

# DEXCOM Self-Assessment Survey



April 20, 2021

# Six Categories

- Personal Understanding of Governance Structure
- Individual Preparation and Participation
- Directing and Protecting
- DEXCOM Functioning
- DEXCOM – District Staff Relations



# Personal Understanding of Governance Structure



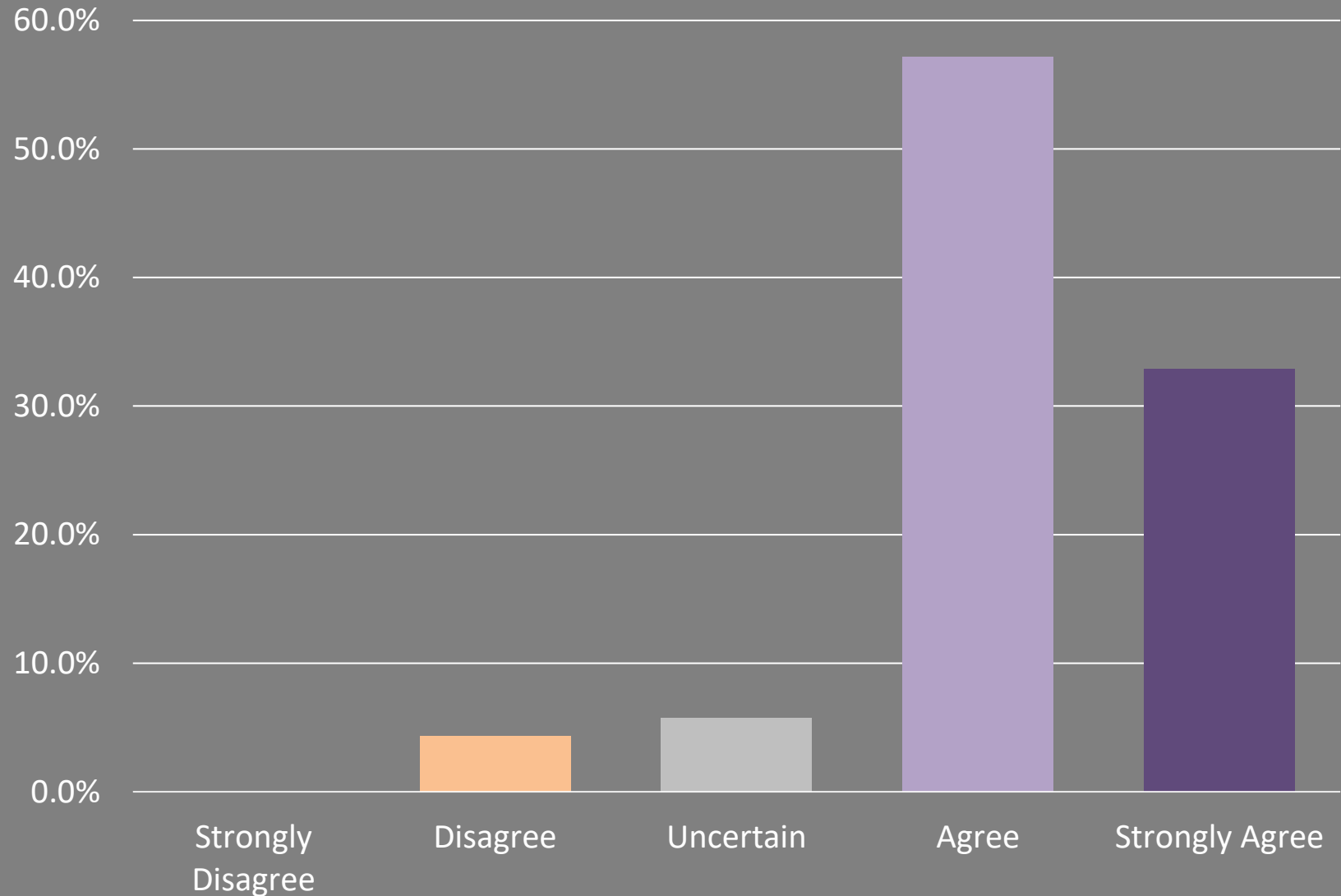
- I know what our governing documents are.
- I am familiar with the Policy on District Organization and know where I would go to get or produce a copy of it.
- I am familiar with our CPD bylaws and would know if we were contravening them.
- I am familiar with the Society Act of BC and its affect on the workings of the Society.
- I could clearly explain Policy Governance to a friend.

# Personal Understanding of Governance Structure



- The major responsibilities and legal duties of DEXCOM and of its individual members are clearly understood by me.
- I understand the content and am familiar with our Governance Manual.

