



MB BIBLICAL
SEMINARY

August 2022

Academic Calendar
for the
Integrate Graduate Certificates

MB Seminary Academic Calendar 2022-23

Purpose

This document is intended to govern the administration of the MB Seminary courses related to the Integrate Graduate Certificate courses.

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1. Purpose Statement

The Integrate Graduate Certificates are designed to help emerging and experienced ministry leaders grow in their love for God and ministry effectiveness. Partner churches will benefit as these leaders apply what they learn resulting in stronger leadership, relationships, and ministries.

2. Admissions and Registration

a. Student Classifications

Graduate Student

Students registered for graduate credit are referred to as being either part-time (1 to 8 credit hours per semester) or full-time (9 or more credit hours per semester). Such students are admitted based on eligibility for admission to graduate studies and can apply their completed courses toward a graduate certificate or a degree program at MB Seminary.

Continuing Education Student

Continuing Education students are those who wish to take courses for professional development without being admitted to MB Seminary as graduate students. These students may be life-long learners, or people who are not currently pursuing a degree program, but who would like to receive the formal recognition that is granted once the Continuing Education certificate has been completed. If Continuing Education students wish to complete a degree program at MB Seminary, they must apply and meet the standard Graduate Student admission requirements.

Course Participants

Course participants are those who simply attend one or more of the Integrate Teaching Intensives and do not complete any of the requirements associated with being a Continuing Education student or a Graduate student.

Note: To maintain graduate educational quality, both the proportion of Continuing Education students and Course Participants, as well as their interactions, will be managed to ensure that Graduate students can benefit from a graduate-level learning experience.

b. Admission Requirements and Process

Requirements for admission to graduate degree programs are as follows:

- A bachelor's degree from an accredited university or college with a minimum 2.5 GPA (on a 4.0 GPA scale).
- Two references in support of your application – one reference from a pastor or spiritual mentor and the second as an academic or character reference.
- Transcripts from all previous post-secondary studies. These should be sent directly from each of your previous educational institutions to MB Seminary at

MB Seminary Admissions
Fosmark Centre
22500 University Drive

Langley, BC V2Y 1Y1

- Transcripts must be submitted in English or accompanied by a notarized translation.
- Students for whom English is a second language must provide an English Proficiency Score as a part of the application process.

Students who are applying as non-degree students or audit students are not required to submit undergraduate educational transcripts.

3. Academic Information

a. ESL Requirements -- TOEFL and IELTS

Students for whom English is a second language must provide an English Proficiency Score as a part of the application process. The minimum required English proficiency test score for all graduate programs is 90 on the TOEFL test scale or 6.5 if using IELTS. You can find more information about these tests at www.toefl.org or www.ieltscanada.ca.

b. Transfer Credit

Courses taken for graduate level educational credit are transferable to other institutions according to the transfer credit policies of those institutions. It is not currently possible to have credits from another school applied to the Ministry Foundations Certificate or the Ministry Transformation Certificate.

c. Change of Registration (Add/Drop)

Courses may be added prior to the add/drop deadline without additional costs. Students who have registered for a course and wish to upgrade their participation (i.e., from course participant to continuing education, or from continuing education to graduate credit), must apply to do so at least one week prior to the date of the Integrate Teaching Intensive for the course. Upgrades to course registration are subject to meeting admissions criteria and payment of registration fees.

Course additions later than these dates require approval of the program director. An administration fee of \$50 will be charged.

Students who find it necessary to withdraw from the program or semester courses after completing registration and whose withdrawal is approved by the Registrar will be granted refunds as outlined below.

d. Accessibility and Learning Resources

Churches with which students are connected, and/or individual students themselves, will be responsible for ensuring that students have access to library and related learning resources that are necessary for the successful completion of courses.

e. Grading Policy and Grading Scale

MB Seminary assigns letter grades to each student at the end of each course. Instructors should follow the standard MB Seminary percentage equivalent for letter grades (see below). Instructors may use other equivalencies, but in such cases, they must show the scale used in the syllabus, and also announce the scale they use, orally, early in the course.

While instructors may choose to supplement or replace the standards below with other criteria more directly relevant to their disciplines, the following chart provides sample grade interpretation guidelines.

