



ONMB's Credentialing Questionnaire

Preamble:

The National Faith and Life Team (NFLT) has updated the Credentialing Questionnaire for use across Canada. The following is the ONMB version of this national policy.

Credentialing Overview and Expectations

Your request for credentialing means that you are seeking recognition by the Ontario Conference of Mennonite Brethren Churches (ONMB) that you are, and will continue to be, a spiritual leader within the Mennonite Brethren community. The Ontario Conference of Mennonite Brethren Churches believes that all spiritual leaders should be expected to live an exemplary Christian life in all aspects. All areas of a candidate's Christian walk and leadership may be examined as part of the credentialing application within the Ontario Conference of Mennonite Brethren Churches.

The following excerpt explaining the criteria and categories for ministry credentialing is taken from the "ONMB Credentialing Policy (Updated 2025)" (the full version describing eligibility, process, and the ending of credential status is available from the ONMB office).

The ONMB Minister Credential is bestowed on applicants who show clear evidence that they are:

1. *Living out a **holistic and vibrant Christ-centred spiritual life***
2. *Demonstrating a **clear commitment** to affirm and live out the biblical and theological convictions recorded in the MB Confession of Faith as evidenced in their preaching, teaching, and life example.*
3. *Possessing **ministry giftings** that fit well their specific ministry role, and **God-given wisdom** appropriate to their ministry role and level of experience.*
4. *Living out a personal and ministry life consistent with the **ONMB Code of Personal and Ministry Ethics for Credentialed Leaders (2021)** and are willing to enter into an ongoing accountability relationship according to this code of ethics.*

ONMB Credentialed Ministers are eligible for registration as "Ontario Religious Representatives" able to officiate at weddings. They may also be eligible for the CRA clergy-housing tax allowance depending on how their ministry role fits with CRA guidelines.

***Every three years**, all ONMB Credentialed Ministers must re-affirm in writing their on-going commitment to the Mennonite Brethren Confession of Faith and to the Code of Professional and Ministry Ethics.*

Credentialing Categories

Some credentialing candidates are excellent fits for their roles but do not have the leadership giftings, biblical and theological foundation, or ministry experience required for other ministry roles. As a result, ONMB has instituted three credentialing categories (Open; Specialized; Ordained) to recognize this diversity.

ONMB Minister—Open Credential

The Open Credential category indicates ONMB's highest level of endorsement and affirmation for service within the ONMB Conference and is given to those who demonstrate a mature spiritual life, a deep biblical and theological foundation consistent with the MB Confession of Faith, a diverse and adaptable reservoir of ministry skills, and overall relational and interpersonal wisdom gleaned from significant experience in ministry. (There are times when the ONMB Faith and Life Team [PFLT] will affirm individuals with the Open Credential even though not all of these areas are equally fully developed. This is normally done in situations where the trajectory is positive for the individual, and the ministry context provides supports for this growth to happen.)

Individuals with the Open Credential are free to pursue any suitable leadership or pastoral position within the ONMB Conference.

ONMB Minister—Specialized Credential

The Specialized Credential category indicates affirmation of the individual for an associate or other specific ministry role (e.g., Children's Ministry, Youth/Student Ministry, Worship, Chaplain, etc.). The Specialized Credential requires the same indication of spiritual maturity, integrity, relational health, and alignment with our MB Confession of faith as the Open Credential category, but it recognizes that not all applicants are called or gifted for lead or teaching pastoral leadership. Others may need further growth and mentoring before they are ready for the full responsibilities of congregational leadership. Ministers with a Specialized Credential would normally be expected to be actively supervised and mentored by Open Credential holders from within their church pastoral team.

An individual with a Specialized Credential is free to pursue a ministry role anywhere within the ONMB family that is substantially the same as that in which they were credentialed (e.g., Children's Ministry, Youth/Student Ministry, etc.).

