Christ that readers won't want to miss. Sign up at mbseminary.ca/devotions-sign-up/



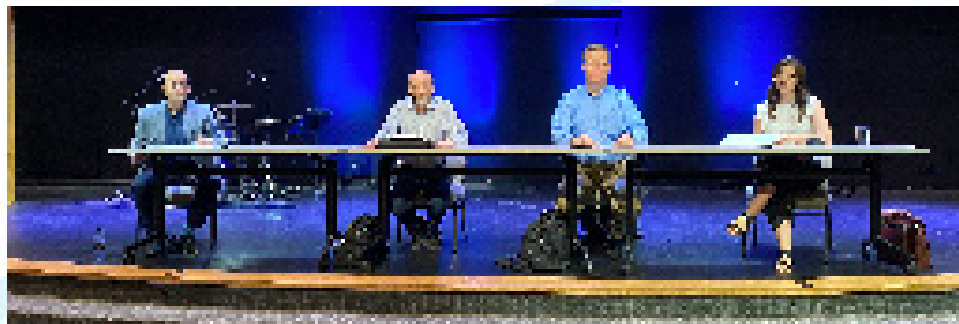
Keith Reed, MA, is Director of Ministry Support for MB Seminary. When asked what excites him about producing these devotional resources, Keith replied, "I love the diversity that shines through in the devotionals! Some of this is represented by authors from various backgrounds and life phases. But it is also evident in how the Holy Spirit equips people to notice different emphases in the text and relate these truths to our current world."

When asking how our relationship with Jesus should shape our view on a given issue, it is tempting to think that we have control over the issues we will address, and the moments when we will respond to them. But here's the rub. We don't choose the issues, or the moments. They choose us. That is why MB Seminary hosts *Navigate: Faith and Life* with MB Seminary, a 90-minute conversation open to everyone. It is designed to help by preparing us for questions that we know are coming, even if we don't know when.



In 2021, MB Seminary hosted two *Navigate* Events. The first on February 9th, featured Dr. Darrell Johnson on the topic "6 Principles to Navigate Revelation." This presentation featured a high-level view of the major themes of the book of Revelation. It was developed to help viewers not merely understand the end in light of their times, but to understand their times in light of the end.

The presentation was driven by a desire to equip individuals for MB Seminary's 2021 Easter Devotional, *All Things New*, which led readers through the entire Book of Revelation during the season of Lent.



The second event held in May featured two MB Seminary faculty, Dr. Bruce Guenther and Dr. Brian Cooper, along with marriage and family therapist Alisha Stobbe. This discussion was designed to help Christians consider how to interact with social media well while navigating its dangers and pitfalls. It sought to help answer the question: How can we thrive in this media-saturated world and help nurture and shape our families and friends to healthy interactions that bring about God's intention of flourishing communities?



*Brian Cooper Ph.D. is Associate Professor of Theology for MB Seminary. When asked of the importance of *Navigate*, he responded, "Pressing questions around issues like MND and social media are not going away. Christians need to learn to think about them faithfully and respond as followers of Jesus Christ. As a theology professor at MB Seminary, I believe I have been called, gifted, and equipped to help Christians do this, without avoiding or denying the problems. Rather, I am convinced that it is possible to be bold, loving, and unafraid—at the same time. My goal is to help believers play the long game through growth in faith and witness over the months and years to come."*



NAVIGATE FAITH AND LIFE



NAVIGATE PARTICIPANTS



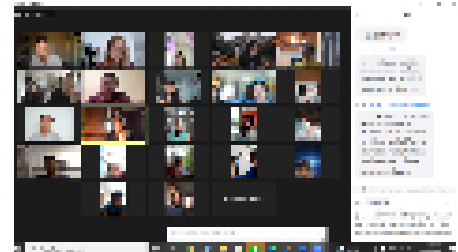
MISSIONAL LEADERSHIP

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GLOBAL LEADERS TRAINED

Missional Leadership Training (MLT) is non-formal modular training that prepares leaders to serve and equip the global church to live on mission. MLT is being developed through a partnership between MB Seminary and Multiply on behalf of the International Community of Mennonite Brethren (ICOMB). There are 18 modules in development, which are currently being translated into 10 different languages.

While this COVID season has brought significant challenges, the training has continued in creative ways. For example, in Thailand, when people were not allowed to gather in groups, 30 leaders from around the country gathered over Zoom one hour a day, five days a week for five weeks to participate in the MLT training.



These daily sessions not only provided the opportunity to study the Scriptures, but through the many breakout sessions, these Thai church leaders were also able to build much deeper relationships with each other and discover new ways they could work together.



Another example is Sam Arcano, who leads the MB Conference in the Philippines, and who has participated in earlier MLT training events with their churches. This year he spent several months on another island to encourage new church leaders in that area who do not have access to ministry training. He taught MLT Modules 1 and 2 and was very encouraged with how these young leaders engaged together around the teaching.

In response to this interest, Sam is translating these modules into the local Tagalog language so leaders can use the material in their own churches. Sam exemplifies how training trainers extends the equipping of the church through MLT.

Such is the ongoing impact of MLT training, as leaders within the global MB family share and pass on what they have learned through their own teaching and leading in Jesus' church.



Doug Heidebrecht, Ph.D. is Associate Professor of Mission and Theology for MB Seminary. When asked what excites him about MLT and the partnership between ICOMB, Multiply and the seminary, Doug replied, "It is so exciting to serve our larger global family of churches where there is such a tremendous need for biblical teaching that calls the church to join in God's mission."

January 28, 2022

Dear Friends at the Ontario Conference of Mennonite Brethren Churches,

Thank you for your partnership with MCC Ontario!

We know that the pandemic continues to ask you and your congregation to adjust, adapt and make sacrifices. We are so grateful that, amid the challenges, you continue to support MCC and our work, providing for the most vulnerable, both around the world and close to home. You are truly making a difference by supporting the vision of "relief, development and peace in the name of Christ" through MCC. For this, we are deeply grateful.

During 2021, Mennonite Brethren churches across the province provided both financial gifts and material resources to MCC. Gift designations reveal many interests and causes including emergency assistance in countries such as Haiti, Ethiopia, and Syria, to health, educational, water, and food projects. Niagara churches joined with others to support the Grow Hope Niagara project run in partnership with the Canadian Food Grains Bank. One church shared a significant portion of the Mission's Sunday offering with MCC. Another used the MCC Christmas Gift Catalogue as a way of expressing love for neighbour in the Christmas season. Many gifts were undesignated, allocated to where needed most.

Those gifts of water, food, shelter and safety provide the basic needs of life and offer relief when it is most urgent. But the impacts of your generosity don't stop there. Through your support, you also give the gift of community, reconciliation, welcome and hope.

