

2022

NEW WORKER PACKAGE

We catalyze leaders and churches to experience the fullness of life in the kingdom of God and to invite neighbours and nations to do the same.



EASTERN CANADIAN DISTRICT

**BECOMING / EMPOWERING / LISTENING /
LONGING / TRUSTING**



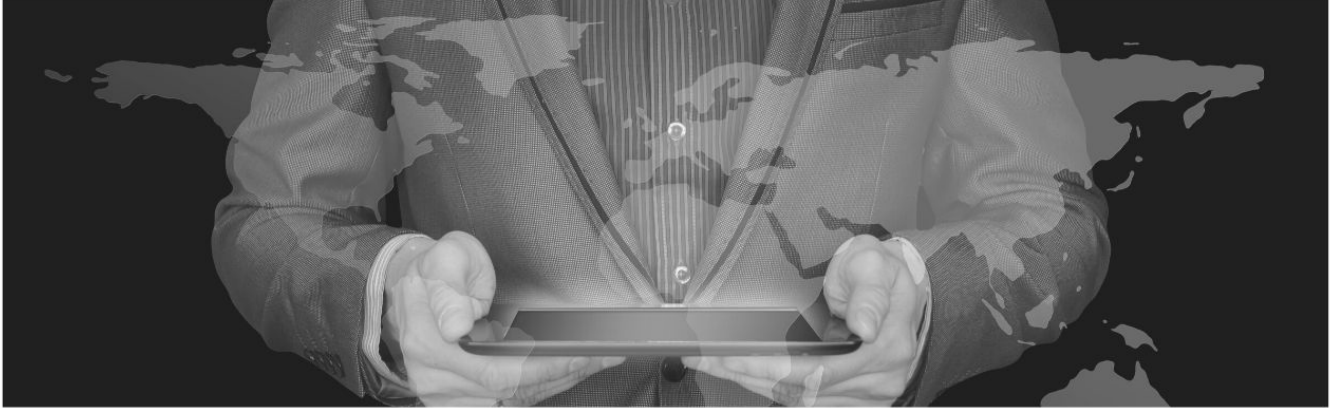
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CHECK LIST

- ☐ District Bylaws
- ☐ Manual of the C&MA
- ☐ Marriage Officiant Number
- ☐ Benefits Plan
- ☐ Salary Form
- ☐ Alliance Retiral Fund - Pension Plan
- ☐ Ordination
- ☐ Licensing Requirements

TO REVIEW



We are pleased to welcome and officially recognize you as a licensed worker of The Eastern Canadian District of the Christian and Missionary Alliance. In this handbook you will find several items which you will want to take note of, complete and return to the appropriate address by the designated date.



CREDENTIALS – a document recognizing you as an official worker will be emailed to you. These are renewed every year.



DISTRICT BYLAWS – read and familiarize yourself with our District bylaws. These bylaws are not found in the Alliance Manual. They supplement the Constitution of The Christian and Missionary Alliance. Read bylaws [HERE](#).



MANUAL of C&MA – read and familiarize yourself with the manual of C&MA. It contains the General Constitution, Bylaws, Auxiliary Constitutions, and Policies and Regulations, supplemented by other Legal Actions. [Click here](#) for the public section of the Manual. [Click here](#) to request a login to view the full Manual as well as other helpful resources.

**Office of the Registrar
General in ON**
P.O. Box 4600
189 Red River Road
Thunder Bay, Ontario
P7B 6L8

Eastern Canadian District
12 – 11 Stanley Court
Whitby, Ontario
L1N 8P9

**The Christian & Missionary
Alliance in Canada**
101-2580 Matheson Blvd E
Mississauga ON
L4W 4J1

TO REVIEW



MARRIAGE OFFICIANT NUMBER– to receive a marriage officiant number please contact our district office olga@easterndistrict.ca to get a document you will need to apply to the government. It is your responsibility to apply for your marriage officiant number through the office of the registrar. To do so you will need to mail the following items to the Office of the Registrar General:

- Copy of your Ordination Certificate or current License
- Original Letter of Support from ECD (will be mailed to you) after you contact us
- Completed Application Form (for Ontario found [HERE](#))

To apply for a marriage license in other provinces (NB,NS) please contact olga@easterndistrict.ca



BENEFITS PLAN – not all employees are eligible for benefits. Please consult your employer before applying for benefits. Chapter 2 will provide more details regarding the available group benefits for the Eastern Canadian District.