Letter Grade	Description	Grade Point	Standards -- Meaning in Graduate Work
A+	Superior	4.30	Exceptionally well-reasoned, compelling development of position. Outstanding incorporation of personal vision as well as of references and resources. Strikingly appropriate examples. Extraordinary insight, critical analytical and evaluative ability, and creativity. Superlative style and language usage. Makes an original contribution and is potentially publishable.
A	Excellent	4.00	Well-argued and convincing development of position. Insightful incorporation of personal vision as well as of references and resources. Notably appropriate examples. Excellent insight, critical analytic and evaluative ability, and creativity. Impressive style and language use.
A-	Very Good	3.70	Thorough and plausible development of position. Skilful incorporation of personal vision as well as of references and resources. Very good examples. Very good insight, analytic and evaluative ability, and creativity. Commendable and fluent style and language usage.
B+	Proficient	3.30	Proficient development of position. Appropriate incorporation of personal vision as well as of references and resources. Relevant examples. Good quality insight, analytic and evaluative ability, and creativity. Clear and correct style and language usage.
B	Good	3.00	Competent development of position, but possibly with some gaps and/or limitations. Good incorporation of personal vision as well as of references and resources. Good examples. Reasonable insight, analytic and evaluative ability. Little creativity. Generally good style and language usage, but possibly with some minor flaws.
B-	Average	2.70	Average development of position, but with obvious gaps and/or limitations. Satisfactory incorporation of personal vision as well as of references and resources. Satisfactory examples. Reasonable insight, analytic and evaluative ability. Little creativity. Generally satisfactory style and language usage, but possibly with some minor flaws.
C+	Adequate	2.30	Adequate development of position with significant gaps and/or limitations. Some incorporation of personal vision as well as references and resources. Adequate use of examples. Very little creativity. Considerable number of issues related to coherence and style.
C	Acceptable	2.00	Limited development of position with a noticeable lack of consistency with personal vision or references. Limited integration with external sources. Acceptable analytic and evaluative ability. Numerous weaknesses in terms of clarity, coherence, and grammar.

C-	Needs Work	1.70	Passable but unimpressive development of position. Position not completely consistent with personal vision <i>or</i> references and resources not taken fully into account <i>or</i> examples are basic or not completely convincing <i>or</i> barely acceptable insight and analytic and evaluative ability. Adequate style and language usage, but with weaknesses in some respects (e.g., clarity, coherence, grammar). Overall quality shows noticeable deficiencies.
F	Below Standard	0.00	Unacceptable work at graduate level. Shows lack of understanding and/or competence in several of the criteria described above. This grade is a failing grade at the graduate level.

f. Student Appeal Policy

Grade Appeals

A student's appeal of a final grade should be submitted according to the following procedures:

- Informally, i.e., by the student contacting the instructor directly
- Formally, i.e., in writing, no later than 90 days after the end of the semester in which the grade was assigned. Appeals are made to the MB Seminary Academic Dean, who will initiate a review within 72 hours and render a decision within one week
- Any formal evaluation may result in upward or downward revision, or no change
- A resulting change of grade will be submitted to the Registrar accompanied by a rationale for the change, along with the signatures of the instructor and the MB Seminary Academic Dean.

Academic Integrity Appeals

Students found to have breached standards of academic integrity by a faculty member who has applied a penalty may appeal the faculty member's decision to the Academic Dean (or to the President if the instructor is the Academic Dean), whose decision is final.

Student Misconduct Appeals

Accusations of student misconduct (harassment, bullying, or other misconduct that violate the Community Covenant) will be investigated by the MB Seminary Harassment Officer. If the student is found guilty of misconduct, appropriate disciplinary action will be taken. Students under discipline may appeal the decision to the Academic Dean (or to the President if the decision involves the Academic Dean), whose decision is final.

4. Student Fees and Financial Aid

a. Tuition Fees

Tuition fees are calculated according to the type of purpose that students have for taking courses. There are three levels of tuition fees.

1. **Continuing Education Rate -- \$300 per course**

This tuition rate is for anyone who wants to receive official recognition for taking a course for their own personal growth, to satisfy a credentialing body, or to apply it to a Continuing Education Certificate. Learners would register to be continuing education students through MB Seminary. Once learners have successfully completed the Integrative Teaching Intensive and an

applied ministry assignment, they will receive continuing education units for the course in keeping with generally accepted standards for continuing education training. After successfully completing all four courses in a given certificate program, learners will receive their Continuing Education Certificate.