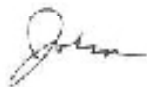
Mennonite Brethren congregations also walk with newcomers to Canada by sponsoring refugees and supporting them in their transition to a new life. Congregations provide volunteers who serve faithfully in Thrift Stores and local MCC programs such as Circle of Friends.

MCC is an arm of the church for the mission of the church – your church. We commit to carrying out that ministry with the highest standards of effectiveness and good stewardship. MCC Ontario made the list of the top 100 charities in Canada in 2021 published by Charity Intelligence Canada. If you have questions about MCC, our programs and projects, or are interested in hosting an MCC speaker in your congregation, please let us know.

Included with this letter is an infographic sharing some of the highlights of our partnership over this past year, locally and internationally. Let us know if you would like copies to share with your congregation. This infographic is also available online at mcco.ca/year-at-a-glance.

Thank you for your continued trust and commitment as we build this work of MCC together. We are profoundly grateful to each of you!

Peace be with you,



John Head,
Executive Director



Stephen Roy
Church and Community Relations Associate



**Mennonite
Central
Committee**

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Kitchener, ON Canada
N2G 3R1

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mcco.ca

Relief, development and peace in the name of Christ

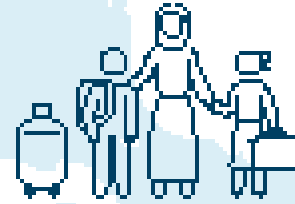


THRIFT SHOPS

Despite multiple COVID-19 related closures, MCC Thrift Shop volunteers in Ontario processed, stored and priced 137,488 items.

The MCC New Hanover Thrift Centre experienced its highest sales day ever of \$22,964.00 on Dec. 15.

An average of 372 people visit MCC Ontario Thrift Shops each day.



ONTARIO PROGRAMS

RESTORATIVE JUSTICE

378 individuals received restorative justice services from 16 shelter in place or COVID-19 cases through the operation of the Justice Day Court.

The Justice Day Court program launched an experiment where it invited some witnesses and created the witness' work. Over 2 out of 3 relationships.

RESTORATIVE JUSTICE

472 individuals managed practical furniture purchasing skills.

Supported 77 individuals reintegrating into community following incarceration and finding them accountable for their actions resulting in fewer victims of violence and sexual abuse.



COMMUNITY SUPPORT PROGRAM

40 Street of Reach participants experienced positive health and support.

REACH team of group offered up change for six isolated individuals who found meaningful engagement at MCC's New Green Day activities.



FOOD BANK SERVICES

The Canada-wide national resources network moved to New Hanover, Ontario, facilitating a more efficient distribution of relief supplies.

REFUGEE

60 immigrants began a new life in Canada through the refugee sponsorship program.

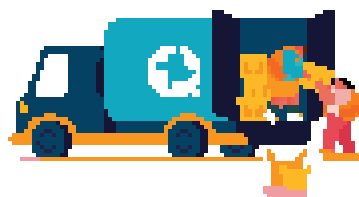
78 sponsorship groups were supported through their refugee sponsorship program.

LOW INCOME

400 people gained a deeper understanding of how to engage with the law. Encouraging community and others who have alternative ideas and experiences regarding the current justice health crisis.

INTERNATIONAL

47 countries
385 partners
508 projects
988 workers
total reach 24.8M



FOOD BANK SERVICES

\$3,013 relief kits
210,264 cans of food
60,940 hygiene kits
42,410 comforters
68,720 school kits

Kits were distributed to Bolivia, Peru, Ecuador, Cuba, Ecuador, Ethiopia, Haiti, Honduras, Iraq, Jordan, Lebanon, Syria, United States, Ukraine and Zambia.

637 eligible existing and newly eligible household units were shipped to places where purchasing such items is difficult. FSN has provided sustainable support for vulnerable women and girls.

HEALTH

In total, 600 HIV/AIDS patients received food, prescriptions, medical, regular appointments and follow-up visits.



FOOD

Over 600,000 were relief through the Grow Hope program and Harvest Love and Love Day. With Government of Canada funding, Grow Hope can grow to 1,000,000 to help and hunger.

300 households in South Sudan received emergency food.

MDS Canada 2021: Faith in Action, Caring Relationships

"It was nothing short of a miracle. It never would have happened without MDS. It's just so surreal. I don't know how to thank MDS. It's amazing how people we don't know came to help us. It's God work, that's all I know."

That's what Diane Rice of Triton, Newfoundland said after MDS Canada, together with local volunteers in that community, rebuilt her home that was destroyed by fire.

Her comment reminds me of why MDS Canada exists—volunteers who are sent by God to be the hands and feet of Jesus when people are hurting and need help.

Although 2021 was a hard year for us—the pandemic curtailed most of our responses in this country and prevented Canadians from going to the U.S. to volunteer—it couldn't stop us from doing what we could to help people impacted by disasters. Despite the pandemic, and the restrictions it imposed, we still responded to people in need.

In Ontario, we worked with MCC to promote reconciliation with Indigenous people by providing volunteers to renovate the MCC Indigenous Neighbours office in Timmins. We also worked with Mennonitimes, an organization that provides affordable housing in Kitchener, to renovate a derelict house into a home for a Syrian refugee family.

In Barry's Bay we were able to renovate a house to accommodate a family with a disabled child, creating a safe, sterile, and temperature-controlled space.

In B.C., we learned you can be off the grid but not out of God's plan when it comes to rebuilding a house. That's what happened after a fire destroyed the home of Cliff and Lydia Truchon at Quisum Lake. Rebuilding their house was challenging, since they live in a remote part of the province. With some creative thinking on the part of volunteers, along with energetic ingenuity and lots of prayer, the house was completed in August.



Diane and Reginald Rice

Also in B.C., volunteers responded to needs in Princeton, where about 300 families had their homes damaged or destroyed by flooding.

In Saskatchewan, we renovated the office and home of the director at the Westbank Bible Camp. Said the director about the volunteers: "They showed up with a servant attitude and posture, always asking what they could do for us, how they could serve us," he said. "It was phenomenal. They had such servant hearts."

Also in Saskatchewan, weather was the big story this year. Drought affected farmers in the province, hitting livestock farmers the hardest. Many don't have enough hay for their animals in winter. Together with the MDS

Ontario Unit, we created MDS Hay West, a way for farmers in Ontario—who enjoyed good growing weather—to send donated hay to Saskatchewan. Best of all, it was a way for farmers in Ontario to say thanks. It was nine years ago that farmers in Saskatchewan sent Hay East to them when drought was bad in that province.