PLEASE NOTE: Applicants must apply for benefits within 1 month of hire date



SALARY FORM– this form must be completed online by either you or your church treasurer. Fill out the Form [Here](#) (This information is used to update your benefits and is used to generate the salary compensation guide.)



ARF PENSION PLAN – all full-time employees are required to join the Alliance Retiral Fund defined contribution pension plan. [Enrollment forms](#) are to be filled out online. See Chapter 3 for assistance in filling out your enrollment forms. (The access code for the website is 8215) To set up a new worker forward your request to ken.board@cmaacan.org and he will help you.



ORDINATION – all (portable) official workers are required to go through the ordination process. We recommend that you start on the 3 year ordination track at your start date. (More time is given to those who are bi-vocational.) We will be using www.mycmaonline.ca to manage your ordination progress. Contact the Kathy Klassen (kathy@easterndistrict.ca) to get started.

LICENSING REQUIREMENTS

(Please check your follow up letter, from your Approval for Licensing interview, to determine which requirements are pertinent to you.)



Alliance History & Thought - a course which surveys the origins of The Christian and Missionary Alliance movement in its social, cultural, and theological context, with emphasis on its historical continuities and changes, and evaluating Alliance “distinctives.” This course is offered online in January and May of each year. There is also an option to take the course in Mandarin. Please note, a discount equal to 50% off the current credit tuition rate is available for C&MA official workers and Global International workers who are taking the course for licensing purposes and approved by their respective District. Contact the District Office for more details. [Click here](#) for more information on taking the course through Ambrose. [Click here](#) for more information on taking the course through Tyndale.



New Worker Retreat – This is a yearly event for those new to ministry in the C&MA in Canada. Wondering what resources the ECD has to help you thrive long term in ministry? Want to connect with other new workers who are following God’s call? [Click here](#) for more details on upcoming retreats.



Clergy Abuse Prevention Training - This training will provide you with a greater awareness around the issues of clergy sexual abuse, help our workers understand the scope of influence a leader’s role carries, and provide you with tools to help you develop plans and procedures in your area of ministry on how to maintain healthy boundaries in relationships, equip your teams, and start healthy conversation about how everyone can work together to ensure our ministries are safe places. [Click here](#) for more information



Deeper Life – These modules are designed to help you experience the abundant life that Jesus came to bring us. The real purpose is to help you become a disciple of Jesus that experiences the fullness of life in the Kingdom of God and then is able to invite nations and neighbours to do the same. [Click here](#) for more information



Grip Birkman - The Grip-Birkman is a Spiritual Gifts and Behavioral Assessment, providing practical insights for individuals, teams, and organizations. Contact Kathy Klassen (kathy@easterndistrict.ca) for more information

BENEFITS

The Eastern Canadian District's benefit program is offered through Wawanesa. Official Workers are eligible to begin coverage 3 months after their date of hire and may submit claims directly to Wawanesa after that date.

The Full-Time plan booklet, which outlines the various coverage under the program, is available [HERE](#).

The Part-Time plan booklet is [HERE](#). Our third party can be contacted by emailing: benefits@easterndistrict.ca.

If you are eligible through your employer for benefits, you will need to apply within the 1st month of employment and send it to the District Office:

Attn: Benefits Administrator
11 Stanley Court, Unit 12
Whitby, ON L1N 8P9

Once your benefits are approved, a benefits card which contains your plan number and certificate number for filing claims, will be mailed to you.

Claims are to be made directly to Wawanesa using the appropriate forms. Or you can make your claim online. To register for an online account [click here](#).

If you have any questions about your coverage feel free to email the Benefits Administrator at benefits@easterndistrict.ca

Wawanesa Life Group Benefits Mobile App (There's an app for that!)

Available from the Apple App Store and Google Play Store, you can download the Wawanesa Life Group Benefits app to your Apple or Android device for free.

To access the app, you must first register for a Plan Member Online Claims account or log in using your existing login information as you do when using our website.