Those receiving a Specialized Credential designation, but later desiring an Open Credential designation, can apply for this change with the endorsement of their ministry supervisor or appropriate church leadership after a 24-month period from their prior credentialing interview. The candidate should include a 2-3 page document that explains why they are seeking this new status, rationale for how they would now fit this status, and any revisions to their Credentialing Questionnaire that they feel are relevant. The ONMB PFLT and the PFLT Chair will examine the application for completeness, and will help prepare the candidate for an interview with the FT. The FT will decide the length and format of this interview.

ONMB Minister—Ordination (For more information on ordination, see ["Ordination: Principles & Practice."](#))

Ordination is initiated at the local church level and affirmed and endorsed by the Provincial Conference. As a result, ordination is at the initiation and invitation of a local ONMB congregation rather than from a candidate or from ONMB. While the PFLT will hold an interview with the candidate and needs to affirm the candidate for this status, ordination is viewed as a congregation-based endorsement and does not indicate a higher level of designation or authority within the ONMB community beyond that of Open credential. Ordained leaders within the ONMB community are subject to the same expectations and requirements as other credentialed holders. While some groups see ordination as a life-long status, we consider ordination to be a limited status that could end in the same ways as all other ONMB credentials....

A ONMB congregation that desires ordination status for one of its pastors must submit a request to the ONMB Conference Minister. Ordination is only available for Open Credential holders who have served in a leadership role within that church for a minimum of two years. Requests will be evaluated by the PFLT on a case-by-case

basis. Upon approval, the ONMB Conference Minister will co-ordinate a service of ordination together with the local congregation.

Recognition for Partial Completion of Credentialing Process

ONMB Minister—Conditional Status

*There may be situations where the PFLT deems that a credentialing candidate will be a good fit for credentialing, but the candidate still needs to complete a few steps prior to them being eligible for one of the three credentialing categories (Specialized, Open, Ordained). These additional steps could involve a re-writing of part(s) of the Credentialing Questionnaire, participating in additional educational opportunities, or even working on an unresolved interpersonal conflict. Conditional Status is a step on the way to successful credentialing but does not confer credentialing status on a candidate. Conditional Status should normally be given only in situations where the required actions would not exceed a timeline of **twelve months**. Conditional Status is intended only for candidates who appear to be good fits for credentialing and close to completion. It is also intended to be a temporary status with clear timelines for the resolution of the issues involved.*

Personal Information Protection Act Compliance and Consent:

The information requested in this questionnaire and obtained throughout the credentialing process (including the interview) will only be used by those leaders within the Mennonite Brethren conference who have been designated to assess your suitability for credentialing in the ministry role indicated in this questionnaire. Information will not be disclosed without your consent, other than to the leadership of your employer and church (if applicable). By providing the personal information in this questionnaire and credentialing process, you are consenting to this use and limited disclosure. You are also consenting to us contacting the educational, employment, and other references you have provided (including your spouse, if applicable) and obtaining information from them that is relevant to the credentialing process. The application and any related documents and information will be kept in the ONMB office in confidentiality and in a safe and secure location. Any concerns about the privacy of personal information may be directed to the ONMB privacy officer.

Required Credentialing Documents (Place an X beside each completed document included in the package sent to the ONMB office)

1. Credentialing Questionnaire with Supervisor Signature	
2. Family Matters Evaluative Response (c.400 words)	
3. Reading Response #1 (c.200-300 words) on the CUSP	
4. Reading Response #2 (200-300 words) on the "Introduction to the MB Confession of Faith (2023)"	
5. Reading Response #3 (200-300 words) on the "Gifted, Called and Affirmed" Pamphlet	
6. Reading Response #4 (200-300 words) on the "ONMB Family Covenant"	
7. Recent Criminal Record Check (dated within last 2 years)	
8. Signed "ONMB Code of Personal and Ministry Ethics"	

An interview will **NOT** be scheduled until the completed application with all documentation has been submitted to the Ontario Conference of Mennonite Brethren Churches office. **Be sure to have your supervisor sign your questionnaire indicating that he/she has read the completed questionnaire and supports your application. Your supervisor and spouse (if applicable) are requested to be present during the credentialing interview.**