In Newfoundland, MDS Canada supplied the funds and local people in Triton provided the volunteers to build a new

house for Diane and Reginald Rice after fire destroyed their home.

Across Canada, we responded through the Spirit of MDS Fund. Through the fund, we provided \$1 grants worth \$285,900 to churches involved in frontline service to people impacted by the pandemic.

At MDS in Canada our goal is to use our core values of faith in action and caring relationships to be a witness to God's love for the world. We invite you to consider volunteering with us and joining us in praying for God's continued blessing on our work.

—*Ross Brown, Director of Canadian Operations*



**Mennonite
Disaster
Service**

www.mds.org

MDS Canada
200-500 Shaftsbury Blvd.
Winnipeg, MB Canada R2P 2J1
204-263-1274
toll-free 866-261-1274
mdscanada@mcd.org

Convention Report ONMB

"The earth is the Lord's, and everything in it.
The world and all its people belong to him."
Psalm 24:1

This is a fact: the Lord reigns! What a truth to stand on, what a hope that supersedes the challenges in our current landscape.

As we, the Multiply Eastern Canada team, reflect back on 2021, we recognize that there were many days when we walked by faith and not by sight. As we prayed, we sometimes heard "no", sometimes "wait", and sometimes "stop." But we kept praying, and we responded as God led our paths and opened doors, and we saw God moving in powerful ways.

Some of the harder things were:

- > Our team became a lot smaller with Philip Serz moving to Long-Term Disability early in the New Year due to his diagnosis of ALS. Please pray that the power of the loving Christ will be made known in his body and spirit.
- > Travel and in-person ministry opportunities were limited. We were not able to visit new or pending partner churches.
- > We packed up our office at 50 Kent and moved out of the MCC building.
- > We did not host SOAR Montreal, ACTION, AVOCAT, EMBRACE or AWAKE.

But we were able to celebrate these things:

- > We were warmly welcomed into the old Bible College space at WMB's Kitchener site to journey together more intentionally in partnership with our local churches.
- > We responded with a resounding yes to the invitation to create and facilitate a brand-new SOAR program in July 2022 - SOAR Ontario: <https://multiply.net/soar/ontario>. We anticipate 8-10 youth groups being discipled together and serving on mission in their own local communities in ministries they can continue to invest in long after SOAR is over.
- > We started working with a bi-national team to re-develop TREK (our one-year discipleship-on-mission program) to provide an authentic discipleship and mission training experience for young adults age 17-27 that will provide transformational discipleship and give them ministry skills to use wherever God places them: multiply.net/trek/explore
- > We renewed our fellowship with the AEFMQ (our MB brothers and sisters in Quebec) and now regularly contribute to the regional magazine Le Lion with articles translated into French.

- > We welcomed PRN (Peace and Reconciliation Network) into our office space to collaborate together towards living shalom locally and globally reconciledworld.net
- > We continued to host global prayer opportunities and "visits" with workers and national leaders around the globe through virtual mini mission trips. Contact our office for upcoming "visits."
- > We are growing. We are looking for new staff members to develop mission partnerships and pathways. Please help us find the right team to serve you.
- > And finally, through the many seasons of crisis, our workers were blessed by your generous support of our 2021 Gift Guide, your year-end gifts to the matched Global Ministry Expansion Campaign, the response to some of the urgent needs because of COVID in various regions, and your ongoing prayer and partnership. Our team is deeply thankful!

Your Eastern Canada Multiply Team:

- > Robyn Saraz - Regional Mobilizer and Mission Training
- > Erin Coffey - Eastern Canada Office and Program Administrator
- > Manuel Boshm - PRN Network Development
- > Doug Hiebert - Regional Team Leader for Sub-Saharan Africa & Quebec Liaison
- > Robert & Anne Thiessem - Ministry to Indigenous Populations, Training, Coaching
- > Kyle Sinclair-Peters - Diaspora Work GTA
- > Sandy & Cheryl Jussa - Thai diaspora and coaching Thai churches
- > Derek Parenteau - Ministry to Indigenous peoples/Chaplaincy, D&M coaching
- > Rene & Lisa Nyland - Ministry to Indigenous peoples
- > B & R W - Ministry to Indigenous peoples (not their real initials)

And beyond North America:

- > D & M B - serving church planting initiatives in Europe and Central Asia
- > A & R N - serving church planting initiatives in Central Asia
- > Sarah Reed - serving the local church in Austria as it reaches out to its community
- > Alex & Keria Suderman - coaching and partnering in church planting in Germany
- > Jeremy & Adrienne Penner and Dave & Louise Sinclair-Peters - serving with national leaders in church planting on the Thai-Myanmar border
- > Jonathan & Joanne (Pharazyn) Gutierrez - serving with national leaders in the new ICMB conference member churches in Portugal
- > Sean & Judith Faust - ministering alongside students at LCC in Lithuania
- > Doris Goertz - reaching out to nationals through English classes and friendship ministry



OUR MISSION FAMILY

Our network of missional teams is working to make Jesus known in **70** nations. These teams are made up of:

- 76** Global Workers trained and sent long-term from North America,
- 19** Global Workers, sent from MB conferences in other nations and,
- 80** National Leaders working in partnership and alignment with Multiply's regional mission strategy.



Our missional teams and their projects are actively supported by:

268 North American churches, **4,000+** North American households and, many members of our International Community of MB Churches.

This report is also available online at multiply.net/2021report

900 - 82040 Downee Road, Abbotsford, BC V4X 1R5 Canada • 4667 E. Townsend Avenue, Fresno, CA 93727-5006 USA
1.866.964.7827 • multiply.net

Financial Overview



Fiscal Year in \$USD: June 2020 - May 2021

We are grateful to God and to our donors for a strong fiscal year. Our Board of Directors has authorized us to use \$400k from our surplus towards important global ministry support and IT projects in our next fiscal year (starting June 1, 2020).

Net Results

Fiscal Year ending	May 31, 2021	May 31, 2020
Revenue:	\$ 10,655,995	\$ 9,785,509
Expenses:	\$ 9,986,624	\$ 9,846,776
Net:	\$ 669,371	\$ (61,267)*

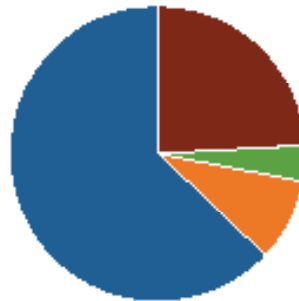
*Our 2020 comparative results do not include discontinued operations which were reported separately.

In addition to the net operating surplus shown here, our global workers and ministry projects have accumulated \$391k towards their reserves which are held separately on our balance sheet (previous year accumulation: \$383k).