BENEFITS



Wawanesa
Life



Eligibility

Eligibility Requirements

Waiting Period: 3 months

Eligible Employees

- Plan is available for full-time eastern district employees. Provided they work at least 30 hours per week on a permanent basis.
- Part-time employees working a minimum of 20 hours per week are eligible.

**LTD and CI coverage eligible for full-time employees only.*

Eligible Dependents

- The spouse and dependent children up to age 21 or to age 25 provided they are in full-time attendance in college/university are eligible dependents.

Benefit Details

Life Insurance

- Paid in the event of the Plan Member's death.
- Coverage is 200% of annual Earnings, rounded to the next higher \$1,000.
- Maximum amount available is \$250,000.
- Reduces by 50% upon attaining age 65. Earlier of attainment of age 70 of the Plan Member or retirement.

Optional Life Insurance

- Plan Member and Spouse - Units of \$10,000 up to a maximum of \$500,000 each.
- Terminates Earlier of attainment of age 65 of the Covered Person or retirement of the Plan Member. Paid in the event of the Plan Member's death.

Accidental Death & Dismemberment

- Paid in the event of an accidental death of the Plan Member. May also be paid in the event of dismemberment of the Plan Member.
- Coverage is 200% of annual Earnings, to a maximum of \$250,000.
- Reduces by 50% upon attaining age 65. Earlier of attainment of age 70 of the Plan Member or retirement.

Critical Illness

- Single payment per lifetime paid for any one of the Covered Conditions for the Plan Member.
- Benefit amount of \$5,000.

Long Term Disability

- The maximum amount available is \$5,500.
- Pays out 60% of your monthly Earnings.
- Benefit are payable after 112 days of disability.

Healthcare Coverage

- 90% reimbursement on eligible expenses.
- Annual deductible - \$10 single / \$25 family.
- Coverage: Includes eligible drugs legally requiring a prescription and includes certain supplies (eg. diabetic supplies) and preventative vaccines.
- Eligible expenses include paramedical practitioners, maximum per calendar year: \$500
 - Acupuncturist
 - Audiologist
 - Chiropractor
 - Dietician
 - Massage Therapist
 - Naturopath
 - Osteopath
 - Chiroprapist, Podiatrist or Podiatrist
 - Physiotherapist, Athletic Therapist or Occupational Therapist
 - Psychologist, Social Worker or Family Counsellor
 - Speech Therapist
- Also includes semi-private hospital coverage, vision care (including eye examinations), and out of country coverage.
- Medical supplies are included.

Dental Coverage

- 90% reimbursement of eligible expenses Includes examinations (recall exam every 6 months), consultations, cleanings, fluoride treatments, x-rays, fillings, extractions, root canal work, gum treatment.
- 50% major restorative services Includes bridgework, crowns and inlays and orthodontic coverage.
 - 50% of orthodontic services (dependent children under the age of 19), \$1500 lifetime.

Please note: The information provided is a summary of the policy. In the event of a discrepancy between the policy document and this information, the wording in the policy document will apply.



Wawanesa
Life

1-888-997-9965 wawanesalife.com

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ALLIANCE RETIRAL FUND

The ARF pension plan is a “defined contribution” plan, where you, in effect, have an account of retirement funds that you actually own. The total amount of funds to be contributed to your ARF account each year is calculated as 10% of your total gross earnings. You contribute 5% (salary including the clergy residence component), and your employer contributes a matching 5% (salary including the clergy residence component).

All full-time employees are required to join the ARF pension plan as a condition of employment.

Enrolment forms are to be filled out online (The access code for the website is: 8215. Once you're logged in, Click on Enrolment Guides under Member Tools on the left hand side. Or connect with Ken Board directly to get the most current forms). First make sure to read the the Enrolment Guides.

To set up a new worker forward your request to ken.board@cmacan.org and he will help you.

To discuss the ARF plan or the investment options available to you, contact your plan's Retirement Consultants, Reuter Benefits, toll-free at 1-800-666-0142 or via email at retire@myretirement-alliance.com.

THE CHRISTIAN & MISSIONARY ALLIANCE



The Christian and Missionary Alliance in Canada has been a growing evangelical denomination since its establishment in 1887.

We are people committed to Jesus.