Part I: Personal Biographical Information

NAME: _____

Address: _____ City: _____ Postal Code: _____

Phone: _____ Email: _____

Date of Birth: ____/____/____ Place of Birth: _____

Citizenship: _____

Date and location of believers baptism: _____

Which church baptized you? _____

Current or Anticipated Ministry Position: _____

Church/Organization: _____

This is an Application for (check all that apply):

_____ **ONMB Credentialing** (Discerning and affirming the theological and personal suitability of applicants for ministry roles within the Ontario Conference of Mennonite Brethren Churches and associated ministry agencies, which are a part of the larger Canadian Conference of Mennonite Brethren Churches. Individuals interested in credentialing must be members in good standing of a Mennonite Brethren congregation.)

_____ **Ontario Religious Representative Licensing** (This allows the credentialed leader to solemnize marriages within the province of Ontario. Note that the *ONMB Code of Personal and Ministry Ethics* limits ONMB credential holders to only officiate/solemnize marriages between one male and one female.)

_____ **Ordination** (Please consult page __ for a description of what this means for our ONMB family)

Signature of Ministry Supervisor (e.g., senior pastor, moderator, administrator) who recommends the applicant: _____

_____ **Date:** _____

I hereby verify that I have read the completed questionnaire and recommend the applicant for ONMB ministry credentialing.

Education and Professional Experience

Post-secondary education or training: List school, degree, and program completion year.

School Attended (location)	Diploma/Degree Program (if any)	From	To	Graduation Year

List employment in churches and/or ministry organizations (e.g., missionary service, chaplaincy, etc.) giving length of service and position. If part-time, indicate.

Church/Organization	Address	Official Position (full-time or part time?)	From (month/year)	To (month/year)

List any non-church employment experience that has contributed to your preparation for a professional ministry role.

Employment	Address	Official Position (full-time or part time?)	From (month/year)	To (month/year)

List any volunteer involvements in denominational church or community organizations (past and/or present) that have shaped you.

Other Relevant Activities/Ministries	Address	Description of role	From (month/year)	To (month/year)

Part II. Reading Assignments

Read the 2019 revised edition of *Family Matters* and write an evaluative response of approximately 400 words. Highlight key points of agreement as well as points of disagreement.

Dyck, Andrew (Ed.) *Family Matters: Discovering the Mennonite Brethren*, Revised Canadian Edition (Kindred Productions, Revised 2019).

For each of the following readings, write an approximately 200-300 word response describing what is new, interesting, and/or challenging for you. There may also be questions that the document raises for you. Share that as well.

Reading 1: "The CUSP: The Collaborative Unified Strategic Plan for the MB Church of Canada" (2021) available [here](#). This document provides an overview of the vision/mission and ministry strategy for our Canadian MB family that you are joining.

Reading 2: "Introduction to the MB Confession of Faith" (2023) available [here](#). This chapter provides background to the nature and function of the MB Confession of Faith as well as responses to many frequently asked questions.

Reading 3: "Gifted, Called and Affirmed" (2008) Pamphlet available [here](#).

Reading 4: "ONMB Family Covenant" (2020) available [here](#).

Part III: Personal References

List the names and addresses of three individuals who will complete Reference Forms on your behalf, with at least one reference coming from a person in a leadership role in your local church, and one from a past/present supervisor. If you are married, please ask your spouse to complete the Spousal Reference Form. Completed reference forms must be submitted directly to the Ontario Conference of Mennonite Brethren Churches office by the individuals completing them on your behalf.

Name of Reference	Ministry Role	Address	Phone Contact	Email

Part IV: Seminar Attendance

MB Pastors Credentialing Orientation (PCO). It is a requirement of all ONMB credential holders that they attend this three-day orientation event which explains our MB historical/theological story, our Confession of Faith, and our mission and vision as a Canadian church family. Attendance at PCO is preferably done prior to the credentialing interview but must be completed within a maximum of two years after the interview.

ONMB Sacred Trust Seminar. This required one-day seminar equips participants with essentials to persevere in ministry and to avoid the pitfalls of professional misconduct.