How Your Gifts Were Put to Work

Cross-Cultural Mission Activities | 63%

- Central & South America | 6%
- East Asia | 8%
- Europe & Central Asia | 14%
- Middle East & North Africa | 3%
- North America | 3%
- (Indigenous & Immigrants)
- South Asia | 6%
- Southeast Asia | 16%
- Sub-Saharan Africa | 5%
- Worldwide Initiatives | 8%



24% | Church Mission Engagement

- 17% | Church Partnership Support
- 7% | Mission & Discipleship Training (includes Short-Term Mission programs)

4% | Missionary Care

Equipping & Team Health

9% | Administration

Finance, IT, Legal & Governance

Our Generous Donors

Individuals & Families

49%

Estates & Foundations

35%

11%

5%

Churches

Businesses

For more information, contact our Director of Finance, Jeff Friesen at Jeff@multiply.net

900 - 82040 Downes Road, Abbotsford, BC V4X 1R5 Canada • 4667 E. Townsend Avenue, Fresno, CA 93727-5006 USA
1.866.964.7827 • multiply.net

ICOMB Report 2021 for 2022 ONMB Convention

Long ago, the Lord said to Israel: "I have loved you, my people, with an everlasting love.

With unfailing love, I have drawn you to myself. (Jeremiah 31:3 NLT)

"God is saying this also to us! Because he sent his Son to humankind, we know that he came looking for us to pave the way so we can come close to the father and live in his fellowship. We can rely on his everlasting love drawing us nearer to him every day." This was part of our reflection on this Verse.

We are a family, and the more we let us draw closer to Jesus, the closer we will come to each other. As we get closer to each other, we will have more opportunities to serve and be the voice, the hand, and ears of Jesus. To encourage each other to come closer to Jesus. This we tried to do without much travel.

We celebrated our Summit with online meetings on three consecutive days in May. And we had two meetings (April and Nov) focused on the Delegates. It was time to share, reflect, and make decisions on our global relationship. How to serve each other, inform about conferences with special needs, and/or in crises. ICOMB was able to assist in some very sensitive situations, and we are thankful we could be of help.



Online Summit 2021



There is communication between ICOMB leadership and Conferences, but the Conferences also communicate with one another, which is part of our goals. We rejoice when leaders share prayer motives, bits of advice, different resources, friendship, etc. This is blessing individuals, churches, and conferences.

In our partnership with Multiply, we have started to intensify our joint reflection about member conferences and emerging groups in the different regions. This widens the understanding of a situation and possible opportunities, we can connect better, and it lets us use resources more efficiently. Global Scholarship Fund (GSF) and Mission Leaders Training (MLT) are two joint programs serving in equipping and offering educational possibilities to many leaders or potential leaders.

On November, I could visit European Anabaptist Leaders in Holland and visit Churches in Austria. Together with Multiply, we visited the conference in Portugal and churches in Turkey. These visits have confirmed how encouraging it can be when a broader community is interested and supportive.



Dining with leaders from Kayseri, Turkey.



We all felt the negative implications that Covid19 has caused. But it has also pushed us to communicate more often through means that do not require an in-person meeting. So, we have, and in the future will meet more often through these means, as in the previous years, and we believe this will boost our relationship. At the same time, we have also realized that in-person meetings cannot be entirely replaced with online meetings. We plan to have an in-person summit with the possibility of connecting online on May 2022. This summit will be with the elements of an assembly and a conference that shall encourage and challenge us to be awakened by God called *Despertar '22*. And it will be open not just to delegates but to more leaders who are interested.

United in Christ,
Rudi Plett.

ICOMB Society (Canada) Report for 2021

ICOMB began as a “committee” of the MB Mission and Service International (MBMSI) back in 1990 to link national church leaders. In 2005 the “C” in ICOMB changed to “Community”, marking a distinction from the mission agency, as ICOMB is the “Mennonite Brethren church” at the international level.

As the “church” identity grew, the landscape in Canada also developed. For about 10 years ICOMB was officially viewed as a “project” of CCMBC, since ICOMB Director, David Wiebe, kept his office within the CCMBC main office in Winnipeg. However, since Rudi Plett took up directorship in 2018, ICOMB needed to establish an identity apart from CCMBC.

In late November 2020, thanks to Victor Wiens of Multiply working with a legal firm in BC, “ICOMB Canada” received charitable status. Our first operational year – 2021 – has just been completed.

We are happy to report that individuals and local MB churches leaned in quickly to support ICOMB Canada. Our list of supporters is growing. Thank you so much!



While CCMBBC continues to budget annual support, we also rely on added contributions to fund key commitments to developing our global MB family. These include covering travel costs to and from Canada for Director Rudi Plett and ICOMB executive committee members as they build the community and capacity of our international family. Moreover, ICOMB Canada has a Savings account with Legacy that provides annual interest earnings to our Global Scholarship Fund – a program that provides study scholarships for national church leaders. Contributions to the Fund may be made through ICOMB Canada.

Glory to God for leading our global MB family in growth and maturity – spiritually and financially.

David Wiebe.



January 19, 2022

Mr. Ed Willms
Executive Director
Ontario Conference of Mennonite Brethren Churches
455 Geneva Street
St. Catharines, ON
L2N 2H2

RE: ANNUAL CONVENTION PREPARATION – RADIANT CARE GROUP OF COMPANIES

Dear Mr. Willms,

I am writing this confirming a number of items our Board would like to move forward to the annual convention on February 25-26, 2022.

The proposed nomination slate of Directors is as follows;

Glen Unruh	Southridge Community Church - Glenridge
John Krause	New Hope Church
Dorothea Enns	Niagara United Mennonite Church
John Dyck	Cornerstone Community Church
John Hay	Southridge Community Church - Glenridge
Christa Krause	Southridge Community Church – Glenridge
Nathaniel Braun	New Hope Church Niagara
Richard Wall	Niagara United Mennonite Church

Finally, please find attached a copy of Radiant Care's annual report for inclusion in the Convention 2022 delegate package.