We are a Christ-centered, Spirit-empowered and mission-focused group of more than 430 local churches in Canada. We are engaged in church planting, in reaching the least-reached, and in justice and compassion work in Canada and around the globe

We recognize the authority of the Bible in everything we do. Our thirst is to love God with everything we have — our hearts, souls and minds — and to love people as we love ourselves

O God, with all our hearts, we long for You. Come, transform us to be Christ-centred, Spirit-empowered, Mission-focused people, multiplying disciples everywhere. By your grace and for your glory: renew and empower us through a fresh encounter with Yourself; release us to be strategic in service, kingdom-connected in practice, passionate in pursuit of your mission and mercy. Use us to fulfill Your purpose for Canada and the world."

Quick Links:

[Marketplace](#)
[Justice and Compassion](#)
[Global Ministries](#)
[Envision](#)
[C&MA website](#)

THE EASTERN CANADIAN DISTRICT

The Eastern Canadian District (ECD) is one of the six districts within the Christian and Missionary Alliance in Canada (C&MA).

Vision Prayer:

O God, with all our hearts, we long for You. Come, transform us to be Christ-centred, Spirit-empowered, Mission-focused people, multiplying disciples everywhere.

Our district includes Eastern Ontario from east of Hwy 427/27, to Hwy 89, around the south shore of Lake Simcoe to the 79 meridian, and then North to the Quebec border and the Atlantic Provinces. It consists of over 79 churches and includes churches in 12 different languages, including, Mandarin, Cantonese, Vietnamese, Ethiopian, Filipino, Spanish, Korean, Cambodian, French, & Iranian.

Meet your District Team:

- **Curtis Peters**, *District Superintendent*
curtis@easterndistrict.ca
- **Malcolm Billing**, *Executive Director*
malcolm@easterndistrict.ca
- **Kathy Klassen**, *Director of Renewal & Leader Formation*
kathy@easterndistrict.ca
- **Amanda Corbin**, *District Missions Mobilizer & Communications Director*
amanda@easterndistrict.ca
- **Vivian Poon**, *Finance Director*
finance@easterndistrict.ca
- **Olga Lofiut**, *Executive Assistant/ Administrative Director*
olga@easterndistrict.ca
- **Bobbilee Clement**, *Office Administrator*
office@easterndistrict.ca
- **Rajani Mather**, *Benefits Administrator*
benefits@easterndistrict.ca



ECD

New Worker Package 2021

MINISTRIES OF THE ECD



Deeper Life

Deeper Life Modules are designed to help you experience the abundant life that Jesus came to bring us. These modules have been set up in an online flip classroom format so that you can receive teaching, do some Bible reflection on your own and then meet with others on the journey under the guidance of a facilitator to begin to process what you are learning. The real purpose is to help you become a disciple of Jesus that experiences the fullness of life in the Kingdom of God and then is able to invite nations and neighbours to do the same.

[Click here](#) for more information



Healing Stream

The Healing Stream offers 20 minute prayer sessions to those seeking healing. Our team of volunteers work together to compassionately care for those in need. Take a look at the video to the right of your screen to see what the experience will be like. Below are two testimonies of recent healings. It's an honour to pray for you!

[Click here](#) for more information

GLOBAL MINISTRIES

Global Ministries, which sometimes has been referred to as the overseas department of the Canadian C&MA, exists to help churches facilitate church-planting movements among least-reached people groups throughout the world.

The Christian and Missionary Alliance (C&MA) was built on the foundational command to “go and make disciples of all nations” (Matthew 28:19) and has lived it out since the 1800s. Our founder, A.B. Simpson, said that The C&MA ***“aims to reach the most neglected fields, to avoid the beaten tracks of other laborers, to press on to the regions beyond and instead of building upon another man’s foundation to preach the Gospel where Christ has not been named.”***

Jesus motivates us to go, to live on mission, aiming to be a Christ-centred, Spirit-empowered, Mission-focused movement. Our churches send people to live on mission as International Workers (IWs) among least-reached people groups all around the world. With approximately 250 IWs, more than 40% are in countries that closed their doors to traditional missionaries long ago. These countries are now referred to as Creative Access Countries (CAC).

IWs live in almost every setting imaginable, from rural sustenance communities to high-energy urban streets, in countries that protect freedom of expression and those that suppress it.

