

CCMBC Member Organization Agreement (EB Approved in Principle Oct 4 2024)

This **CCMBC Member Organization Agreement** “describes the covenant of affiliation between the Member Organizations and CCMBC. These include a commitment to upholding the MB Confession of Faith and CCMBC’s shared mission, values, and strategic priorities. New Member Organizations are accepted into CCMBC by means of a recommendation from the Executive Board and a resolution passed by the Members at a National Assembly. This agreement also describes the process of disaffiliation of a Member Organization out of compliance with the requirement of a CCMBC Member Organization” (CCMBC Governance Manual; Section III).

Since 1945, the family of MB Churches in Canada have offered their collective energies to participate wholeheartedly in God’s mission in Canada and beyond. The Canadian Conference of MB Churches (CCMBC) Charter has allowed CCMBC to create and offer a wide spectrum of holistic ministries through the years. Although fully a part of CCMBC as Member Organizations, each of the six provincial MB entities (BCMB, ABMB, SKMB, MBCM, ONMB, AEFMQ), has its own organizational status, board, and ministry initiatives. In addition, three other Member Organizations under the MB umbrella (viz., Legacy, MB Seminary, Multiply) have been created to serve the wider Canadian MB family in its mission. Legacy and MB Seminary each have their own boards, but CCMBC designates enough members to each board so that CCMBC continues to have majority vote. Multiply is a joint USMB and CCMBC agency who together designate board members so that together they have majority vote on the Multiply board.

CCMBC’s Mission/Vision

To cultivate a community and culture of healthy disciple-making churches and ministries, faithfully joining Jesus in his mission.

While CCMBC works with and through the Member Organizations, the Member Churches are the ultimate focus and goal of CCMBC’s energies and dreams. The mission is to see these Member Churches grow to become communities centred on Jesus and Jesus’s mission, and embracing a DNA of healthy disciple-making. All the CCMBC strategic planning and governance manuals, boards and teams, staffing and ministry initiatives are collectively focused on the health and well-being of these Member Churches.

CCMBC’s Values (approved in the CUSP 2021)

- **We operate in dependence on God, who is revealed to us most clearly in Jesus.** The Holy Spirit, who is the Spirit of Jesus, gifts, energizes, and leads His people. We therefore live in prayerful and obedient attentiveness to God—Father, Son, and Holy Spirit.
- **We live by the guidance of Scripture.** Because of the Scripture’s unique authority, we seek to understand it and live it out faithfully. The MB Confession of Faith describes our current convictions. Jesus, God’s Word to humanity, is the lens through which we read the Bible. We count on the Holy Spirit to guide our shared interpretations.
- **We expect transformational discipleship.** Because Jesus is Lord and calls all people to be His disciples, we strive to follow Jesus with all we are and have—will, mind, emotions, actions, possessions, and relationships. Because the Holy Spirit transforms Jesus’ followers, we encourage each other to grow in Christlikeness, and invite others to become Christ’s followers.
- **We participate in God’s mission.** God has called and sent His people, just as God sent Jesus. Therefore, as we go to all peoples near and far, we go with word and deed—proclaiming the gospel of reconciliation and doing the work of peace.
- **We are church-focused.** Local churches, as expressions of Christ’s body, are to announce and demonstrate God’s Kingdom, and are central to God’s work in the world. Therefore, all national and provincial initiatives must equip and serve local churches.
- **We serve and lead together.** Jesus calls His followers to learn, discern, obey, and serve together. We therefore value hearing each other, serving together, deferring to one another, and reconciling our relationships. These processes take place in and across local, provincial, and national contexts. We invite