With respect to formal recommendations our Board is requesting be presented to the delegates at Convention 2022, we respectfully submit the following;

1. That the 2022 proposed nomination slate of directors for Tabor Manor be approved as presented.
2. That the persons elected to the Tabor Manor Board of Directors be the Board of Directors for:
 - Pleasant Manor Retirement Village (O/A Radiant Care Pleasant Manor)
 - Mennonite Brethren Senior Citizens Home Inc. (O/A Radiant Care Tabor Manor)
 - The Pleasant Manor and Tabor Manor Foundation (O/A Radiant Care Foundation)
 - The Pleasant Manor and Tabor Manor Support Association
 - The Radiant Care Support Association

3. That the auditing firm Crawford, Smith and Swallow be assigned for the fiscal year 2022-2023.
4. That the release of Tabor Manor, Pleasant Manor and their related entities (collectively "TM/PM") into self-autonomy is hereby approved; and
5. That the person(s) appointed at the 2022 annual general meeting to represent the Conference as the sole Voting Member of TM/PM and to vote at their respective annual general meetings to be held in 2022 is(are) hereby instructed to vote in favour of approving their respective draft Articles of Amendment to revise the corporate purposes and draft By-laws.

If you have any questions regarding the above information, please do not hesitate to contact me.

Sincerely,



Glen Unruh, President, Board of Directors
Radiant Care

Cc: Tim Siemens, CEO, Radiant Care
Kristi Lee, Secretary, Ontario Conference of MB Churches

To provide with excellence, love, and dignity a full continuum of affordable housing and services to senior citizens.
We serve seniors who wish to live in a community of Christian faith.

NEW 2019-2022 STRATEGIC PLAN UPDATE

Excellent, Top-Quality Client Experience



2020 was a year like no other. How often have we heard, “Necessity is the mother of invention?” Restrictions on visitations imposed by the COVID-19 pandemic had a profound impact on residents’ and tenants’ social and mental well-being.

The need for social contact and visits with others was so great that our staff were forced to find different ways to achieve this. Through Zoom and FaceTime, additional mobile iPads and laptops, our staff were able to help residents and tenants maintain strong connections to their families and friends.

Stay connected with us online:

 [FACEBOOK.COM/RADIANTCARENIAGARA](https://www.facebook.com/radiantcareniagara)

 [INSTAGRAM.COM/RADIANTCARENIAGARA](https://www.instagram.com/radiantcareniagara)

 [RADIANTCARE.NET/NEWS](https://www.radiantcare.net/news)

Human Resources Development



Throughout the pandemic, our academic partnerships with Brock University, Niagara College, and the District School Board of Niagara remained intact and robust. These partnerships allow RN, RPN, PSW, and Therapeutic Recreation students to gain fantastic insights and practical experience, preparing them for a rewarding career in health care. Graduates from these programs are often hired by Radiant Care to support our staffing needs.

The “Living Classroom” at Tabor Manor is an exciting and innovative initiative between Radiant Care and Niagara College. International PSW students attend their semester of training in former resident rooms, modified into contemporary learning laboratories. Students attending this program complete all required curriculum learning and long-term care and community clinical placements at one site.

Methodically Planned Growth



In December 2020, we received confirmation from the Ontario government that Pleasant Manor’s plan to build a 160-bed long-term care home was finally approved. The new long-term care home will replace the existing 41-bed home and provide 119 new opportunities for long-term care within the Niagara-on-the-Lake municipality.

2020 marks the year of our embarking on a multi-year plan to upgrade and retrofit our existing, aging apartment suites at both sites. New interior design includes open concept and amenities such as showers with seats, all designed to be remove barriers to mobility and function. Visit our website to see the new design.

Conceptual planning continues on the next phase of development at Tabor Manor. A new apartment at Tabor Manor will assist in addressing the growing demand and waiting list for seniors housing.

WE VALUE YOUR SUPPORT!

How People Donate

Individuals and families supported Radiant Care homes in a variety of ways in 2020. Many residents and tenants chose to commit to a monthly donation and continue to do so. It is an easy and practical way to support our homes; the donation is an automatic withdrawal for added convenience, and can be designated to either home. As well, many chose to donate with an annual one-time gift. Some honoured the passing of a loved one with a memorial gift, while others are planning to include Radiant Care in their estate planning. In 2020, we saw an increase in online donations. We invite you to donate online at radiantcare.net/donate

Why Donate

Donations from the Foundation are used to enhance and improve residents' and tenants' experiences through activities and events designed to reduce barriers and promote independence and integration with each other and their broader community beyond what can be achieved through the government and non-government funding received by Radiant Care. We call this 'Opening Doors for Seniors.' The focus of annual work of the Foundation is achieved through a process of resident, tenant, and employee engagement, and is approved by the Foundation's Board of Directors.

2020 OPENING DOORS FOR SENIORS

To our residents and tenants, we promise to provide them a home that is a familiar, faith-based and caring community where they know the people and culture, their independence is respected, daily needs are taken care of, where they are treated with love and dignity and they can enjoy peace of mind knowing they will always have a home and access to excellent care. To this end, the Foundation has opened doors for seniors in the following ways:



Spiritual Enrichment

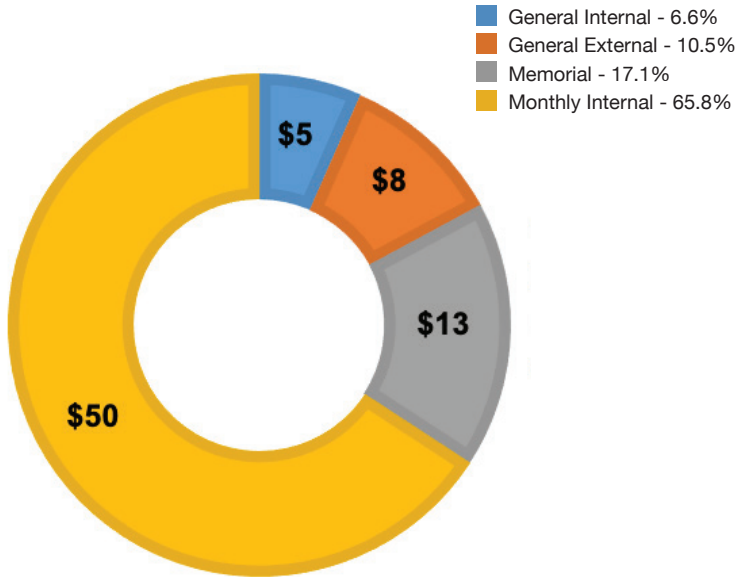
Our focus on spiritual enrichment is highly valued at Radiant Care. The Foundation continued to provide funding to ensure we were able to have a chaplaincy presence in both homes, on a full-time basis – not something we could offer by relying on government funding alone. Spiritual enrichment is a critically important thread woven into the fabric of daily life at Radiant Care, and the support and encouragement our Chaplains provided during this year of isolation were more important than ever.