Completion of Seminar Requirement	Yes	Date of Completion?	If No, planned date?
CCMBC Pastoral Credentialing Orientation (PCO)			
ONMB Healthy Leaders Training			

Part V. Personal Background Questions:

Section A: Spiritual Autobiography (c.300 words): Please write a short spiritual autobiography. Identify the influences and circumstances that prompted you to make a decision to become a Christian. What is the biblical basis by (or through) which you understand your conversion experience? Share how God has led you along in your spiritual pilgrimage: what have been some of the most important decisions and experiences in your Christian life? What appeals to you about serving as part of the Mennonite Brethren conference?

Section B: Personal Strengths, History, and Ministry Calling (c.50-100 words per item)

1. Which spiritual gifts, abilities, and competencies have been affirmed in your life/ministry?
2. Describe how these gifts have been operative in your life/ministry.
3. Describe your leadership style.
4. Describe your sense of call to the ministry role you are currently in or for which you are applying. How has this call been recognized and affirmed by others?
5. What do you perceive to be the essential work of a pastor (substitute your ministry role if it does not have that designation)?
6. What do you allocate the greatest amount of time to in your ministry role?
7. What aspects of your present or most recent ministry role provide you the greatest satisfaction?
8. What aspects of your present or most recent ministry role have resulted in your deepest disappointments?
9. List periodicals and websites/blogs that you read regularly for your enrichment. Identify and briefly describe the most significant books you have read within the past year.
10. Please list any blogs, articles, books that you have published.
11. What are some of the activities/hobbies you enjoy? How do they help you achieve a healthy work-life balance?
12. What do you consider your greatest personal strengths? What do you consider your greatest personal weaknesses?
13. Discuss some of your personal goals and plans for the future. (Dream a little.)

14. If you are married, how will this ministry role impact your spouse/family? How supportive of you in this role is your spouse?
15. If you are single, how will this ministry impact your group that provides you with spiritual/social support?
16. Describe a conflict situation in which you were involved. What did you learn about yourself in regard to conflict and conflict resolution?
17. Are there any unresolved conflicts or difficult relationships presently in your life that could adversely affect your ministry? (Explain)
18. Before you commit yourself to the "ONMB Code of Personal and Ministry Ethics" (see Part VII), speak briefly about how your present practices align with each of the priority areas listed below. Be specific here about what you are doing in order to live in alignment with the following commitments. Be specific about areas of desired growth as well.
 - a. Maintain an **ongoing, vibrant, and healthy spiritual relationship** with God through the Holy Spirit?
 - b. Ensure **proper self-care** spiritually, physically, and relationally?
 - c. In whatever life circumstance (singleness, marriage, parenthood), **demonstrate covenantal love and care** for those in my closest circle of relationships (e.g., parents, spouse, children, etc. as applicable)?
 - d. Live out the **centrality of Jesus, the gospel, and God's Kingdom** in all areas of my ministry life publicly and privately, including inviting all people to become disciples of Jesus?
 - e. Place the **well-being and mission** of the congregation (or equivalent ministry group) I am serving and the well-being of each individual within my sphere of ministry **above my own personal interests**?
 - f. Demonstrate **respect and dignity toward all persons**, showing concern for all members in my sphere of ministry, respecting best practices regarding confidentiality, and stewarding well the authority and trust given to me by avoiding harassment, harmful discrimination, abuse, sexual/professional misconduct, and verbal or physical intimidation?
 - g. Teach, encourage, and live out in my ministry and personal life the biblical, theological, and ethical guidance articulated in the **MB Confession of Faith**?
 - h. Demonstrate a commitment to **ongoing professional development** in my ministry life, so that I can continue to grow in the gifts that God has given me for the benefit of the Body of Christ?
 - i. Demonstrate a commitment to **active participation in our denominational family** (local, provincial, national) by attending gatherings and serving as able?
 - j. Demonstrate **respect and a willingness to submit** to the final decision making of the congregation (or equivalent ministry group) I am serving, its leadership, and the leadership of the provincial and national denominational bodies?
 - k. Demonstrate **transparency and full disclosure** to my local ministry leaders and Provincial Conference Minister (or equivalent) when I fail in the commitments I have expressed here?