2. Graduate Certificate Rate -- \$975 per course

This certificate is for those who want to take courses for graduate credit. Those interested must apply to be students at MB Seminary. Each course has required readings and assignments that learners must successfully complete in order to receive three graduate-level semester hours for the course. Once learners have successfully completed all four courses in a given certificate program, they will receive their Integrate Graduate Certificate (worth 12 graduate-level semester hours). If they desire to do a full master's degree at some point, they can explore transferring these courses into MB Seminary's Master of Arts in Transformational Leadership or another program.

3. Course Participant Rate -- \$100 per course

Learners who do not want to pursue a Graduate or Continuing Education Certificate can participate in one or more of the Integrate Teaching Intensives without doing the follow-up assignments.

b. Payment Dates

Payment is due two weeks prior to the first day of classes. Early payment will ensure a student's place in the class and access to the online course platform. Once payment is received, a student's course status will be updated to current if there is still space in the course. Once students have enrolled in classes, they may view their semester invoice on the student portal. If students fail to complete their payment two weeks prior to the first day of classes, their course registration will not be cancelled; however, their status in classes may be shifted from preregistered to waitlist status.

If payment arrangements are not received by the first day of classes, course selection will be cancelled. Students may re-register until the add/drop deadline but will incur a late registration fee of \$50.

Students who come for short-term programs from outside the province and who will reside in BC for less than three months must provide proof of personal medical insurance coverage when they register at MB Seminary.

c. Tuition Refund Policy

Before Teaching Intensives

Courses can be dropped by the student before the beginning of the teaching intensive portions of classes for a full refund of tuition and course fees.

During or After Teaching Intensives

For students taking courses for graduate credit or continuing education units, dropping courses during or after the Integrate Teaching Intensive portion of a class will result in a refund of 50 per cent of the course tuition, and the registration changes must be done by the Registrar. Course Participants are not eligible for a refund once the Integrate Teaching Intensive has begun.

More Than One Week After Teaching Intensives

There is no refund for class or activity fees more than one week after the end of the Integrate Teaching Intensive. During this period, courses can only be dropped due to severe extenuating circumstances after approval by the Registrar. These courses are not eligible for a refund.

5. Community Covenant

a. Student Conduct and Convictions

MB Seminary student conduct and convictions are guided by the example of Jesus the Christ as seen in Scripture, by the Confession of Faith of the Canadian Conference of Mennonite Brethren Churches, and by the MB Seminary Community Covenant (Appendix A), all of which provide the basis for relationships within the context of MB Seminary.

b. Bullying, Harassment, and Discrimination

Policy

The Mennonite Brethren Biblical Seminary (MB Seminary) is committed to providing a community in which all individuals are treated with respect and dignity, free from harassment. MB Seminary considers harassment a serious offence and will not tolerate harassing behaviour that may undermine the respect, dignity, self-esteem, or productivity of any student, faculty, staff, or administrative member.

MB Seminary is a Christian community that encourages its members to follow biblical principles of lifestyle and conduct. These principles are the basis of our biblical learning community and make possible the creation of a living-learning environment conducive to the accomplishment of the Seminary's mission "to inspire and equip men and women to live as disciples of Jesus Christ and to serve and to lead in the church and in the world."

As a Christian community we will model and work with each other in ways that respect and encourage full acceptance of all persons, and the full exercise and development of our individual gifts and vocations. Achieving a community free from harassment depends on mutual respect, co-operation and understanding among students, faculty, staff, and administration. Attitudes and behaviour that undermine this goal are detrimental to all.

MB Seminary encourages students, faculty, staff, and administration to bring concerns and complaints to the Harassment Policy Contact Officer. Unless complaints are reported and resolved, it is very difficult for the Seminary to maintain a harassment-free community. All reports of harassment will be taken seriously, promptly investigated and addressed.

This Policy is not intended to constrain ordinary social or personal interaction between and among students, faculty, staff, and administration. This Policy has been adopted to expressly communicate that harassment will not be tolerated in the Seminary community.

Process

It is normally desirable, if possible, to resolve complaints of harassment internally. However, the procedures set out in this Policy, and the associated Harassment Policy Procedures document, do not preclude a person from exercising any other available avenues.

- Some matters may be able to be addressed without the assistance of any formal procedures on the part of MB Seminary and may be entrusted to the wisdom and mature efforts of students, staff, and faculty.
- In some instances, a person may only want assistance from MB Seminary staff, faculty, or administration without engaging in a formal action. This may be done by bringing forward an informal grievance or expression of concern to the MB Seminary Harassment Policy Contact Person. Initially, a Complainant may choose to discuss their concern with a Contact Person without giving the name of the potential Respondent. The anonymity of both the Complainant and the Respondent will be respected.

