



Covenant of Understanding of the Relationship between Foursquare Gospel Church of Canada (National Church) and Local Church Councils

This agreement will help us work together as a unified and integral Foursquare family.

We understand that our Local Church, as a charter church, is legally an internal division of the Foursquare Gospel Church of Canada (the “National Church”). The National Church may be responsible for the actions of our church and therefore it is subject to the authority of the officers and the Directors of the National Church. Both the officers and directors of the National Church and the local Church Council act in a fiduciary capacity (in trust and with the obligation to act in the best interests of the church).

PROPERTIES

All properties are registered in the name of the National Church, as it is the only legal entity that can hold land. When decisions need to be made about a local church building or property (purchasing, selling, renovations, etc.) or vehicle, the pastor and church council will notify their Unit Supervisor after a membership vote. Typically, forms will need to be completed showing the church’s financial state and details given to the National Board regarding the congregation support. The National Board of Directors need to approve and be the legal signatories on all property matters in accordance with the bylaws and all contracts must be explicitly made subject to the approval of the National Board of Directors. The National Church will typically defer to the decisions of the local church, provided that it is satisfied that a proposed transaction is in the best interests of all parties involved.

It is the responsibility of the church council in cooperation with the local church Lead Pastor to maintain facilities and keep a current inventory of all assets for insurance purposes and to have adequate insurance coverage.

FINANCIAL OPERATIONS AND REPORTING

It is the responsibility of the Church Council, in cooperation with the local church Lead Pastor, to ensure that all required reporting, including government reporting, is properly completed, with copies submitted to the National Office. This includes reporting on all the operating costs of the local church, maintenance of facilities, and support of ministries and missions and the

submission of the 10% Canadian Extension Tithe to the National Church for the operation of the denomination.

It is also the obligation of the Church Council to ensure that the church's financial operations are kept on a sound footing. This includes the payment of ongoing salaries of the local church Lead Pastor and staff, with appropriate payroll deductions being made and remitted to the appropriate government entities. Additionally, employees must be included in the mandatory Foursquare Group Benefit Plan, which includes Extended Health and Pension. All employment expenses, including travel expenses and any severance obligations must be dealt with in the annual budget (as set by the Church Council). All of these obligations must fully comply with the employment laws of Canada and of your local province.

Establishment of the salaries should be made within the National Office guidelines according to what the local church can afford. The National Office must be notified of any changes in salary amounts. The Church Council is responsible to review the compensation for all staff at the local church on an annual basis and adjust as is fitting. Provision should be made in the annual budget to send the Lead Pastor and any staff as the church can afford, to the annual Canadian Foursquare Church Convention or Pastor's Conference.

Budgets are established and maintained by the Church Council in cooperation with the Lead Pastor. Copies should be provided to the National Church.

As always, the National Church is available to assist and provide advice to all local churches and the National Church encourages all local churches to take advantage of the expertise of our National Office.

CONSTITUTION AND BYLAWS, ADMINISTRATION MANUAL and STATEMENT OF FAITH

The National Board holds the legal responsibility for the Foursquare Gospel Church of Canada. As a Local Church Council, we are required to act in compliance with all applicable provincial and federal laws (including all laws pertaining to the maintenance of our registration as a charity under the *Income Tax Act*), with the Foursquare Gospel Church of Canada's Constitution and Bylaws and the current Administration Manual . We understand that we are also responsible to adhere to the Foursquare Gospel Church's Declaration of Faith. Any concerns by any local church council member should be brought to the attention of the National Office or the Unit Supervisor of the Foursquare Gospel Church of Canada.

BENEFITS OF BELONGING TO THE FOURSQUARE GOSPEL CHURCH OF CANADA

a. Strong, denominational covering with adequate local church autonomy. Help is there when you need it but not interfering when it's not in the church's best interest.

- b. We can accomplish more together than each church could do independently as we partner together in geographical units for church birthing, kids and youth camping programs and local church development or training opportunities.
- c. The National Organization provides a National vision, with appropriate strategies , and partnerships across the nation of Canada.
- d. The Foursquare Gospel Church has family connections in 145 nations of our world, who work co-operatively for the Kingdom of God.
- e. Church leadership are held in loving accountability by a nation-wide network of Unit Supervisors.
- f. CARE: The National Church works to serve the local churches in the Canadian Foursquare Church by caring for the licensed ministers by providing resources to facilitate encouragement and practical care of leaders wishing to take a sabbatical and by providing counselling for the pastor and their family through difficulties or life changes.
- g. Qualifying paid personnel are required to participate in the Foursquare Benefit Plan and Group Insurance Plan after an appropriate waiting period.
- h. L.E.A.D. (Leadership Enrichment and Development) The Foursquare Gospel Church of Canada recognizes the importance of the training and ongoing development of leaders at local, regional and national levels. The goal is that people in Canada may be reached through believers who are adequately prepared to minister the Gospel of Jesus Christ. The National Church works to serve the local churches in the Canadian Foursquare Church by helping licensed ministers reach their educational goals providing the tuition reimbursement for courses completed which covers 50% of tuition costs for studies at PLBC or another approved theological training institute through the LEAD program. PLBC offers an additional 50% subsidy for licensed Foursquare ministers.
- i. One Constitution and Bylaws under which all Canadian Foursquare churches operate, making systems simpler and unified.
- j. N.F.C.D (New Foursquare Church Development): The National Church works to serve the local churches in the Canadian Foursquare Church by providing a team of leaders who will help resource church planters and teams in the process of approval, provide guidance and support to the endeavours to start new churches in cooperation with the National Church.
- k. Missions: The National Church works to serve the local churches in the Canadian Foursquare Church by envisioning, coordinating, facilitating and resourcing the overseas ministry efforts of

the Foursquare Gospel Churches of Canada in cooperation with Foursquare Missions International.

l. Welcome participation in the Annual Convention and Pastors' Conferences.

m. Properties held by the National Church gives protection for the local church and solid equity when applying for mortgages or loans.

n. The Foursquare National Office is always available to help pastors/administrators with Government/legal/Real Estate Banking requirements and questions.

o. The family relationship among pastors and leaders, with common values and vision, is an excellent source of encouragement, stimulation, resources and friendship.

p. Our shared licensing process provides protection for the local church as there is a screening of those who will become responsible for leadership in the local church.

q. Our unique history of revival and the fact that our denomination was started by a woman at a time where women in leadership was rare typifies our value on visionary leadership and those who are at the same time sensitive to the leadership of Jesus Christ over the church through the guidance of the Holy Spirit.

r. We understand that our Local Church _____, as a charter church, is legally an internal division of the Foursquare Gospel Church of Canada (the "National Church"). As those who serve on the church council of this church, we agree to the responsibilities and appreciate the benefits as outlined in this *Covenant of Understanding*.

Signed this ____ day of _____, 20____

_____ (Lead Pastor)

Please have all council members sign and return to the Foursquare Gospel Church of Canada National Office:
B307-2099 Lougheed Highway, Port Coquitlam, BC V3B 1A8 Ph. 604.941.8414 Fax 604.941.8415