

Decision Profile

CPD Church Bylaw Review Progress & Intervention Process

Decision Required:

Approval by DEXCOM of the intervention process for organized churches who have not completed the bylaw review process since the December 31, 2020 deadline.

Why it's Coming to DEXCOM:

DEXCOM has mandated that all CPD churches should complete a bylaw review process to conform to the mandatory clauses in the *Model Church Bylaws*.

Background:

In 2016, DEXCOM passed the following motion:

It was moved (M. Hutchinson) and seconded that by December 31, 2020 all churches in the CPD will conform to the required bylaw elements.

CARRIED – S. Schneider abstained

Churches have been supported through the review process by Ken Daly (former District Bylaw Coach), Janet Kirby, Erin Knott, and Steve Schneider in preparing their bylaws for DEXCOM approval. As the deadline is nearing, an update on the progress of CPD churches in the bylaw review process is below:

Organized Churches

Status	#	%
Complete	65	87%
Awaiting Approval*	0	0%
In Review	5	7%
In Process (Pre-Review)	4	5%
Not Started	1	1%
Total	75 churches	

At this time, the following 5 churches are **in the review process**:

Crucible Church
Sicamous Bible Church
South Vancouver Community Church
Vancouver Vietnamese Alliance Church
Vernon Alliance Church

The following 4 churches are **in process (pre-review)**:

Fort Nelson Alliance Church
Rocky Mountain Alliance Church
Terrace Alliance Church
Vancouver Fountain Alliance Church

Vancouver Mandarin Church is the only church who has **not yet started** the bylaws review process.

Developing Churches

In addition to the statistics on page 1, one developing church has completed the bylaw review process and is moving to become an organized church. Another church is beginning the bylaw creation process as part of the process towards becoming an organized church. There are an additional four developing churches who have not yet completed a bylaw creation or review process.

Given that the *Model Church Bylaws for Developing Churches* (MCB-DC) was approved on October 8, 2019, and that a strategy for supporting these churches had to be suspended due to the issue with using compilation engagements, developing churches have not yet been asked to do this work.

A revision to the MCB-DC will be addressed by the District Bylaws Committee and brought to DEXCOM once the work on allowing the use of compilation engagements in church bylaws is complete. DEXCOM has advocated that the threshold for using a compilation engagement be discussed at General Assembly 2022 and so a strategy to support developing churches in this matter will be implemented when appropriate after that meeting.

Intervention Process

In the April 2017 Report of the District Superintendent to DEXCOM, Errol Rempel presented a seven-step intervention process:

- 1) Initial letter advising all pastors and elder boards of the necessity of reviewing their bylaws and adopting the DEXCOM mandatory 'bylaw core' by December 31, 2020 was sent in February 2017.
- 2) All churches reviewing and amending their bylaws are tracked by the District Office and District Bylaw Coach at each step of the process.
- 3) Reminder emails to relevant (that is, non-compliant to that date) churches will be sent in the first quarter of 2018, 2019, and 2020.
- 4) A personal letter from the District Superintendent (DS) will be sent to all relevant churches (Lead Pastor and Board Chair) by June 1, 2020.
- 5) A telephone call from the DS (or his designate) will go to all relevant churches (Lead Pastor) by September 1, 2020 offering assistance and directing compliance.
- 6) A face to face visit by the DS (or his designate) will be made with the Lead Pastor of any church in non-compliance as of December 31, 2020, offering assistance and directing compliance.
- 7) In January 2021, the Lead Team will review churches in non-compliance and impose penalties/consequences, or provide incentives, it believes appropriate to each local church in question.

All steps have been completed, although given the significant impact of the pandemic on CPD churches, steps five and six were adjusted or postponed until direction on further intervention could be sought from DEXCOM in October 2020.

At the October 2020 meeting, DEXCOM passed the following motion:

Moved (S. Schneider) and seconded (K. Ward) that churches who have not completed the bylaw review process by December 31, 2020 be given leeway in their completion date.

CARRIED

Extensive work has been done to work with churches in 2021 to support as many as possible in completing this work. Now that it has been one year since the last decision to offer leniency, direction on how heavy-handed to be is needed.

As well, DEXCOM passed the following motion on December 10, 2020 regarding the implementation of a five-year bylaw review cycle that comes into effect in January 2022:

Moved (E. Rempel) and seconded (S. Schneider) THAT DEXCOM requires all CPD churches to complete a full bylaw review every five (5) years according to the following deadline:

- **churches that due for a full review in 2021 have until December 31, 2022 to comply**
- **churches that are due in 2022 have until December 31, 2022 to comply**
- **all other churches are due at the five-year mark from the date of the last DEXCOM approval of their full bylaw review**

CARRIED

At this point given that churches will begin a new review cycle, a new deadline for completion may be appropriate for churches that have not yet completed an initial review and DEXCOM direction is sought on this.

Recommendation/Motion:

THAT DEXCOM provide direction on the intervention process for churches who have not yet completed the bylaw review process since the December 31, 2020 deadline.