All complaints of bullying and harassment will be taken seriously and will be addressed in a confidential, impartial and timely manner. It is imperative that all members of the MB Seminary community understand the seriousness of any violation of this policy. Violation of this policy will not be tolerated and may be a disciplinary offence. To initiate a grievance regarding bullying or harassment, submit this form to the MB Seminary Harassment Policy Contact Person.

If an investigation reveals evidence to support the complaint of bullying or harassment, the alleged bully/harasser will be disciplined appropriately considering such factors as the severity of the bullying and harassment, whether such was intentional or unintentional, whether the incident is an isolated one, and any mitigating circumstances. Persons violating this policy that are subject to the authority of MB Seminary may be subject to a range of disciplinary sanctions. This may include, but is not limited to, a letter of reprimand, revocation of privileges, suspension, expulsion, or termination of employment for cause.

6. Important Dates for 2022-23

The **application deadline** for students seeking to take courses for graduate credit is **two weeks** before the start date of the course.

Course	Instructor	Teaching Intensive	Location
Missional Discipleship	Dr. Randy Wolff	Online	Online
Missional Discipleship	Dr. Randy Wolff	Oct 14-15, 2022	Central Heights
Interpreting Scripture Today	Dr. Mark Wessner	Online	Online
Interpreting Scripture Today	Dr. Mark Wessner	Oct 21-22, 2022	SunWest
Interpreting Scripture Today	Dr. Mark Wessner	Jan 6-7, 2023	Central Heights
Christian Leadership Practices	Dr. Randy Wolff	Online	Online
Christian Leadership Practices	Dr. Randy Wolff	Feb 24-25, 2023	SunWest
Christian Leadership Practices	Dr. Randy Wolff	Mar 10-11, 2023	Central Heights
Pastoral Care	Dr. Gloria Woodland	Online	Online
Media, Culture and Theological Formation	Dr. Brian Cooper , Dr. Michael Morelli	May 12-13, 2023	Central Heights

Course	Professor	Teaching Intensive	Location
MB Convictions - Engaging in Community	Dr. Brian Cooper	Sep 22-24, 2022	Willingdon Church
Navigating Power & Conflict	Dr. Randy Wolff	Dec 1-3, 2022	Willingdon Church
Genesis: Back to the Beginning*	Dr. Robert Thiessen	Feb 16-18, 2023	Willingdon Church
Building Relationships Across Cultures	Dr. Doug Heidebrecht	Apr 27-29, 2023	Willingdon Church

7. Personnel

Faculty

Randy Wolff, PhD – Academic Dean and Associate Professor of Leadership and Practical Theology

Randy's passion for making disciples led him to help start a street ministry in Vancouver, develop disciples as a children's pastor and adult ministries pastor, move his family to live with refugees in Whalley for seven months, write a book on Maximum Discipleship in the Church, and assist with a church planting movement in Thailand.

Mark Wessner, PhD – President and Associate Professor of Biblical Studies for Leadership

The spark of Mark's love for teaching the Bible was first lit in 1987, and he has taught in church, school, and community settings in the decades since then. Some of Mark's teaching experiences include translating portions of the Dead Sea Scrolls, pastoral ministry, leading tours to Israel, and launching two university religious studies programs.

Gloria Woodland, DMin – Associate Professor of Chaplaincy Studies & Spiritual Care

Gloria is passionate about the ministry of spiritual care because it reveals that God is present and active amidst the varied circumstances of life. She excels at building into learners through interactive discovery and discussion, enabling them to become effective in coming alongside others and sharing the compassion of Christ.

Brian Cooper, PhD – Associate Professor of Theology

Every Christian is a theologian. Brian's passion is to help believers do theology faithfully and to understand how to engage cultural issues, theological and historical texts, and Scripture deeply in order to meaningfully bring Kingdom values to bear on their context and impact their world for Jesus Christ.

