



Employee and Volunteer Acknowledgement and Agreement

I, _____ have read and am in agreement with all statements, principles and ideas set out in the following foundational documents of the Pregnancy Care Centre:

1. Sanctity of Life Statement
2. Statement of Faith
3. Statement of Principles
4. Ethics of Client Care
5. Volunteer Support Worker Commitment
6. Stewardship Policy (applicable only to Board Members)
7. Our Commitment of Care and Competence
8. Commitment to Lifestyle Principles

My signature hereto evidences my understanding of, and agreement to conduct myself in accordance with, the statements set forth in the aforesaid documents. I further acknowledge and agree that anything done or said by me contrary to the requirements of these documents will be sufficient cause to terminate my employment and/or volunteer activities with the Pregnancy Care Centre.

Dated at the City of Toronto, in the Province of Ontario, this ____ day of _____, 202__.

Witness

Signature

Sanctity of Life Statement

We believe that human beings are created by God in His image. Therefore, every person, from conception to natural death, possesses inherent dignity and immeasurable worth — including preborn children, elderly individuals, people with diverse abilities, and others marginalized by society.

Genesis 1:27; Psalm 139:13-16; Matthew 25:31-40

Adapted from the Pregnancy Care Canada™ Sanctity of Life Statement January 2021

Statement of Faith

We believe that:

1. The Holy Scriptures as originally given by God are divinely inspired, infallible, entirely trustworthy, and constitute the only supreme authority in all matters of faith and conduct.
2 Timothy 3:16-17; 2 Peter 1:19-21
2. There is one God, eternally existent in three Persons: Father, Son, and Holy Spirit.
Exodus 15:11; Psalm 83:18; Matthew 28:19
3. Our Lord Jesus Christ is God manifest in the flesh; we affirm His virgin birth, sinless humanity, divine miracles, vicarious and atoning death, bodily resurrection, ascension, ongoing mediatorial work, and personal return in power and glory.
Matthew 1:18-25; Hebrews 1:1-3; 1 Thessalonians 4:13-17; Titus 2:13
4. The salvation of lost and sinful humanity is possible only through the merits of the shed blood of the Lord Jesus Christ, received by faith apart from works, and is characterized by regeneration by the Holy Spirit.
Ephesians 2:8-9; Titus 3:4-7; Acts 4:12
5. The Holy Spirit enables believers to live a holy life, to witness and work for the Lord Jesus Christ.
Acts 1:8; Romans 8:1-27
6. Followers of Jesus are called to express their sexuality within marriage between one man and one woman — a sexual, covenantal relationship that God uses to illustrate His relationship to His people.
Genesis 2:18-25, Mark 10:6-9, 1 Corinthians 7:2
7. The Church, the Body of Christ, consists of all true believers.
1 Corinthians 12:1-27; Colossians 1:18
8. Ultimately God will judge the living and the dead, those who are saved to the resurrection of life, those who are lost to eternal separation from God.
John 5:28-29; 2 Corinthians 5:10; Revelation 20:15

Adapted from the Statement of Faith of the Evangelical Fellowship of Canada and the Pregnancy Care Canada™ Statement of Faith January 2021

Statement of Principles

1. Pregnancy Care Canada (PCC) affiliated centres are committed to sharing the love of Jesus Christ with clients.
2. The primary focus for PCC-affiliated pregnancy care centres is to reach and serve the abortion vulnerable.
3. Those who serve as pregnancy care centre board members, leadership advisors, staff, and direct client care volunteers are expected to have a personal relationship with Christ and their lifestyles should be lived in a manner consistent with PCC's Statement of Faith.
4. PCC-affiliated centres are committed to providing clients with medically accurate information and education about abortion, adoption, parenting, prenatal development, and healthy relationships.
5. PCC-affiliated centres are committed to assisting individuals to carry to term by providing emotional and spiritual support, practical assistance, and community referrals.
6. PCC-affiliated centres do not discriminate against any client on the basis of race, colour, religion, creed, national origin, age, gender identity, sexual orientation, or lifestyle.
7. PCC-affiliated centres are committed to providing all client services with honesty and integrity. Affiliated centres denounce any form of deception in their communications.
8. PCC-affiliated centres do not provide or assist in arranging abortions or abortifacients. PCC-affiliated centres treat all clients with compassion and respect, including women who choose abortion.
9. PCC-affiliated centres do not display graphic images of aborted fetuses in centre-related activities.
10. PCC-affiliated centres do not provide contraceptives to clients.
11. PCC-affiliated centres do not charge for basic client services.
12. PCC-affiliated centres have a pastoral focus and are committed to creating awareness within the local community regarding the value of life and the challenges related to an unexpected pregnancy. PCC-affiliated centres are not to be involved in political or lobbying activities.
13. PCC-affiliated centres recognize the validity of adoption as one alternative to abortion, and present adoption and all other options objectively.