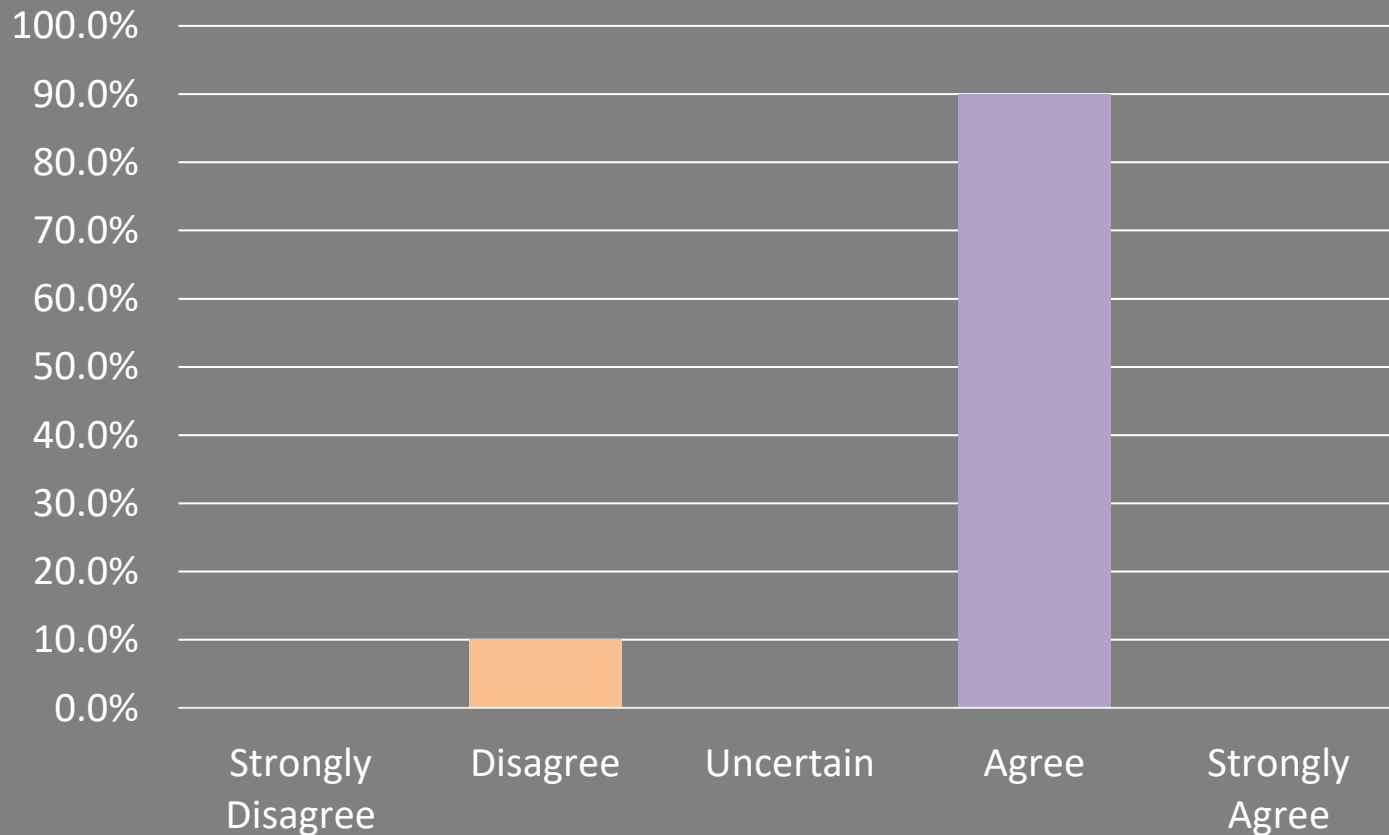
# Personal Understanding of Governance Structure



# Personal Understanding of Governance Structure



- I am familiar with the Society Act of BC and its affect on the workings of the District Society.



# Individual Preparation and Participation



- I come to DEXCOM meetings fully prepared by reading, reflecting and praying about all supporting documents.
- I review and understand the financial reporting for the District.
- I pray for DEXCOM and the District staff.
- I frequently participate in DEXCOM discussions.
- I feel my contributions to DEXCOM have been appreciated.
- I am familiar with the ministries associated with the District Organization.

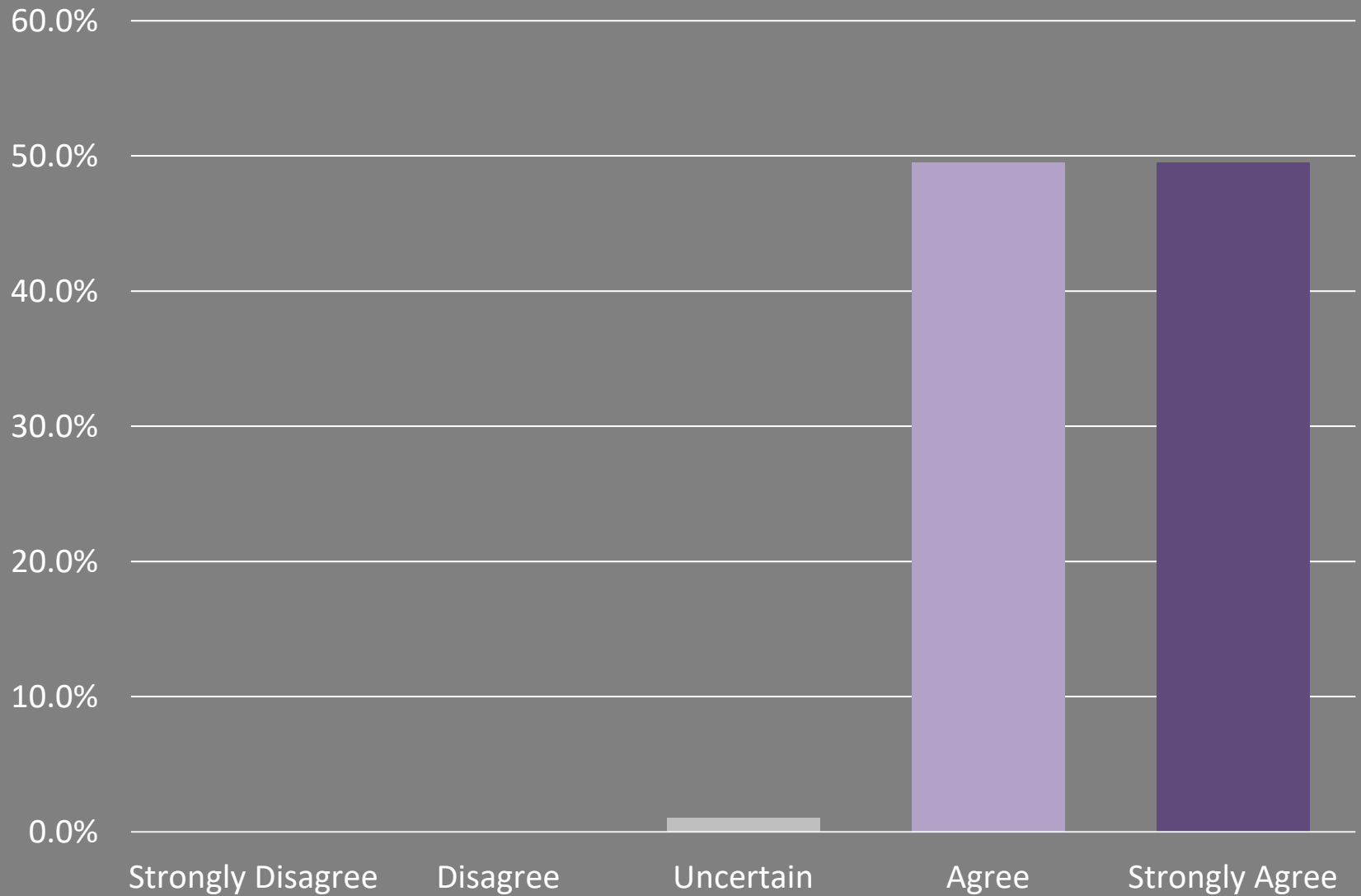
# Individual Preparation and Participation