Doug Heidebrecht, PhD –

Robert Hiebert, PhD –

Staff

Academic Dean – Randy Wolff randywolff@mbseminary.ca

Registrar – Brian Cooper briancooper@mbseminary.ca

Technical Services Resource Advisor – T Anderson tanderson@mbseminary.ca

Communications Director – Keith Reed keithreed@mbseminary.ca

Harassment Officer – Brian Cooper briancooper@mbseminary.ca

Harassment contact people – Emily Rempel emilyrempel@mbseminary.ca; Keith Reed keithreed@mbseminary.ca

Appendix A – MB Seminary Community Covenant

Our Pledge to One Another

MB Seminary's biblical-theological identity shapes its understanding of the good news of Jesus Christ, and its approach to educating and equipping church leaders for the task of reaching Canada and the world.

By my application to MB Seminary, I affirm that:

I have accepted the invitation to be a member of the MB Seminary community with all the mutual benefits and responsibilities that are involved;

I understand that by becoming a member of the MB Seminary community I have also become an ambassador of this community and the ideals it represents;

I have carefully read and considered MB Seminary's Community Covenant and will join in fulfilling its responsibilities while I am a member of the MB Seminary community.

The MB Seminary Community Covenant

The Seminary's mission, core values, curriculum and community life are formed by a firm commitment to the person and work of Jesus Christ as declared in the Bible. This identity and allegiance shapes an educational community in which members pursue truth and excellence with grace and diligence, treat people and ideas with charity and respect, think critically and constructively about complex issues, and willingly respond to the world's most profound needs and greatest opportunities.

The community covenant is a solemn pledge in which members place themselves under obligations on the part of the institution to its members, the members to the institution, and the members to one another. In making this pledge, members enter into a contractual agreement and a relational bond. By doing so, members accept reciprocal benefits and mutual responsibilities, and strive to achieve respectful and purposeful unity that aims for the advancement of all, recognizing the diversity of viewpoints, life journeys, stages of maturity, and roles within the MB Seminary community. It is vital that each person who accepts the invitation to become a member of the MB Seminary community carefully considers and sincerely embraces this community covenant.

Christian Community

The Seminary's acceptance of the Bible as the divinely inspired, authoritative guide for personal and community life¹² is foundational to its affirmation that people flourish and most fully reach their potential when they delight in seeking God's purposes, and when they renounce and resist the things that stand in the way of those purposes being fulfilled.³ This ongoing God-enabled pursuit of a holy life is an inner transformation that actualizes a life of purpose and eternal significance.⁴ Such a distinctly Christian way of living finds its fullest expression in Christian love, which was exemplified fully by Jesus Christ, and is characterized by humility, self-sacrifice, mercy and justice, and mutual submission for the good of others.³

This biblical foundation inspires MB Seminary to be a place in which members and others observe and experience truth, compassion, reconciliation, and hope.⁴ MB Seminary envisions itself to be a community where members demonstrate concern for the well-being of others, where rigorous intellectual learning occurs in the context of whole person development, where members give priority to spiritual formation, and where service-oriented citizenship is modeled.

Community Life at MB Seminary

The MB Seminary community covenant involves a commitment on the part of all members to embody attitudes and to practise actions identified in the Bible as virtues, and to avoid those portrayed as destructive. Members of the MB Seminary community, therefore, commit themselves to:

- cultivate Christian virtues, such as love, joy, peace, patience, kindness, goodness,
- faithfulness, gentleness, self-control, compassion, humility, forgiveness, peacemaking, mercy and justice⁵
- live exemplary lives characterized by honesty, civility, truthfulness, generosity and integrity⁶
- communicate in ways that build others up, according to their needs, for the benefit of all⁷
- treat all persons with respect and dignity, and uphold their God-given worth from conception to death⁸

¹ The Biblical passages cited in this document serve as points of reference for discussion or reflection on particular topics. MB Seminary recognizes the necessity of giving careful consideration to the complexities involved in interpreting and applying biblical passages to contemporary issues and situations. Deuteronomy 6:4-9; Psalm 19:7-11; 2 Timothy 3:16 ³ Matthew 6:31-33; Romans 8:1-17; 12:1-2; 13:11-14; 16:19; Jude 20-23; 1 Peter 2:11; 2 Corinthians 7:1.

² Peter 1:3-8; 1 Peter 2:9-12; Matthew 5:16; Luke 1:74-75; Romans 6:11-14, 22-23; 1 Thessalonians 3:12-13, 4:3, 5:23-24; Galatians 5:22; Ephesians 4:22-24, 5:8.