Our workers are respectfully immersed in other cultures living, loving, and doing life with them. When local people become leaders, who will disciple more people to follow Jesus, our International Workers step aside and look for other corners of the world where God will use them again.

GLOBAL MINISTRIES

Missions is at the heart of our denomination. It even says it in our name: The Christian and MISSIONARY Alliance! How incredible is it that we get to partner with God in bringing access to Jesus where few or none have had the opportunity to experience the fullness of life in God's Kingdom.

As a denomination we have identified 5 areas around the world that we are focusing on: Caribbean SUN, Desert SAND, SILK Road, Asian SPICE and SEA to SEA (in Canada).



Sea to Sea - Canada



Asian Spice – Asia/Australia



Silk Road – Europe/Russia/Arabian Peninsula/Central Asia



Desert Sand – Africa



Caribbean Sun – South & Central America/Mexico

MINISTRY TRACKS:



Church Planting – IWs serving in church planting help with the development of churches and disciple-making in least-reached places.



Justice and Compassion – IWs serving in justice and compassion work are concerned with the health-care, relief work, food security, and development of their surrounding community.



Marketplace – IWs serving in marketplace have a combined professional or business gifting with a calling to share God's love in an international context. These professional skills open unique doors for serving God.



Worker Support – IWs serving in worker support have specific skills, training, and background that assist the teams in their effectiveness in ministry.



Envision Canada - As a resource of the C&MA, Envision helps to identify and develop future missional leaders who innovate, establish, and strengthen communities of faith in key urban environments. We do this through short-term trips, internships, go global careers, leadership development, and ministry resources.

www.envisioncanada.org



New Worker Package 2021

GLOBAL MINISTRIES

TRANSFORMING LIVES

International Workers Statistics

- 42% in Creative Access Countries (CAC)
- 210+ supported by the Global Advance Fund
- 170+ Fully funded from GAF
- 35 Partially funded from GAF
- 6 Self-funded

ECD Statistics

- 51 current International Workers!
- 11 new IW's in 2021

REGIONAL BREAKDOWN

- Sun: 11
- Silk: 18
- Sand: 4
- Spice: 15
- Sea to Sea: 3

THE GLOBAL ADVANCE FUND (GAF)

Financing our workers in their roles is an important part of being so focused on missions. By pooling our resources through giving to the Global Advance Fund (GAF), we as C&MA churches in Canada support our IWs. It is our responsibility to model and encourage a powerful spirit of sacrificial generosity.

SEAMLESS LINK

Seamless Link is a covenantal relationship that joins our local churches and IWs in partnership to experience the joy of Christ's global mission as a mutual responsibility and privilege. In Seamless Link relationships, churches and IWs work together to love the Least Reached People Groups (LRPG'S) with the Gospel. Seamless Link Covenants are tangibly expressed through prayer, funding, communication and possible site visits.

- PRAY
- FUND
- COMMUNICATE
- VISIT

The logo for ECD (Evangelical Church Development) features the letters 'ECD' in a bold, stylized, sans-serif font. The 'E' is composed of three horizontal bars, and the 'C' and 'D' are solid. The logo is set against a white background within a dark grey rectangular box.

New Worker Package 2021

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RESOURCES & TRAINING

Networks



POWER TEAM - is the Alumni of the Christian & Missionary Alliance in Canada. All those who have served the C&MA as a pastor, missionary or educator and is "retired" from that ministry, is a member of POWER Team. Some people do not like the word "retired". We recognize we do not retire from life or serving, but now we might be doing it at a different pace and in a different place. Their Purpose - To connect, encourage and empower "retired" (Christian workers) pastors and missionaries of the C&MA. Contact Gerald Hogenbirk for more information: hogenbirkgd@yahoo.com



Youth Network – Is a network of youth pastors and workers in our district. Often events are planned together and annual meetings occur. We have a District Youth Leadership Team of 4 people who help connect new workers. [Click here](#) to contact the Youth Network.