- I keep all DEXCOM matters confidential unless otherwise authorized by a DEXCOM decision.
- I represent DEXCOM's decisions with "one voice", whether I voted in favour or not.
- I report all conflict-of-interest situations according to DEXCOM-approved policy.
- I feel I have been enriched by my membership on this DEXCOM.



# Individual Preparation and Participation



# Directing and Protecting



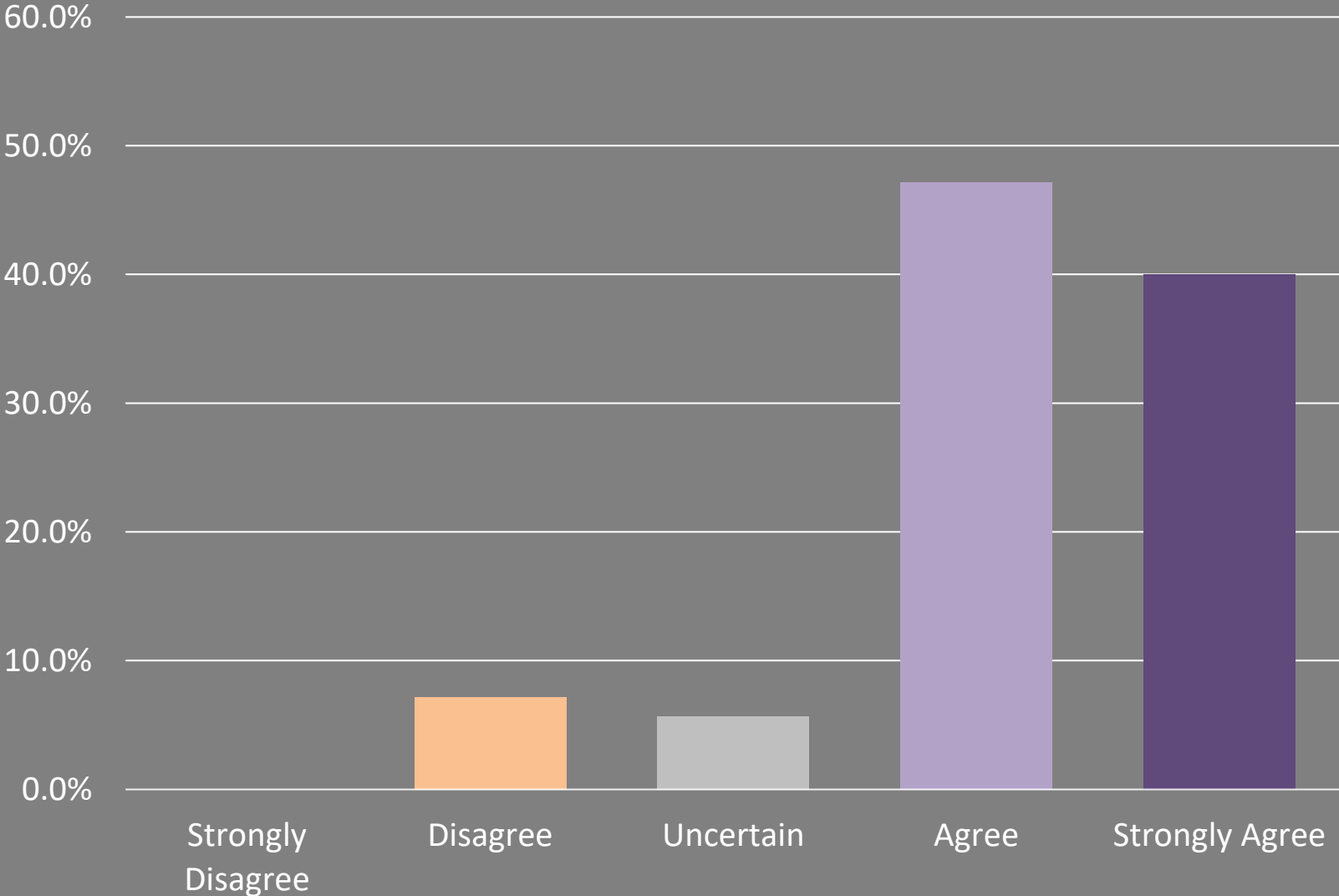
- DEXCOM has clearly defined ends policies.
- DEXCOM spends sufficient time discussing the future direction of the District.
- DEXCOM has clearly defined executive limitations.
- DEXCOM ensures that adequate insurance is in place for the organization.
- Risk management policies for churches are in place.

