**POLICY 3.0 – Employment Policy**

**Purpose:** To clarify and standardize pastoral employment criteria in reference to credentialing of pastors within the Congregational Christian Churches in Canada (CCCC). This policy is for the benefit of churches so that they have qualified applicants. It also ensures churches do not jeopardize the church’s credentials by hiring a non-qualified applicant as set out in section 5.3(i). This also protects an applicant who may not qualify under the pastoral qualifications as set out in section 5.1 to 5.4(i) prior to commencing employment.

**Policy:** Credentialed churches within the CCCC will ensure that prior to commencement of employment, pastors have applied for and have been recommended by the Credentials Committee for credentials and have been approved by the National Board of Directors of the CCCC.

**Procedure:** 1. A church considering calling a pastor who is not credentialed with the CCCC shall notify the National Board of Directors, through the National Pastor, of its intent.

2. The local church shall convey to the prospective pastor the requirements set forth in this policy.

3. A church will, prior to the commencement of a pastor’s employment, require evidence of the prospective pastor’s credentials with the CCCC and of his/her commitment to comply with this policy.

4. In exceptional and unusual circumstances, time-limited specific exemptions may be approved by the National Board of Directors.

5. The Credentials Committee shall at least annually, monitor pastoral relations for compliance with this policy, and report their findings to the National Board of Directors.