NOTE: You can choose to respond to the following very personal questions in any one of the following ways.

- i) you can write out your responses, submit them with this document, and be open to further PFLT questions during the in-person interview;
- ii) you can leave these questions blank and answer them verbally during your in-person interview;
- iii) you can leave these questions blank and request a private interaction time with only two PFLT members either during or immediately after the larger in-person interview (Note: by choosing this

option, you are agreeing to allow the two FT members you meet with to summarize your responses to the larger PFLT.)

Please indicate here which option you are selecting. Option _____

19. Are there any addictive or habitual behaviors (e.g., drunkenness, drug use, sports betting/gambling, anger issues, dishonesty, pornography, lust, greed, etc.) that you are still struggling with? What steps are you taking to be free of these things in your life?
20. Do you have any unforgiven and/or hidden behaviors from your past that could negatively impact your private and public testimony for Jesus?
21. Is there anything else about you (in the past and/or in the present) that is part of your personal history that could impact your ministry role? (e.g., previous marriages, common-law relationships, criminal charges, financial issues, ministry terminations, etc.).

Part VI. BIBLICAL – THEOLOGICAL REFLECTIONS/AFFIRMATIONS

- 0.1 What sources have most significantly shaped your theological/ethical worldview (authors, blogs, podcasts, courses, schools, etc.)? Explain briefly their influence on you.
- 0.2 What would be the three or four most important theological/ethical foundation stones in your theological/ethical world view that impact you significantly in your teaching/preaching/interactions? Explain why each has been given this important status for you.
- 0.3 Explain your process of preparation when you are invited to teach on a theological/ethical topic/question.

Instructions: Please read carefully each of the MB Confession of Faith articles along with the accompanying resources mentioned in the heading (the article and links provided after the heading “for further research” are optional resources).

There are some theological and ethical questions related to each article for you to respond to. Provide Scriptural support where possible in your “personal understanding” section. Try to have answers in the 100-200 word range for a topic (each bullet point is considered a separate topic).

Article 1: God—Article 1 and the Explanatory Notes can be accessed [here](#).

1.1 How would you describe your personal understanding of the following topics?

- The nature and significance of God being a Triune God
- The character and purpose of God the Father
- The character and purpose of God the Son (incarnation, deity, death, resurrection, ascension)
- The character and purpose of God the Holy Spirit

1.2 After reading Article 1 and the accompanying Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 2: Revelation of God—Article 2 and the Explanatory Notes can be accessed [here](#). For further research, see NFLT pamphlet entitled [“The Bible: Reading with Understanding.”](#)

2.1 How would you describe your personal understanding of the following topics?

- God's means of Self-Revelation to humans
- Scripture (OT and NT) and inspiration
- The authority of Scripture for theology and ethics

2.2 After reading Article 2 and the accompanying Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 3: Creation and Humanity—Article 3 and the Explanatory Notes can be accessed [here](#). For further research, see NFLT pamphlet entitled "[Creation: God's Revelation in Nature](#)" and the NFLT resource entitled "Loving Well our Trans Neighbours, Friends, and Family" available from the ONMB office.)

3.1 How would you describe your personal understanding of the following topics?

- God and the creation of the physical world
- The nature and identity of humans (purpose, calling, birth sex, gender, gender expression, etc.)
- New Creation

3.2 After reading Article 3 and the accompanying Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 4: Sin and Evil—Article 4 and the Explanatory Notes can be accessed [here](#).

4.1 How would you describe your personal understanding of the following topics?

- Sin (origin and consequences upon humans and all creation)
- The nature of Sin
- Principalities and powers, Satan, and Death

4.2 After reading Article 4 and the accompanying Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 5: Salvation—Article 5 and the Explanatory Notes can be accessed [here](#).