# Directing and Protecting



- DEXCOM ensures that organization finances are audited/reviewed yearly.
- DEXCOM ensures that all CRA requirements are being met.

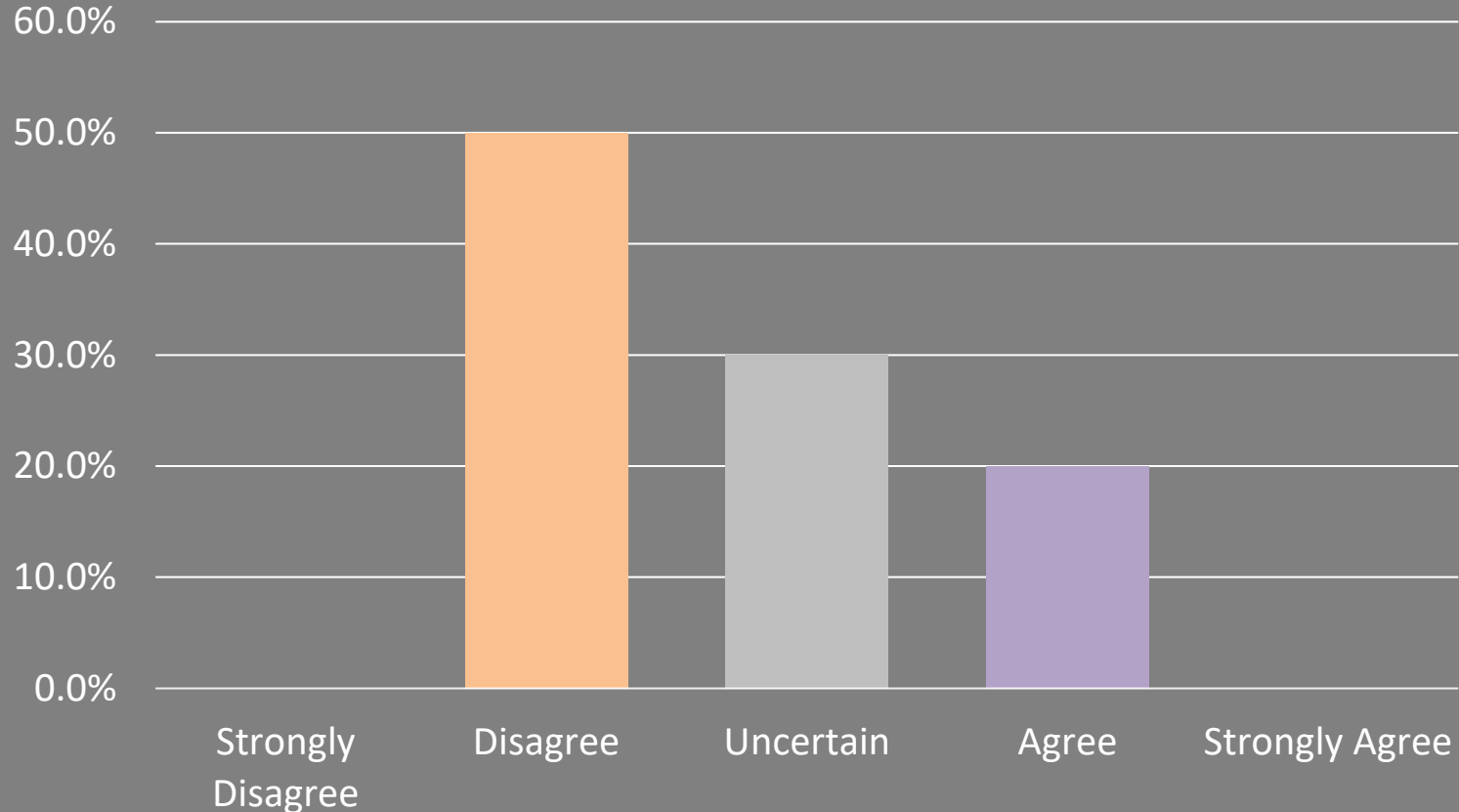
# Directing and Protecting



# Directing and Protecting



- DEXCOM spends sufficient time discussing the future direction of the District.



# DEXCOM Functioning



- Orientation for new DEXCOM members provides a good overview of the key elements required to provide background for new members.
- Individual DEXCOM members are prepared to participate in DEXCOM meetings.
- The DEXCOM Governance manual is current, relevant and useful.
- DEXCOM receives and reviews monitoring reports on executive limitations and ends on a scheduled basis.

# DEXCOM Functioning



- The DEXCOM meeting agenda, with all supporting documents, is distributed in time for review before the meeting.
- We set aside time for prayer as a DEXCOM.
- We have the right mix of skills and diversity on our DEXCOM.
- We have the right governance model for DEXCOM.
- DEXCOM evaluates its effectiveness at least once every two years.