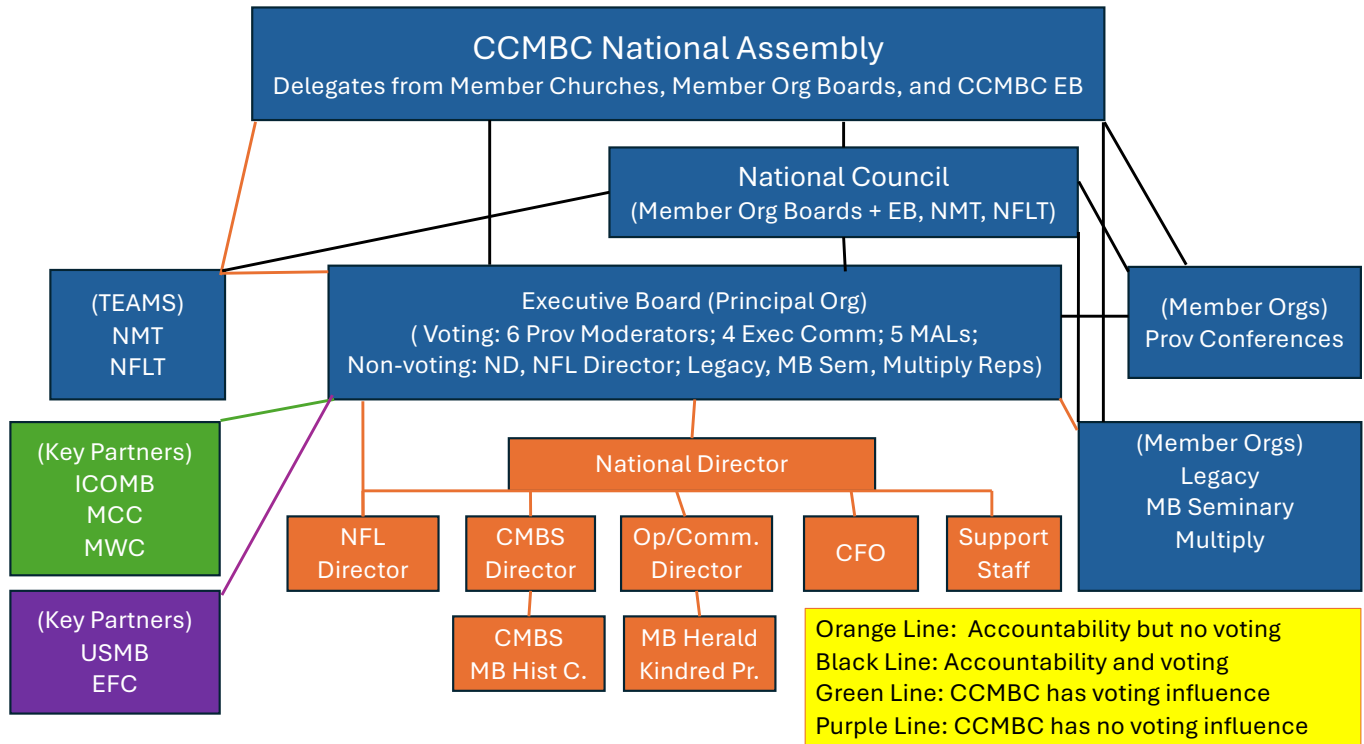
women and men of our churches to lead collaboratively at all three levels, and count on them to nurture interdependent relationships with each other and with those they serve. Recognizing the diversity within our larger denominational family, we call all to our central identity, mission, ethic, and theological convictions as described in the *MB Confession of Faith* and other MB documents and resolutions.

- **We steward resources on God's behalf.** Ever since the creation of the universe, God has given good gifts to humanity, and has authorized humans to tend these gifts as His resource managers. As stewards we therefore serve the MB churches and ministries in Canada responsibly and competently, exercising care and integrity as we oversee the funds and all other assets entrusted to the church for its ministries. We expect all who oversee the church's resources to demonstrate accountability and transparency.

CCMBC's Collaborative Model

1. We collaborate together in ways that **live out the way of Jesus** (viz., servanthood, mutual support, looking for the good in each other, encouragement, honesty, integrity, etc.).
2. We collaborate in order **to increase our collective impact** towards God's mission in Canada and beyond; demonstrate to all what it can look like for disciples of Jesus to work and serve together; and better utilize our limited financial and people resources.
3. We collaborate in a way that provides **all partners with a significant voice** in shaping what we do together and how we do it. We hope to make decisions by consensus but we also desire to take all reservations seriously.
4. We collaborate together **by participating in and supporting the work of the four priority areas** (viz., spiritual health and theology, leadership development, mission, organizational health) both nationally and provincially.
5. We collaborate together by **providing regular opportunities for delegates and leaders to speak into the plans**. This happens at the National Assembly/Annual General Meeting and the National Council. In addition, Member Organizations are active participants in the Executive Board, the National Faith and Life Team (NFLT) as well as the National Ministry Team (NMT).
6. We collaborate in ways that reflect **good stewardship of the resources entrusted to us**, desiring to maintain balanced budgets.