5.1 How would you describe your personal understanding of the following topics?

- Salvation (definition and implications for humans and all creation)
- The atonement
- The gospel
- Kingdom of God

- Human response to the gospel

5.2 After reading Article 5 and the accompanying Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 6: Nature of the Church—Article 6 and the Explanatory Notes can be accessed [here](#). (For further research, see also Article 6: Living the Confession (FAQs) [available at the same web location] and the ["2006 Women in Ministry Leadership Resolution."](#))

9.2 How would you describe your personal understanding of the following topics?

- The nature of the Church
- The Church and worship
- The Church: membership, relationships, and accountability
- Holy Spirit gifts and leadership
- Women and Church Leadership Roles

9.2 After reading Article 6 and the accompanying Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 7: Mission of the Church—Article 7 and the Explanatory Notes can be accessed [here](#).

7.1 How would you describe your personal understanding of the following topics?

- The mission of the Church
- The Church and the Reign/Kingdom of God

7.2 After reading Article 7 and the accompanying Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 8: Baptism—Article 8 and the Explanatory Notes can be accessed [here](#). (For further research, see Article 8: Living the Confession (FAQs) [available at the same web location] and the NFLT pamphlet entitled ["Baptism and Church Membership."](#))

8.1 How would you describe your personal understanding of the following topics?

- The meaning and significance of baptism
- The relationship of baptism to local church membership (prerequisite? automatically connected?)
- Infant baptism and believers baptism

8.2 After reading Article 8 and the Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that

something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?

Article 9: The Lord's Supper—Article 9 and the Explanatory Notes can be accessed [here](#). (For further research, see NFLT Pamphlet entitled "[Children and Communion.](#)")

9.1 How would you describe your personal understanding of the following topics?

- The meaning and significance of the Lord's Supper
- Eligibility and preparation for the Lord's Supper

9.2 After reading Article 9 and the Notes, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 10: Discipleship—Article 10 and the Commentary (1999) can be accessed [here](#). (For further research, see NFLT resource entitled "Loving Well our LGB Neighbours, Friends, and Family" available from the ONMB office.)

10.1 How would you describe your personal understanding of the following topics?

- The definition and significance of discipleship for believers
- Discipleship and its relationship with the church
- Suffering, separation from the world, generosity, and honesty in speech/life
- Interpersonal conflicts and lawsuits
- Christians and pre-marital, extra-marital, and same-sex sexual intimacy (see also Article 11)

10.2 After reading Article 10 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 11: Marriage, Singleness, and Family—Article 11 and the Commentary (1999) can be accessed [here](#). (For more research, see the NFLT pamphlets entitled "[A More Excellent Way](#)" and "[When Marriages Fail.](#)")

11.1 How would you describe your personal understanding of the following topics?

- God's design for marriage
- God's design for singleness
- God's design for family
- Marriage between a disciple of Jesus and a non-Christian
- Divorce and remarriage of disciples of Jesus

11.2 After reading Article 11 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or

new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 12: Society and State—Article 12 and the Commentary (1999) can be accessed [here](#).

12.1 How would you describe your personal understanding of the following topics?

- God's purposes and expectations for countries and leaders
- Christians in relationship to secular government leaders
- Swearing of oaths

12.2 After reading Article 12 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 13: Love and Nonresistance—Article 13 and the Commentary (1999) can be accessed [here](#). (For further research, see NFLT pamphlet entitled "[Christians and War.](#)")

13.1 How would you describe your personal understanding of the following topics?

- The nature of Christian love for enemies, peacemaking, and reconciliation
- Participation in personal violence
- Participation in violence on behalf of others (role of police officer, soldier, etc.)

13.2 After reading Article 13 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 14: The Sanctity of Life—Article 14 and the Commentary (1999) can be accessed [here](#). (For further research, see NFLT pamphlet entitled "[Life Before Birth.](#)")

14.1 How would you describe your personal understanding of the following topics?

- The sanctity of human life
- Participation and/or assistance in abortion, MAiD, and suicide.

14.2 After reading Article 14 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 15: Stewardship—Article 15 and the Commentary (1999) can be accessed [here](#).

15.1 How would you describe your personal understanding of the following topics?

- Stewardship of the physical creation
- Stewardship of wealth/possessions
- Generosity, tithing, and the local church

15.2 After reading Article 15 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 16: Work, Rest, and the Lord's Day—Article 16 and the Commentary (1999) can be accessed [here](#).