³ Matthew 22:37-40; 1 Peter 5:5; Romans 13:8-10; 1 John 4:7-10; Philippians 2:1-5; 1 Corinthians 12:31b-13:8a; Romans 12:1-3, 9-10; John 15:12-13, 17; 1 John 3:10-11, 14-16; Ephesians 5:1-2,21.

⁴ From MB Seminary's "Envision the Century" Strategic Directions Document, p. 5 ("Ends").

⁵ Galatians 5:22-24; Colossians 3:12-17; Isaiah 58:6-8; Micah 6:8.

⁶ Proverbs 12:19; Colossians 3:9; Ephesians 4:25; Leviticus 19:11; Exodus 20:16; Matthew 5:33-37.

⁷ Ephesians 4:29; Proverbs 25:11; 1 Thessalonians 5:11.

⁸ Genesis 1:27-28; Psalm 139:13-16; Matthew 19:14; Proverbs 23:22.

- be responsible citizens both locally and globally who respect authorities, submit to the laws of this country when not inconsistent with biblical teaching, and contribute to the welfare of creation and society⁹
- observe modesty, purity and appropriate intimacy in all relationships, reserve sexual expressions of intimacy for marriage, and within marriage take every reasonable step to resolve conflict and avoid divorce¹⁰
- exercise careful judgment in all lifestyle choices, and take responsibility for personal choices and their impact on others¹¹
- encourage and support other members of the community in their pursuit of these values and ideals, while extending forgiveness, accountability, restoration, and healing to one another.¹²

In keeping with biblical and MB Seminary ideals, community members voluntarily abstain from the following actions:

- communication that is destructive to MB Seminary community life and inter-personal relationships, including gossip, slander, vulgar/obscene language, and prejudice¹⁵
- harassment or any form of verbal or physical intimidation, including hazing
- lying, cheating, or other forms of dishonesty including plagiarism
- stealing, misusing or destroying property belonging to others¹³
- sexual intimacy that violates the sacredness of marriage between a man and a woman¹⁴
- the use of materials that are degrading, dehumanizing, exploitive, hateful, or gratuitously violent, including, but not limited to pornography
- drunkenness, under-age consumption of alcohol, the use or possession of illegal drugs, and the misuse or abuse of substances including prescribed drugs.

Areas for Careful Discernment and Sensitivity

A heightened level of discernment and sensitivity is appropriate within a Christian educational community such as MB Seminary. In order to foster the kind of campus atmosphere most conducive to Seminary ends, this covenant both identifies particular Christian standards and recognizes degrees of latitude for individual freedom. True freedom is not the freedom to do as one pleases, but rather empowerment to do what is best.¹⁵ MB Seminary rejects legalisms that mistakenly identify certain cultural practices as biblical imperatives, or that emphasize outward conduct as the measure of genuine Christian maturity apart from inward thoughts and motivations. In all respects, the MB Seminary community expects its members to exercise wise decision-making according to biblical principles, carefully accounting for each individual's capabilities, vulnerabilities, and values, and considering the

⁹ Romans 13:1-7; 1 Peter 2:13-17; Genesis 1:28; Psalm 8:5-8; 2 Thessalonians 3:6-9.

¹⁰ Genesis 2:24; Exodus 20:14-17; 1 Corinthians 7:2-5; Hebrews 13:4; Proverbs 5:15-19; Matthew 19:4-6; Malachi 2:16; Matthew 5:32.

¹¹ Proverbs 4:20-27; Romans 14:13-19; 1 Corinthians 8:9, 12-13, 10:23-24; Ephesians 5:15-16.

¹² James 5:16; Jude 20-23; Romans 12:14-21; 1 Corinthians 13:5; Colossians 3:13. ¹⁵ Colossians 3:8; Ephesians 4:31.

¹³ Exodus 20:15; Ephesians 4:28.

¹⁴ Romans 1:26-27; Proverbs 6:23-35.

¹⁵ Galatians 5:1-13; Romans 8:1-4; 1 Peter 2:16.

consequences of those choices to health and character, social relationships, and God's purposes in the world.

MB Seminary is committed to assisting members who desire to face difficulties or overcome the consequences of poor personal choices by providing reasonable care, resources, and environments for safe and meaningful dialogue. MB Seminary reserves the right to question, challenge or discipline any member in response to actions that impact personal or social welfare.