CCMBC's Organizational Structure



CCMBC's Roles and Responsibilities in the Collaborative Model:

CCMBC is the “principal organization” defined as “the organization that provides the supportive infrastructure for the Member Organizations as they seek to increase their collective impact and shared mission. This work includes bringing together the Member Organizations to work collaboratively towards a collective impact strategy, as well as providing the support structures, accountability, monitoring, and reporting that is necessary to move toward greater collective impact” (CCMBC Governance Manual: Section III).

Obligations of CCMBC as the “principal organization”:

1. To operate according to the will of the Member Churches and Member Organizations as that will is determined in and through the National Assembly and the National Council.
2. To operate in compliance with CCMBC's mission, values, bylaws, and the MB Confession of Faith. These are articulated in the following documents:
 - The CCMBC Charter (December 18, 1945)
 - CCMBC General Operating Bylaws (Approved 2021)
 - Canadian Mennonite Brethren Confession of Faith (1999; 2021)
 - Collaborative Unified Strategic Plan (2021)
3. To commit to active participation in the “Collective Impact Strategy” (Appendix 1) which summarizes the Collaborative Unified Strategic Plan (2021).

4. To provide the supportive infrastructure for the Member Organizations by
 - bringing together the Member Organizations through the National Assembly, National Council, Executive Board, National Faith and Life Team, and National Ministry Team, and therefore allow the Member Organizations to both set the direction of CCMBC and participate in its shared mission;
 - assisting the Member Organizations through national initiatives that contribute to the mission of the Member Organizations and by assisting with their initiatives at the provincial conference level;
 - providing accountability, monitoring, and reporting in relation to the progress of all shared initiatives.
5. To operate in compliance with provincial and national laws related to being a charitable organization, both in financial as well as governance matters.
6. To oversee the affiliation process for any new Member Organizations interested in joining CCMBC who are willing to commit themselves to upholding and actively supporting the MB Confession of Faith and the obligations described in this Member Organization Agreement (MOA) (formerly called an SPA or an MOU).
7. To oversee the accountability procedures for Member Organizations moving away from their obligations as expressed in this MOA.

Accountability Procedures related to CCMBC's Obligations.

Accountability for CCMBC as the principal organization is the responsibility of the Member Churches and Member Organizations through the National Assembly and National Council, as well as through representatives to the Executive Board, National Faith and Life Team, and National Ministry Team.

Member Organizations Roles and Responsibilities:

Member Organizations of CCMBC “means all the Provincial Conferences and each nationally affiliated organization that has committed itself to the ‘Member Organization Agreement (MOA)’”.

Provincial Conferences “are the Mennonite Brethren provincial conference organizations who have committed themselves to the Member Organization Agreement (MOA) and to which Member Churches belong.”

A **Member Church** “means a local congregation that upholds the MB Confession of Faith and CCMBC’s shared mission, values, and strategic priorities. Member Churches consist of baptized, Christian believers who are joined in a community of faith for worship, mutual edification, and mission. Member Churches have been duly received into membership by a Provincial Conference or, if geographically located outside of existing Provincial Conferences, upon recommendation of the Executive Board, by the National Conference itself” (CCMBC Governance Manual: Section III).

Obligations of Member Organizations of CCMBC:

1. To uphold and actively support the MB Confession of Faith and CCMBC’s shared mission, values, and strategic priorities. This means demonstrating this commitment at an organizational level (viz., in public communication; in the expectations for staff; in funding commitments). For Member Organizations (Provincial Conferences), this also involves maintaining these same expectations of associated Member Churches.
2. To participate actively and collaboratively with CCMBC as the principal organization and with all other Member Organizations for increased “collective impact” toward the fulfillment of CCMBC’s shared mission as well as the mission of each Member Organization.
3. To commit to active participation in the “Collective Impact Strategy” (Appendix 1).
4. To implement policies and procedures agreed upon through the National Assembly, National Council, Executive Board, National Faith and Life Team, and the National Ministry Team.
5. To provide financial support for CCMBC at levels that are fair for all Member Organizations and allow for CCMBC as the Principal Organization to continue in its role.
6. To maintain independent legal and charitable status within the province of operation.

Accountability Procedures related to Organizations Obligations.

