

## Legislative Changes Affecting District Operations

### Policy 4.8.5 of the DEXCOM Policy Governance Manual

Legislation	Effective Date	Date of Change	Change Made	Effect of Change	District Response	Staff Responsible
Accounting Standards for Not-for-Profit Organizations (ASNPO)	01/2012	05/2019	Move from GAAP as standard for non-profits to ASNPO	Local Church Constitution (LCC), CPD Bylaws, and Model Church Bylaws required revision	<ul style="list-style-type: none"> <li>• CPD Bylaws amended</li> <li>• Revised Model Church Bylaws and informed churches of required changes</li> <li>• Brought issue to C&amp;MA Board of Directors</li> </ul>	Aaron Chan
C&MA Manual	06/2020	11/2021	<ul style="list-style-type: none"> <li>• General Operating Bylaw No. 2</li> <li>• Policy on District Organization</li> <li>• Local Church Constitution – Purpose, Article 12.2</li> </ul>	<ul style="list-style-type: none"> <li>• Allowance for remote participation at Meetings of the Members</li> <li>• Removal of District Treasurer as chair of the district Audit Committee</li> <li>• District to determine acceptable accounting basis for compilation engagements</li> <li>• Revision to Purpose aligns with CRA terminology</li> </ul>	<ul style="list-style-type: none"> <li>• Education &amp; distribution of materials to District staff, Official Workers, pertinent committees &amp; churches</li> <li>• Update of website and resources referring to changes</li> <li>• Revision to Audit Review Committee Terms of Reference to come to District Conference 2023</li> </ul>	Erin Knott

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Canada Labour Code	1985	01/2021	Employers prohibited from misclassifying employees	Employers contravening may be subject to action, fines, or prosecution	none	Mark Peters, Dwayne Toews
City of Surrey Bylaws	Multiple bylaws	Multiple bylaws	Not aware of any changes of consequence	none	none	Dwayne Toews
Employment Standards Act	1996	01/2022	After 90 days of employment, employees can take up to 5 paid days and 3 unpaid days of job-protected leave in their employment year	None – the Employee Handbook stipulates 15 paid sick days per year	none	Mark Peters, Dwayne Toews
Income Tax Act	1985	01/2020	No significant changes made	none	none	Aaron Chan
Marriage Act	11/2017	03/2018	Increasing strictness by Vital Statistics Agency in qualifications for temporary clergy license applications for religious representatives	Religious representatives must meet all eligibility criteria in the Marriage Act and only officiate weddings in connection to a local C&MA church in the CPD	Changes to Licenses for Solemnization of Marriage Policy that limit a Former Worker’s eligibility for a temporary clergy license to 5 years and stipulated eligibility requirements	Erin Knott

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Personal Information Protection Act	10/2003	03/2016	Minor updates to the Act	Updates to the CPD Privacy Policy were reviewed	<ul style="list-style-type: none"> <li>• CPD Privacy Policy was revised and approved by District lawyers</li> <li>• All churches required to adopt their own privacy policy with a copy on file at the District Office</li> </ul>	Erin Knott
Provincial Health Order – Gathering and Events	03/2020	03/2022	Removal of mask mandate and restrictions on indoor gatherings including worship services	<ul style="list-style-type: none"> <li>• Masks optional in indoor settings</li> <li>• No capacity or gathering restrictions for worship services</li> </ul>	<ul style="list-style-type: none"> <li>• Communication to all churches, workers, and Board Chairs</li> <li>• Update on website</li> <li>• Support for churches implementing changes</li> </ul>	Erin Knott, Dwayne Toews
Provincial Health Order – Workplace COVID-19 Safety Plans	05/2020	03/2022	Communicable disease plans required in place of COVID-19 safety plans for workplaces	Safety plan for District Office and churches must be in place according to public health/WorkSafeBC protocols	Copy of safety plan posted throughout office	Dwayne Toews

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Societies Act	11/2018	11/2016	Transition from Society Act, multiple changes	Increased access to society records, disclosure of remuneration for directors, lower special resolution threshold, and conditions for being a director, among multiple changes made	<ul style="list-style-type: none"> <li>• Multiple education opportunities/ training sessions</li> <li>• revision of CPD Bylaws</li> <li>• Requirement of all CPD churches to review their bylaws and ensure they are in alignment to the Model Church Bylaws</li> </ul>	Erin Knott