Wise and Sustainable Self-Care

The Seminary is committed to promoting and supporting habits of healthy self-care in all its members, recognizing that each individual's actions can have a cumulative impact on the entire community. MB Seminary encourages its members to pursue and promote: sustainable patterns of sleep, eating, exercise, and preventative health; as well as sustainable rhythms of solitude and community, personal spiritual disciplines, chapel and local church participation,¹⁶ work, study and recreation, service and rest.

Healthy Sexuality

People face significant challenges in practicing biblical sexual health within a highly sexualized culture. A biblical view of sexuality holds that a person's decisions regarding his or her body are physically, spiritually and emotionally inseparable. Such decisions affect a person's ability to live out God's intention for wholeness in relationship to God, to one's spouse (if married), to others in the community, and to oneself.²⁰ Further, according to the Bible, "marriage is to be an exclusive union for life between one man and one woman, publicly recognized, consummated by sexual union, lived as a mutually submissive partnership, and creating an environment for having and raising children. Each component of this design is rooted in God's image and covenant."¹⁷ Honouring and upholding these principles, members of the MB Seminary community strive for purity of thought and relationship,¹⁸¹⁹²⁰ respectful modesty,²³ personal responsibility for actions taken, and avoidance of contexts where temptation to compromise would be particularly strong.²⁴

Drugs, Alcohol and Tobacco

The use of illegal drugs is by definition illicit. The abuse of legal drugs has been shown to be physically and socially destructive, especially in its potential for forming life-destroying addictions. For these reasons, MB Seminary members voluntarily abstain from the use of illegal drugs and the abuse of legal drugs at all times.

The decision whether or not to consume alcohol or use tobacco is more complex. The Bible allows for the enjoyment of alcohol in moderation,²¹ but it also strongly warns against drunkenness and addiction,

¹⁶ Ephesians 5:19-20; Colossians 3:15-16; Hebrews 10:25. ²⁰ 1 Corinthians 6:18-19.

¹⁷ Andrew Dyck, "A more excellent way: Christian marriage in the world" (BFL pamphlet, 2006).

¹⁸ Matthew 5:27-28; 1 Timothy 5:1-2; 1 Thessalonians 4:3-8; Job 31:1-4; Psalm 101:2-3.

¹⁹ Peter 3:3-4; 1 Timothy 2:9-10.

²⁰ Corinthians 6:18; 10:13; 2 Timothy 2:22; James 4:7.

²¹ Deuteronomy 7:13, 11:14; Psalm 104:15; Proverbs 3:10; Isaiah 25:6; John 2:7-11; 1 Timothy 5:23.

which overpowers wise and reasonable behaviour and hinders personal development.²² The Bible commends leaders who abstained from, or were not addicted to, alcohol.²³²⁴ Alcohol abuse has many long-lasting negative physical, social and academic consequences. The Bible has no direct instructions regarding the use of tobacco, though many biblical principles regarding stewardship of the body offer guidance. Tobacco is clearly hazardous to the health of both users and bystanders. Many people avoid alcohol and/or tobacco as a matter of conscience, personal health, or in response to an addiction. With these concerns in mind, MB Seminary members will exercise careful discretion, sensitivity to others' conscience/principles, moderation, compassion, and mutual responsibility. In addition, MB Seminary strongly discourages participation in events where the primary purpose is the excessive consumption of alcohol.

For these reasons, and others (for example, stewardship of resources, avoiding the possibility of offense, respecting conscience of others), MBBS chooses to be an example by not serving alcohol on any MBBS campus location, and at any official MBBS events.²⁸

Entertainment

When considering the myriad of entertainment options available, including print media, television, film, music, video games, the internet, theatre, concerts, social dancing, clubs, sports, recreation, and gambling, MB Seminary expects its members to make personal choices according to biblical priorities, and with careful consideration for the immediate and long-term impact on one's own well-being, the well-being of others, and the well-being of the Seminary. Entertainment choices should be guided by the pursuit of activities that are edifying, beneficial and constructive, and by a preference for those things that are "true, noble, right, pure, lovely, admirable, excellent, and praiseworthy,"²⁵ recognizing that truth and beauty appear in many differing forms, may be disguised, and may be seen in different ways by different people.

Public Communication

Each member of the MB Seminary community represents the Seminary when speaking or writing in public contexts, whether face-to-face or digital. As such, members are expected to:

- protect the confidentiality of the people and ministries of the Seminary. If information is known that is not public, it must not be publicly communicated, either explicitly or implicitly.
- protect the reputation of the Seminary and the MB community of which the Seminary is a part. All elements of *3. Community Life at MB Seminary* extend to public communication as well. In addition, employees are expected to model unity when publicly speaking, discussing, or writing about the people, ministries, topics and decisions of the Canadian MB Conference of which MB Seminary is a part.