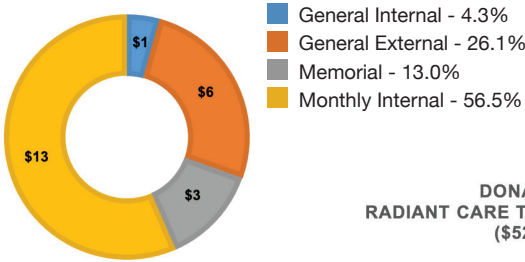
Virtual Reality Experiences

The focus of the Foundation's 2020 Opening Doors for Seniors plan, including many bus trips and musical events for long-term care residents and tenants, was changed to reflect the realities of the COVID-19 pandemic. Through the purchase of virtual reality equipment, we were able to "open doors for seniors" by providing them with 3D virtual experiences such as trips to familiar places, the theatre, sports events, nature and much more. The Foundation also purchased a number of new iPads for both homes so residents and tenants could interact with family members whose visitations were affected by pandemic restrictions.

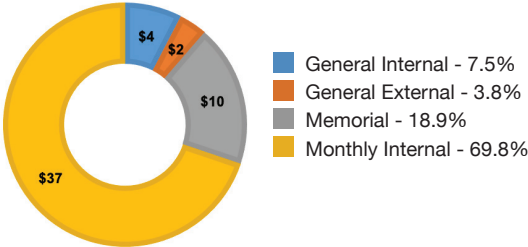
DONATIONS RADIANT CARE 2020 (\$75,358)



DONATIONS RADIANT CARE PLEASANT MANOR 2020 (\$22,727)

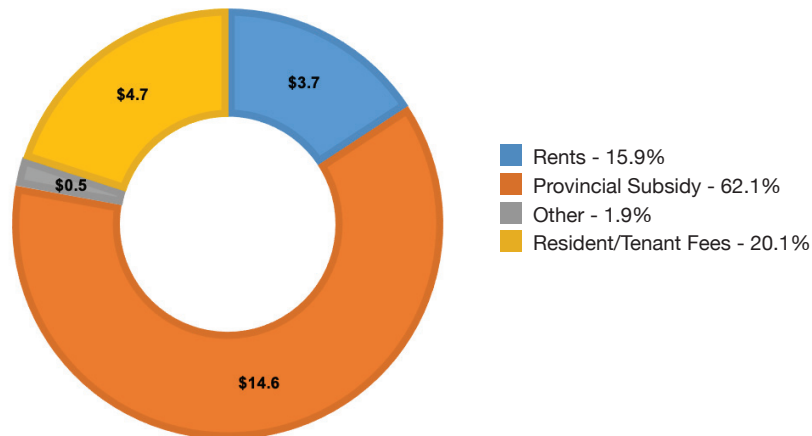


DONATIONS RADIANT CARE TABOR MANOR 2020 (\$52,631)

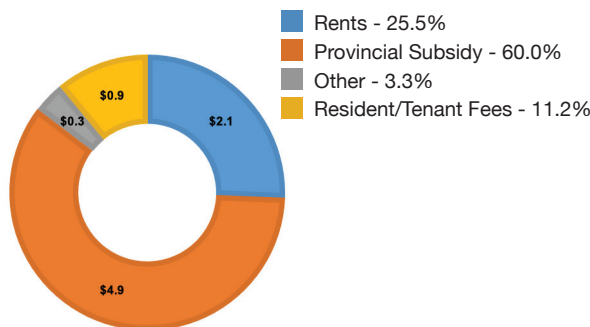


BUDGET OVERVIEW

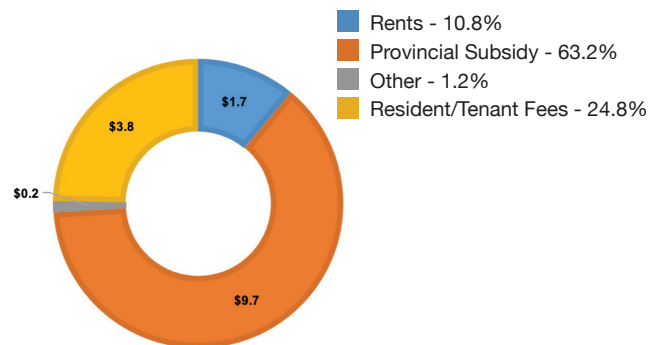
FUNDING SOURCES
RADIANT CARE 2020
(\$23,523,145)



FUNDING SOURCES
RADIANT CARE PLEASANT MANOR 2020
(\$8,170,802)



FUNDING SOURCES
RADIANT CARE TABOR MANOR 2020
(\$15,352,343)



How is the money put to use?

Wages and Benefits: In line with other homes in Niagara and our sector, the largest part of the budget, almost 85%, is used to pay the wages and benefits of our 350 employees - the lifeblood of our home. We are proud to pay competitive wages in line with other homes in Niagara.

Food: In our Long-Term care homes, part of the funding from the government is earmarked for food purchases. Our residents enjoy tasty and healthy meals and snacks, all accomplished with \$9.54 per resident per day

Facilities: This year, we started retrofitting our aging apartments, and completed the major window replacement in Tabor Manor's Mapleview apartment.

Programs: Life at Radiant Care is about more than just a place to sleep and eat. The budget includes provision for Therapeutic Recreation programs and activities, seasonal decor, trees, plants and flowers for the gardens, to name just a few.

Through every area of our spending, we are diligent and faithful stewards of the funding that has been entrusted to us.

CONFERENCE REPORT

Date: February 20, 2022

To: Ontario Conference of Mennonite Brethren Churches

From: Karl Hanson, Administrator

Re: Report from Valleyview Manor - 2021

On behalf of the Board and residents of Valleyview Manor I bring greetings to the conference. It has again been a very different and challenging year.

Residency

God has been faithful in meeting our needs. Our units are always occupied and our waiting list currently has 72 names on the 1-bedroom list and 23 names on the 2-bedroom list. (11 of those names are on both lists.)

Hospitality Suites

Valleyview has three hospitality suites available for residents to rent when they have family and friends come to visit. The suites are available to rent at a nominal fee of \$50 per night. In 2021 there was minimal revenue from the hospitality suites due to the fact that there were a number of months that we stopped renting out these suites because of the pandemic.

Building Maintenance

Valleyview is now going into its eighteenth year. We continue to do repair and upkeep to keep the building in good repair.

Support Services

Community Care Concepts out of Elmira provide the opportunity for assisted living services to our residents in order that they may continue to live independently at Valleyview. They continue to make available a senior support worker from Community Care Concepts to assist our seniors on a pre-arranged appointment basis.

Social Activities

Valleyview residents usually have a variety of organized activities available to them as listed below. However, due to the pandemic and lock down rules all of these organized activities have been cancelled until further notice. One exception to that is the Diner's Club.