Adapted from the Pregnancy Care Canada™ Statement of Principles for Crisis Pregnancy Centres January 2021

Ethics of Client Care

I commit to the following Code of Ethics:

1. I will be non-judgmental and will not discriminate against any client on the basis of race, colour, religion, creed, national origin, age, disability, gender identity, sexual orientation, lifestyle, or other arbitrary circumstances.
2. I will respect the intrinsic worth of all persons whom we have the opportunity to serve.
3. I will maintain the highest standard of honesty and integrity in fulfilling my responsibilities, and I will never knowingly misrepresent our services.
4. I will ensure that clients review and sign a Pregnancy Care Canada (PCC) approved Client Services and Disclaimer Form before commencing support services.
5. I will endeavour to ensure the client understands that all intake material is given voluntarily, and that the client understands the purpose for which this information will be used.
6. I will endeavour to provide a safe, private setting for support services.
7. I will not provide or assist in arranging abortions or abortifacients.
8. I will not intimidate or judge a woman who chooses to pursue an abortion, and I will treat her with dignity, compassion, and respect.
9. I will not provide to a client the names of anyone seeking or considering adopting a child.
10. I will preserve the client's right to confidentiality and will not release any identifying information verbally or in writing without the client's signed permission (excepting the threat of suicide, homicide, suspected child abuse, or when required by law).
11. I will immediately report the sexual or physical abuse of a child to the police or other child protection authorities (subject to provincial requirements).
12. I will ensure that client files are secured in a locked area, that no files are left unattended on the premises where there may be public access, that any files taken off premise are secured in a locked briefcase or locked filing cabinet and not left unattended during transport, and that all private or confidential computer information is secured, and password protected.
13. I will not (as a male support worker) provide support services to a female client unless a female volunteer or female staff person is also on the premises.
14. I will not inappropriately touch a client or convey any message which might be interpreted as an expression of sexual feelings for the client.
15. I will not enter into a dating relationship with a client, or a former client, who has used our centre's services within the preceding two years.
16. If I do not have the skill level required to provide the needed support to a client, I will refer the client to another support worker or agency.

Adapted from the Pregnancy Care Canada™ Code of Counselling Ethics for Volunteers and Employees July 2001

Volunteer Support Worker Commitment

As a Volunteer Support Worker of the Pregnancy Care Centre, knowing that God has spoken clearly in His Word concerning the character and responsibility of a leader, I do solemnly commit myself to God, the Pregnancy Care Centre (hereafter 'PCC'), and the women and babies we serve, to do the following:

1. I will seek to maintain a close, intimate walk with the Lord by regularly spending time alone with Him in His work and in prayer.
2. I will be a diligent student of God's Word and I will endeavour to walk continually in His Spirit.
3. I will pray regularly for those who serve with me as Volunteer Support Workers, as the Director, or as members of the Board of Directors. And, I will pray regularly for the clients of the PCC.
4. As I am able, and as I am led by the Holy Spirit, I will support the work of the PCC financially with voluntary offerings, after my obligations to my church have been met.
5. I will faithfully serve each shift at the PCC I have agreed to work, unless I am hindered from doing so by a compelling reason such as illness or necessary travel. When unable to attend, I will notify the Director in advance, if possible, of the reason for my absence.
6. I will serve the PCC faithfully for the duration of the term that I have committed. If able, and led by the Holy Spirit to do so, I will renew my term on an annual basis.
7. I will prepare for each shift by submitting myself anew and afresh to the Holy Spirit, asking Him to use me as an instrument of blessing in the lives of my clients.
8. By the power of the Holy Spirit, I will refrain from expressing negative attitudes through criticism and complaint. Instead, I will be positive and encouraging, endeavouring to maintain the unity of the Spirit in the bond of peace.
9. I will maintain an open and teachable mind, and will accept willingly the lessons which can be derived from the PCC's annual evaluation of Volunteer Support Workers.
10. I will commit myself to attending in-service workshops offered throughout the year to help me become a better Volunteer Support Worker.

I have studied these statements of commitment, prayed about them, and I believe that God will have me serve as a Volunteer Support Worker according to these standards.

Stewardship Policy (Applicable only to Board Members)

The organization shall guide and assist individuals in the stewardship of property which the Lord has entrusted to them. To carry out this role, the organization shall provide or make available adequate training for its stewardship representatives.

The organization shall have policies which provide or state that:

1. No remuneration of stewardship representatives shall be based on gifts received by the organization or gifts committed to it (i.e. those persons raising funds for the organization shall not do so on the basis of receiving a "percentage of the funds raised as payment for such efforts").
2. Donors are advised and encouraged to seek independent professional advice before making a gift to the organization which, in the opinion of the organization's stewardship representative, might significantly affect the donor's financial position or income or might adversely affect the donor's relationship with family members.
3. Donors are provided with comprehensive and current information regarding the organization.
4. Gifts designated to be used for a particular project or purpose approved by the organization will be used as designated with the understanding that when the need for such a program or project has been met, or cannot be completed for any reason determined by the board, the remaining contributions designated for such program or project will be used where needed most.
5. Gifts will not be accepted for projects or purposes which are not within the organization's objects or have not been approved by the governing board.