According to the CCMBC General Operating Bylaws (Article 4.9) the end of a Member Organization's affiliation with CCMBC can result from the following:

Process for Cessation of a Member Organization¹

Any Member Organization may by its own choice, or for cause as determined by the Executive Board and supported by a resolution of the Members, cease to be a member of the Conference. Membership also ceases upon the dissolution of a Member Organization. Membership is not transferable.

In cases specific to the Member Organization's lack of agreement with the Confession of Faith, Article 4:11 of the GOBs describes the accountability process:

Suspension of a Member Organization

The Executive Board working through the National Faith and Life Team and in consultation with the National Council may initiate a process of discipline with a Member Organization which ceases to be in agreement with the Confession of Faith. If cancellation of membership becomes necessary, the Executive Board would table a recommendation to cancel their membership at a National Assembly.

A suspended Member Organization is considered to be in not good standing and may not appoint any Delegates.

Accountability for Member Organizations is, therefore, the responsibility of the CCMBC Executive Board. The EB is committed to the following values and principles as articulated in the CCMBC Conflict Resolution Procedure Policy:

The Board shall follow the guidelines for conflict resolution contained in Matthew 18:15-17 and 1 Corinthians 6:1-8. Thus, the principles of any conflict resolution process shall include the following:

- *A forgiving spirit on the Board's part will be the foundation of any conflict resolution process.*
- *The process shall begin with direct negotiation and proceed to mediation and arbitration as required.*
- *The process shall be fair and transparent and shall seek to uphold the dignity of all persons.*
- *The process shall seek the reconciliation of injustices and the restoration of relationships – including recognition of injustice, restoration of inequity, clarification of future intentions and follow-up agreements. Agreements are to be made in writing, signed and dated by all parties involved.*
- *The process shall include clear ground rules of conduct agreed upon by all parties involved, such as: no name-calling, summarizing when called on, mediator/arbitrator to lead the meeting, etc. We recognize that without good process, good product (outcome) is difficult to achieve.*

If a Member Organization appears to be failing in one (or more) of its commitments, the following steps are the recommended process:

Step One: The Executive Board Chair will schedule a conversation meeting with the Member Organization. This should involve two to three representatives from the EB and two to three from the Member Organization. The goal is to explore the nature of the perceived failure; whether there is some other explanation for the present situation; and if there are possible remedial steps that the Member Organization is open to taking. This meeting should have summary notes recorded, and these summary notes should be signed by two representatives from parties as being a fair representation of the meeting, before they are distributed to both parties.

Step Two: If the situation cannot be resolved in Step One, the Executive Board will meet to discuss possible avenues of conflict resolution (viz., a follow-up meeting, mediation/arbitration, etc.) and move forward with that next step. Resolution of the perceived failure on the part of the Member Organization and the re-establishment of a positive relationship with the Member Organization is the goal of the process. Achieving this goal ends the process.

Step Three: If all efforts at resolving the conflict are unsuccessful, the Executive Board may move forward to move the Member Organization to "suspension status" which means that they are no longer in "good standing" with CCMBC. This status means that they cannot appoint any delegates to any National Assembly, the National Council, or any CCMBC board or committee. All existing members of these boards or committees can continue

¹ The material in italics is a direct quotation from CCMBC General Operating Bylaws (2021).

but as non-voting participants. If the perceived failure in obligation involves the Confession of Faith, the EB will work through the NFLT and will of the National Council, as it considers steps to end the affiliation of the Member Organization with CCMBC. The Member Organization will receive information in a timely manner about its being moved to “suspension status,” the meaning of this status, the steps required to return to the status of being “in good standing,” and the motion being presented to the National Assembly.

Step Four: If there is no resolution of the conflict, the EB will recommend a National Assembly motion for dismissal of the Member Organization. If National Assembly approves the recommended motion, CCMBC and the Member Organization have six months to complete the legal, financial, and governance implications of their disaffiliation.

The following signatures express the willingness of _____ as a CCMBC Member Organization to agree to the obligations expressed in this Member Organization Agreement, to any Special Addendum attached, and to active participation in the Collective Impact Strategy also attached. Unless otherwise agreed upon or legally required, this MOA replaces and supersedes all previous agreements between CCMBC and the Member Organization.

Member Organization Board Chair (authorized by the Board to represent the Member Organization)

Signature

PRINT NAME

Member Organization Board Member

Signature

PRINT NAME