CONFERENCE REPORT

continued

Community Care Concepts has come up with an innovative solution to providing meals during this challenging time. The Diners Club, which usually meets in the multi-purpose room for a home-cooked meal twice a month, is now being delivered to interested residents right to their door. Residents who have signed up in advance place a table or chair outside their apartment on the day of the meal and the ladies deliver the lunches to those residents.

Usual Activities

- a bi-weekly Bible study on Tuesday evenings, open to all interested parties
- a bi-weekly coffee hour for residents
- a weekly crafter social on Monday afternoons
- a weekly games night on Monday evenings
- a bi-weekly crokinole competition between residents and individuals from outside Valleyview
- an occasional movie night
- an occasional evening of singing by residents and/or groups who visit Valleyview
- "Diners Club" - Community Care Concepts provides us with a great home cooked meal for our residents who choose to attend. Residents may also invite friends to the luncheon which is a great opportunity for outsiders to see the facility and interact with its residents. The luncheon is held in our multi-purpose room on the first and third Thursdays of each month. There is a nominal fee for each person partaking of this meal.
- Community Care Concepts also provides residents with a certified exercise trainer two afternoons per week for a one-hour exercise program.

In addition to the organized activities listed above, residents also have the following available to them:

- Outdoor shuffleboard
- Billiards table
- Jigsaw puzzles
- Exercise room
- Ping pong table
- Library

CONFERENCE REPORT

continued

I'm very grateful for the dedication and generous giving of time by the residents of Valleyview, as they are the ones who initiate and run most of the activities as volunteers.

Respectfully submitted by:

Karl Hanson,
Administrator

Name	Position	Church Affiliation
Doug Chalk	Secretary/Treasurer	Glencaim MB Church
Doug Dibben	Chair	Glencaim MB Church
Dean Perkins	Vice-Chair	Glencaim MB Church
Kathryn Pickford	Member	Waterloo MB Church
Vacant	Member	

A Note from the Board

Since the Ontario Conference of Mennonite Brethren Churches raised perceived compliance issues with us, we have conducted a deep dive, including multiple meetings with conference representatives and investing in outside legal counsel. We are currently waiting for follow-up from the conference after providing a summary of our desired action plan during the fall.

ONMB Church Directory

Member Churches



Ontario

Conference of Mennonite
Brethren Churches

Behta Darya Community Church

Address: 3479 Autumn Leaf Cres.,
Mississauga, ON L5L 1K6
Meets at: 5155 Spectrum Way #15, Mississauga, ON
Office Phone: 416-857-4039
Office Email: bdcc03@gmail.com
Church Website: www.bdcctoronto.com

Christian Fellowship Chapel

Address: B-1296 Cambrian Road,
Severn, ON L3V 0W5
Office Phone: 705-326-8030
Office Email: office@cfchapel.com
Church Website: www.cfchapel.com

Cornerstone Community Church

Address: PO Box 112, 1570 Niagara Stone Rd.
Virgil, ON L0S 1T0
Meets at: 434 Hunter Rd., NOTL, L0S 1J0
Office Phone: 905-468-7155
Office Email: admin@ccchurch.ca
Church Website: www.ccchurch.ca

Evergreen Heights Christian Fellowship

Address: 140 Oak Street,
Simcoe, ON N3Y 5M5
Office Phone: 519-428-0960
Office Email: office@evergreenheights.org
Church Website: www.evergreenheights.org

Free Church Toronto

Address: PO Box 67653,
Toronto, ON M5T 3M1
Office Email: admin@freechurch.ca
Church website: www.freechurch.ca

Glencairn MB Church

Address: 725 Erinbrook Dr.
Kitchener, ON N2E 3E3
Office Phone: 519-579-8741
Office Email: office@glencairn.ca
Church Website: www.glencairn.ca

Grace MB Church

Address: 546 Belmont Ave,
Kitchener, ON N2M 5E3
Office Phone: 226-243-4735
Office Email: gracemb@gracemb.org
Church Website: www.gracemb.org

Grantham MB Church

Address: 469 Grantham Ave.,
St. Catharines, ON L2M 3J2
Office Phone: 905-935-5811
Office Email: office@granthamchurch.ca
Church Website: www.granthamchurch.ca

Kingsfield - Zurich Mennonite Church

Address: PO Box 131, 37818 Zurich Hensall Rd.,
Zurich, ON N0M 2T0
Office Phone: 519-236-4933
Office Email: admin@kzmc.ca
Church Website: www.kingsfieldcommon.ca

Life Point Church

Address: 15 Harmony Road North,
Oshawa, ON L1G 6K8
Office Phone: 905-725-8463
Office Email: dcfowler@rogers.com
Church Website: www.lifepointdurham.ca

Living Hope Bible Church

Address: 465 1st Concession Rd.
Port Rowan, ON N0E 1M0
Office Phone: 519-586-2835
Office Email: admin@livinghopebiblechurch.ca
Church Website: www.livinghopebiblechurch.ca

Manotick Community Church

Address: 2492 South River Dr,
Manotick, ON K4M 1E8
Office Phone: 613-864-9249
Office Email: admin@churchinhetick.ca

ONMB Church Directory

Member Churches



Ontario

Conference of Mennonite
Brethren Churches

Maple View Mennonite Church

Address: 5074 Deborah Glaister Line,
Wellesley, ON N0B 2T0
Office Phone: 519-656-2946
Office Email: office@mvmchurch.ca
Church Website: www.mvmchurch.ca

Meadow Brook Church

Address: 219 Talbot Street East,
Leamington, ON N8H 3V6
Office Phone: 519-326-3605
Office Email: office@meadowbrook.ca
Church Website: www.meadowbrook.ca

Mountain Park Church

Address: 6970 Mountain Rd.,
Niagara Falls, ON L2E 6S4
Office Phone: 905-374-2911
Office Email: andrew@mp.church
Church Website: www.mp.church

New Hope Church Niagara

Address: 2360 First Street Louth,
St. Catharines, ON L2R 6P7
Office Phone: 905-684-2444
Office Email: office@newhopechurchniagara.com
Church Website: www.newhopechurchniagara.com

New Life Christian Church

Address: 480 Huntingwood Dr.,
Toronto, ON M1W 1G4
Office Phone: 416-497-5437
Office Email: info@newlifetoronto.com
Church Website: www.newlifetoronto.com

New Living Church

Address: 36 Broadlands Blvd.,
Toronto, ON M3A 1J3
Office Phone: 416-655-2602
Office Email: jacob.hfan@gmail.com
Church website: www.newlivingchurch.ca

Northend Church

Address: 455 Geneva Street,
St. Catharines, ON L2N 2H2
Office Phone: 905-934-3398
Office Email: hello@northendchurch.ca
Church Website: www.northendchurch.ca