# DEXCOM Functioning



- DEXCOM treats conflicting opinions as healthy and an opportunity to bring out further perspectives on an issue.
- DEXCOM has an awareness of conflict of interest issues and each DEXCOM member is given an opportunity to express these during a meeting.
- DEXCOM decisions are restricted to high-level policies and strategic issues and avoid matters that should be left to the District staff.

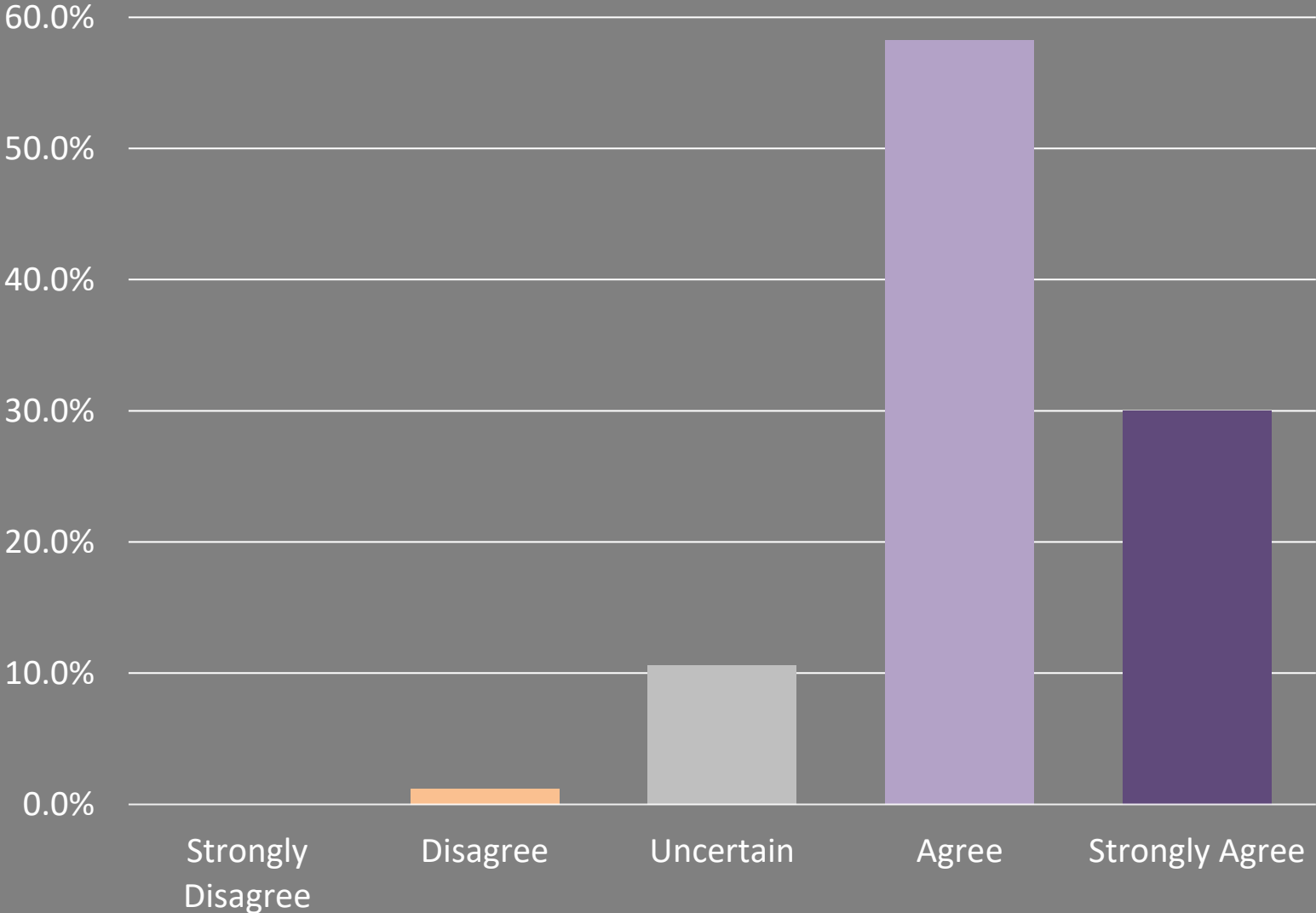


# DEXCOM Functioning



- DEXCOM informs itself on relevant trends pertinent to the organization.
- DEXCOM participates in continuing education opportunities to strengthen its role in District governance.
- DEXCOM is clear about its duties as trustees of District finances and other assets.
- DEXCOM committees have clear and appropriate responsibilities.
- DEXCOM understands its accountability to God and accepts that spiritual responsibility.