16.1 How would you describe your personal understanding of the following topics?

- The role of work and rest for Christians
- The Lord's Day and Old Testament Sabbath

16.2 After reading Article 16 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 17: Christianity and Other Faiths—Article 17 and the Commentary (1999) can be accessed [here](#). (For further research, see NFLT Pamphlet entitled "[Christian Witness in a World of Many Faiths](#).")

17.1 How would you describe your personal understanding of the following topics?

- Jesus as the only path to salvation
- The value of other faiths in terms of contribution to humanity, salvation, etc.
- The eternal destiny of those who have died without becoming disciples of Jesus (including children and those who have never heard of Jesus)

17.2 After reading Article 17 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Article 18: Christ's Final Triumph—Article 18 and the Commentary (1999) can be accessed [here](#).

18.1 How would you describe your personal understanding of the following topics?

- The nature of Jesus' final return
- The expectations of the church in the "last days"
- The nature of physical death, final judgment, and resurrection

- The nature of hell
- The nature of the New Creation

18.2 After reading Article 18 and the accompanying Resource, how would you describe our MB family's priorities and perspective on these topics? (What do you feel is being emphasized? What feels surprising or new? Do you sense that something is missing that you expected to be present? What aspects feel uncomfortable or challenging based on your understanding?)

Summary and Closing Affirmations

19.1 After reading the entire MB Confession of Faith, what connections and/or underlying theological themes do you see tying the 18 articles together?

19.2 After reading the entire MB Confession of Faith, are you able to commit yourself to teach, encourage, and live out in your ministry and personal life the biblical, theological, and ethical convictions articulated in the **MB Confession of Faith**? Yes/No (If No, please connect with the Chairperson of the Provincial Faith & Life Team prior to scheduling your interview.)

19.3 A key requirement for all ONMB Ministry Credential holders is a willingness to commit themselves to and live in alignment with the ONMB Code of Personal and Ministry Ethics (included as an Appendix below). After reading the **ONMB Code of Personal and Ministry Ethics**, are you able to sign it with integrity reflecting your desire to live in accordance with these theological and ethical commitments? Yes/No (If No, please connect with the Chairperson of the ONMB Faith and Life Team prior to scheduling your interview.)



Code of Personal and Ministry Ethics for ONMB Credential Holders (Approved March 2021)

Preamble:

Credential holders working or associated with the Ontario Conference of Mennonite Brethren Churches (ONMB) and its associated ministry agencies are spiritual leaders who are expected to hold to a high level of personal and ministry ethics.

This code of Christian conduct outlines these expectations. All ONMB credential holders must make a commitment to live accordingly, and renew this commitment every three (3) years as part of the Mennonite Brethren Covenant renewal process.

The following commitments emerge from our personal and collective calling to love God with all our being and to love our neighbours as ourselves. The Mennonite Brethren tradition emphasizes a commitment to righteousness, peacemaking and reconciliation, holy living, justice, helping those in need, and the balancing of personal freedom with sacrificial love for others.

All MB Credential holders are accountable to their local leaders but also to leaders at the Provincial MB Conference level. These provincial leaders share a commitment to love God and neighbour as expressed in this same Code of Personal and Ministry Ethics. They are committed to assist, support, and resource all Credential holders seeking to live out these personal and ministry ethics. When Credential holders fail to uphold their commitments, provincial and local leaders desire to deal with each failure as redemptively as possible. However, this redemptive desire does not rule out a careful investigation of the failure, the possible loss of one's Pastoral Credential status, and the removal of a Credential holder from a ministry role.

In My Personal Life, by the grace of God and the empowerment of the Holy Spirit, I commit to...

- Maintain an **ongoing, vibrant, and healthy spiritual relationship** with God through the Holy Spirit.
- Ensure **proper self-care** spiritually, physically, and relationally in order to live a healthy life as God intended and to minister effectively for the longer term in my ministry setting.
- In whatever life circumstance (singleness, marriage, parenthood), **demonstrate covenantal love and care** for those in my closest circle of relationships (e.g., parents, spouse, children, etc. as applicable).
- Live my personal life in a way that is **consistent** with the commitments made below for my ministry life.