Children's Network/The Exchange – Is a network of children pastors and workers in our district. Often events are planned together and the network regularly meets for support and training. We have a District Children Leadership Team who help connect workers in this area. (Contact Solange Werners for more information: swerners@rexdalealliance.ca)



Chaplain's Network – Chaplains are 'hands on' when it come to engaging people in need of comfort, love, direction, healing, hope, and encouragement. These versatile men and women can be found in a wide variety of settings including hospitals, nursing homes, corrections (prison), military, corporate sector, Emergency services, schools and more. Contact Alan Nikkel for more information: arnikkel@hotmail.com

RESOURCES & TRAINING

Networks



Women's Ministry Network - The vision of ECD Women's Ministries is to encourage women in their faith, empowered by the Holy Spirit to reach within their church & in their community & globally to make disciples of Jesus Christ. Contact Lorraine Fish for more information: lorranefish7@gmail.com



Bible Quizzing - Quizzing has changed the life of so many teens from across the world. From the districts in the United States and Canada, to the quizzing districts in the Dominica Republic and Jordan, Bible Quizzing has and continues to be a fantastic ministry that claims God's promise that "No word of God will return empty." That truth has held true for thousands of years, and will do so for thousands more! Contact ecdquizzing@gmail.com for more information.



Discipleship Network - As a district of churches, we desire to see a culture develop in each of our churches that leads to the development of disciples who make disciples. Contact Cheryl Guinness for more information: cguinness@rexdalealliance.ca



Disability Ministries - Disability Ministries seeks to support and encourage the inclusion of persons with disabilities in the life and work of the Church. This ministry begins with a heart of compassion by providing creative solutions for inclusive participation in church programming. Contact Cynthia Tam for more information: ctam@thelivingroomchurch.ca

RESOURCES & TRAINING

New Ventures

New leaders. New places. New churches.

A young couple packing up to move across the country. An entrepreneur using coffee to raise funds for Atlantic Canada. A young father returning to school to learn French. A group of diverse denominations supporting a common vision for Quebec.

These are New Ventures.

We are excited by the new things God is doing, and we are adamant about the idea that one size doesn't fit all. We walk with individuals and churches to support the new things they are being called to do.

As part of a Christ-centred, Spirit-empowered, Mission-focused movement called the Christian & Missionary Alliance in Canada, we believe that the best way to reach our nation is through planting new expressions of church.

Our desire is to see new leaders, in new places, leading new churches across Canada to reach new people with the gospel of Jesus.

As we think about engaging in mission in an Acts 1:8 model (Jerusalem, Judea, Samaria & to the ends of the earth), New Ventures partners with local churches to launch new communities of faith which explore new approaches to church and bring access to the good news of Jesus Christ to communities where there is a limited gospel presence and to the nations who have come to Canada.

To read more incredible stories and watch amazing videos of New Ventures happening in our District and around Canada check out [New Ventures Canada](#)

RESOURCES & TRAINING

Here are some quick links you might find helpful!



[History of the Alliance](#)

Are you a history buff? Do you want to know more about the Alliance throughout the years?



[Facebook Instagram](#)

Check us out on social media.



[Kairos Course](#)

To see the whole Church mobilized for cross-cultural mission to the world's least-reached peoples.



[Counselling Assistance Plan](#)

This is a way for the ECD to make counselling services available for all licensed workers.



[Envision](#)

To see God stir up this generation for His Kingdom as we move people, shape culture, and grow in Christ together.



[Healing Stream](#)

20 minute prayer sessions for those seeking healing.



[Tyndale](#)

Our partnership is designed to prepare graduates to become licensed and serve in Christian and Missionary Alliance churches throughout Canada and the world.



[Deeper Life](#)

These modules are designed to help you experience the abundant life that Jesus came to bring us.



[Ambrose](#)

In addition to training leaders for ministry, Ambrose University offers accredited degrees in arts & science, education, and business. Our Seminary offers graduate-level degrees and programs in ministry, theology and biblical studies.



[Defend Dignity](#)

Exists to end all forms of sexual exploitation in Canada.



[Nyack College](#)

A Christian and Missionary Alliance educational institution that pursues its historic mission of preparing men and women to "take the whole Gospel to the whole world."



[Plan to Protect](#)

Our priority is abuse prevention and vulnerable sector protection.



[Upcoming Events](#)

Wondering what's going on in the District?



[Elders Support Training](#)

Coaching for church boards is provided by the Elder Support Team enabling all to align around being Christ-Centred, Spirit-Empowered and Mission-focused.