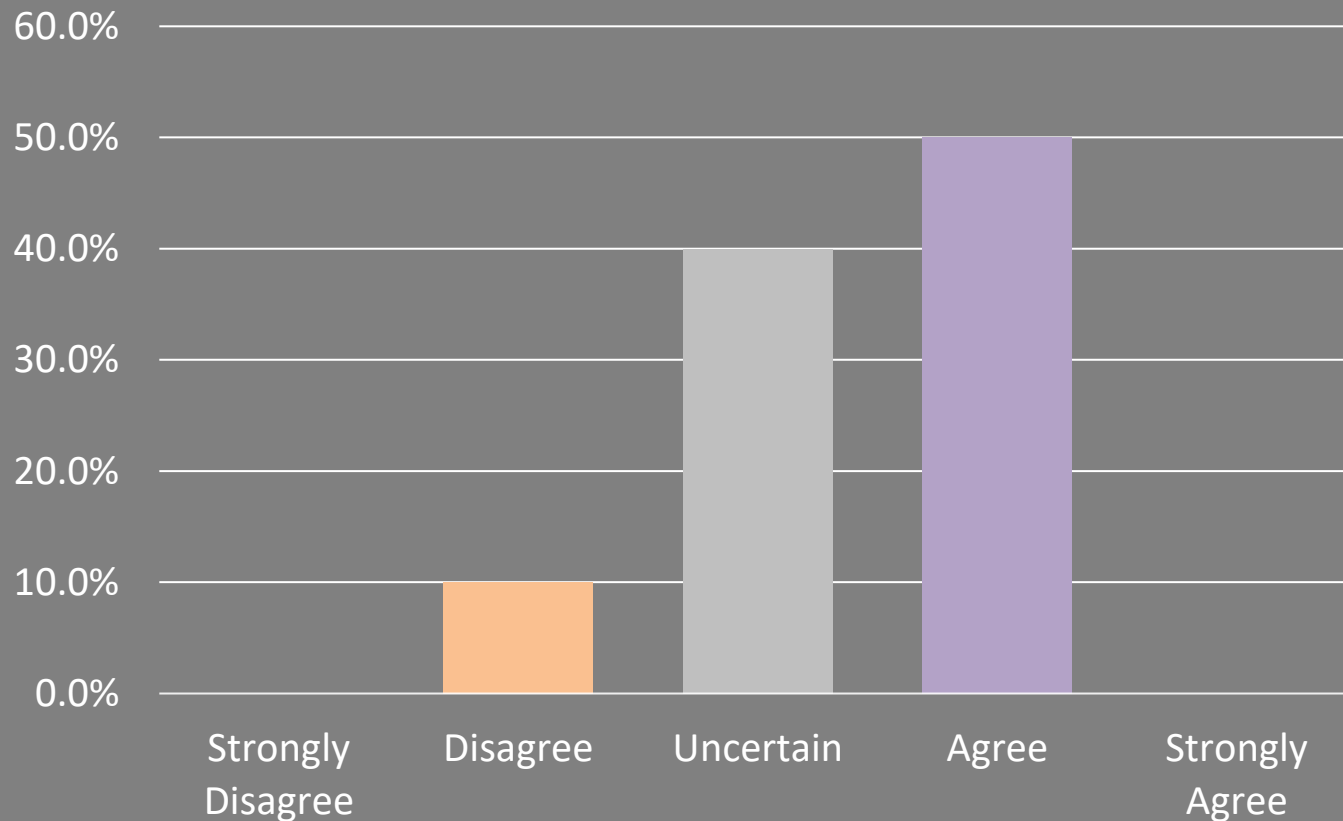
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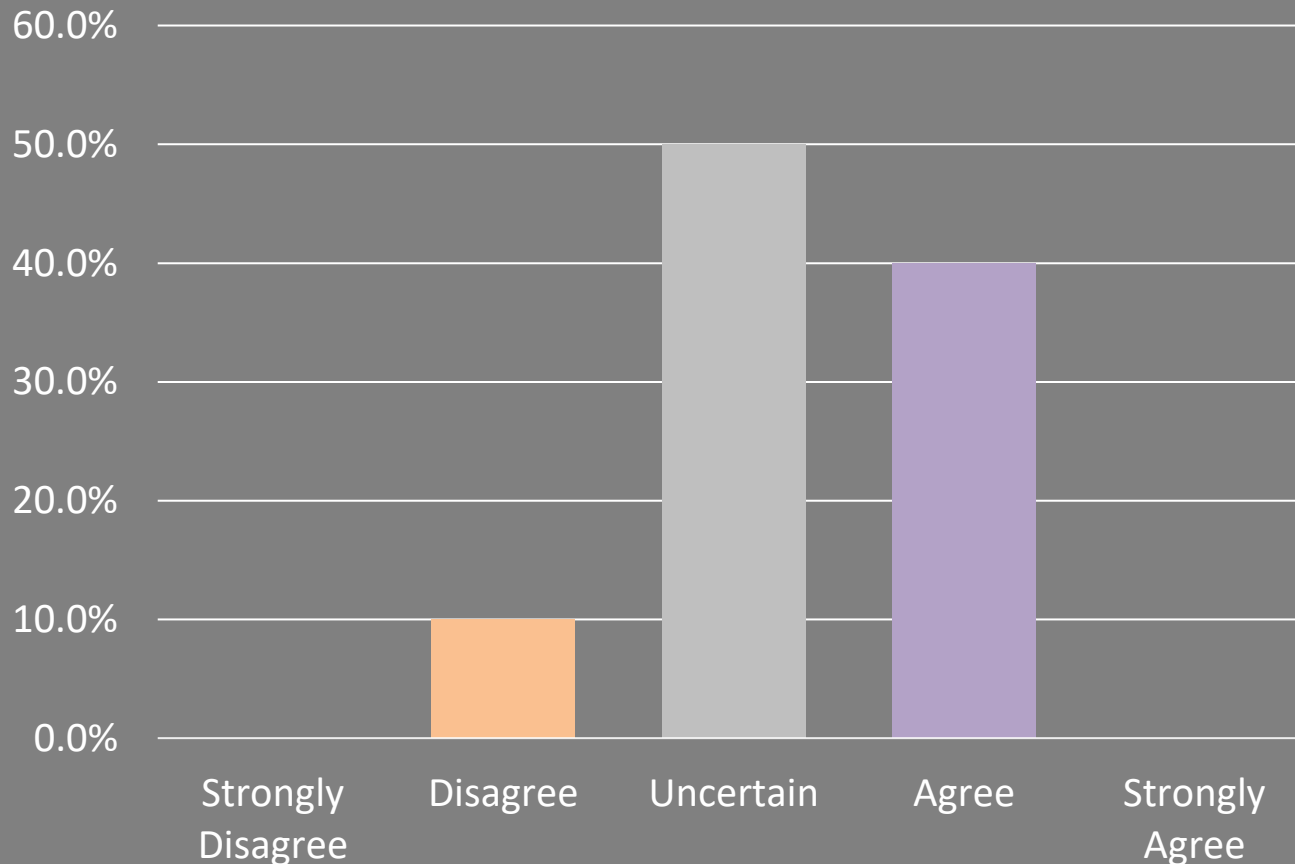
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# DEXCOM Functioning



