



Motion adopted by the General Executive on November 20, 2025, to reaffirm the adoption and practice of policies that prohibit any behaviour by PAOC credential holders or ministries that attempt to enforce secrecy, including the inappropriate use of Non-Disclosure Agreements (NDAs). This statement of reaffirmation to be presented to the 2026 General Conference of the Pentecostal Assemblies of Canada (PAOC)

PAOC STATEMENT OF REAFFIRMATION PROHIBITING BEHAVIOUR OR PRACTICE THAT ATTEMPTS TO ENFORCE SECRECY, INCLUDING THE INAPPROPRIATE USE OF NON-DISCLOSURE AGREEMENTS

The mission of the Pentecostal Assemblies of Canada (PAOC) is “To glorify God by making disciples everywhere by proclaiming and practicing the gospel of Jesus Christ in the power of the Holy Spirit”; and

The Scriptures call believers to walk in the light (Ephesians 5:11–13), to do justice, love mercy, and walk humbly with God (Micah 6:8), and to bear one another’s burdens in love (Galatians 6:2); and

Recognizing that Non-Disclosure Agreements (NDAs) have been misused in the past by institutions, including churches, to prevent complainants or whistleblowers from discussing allegations of abuse or sexual misconduct; and that such misuse of NDAs contradicts the values of truth, justice, transparency, and redemptive accountability that the Church is called to uphold; and

Recognizing NDAs can be appropriate where it is the expressed wish and preference of the parties involved to enter into an NDA as a means to resolve a complaint and to avoid re-traumatization; and, there have been no undue attempts to influence the affected person into entering an NDA; and, the affected person has had a reasonable opportunity to seek independent legal advice; and the NDA does not apply to communication between the affected person and their support team, including a spiritual counsellor, psychologist, physician, registered nurse, social worker, lawyer, ombudsperson, investigator or law enforcement officer; and

Recognizing that the PAOC, as a Spirit-empowered fellowship, must model a commitment to truth-telling, repentance, and healing in both its theology and its policies,

Therefore, as the General Executive of the PAOC we reaffirm the adoption and practice of the International Office Power Abuse Prevention Policy (“Abuse Prevention Policy”), which prohibits any behaviour that attempts to enforce secrecy; and

We reaffirm the policy and practice that the PAOC does not use NDAs in respect of those employed or formerly employed with PAOC to prevent them from discussing allegations of abuse or sexual misconduct; and

Recognizing that the General Executive has commissioned a significant response to potential power abuse across affiliated churches, related ministries, districts and the international office, and has addressed the concern of secrecy, the General Executive of the PAOC encourages self-governing local churches and affiliated ministries to adopt and follow the Abuse Prevention Policy, to foster transparency, accountability, and healing.