In My Ministry Life, by the grace of God and the empowerment of the Holy Spirit, I commit to...

- Live out the **centrality of Jesus, the gospel, and God's Kingdom** in all areas of my ministry life publicly and privately, including inviting all people to become disciples of Jesus.
- Place the **well-being and mission** of the congregation (or equivalent ministry group) I am serving and the well-being of each individual within my sphere of ministry **above my own personal interests**. This rules out using my ministry setting for personal, political, or financial gain beyond the terms of my employment agreement. It also involves the full disclosure to my ministry leaders of any financial gifts or other perks offered to me because of my ministry role, and the submission to the local leaders' wisdom regarding these gifts.
- Demonstrate **respect and dignity toward all persons**, showing concern for all members in my sphere of ministry, respecting best practices regarding confidentiality, and stewarding well the authority and trust given

to me by avoiding harassment, harmful discrimination, abuse, sexual/professional misconduct, and verbal or physical intimidation.

- Teach, encourage, and live out in my ministry and personal life the biblical, theological, and ethical guidance articulated in the **MB Confession of Faith**. This includes but is not limited to:
 - 1) Living out a commitment to the importance of **Jesus' way of peacemaking** by pursuing healthy interpersonal relationships in my life, and demonstrating a willingness to engage in conflict resolution procedures (as per biblical models) with individuals or with the larger congregation as needed.
 - 2) Living out a commitment to **generosity and stewardship** of possessions, time, and giftings that reflects love, compassion, and a desire to support God's work locally and globally.
 - 3) Living out a commitment to **honesty and integrity** by avoiding lying, cheating, financial impropriety, plagiarism, and all other deceptions and misrepresentations of my ministry activities and/or theological commitments. It also involves the reporting to my ministry leaders of any possible conflicts of interest that might arise, and the ruling out of theft or the misuse/destruction of property belonging to others.
 - 4) Living out a commitment to **spoken, written, and social media communication that reflects my love for God and neighbour**. This commitment rules out gossip and slander, as well as language that is racist, sexist, abusive, vulgar, obscene, or degrading. It also rules out the use of or the sharing of written or visual materials that are degrading, dehumanizing, exploitative, hateful, gratuitously violent, and/or pornographic.
 - 5) Living out **my sexuality in the way of Jesus' Kingdom** by reserving sexual expressions of intimacy exclusively for the context of covenantal marriage between a man and a woman. This also means avoiding any communication or actions (e.g., solemnizing or officiating in a marriage/civil ceremony) which is in conflict with this understanding of God's vision for the expression of human sexual intimacy.
 - 6) Living out my commitment to being **filled by Jesus' Spirit** without drunkenness, drug-induced states, or harmful addictions. The only exceptions here would involve medications deemed by qualified professionals to be medically necessary to treat any existing health conditions.
 - 7) Living out **respect for the governing authorities** by contributing positively to my community and by submitting to the local, provincial, and national laws in place (as long as they are not inconsistent with the ethics for disciples of Jesus as articulated in Scripture).
- Demonstrate a commitment to **ongoing professional development** in my ministry life, so that I can continue to grow in the gifts that God has given me for the benefit of the Body of Christ.
- Demonstrate a commitment to **active participation in our denominational family** (local, provincial, national) by attending gatherings and serving as able.
- Demonstrate **respect and a willingness to submit** to the final decision making of the congregation (or equivalent ministry group) I am serving, its leadership, and the leadership of the provincial and national denominational bodies. This includes, but is not limited to, decisions regarding the termination of my ministry role and my credentialing status. It also includes submission to the wisdom of those leaders regarding the level of contact and involvement I should have with those in my prior ministry setting.
- Demonstrate **transparency and full disclosure** to my local ministry leaders and Provincial Conference Minister (or equivalent) when I fail in the commitments I have expressed here.

Signature: _____ Date: _____

Full Name (Print): _____ Ministry Role/Location: _____