Scott Street MB Church

Address: 339 Scott Street,
St. Catharines, ON L2N 1J7
Office Phone: 905-937-6900
Office Email: info@scottstchurch.ca
Church Website: www.scottstchurch.ca

South Point Community Church

Address: 475 Bevel Line Rd.,
Leamington, ON N8H 3V4
Office Phone: 519-819-1590
Office Email: dave@southpointcc.ca
Church Website: www.southpointcc.ca

Southridge Community Church

Address: 201 Glenridge Ave.,
St. Catharines, ON L2T 3J6
Office Phone: 905-682-9901
Office Email: info@southridgechurch.ca
Church Website: www.southridgechurch.ca

St. Catharines Location:

Meets at: 201 Glenridge Ave., St. Catharines, ON

Vineland Location:

Meets at: 3970 Glendale Ave., Vineland, ON

Welland Location:

Meets at: 414 River Rd., Welland, ON

St. Ann's Community Church

Address: 5425 Regional Road #69 RR#1,
St. Ann's, ON L0R 1Y0
Office Phone: 905-957-7436
Office Email: stannschurchoffice@gmail.com
Church Website: www.stannscommunitychurch.ca

ONMB Church Directory

Member Churches



Ontario

Conference of Mennonite
Brethren Churches

The Access Centre

487 Westney Road South,
Ajax, ON Units 19& 20 L1S 6W8
Office Phone: 416-385-0285
Church Phone: 905-239-8309
Church Website: www.theaccesscentre.org

The Gathering Ottawa

Address: PO Box 82013 Riverside South RPO,
Gloucester, ON K1V 2N9
Meets at: St. Francis Xavier High School, 3740 Spratt Rd.
Office Phone: 613-822-7440
Office Email: info@thegatheringottawa.com
Church Website: www.thegatheringottawa.com

The Jesus Network

Address: PO 22028 Toronto, ON M4H 1N9
Meets at: (Salvation Army) 2 Overlea Blvd, East York, ON
Office Phone: 1-866-700-2020
Office Email: prayer@jesusnetwork.ca
Church website: www.jesusnetwork.ca

ONMB Church Directory

Associate Churches

Malkutha

Address: 1201-10 Teesdale Place,
Toronto, ON M1L 1K9
Office Email: contact@movein.to
Church website: www.movein.to

Rugged Tree Community Church

Address: 21 Poupore Rd. West
Skead, ON P0M 2Y0
Church Email: derek@ruggedtree.org
Church Website: www.ruggedtree.org

WMB Church

Waterloo Site:

Meets at: 245 Lexington Rd.,
Waterloo, ON N2K 2E1
Office Phone: 519-885-5330
Office Email: office@wmbchurch.ca
Church Website: www.wmbchurch.ca

Kitchener Site:

Meets at: 19 Ottawa Street North,
Kitchener, ON N2H 3K2
Office Phone: 519-745-5144
Office Email: office@wmbchurch.ca
Church Website: www.wmbchurch.ca

Southeast City Church

Address: 1854 Russell Rd, Ottawa, ON K1G 1L5
Meets at: 933 Smyth Rd., Ottawa ON
Office Phone: 613-809-6575
Office Email: hello@southeastcitychurch.ca
Church Website: www.southeastcitychurch.ca

The Spirit of Truth Church

Address: 671 Sheppard Ave. E, North York
Office Phone: 416-356-9967
Office Email: thespiritoftruthchurch@gmail.com
Church Website: www.stctoronto.com

ONMB Convention 2022

Event Information



Ontario

Conference of Mennonite
Brethren Churches

VOTING REPRESENTATIVES AND CONVENTION MEMBERS

The Voting Representative and Convention Members act as delegates who are responsible to represent the will of their Member Church as a meeting of the Members, also known as Convention.

In addition to the single Voting Representative, a Member Church may have one (1) Convention Member for every twenty-five (25) church members or fraction thereof of that Member Church.

Both the single Voting Representative AND Convention Members are all voting delegates at Convention, each with one vote, all votes are equal.

Requirements:

- As a Convention Member (delegate), you have been assigned a unique identifier that confirms your eligibility to vote. Your unique identifier # will be emailed to you by the ONMB administration office a few days before the Convention.
- You will need to use this number multiple times, so we ask that you please keep it accessible for the entire duration of the Convention.
- Each Convention Member will need to log in using their own device. The sharing of devices is prohibited and will hinder your ability to vote.

HOW TO JOIN THE MEETING

ONMB administration team will provide a zoom link to all registered Convention Guests, Voting Representatives, and Convention Members by February 24, 2022.

All voting members will also be emailed their unique identifier # which will be used for voting purposes.

If you have any questions, don't hesitate to reach out to Kristi Lee at klee@onmb.org.

TECHNICAL ISSUES

At the time of the event, you can connect directly with our tech team via live chat on our ONMB home page, onmb.org. If technical difficulties arise that cause our meeting to end unexpectedly, we will be in touch with all of our attendees via email as soon as possible to advise on what steps will be taken to re-launch the meeting.



ONLINE RULES OF ORDER

- We strive for unity and respect, seeking the participation of all assembled, as we discern decisions that shape the future of our conference.
- After signing into the Zoom meeting, we ask that you rename your display/screen name to the following format:
 - Convention Members (Delegates): Full Name, Church Name, Unique Identifier #
example – Doug Valerio, Manotick Community Church, 1234567890
 - Guests: Full Name, Church Name, Guest.
example – Doug Valerio, Manotick Community Church, guest
- Members are invited to respond to the reports and recommendations presented.
- When wanting to make a comment, use the raise hand function in Zoom and use the following protocol:
 - Wait for the Moderator to call your name
 - State your name and Church you are representing.
 - Address your comments directly to the moderator. Keep your comments brief and avoid repeating statements already given by other Conference delegates
 - After you have finished speaking lower your hand using the lower hand function on Zoom.
- In order to keep things flowing smoothly, each Member may speak up to three times on any specific issue. For further comments, he/she must await the Moderator's approval, and that will be given only when no other Member wishes to speak.
- Additional instructions may be provided by the Moderator regarding procedures for online Conference delegates.
- The Moderator reserves the right to bring discussion to a close with proper notification.
- Only Voting Representatives and Convention Members are permitted to vote.
- In general, Roberts Rules of Order may be used as a guideline during the business sessions.
- A spirit of love should prevail in all comments.

92nd Annual ONMB Convention
February 24-25, 2023
Maple View Mennonite Church
Wellesley, ON



905.934.3398 | info@onmb.org | onmb.org