Commitment and Accountability

²² Genesis 9:20-21; Proverbs 20:1; 31:4; Isaiah 5:11; Habakkuk 2:4-5; Ephesians 5:18.

²³ Daniel 1:8, 10:3; Luke 1:15; 1 Timothy 3:3, 8; Titus 2:3.

²⁴ Cor. 8:9-13.

²⁵ Philippians 4:8.

This covenant applies to all members of the MB Seminary community, that is, board, administrators, faculty and staff employed by MB Seminary, as well as students enrolled at MB Seminary. Unless specifically stated otherwise, expectations of this covenant apply both on and off MB Seminary's campus sites. Sincerely embracing every part of this covenant is a requirement for employment. Employees who sign this covenant also commit themselves to abide by MB Seminary employment policies. MB Seminary welcomes all students who qualify for admission, recognizing that not all affirm the theological views that are vital to the Seminary's Christian identity.

Ensuring that the integrity of the MB Seminary community is upheld may at times involve taking steps to hold one another accountable to the mutual commitments outlined in this covenant. As a covenant community, all members share this responsibility. The Seminary also provides formal accountability procedures to address actions by community members that represent a disregard for this covenant. These procedures and processes are outlined in MB Seminary's Student Handbook and Employment Policies and will be enacted by designated representatives of the Seminary as deemed necessary.

Appendix B: Harassment Grievance Form



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HARASSMENT GRIEVANCE FORM

MB Seminary and member schools are committed to providing a community in which all individuals are treated with respect and dignity, free from bullying and harassment. MB Seminary considers bullying and harassment a serious offence and will not tolerate bullying or harassing behaviour that may undermine the respect, dignity, self-esteem, or productivity of any of its community members. MB Seminary encourages all persons to come forward with complaints. Unless complaints are reported and resolved, it is very difficult for MB Seminary to maintain a safe environment for working and learning.

It is normally desirable, if possible, to resolve complaints of bullying and harassment internally. This policy is not intended to constrain ordinary social or personal interaction between and among members of the MB Seminary community.

- Matters of a minor sort, and those that can be addressed without the assistance of any formal procedures on the part of the consortium and its member schools, are entrusted to the wisdom and mature efforts of our students, staff, and faculty.
- Matters that are relatively minor, where some assistance from MB Seminary staff, faculty, or administration is desirable or necessary, but where there is no wish or need to engage in a formal action, may be addressed by bringing forward an informal grievance or expression of concern to the MB Seminary Contact Person. Initially, a Complainant may choose to discuss their concern with a Contact Person without giving the name of the potential Respondent. The anonymity of both the Complainant and the Respondent will be respected.

All complaints of bullying and harassment will be taken seriously and will be addressed in a confidential, impartial and timely manner. It is imperative that all members of the MB Seminary community understand the seriousness of any violation of this policy. Violation of this policy will not be tolerated and may be a disciplinary offence. To initiate a grievance regarding bullying or harassment, submit this form to one of the MB Seminary Contact Persons.

If an investigation reveals evidence to support the complaint of bullying or harassment, the bully/harasser will be disciplined appropriately considering such factors as the severity of the bullying and harassment, whether such was intentional or unintentional, whether the incident is an isolated one, and any mitigating circumstances. Persons violating this policy that are subject to the authority of MB Seminary may be subject to a range of disciplinary sanctions. This may include, but is not limited to, a letter of reprimand, revocation of privileges, suspension, expulsion or termination of employment for cause.

MB Seminary welcomes all thoughtful, respectful expressions of concern, as well as suggestions for making our programs more effective and more satisfying for the community. When students speak freely, we seek to listen carefully, in order to grow institutionally.



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HARASSMENT GRIEVANCE FORM

Name:	ID Number:	Date:
Email:	Phone:	
Explanation of Formal Grievance or Concern:		

Please note: Additional pages and/or documentation may be attached to the form at time of submission.

By signing below, you acknowledge that you have read and understood the Harassment policy outlined in the MB Seminary Academic Calendar, everything you have stated is true to the best of your knowledge, you view your concern to be more than a minor/informal issue and wish for a record to be maintained by MB Seminary by lodging a formal grievance or concern.

Signature: _____ Date: _____