The organization shall carry on its activities with the highest standard of integrity and in accordance with its constituting documents. The organization shall respect its position as a fiduciary for the public in carrying out its mission.

The organization shall have a spirit of Christian stewardship of the resources entrusted by God and by donors to be used in the advancement of God's kingdom, an attitude of openness concerning a member organization's accountability of its stewardship, a sense of humility and gratitude for the material blessings God has provided, and a desire to be an example of Christian integrity, which are all in keeping with the purposes and practices encompassed in this policy.

This policy represents the principle that the investment donors make in God's kingdom through this organization does not constitute a right of ownership of God's gifts but rather confers a responsibility of stewardship on the charity. Any acquisition or holding of assets are only as a means to an end, not a goal in itself.

Inherent in this policy is the need to observe both the letter and the spirit of all laws governing the organization.

Adapted from the CCCC Standards of Organizational Integrity and Accountability

Our Commitment of Care and Competence

1. Clients are served without regard to race, colour, religion, creed, national origin, age, disability, gender identity, sexual orientation, lifestyle, or other arbitrary circumstances.
2. Clients are treated with kindness, compassion, and respect.
3. Clients always receive honest and open answers.
4. Client pregnancy tests are administered in accordance with applicable laws.
5. Client information is held in strict confidence. Releases and permissions are obtained appropriately. Client information is only disclosed as required by law and when necessary to protect the client or others against imminent harm.
6. Clients receive accurate information about pregnancy, fetal development, lifestyle choices, and related enquiries.
7. We do not provide or assist in arranging abortions or abortifacients but are committed to offering accurate information about abortion procedures and risks.
8. All communication is honest and accurately describes the services we offer.
9. We provide a safe environment by screening all volunteers and staff interacting with clients.
10. We are governed by a board of directors and operate in accordance with our articles of incorporation, by-laws, and stated purpose and mission.
11. We comply with applicable legal and regulatory requirements regarding employment, fundraising, financial management, taxation, and public disclosure, including the filing of all applicable government reports in a timely manner.
12. Medical services are provided in accordance with all applicable laws, regulations, and pertinent medical standards. All healthcare professionals offer care that is within their scope of practice or receive authorization in accordance with provincial regulations from applicable regulatory bodies.*
13. All staff, board members, and volunteers receive appropriate training to uphold these standards.

** Not all Pregnancy Care Canada (PCC) affiliated centres offer medical services. If you have questions about the services offered at a particular pregnancy care centre, please ask to speak to the centre representative.*

Commitment to Lifestyle Principles

The Pregnancy Care Centre is founded on a commitment to the lordship of Jesus Christ and Biblical standards of morality. All staff and direct ministry volunteers (e.g., support workers and Board members) under the auspices of the PCC are expected to maintain and demonstrate such a commitment through their personal lifestyle.

I _____ commit to a personal lifestyle consistent with the Bible.

1. Have a personal faith in, and allegiance to, Jesus Christ as Lord and Saviour.
2. Agree that the Bible is my final authority for lifestyle principles.
3. Believe that my personal lifestyle is to be consistent with the moral and ethical standards taught in the Bible explicitly (e.g., in the Ten Commandments) or by logical inference, and as understood by Protestant, Evangelical consensus.
4. Acknowledge that the Bible teaches that believers are not to be conformed to the views and lifestyle of the world.
5. Strive, through my personal lifestyle, to serve as 'salt' to prevent the spread of immorality in society.
6. Am committed to sexual chastity within the bounds of a male-female marriage.
7. Have not participated in any of the following during the past year, and commit to avoiding them in the coming year:
 - Viewing pornography
 - Premarital or extramarital sex
 - Abortion
 - Theft of PCC or client property
 - Falsifying records
 - Illegal drug use/substance abuse
 - Sexual harassment
 - Homosexual or lesbian sexual conduct
 - Occultism
 - Willful destruction of PCC property
 - Insubordination
 - Divorce (except for adultery/desertion)Or any other similar practice.
8. Will endeavour to treat all persons with respect in speech and action; and to use God's name(s) with reverence.
9. Will maintain a personal appearance, style of dress and use of jewellery, while performing my duties on behalf of the PCC, that permits me to interact comfortably with our clients, staff and volunteers without contradicting Biblical principles or accepted norms within the Church and secular professional community.
10. Understand that a breach of this commitment may result in my suspension or immediate discharge from participation in the work of the PCC.