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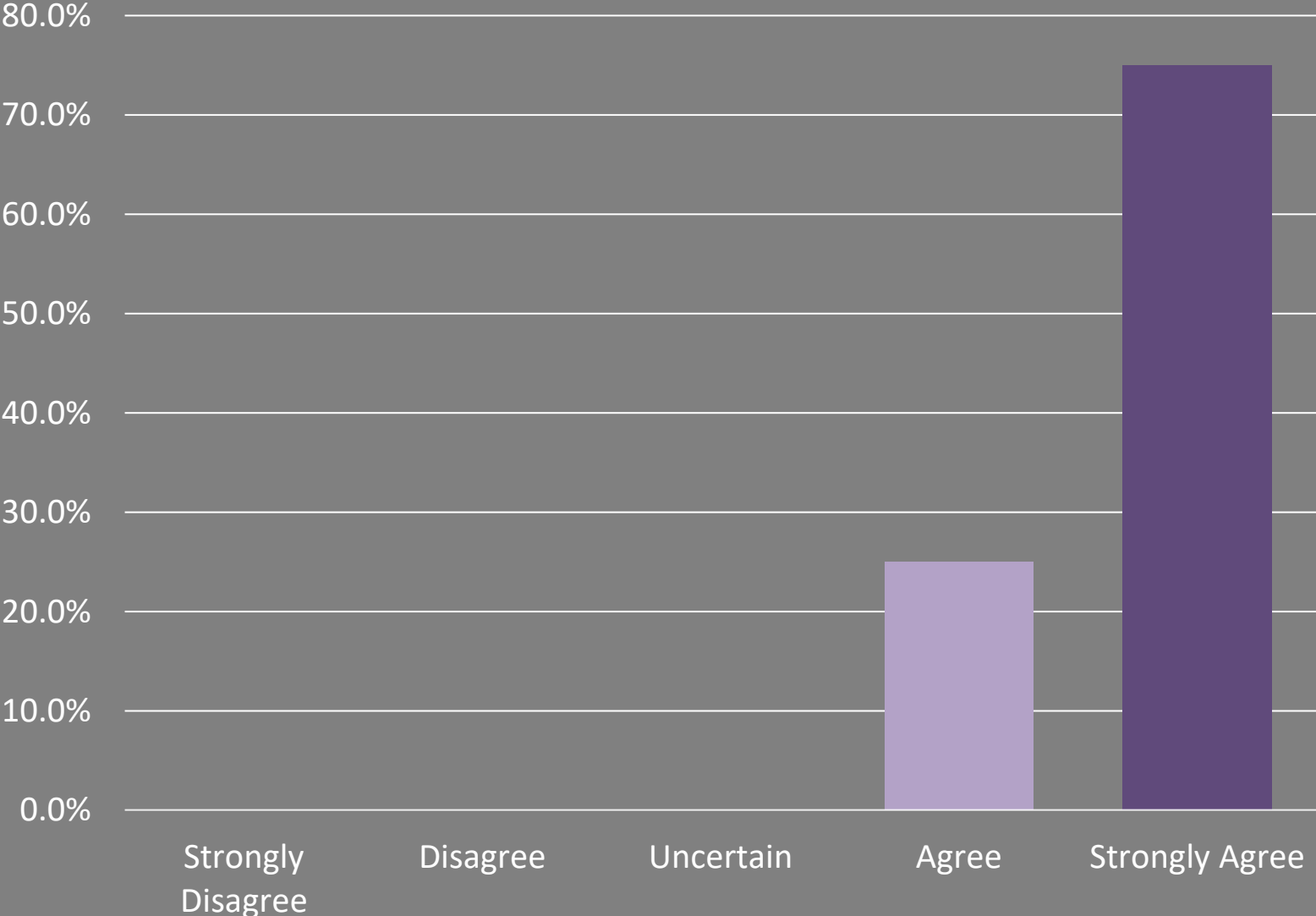


# DEXCOM – District Staff Relations



- DEXCOM has developed an effective working relationship with the District Superintendent, clearly delegating both responsibility and the necessary authority.
- DEXCOM members do not give direction to District staff members outside of DEXCOM meetings.

# DEXCOM – District Staff Relations



# Open Questions



- We should stop...
  - Online meetings :( I miss you all and I know its a covid reality.
  - We should stop sporadic email votes on bylaws. I would far prefer it if we had 3 - 4 windows for submission of bylaws per year. Let's create a more sustainable approach, since bylaw revision and approval appears to be with us for the long haul. I understand that bylaws are important governing documents, but I also think if churches were made aware of that Dexcom only approves them quarterly, then churches would adjust their patterns accordingly.

# Open Questions



- We should start...
  - Occasional informal, non-business, gatherings/ fellowships to increase our mutual understanding of working styles and views on various CPD related issues.
  - I would love to see more connection happening between meetings - like maybe we get placed in smaller groups that pray together 4 times a year for the district - like take an hour on zoom or something. (Nothing big, just something that helps it feel like more than just bylaws between the meetings :))



# Open Questions



- We should start...
  - Paying more attention to the seismic shifts in culture that are going to be affecting the opportunities and challenges before our churches, and ensure that both our District Ends and strategic approaches are sufficient to address the changing context in which we serve. While committed within the policy governance structure, it feels as though there is a need for Dexcom to remain vigilant in watching the far off horizon and to be well informed around cultural shifts. Without such development, whether it be personally engaged in, or corporately led, then our continual review of Ends will appear to be primarily a formality, rather than truly a formative experience.

# Open Questions



- We should start...
  - Having some longer spaces together for discussions about the future, continuing growth and relational connection.

# Open Questions



- We could improve...
  - By increasing our board governance training.
  - By spending more time on upcoming issues.
  - Covid-19 and our need for virtual meetings has meant we have less time for future planning, relational connection, and prayer.
  - On considering more of the pros and cons of DEXCOM decisions on effective and best pastoral practices in addition to ensuring conformity to policy governance.

# Open Questions



- We could improve...
  - If we must continue doing online meetings for Covid reasons I think we need to build in some time for relational development - I really miss the lunch chats and connecting that makes us feel like a team and I especially think this will be a challenge for new members.
  - The balance in our work. We seem to be heavier on monitoring and general business than we are on thinking about broad trends and the future.
  - Spending more time in prayer for each other and the district staff!

# Open Questions

- We could improve...
  - Our personal touches felt lacking due to Covid. Nothing that could be done to prevent that, as by necessity our meetings went on Zoom - however, I place this here to keep the work of connecting personally on our radar as things perhaps open up more, or if we remain online, that we find ways to incorporate such touches into the virtual realm.

# Open Questions



- As part of being on DEXCOM I particularly enjoy...
  - Working with the District Staff and DEXCOM to facilitate ministry in our District
  - Profiting personally from multiple perspectives and the varied gifts and areas of expertise of DEXCOM members.
  - The mutual respect among DEXCOM members, all voices are heard and appreciated. I also enjoy Errol's leadership in dealing with different voices and maintaining healthy balances.

# Open Questions



- As part of being on DEXCOM I particularly enjoy...
  - I think this role has provided many opportunities to think strategically and to prayerfully discern God's plan for the future. I have appreciated the opportunities to use these skills and develop a healthy vision of governance.
  - The great conversations. It is a privilege to hear so many wise and varied opinions.
  - Working together with men and women who humbly love Jesus and have a desire to see this district succeed in the great commission!

# Open Questions



- As part of being on DEXCOM I particularly enjoy...
  - Contributing my gifts in a way that is hopefully helpful and meaningful to the wider church body.
  - Growing my skill and confidence in church governance that is directly benefiting the health of my local church team.
  - Hearing and witnessing the servant heart our District staff has for the body of Christ. I enjoy the opportunity to play a small role in encouraging the staff, empowering and releasing them in their giftedness, and to see their impact in local churches celebrated well.



# Open Questions



- My greatest fear in my role of a Director is...
  - Not to fulfill the mandate that I have been given by our District Conference.
  - Missing being prepared for an important, and predictable, issue affecting our churches.
  - Becoming a voting machine, only expressing right/wrong opinions on governance correctness, though it is very important. I wish to contribute more on strategic directions and effectiveness in the decisions I/we made.

# Open Questions



- My greatest fear in my role of a Director is...
  - That we would make a decision that would hurt God's people or the reputation of our organization in a way that would hinder God's work.
  - That I will miss something. I sometimes struggle to feel that I have adequate space to feel fully prepared.
  - Being unable to give insightful and articulated input into a discussion or topic that is being discussed.

# Open Questions



- My greatest fear in my role of a Director is...
  - That I would carry a personal agenda into our discussion. I address this fear by praying to surrender my personal will as we deliberate, still I am always mindful that I must guard against seeing "what I want." May Jesus continue to draw us all ever closer to his heart, and may the Spirit move and direct our conversations and discernment in a manner that brings glory to our Father God.

# Open Questions



- I would appreciate a discussion about...
  - The latest legislation affecting Christian organization in Canada
  - Having a separate training/equipping session on deeper familiarity with the governance policy. I mean, if Steve were not in the DEXCOM, who would pick up his task and responsibility as AGO?
  - Cultural trends for the church.
  - Emerging leadership styles

# Open Questions



- I would appreciate a discussion about...
  - There are a few things:
    - Increasing ethnic diversity and interrelationships between churches of different backgrounds
    - Positioning the district for greater effectiveness (particularly post Covid)
  - Pastor health and wellness factors
  - Developing leadership pathways
  - How best to influence national conversations around theological and pastoral issues.
  - How District currently identifies areas of need or resource development for our local churches

# Open Questions



- I would appreciate a discussion about...
  - Best practices for succession planning
  - The District/national vision and strategy for identification/training/releasing/supporting International Workers.

# Open Questions



- District Superintendent: How do you feel about the level of empowerment that DEXCOM presently gives you?
  - Terrific! I have often benefited from DEXCOM's collective wisdom and have never felt micro-managed by DEXCOM.

# Survey Summary



- Some trends to take note of:
  - Generally DEXCOM feels comfortable that it is doing a reasonably good job – this is demonstrated by the high percentage of “agree” and “strongly agree” answers
  - A desire to spend more time thinking about the future
  - A desire to be better informed about relevant current trends
  - A desire for continuing board education
  - A desire for more relational connectedness
- Several good discussion topics were suggested



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