

Decision Profile

Executive Limitations Revisions

Decision Required:

Approval by DEXCOM of the revisions to executive limitations in the *DEXCOM Policy Governance Manual*.

Why It's Coming to DEXCOM:

DEXCOM must approve any revisions to its Policy Governance Manual.

Background

At the April 2022 DEXCOM meeting, the following action items were struck:

- The Finance Committee to review 4.4.12 in its entirety to add clarity, review the financial language, address approval of church loans and lines of credit, ensure the thresholds are appropriate, and recommend any needed changes to DEXCOM.
- Janet Kirby, Mark Peters, and Kyla Ward to send proposed changes and rationales to Erin Knott for inclusion in a decision profile for the October 2022 DEXCOM meeting.

The Finance Committee met and approved recommended changes to section 4.4.12 and Janet, Mark, Kyla, and Erin met to review proposed revisions to other executive limitations in September. All recommended revisions are below.

4. Global Executive Constraint

Revision of 4. a) and e) from:

The District Superintendent shall not cause or allow any organizational practice, activity, decision, or circumstance that is:

- a) in conflict with the Policy on District Organization or Bylaws,
- e) in conflict with DEXCOM approved policies.

To:

The District Superintendent shall not cause or allow any organizational practice, activity, decision, or circumstance that is:

- a) in conflict with the C&MA Manual or District Bylaws,
- e) in conflict with DEXCOM or District Operational policies.

Rationale:

This correctly identifies that the District Superintendent (DS) is bound by the entire C&MA Manual, not only the *Policy on District Organization*. It also identifies that the DS is bound by operational policies as well as DEXCOM policies.

4.2 Treatment of Staff**Revision of 4.2.1 c) from:**

4.2.1 Operate without written personnel rules that:

- c) protect against wrongful conditions, such as nepotism and grossly preferential treatment for personal reasons.

To:

4.2.1 Operate without written personnel rules that:

- c) protect against wrongful conditions or treatment.

Rationale:

Rather than specifying only two wrongful treatments of staff, this broadens the definition to include any wrongful treatment.

4.3 Financial Planning and Budgeting**Revision of 4.3 from:**

The District Superintendent shall not cause or allow financial planning for any fiscal year or the remaining part of any fiscal year to deviate materially from the DEXCOM's Ends priorities, risk financial jeopardy, or fail to be derived from a multi-year plan.

To:

The District Superintendent shall not cause or allow financial planning for any fiscal year or the remaining part of any fiscal year to deviate materially from the DEXCOM's Ends priorities, risk financial jeopardy, or fail to be derived from the strategic plan.

Rationale:

As 4.9 requires that a strategic plan is in place, which is multi-year in nature, and so this revision aligns all financial planning and budgeting with the strategic plan.

4.4 Financial Condition and Activities

Revision of section 4.4.12 from:

4.4.12 Fail to remain within stated approval limits regarding loans to churches in the district.

4.4.12.1 The limits are as follows:

4.4.12.1.1 For a church that does not own any real property at the time of loan application, a loan of up to 75% of the proposed project cost.

4.4.12.1.2 For a church building expansion or improvement project, a loan of up to 100% of the total project cost or 75% of the total equity of the existing church properties plus the project cost, whichever is lower. The maximum amortization period that the Finance Committee can approve is 15 years.

4.4.12.1.3 In either of the above cases, the maximum amount of loan is \$500,000.

4.4.12.2 Loans exceeding any of the abovementioned approval limits must be brought to DEXCOM for approval.

4.4.12.3 In case the actual project cost exceeds what was originally planned for and the loan required turns out to be higher than the amount originally applied for, the District Superintendent is authorized to approve an incremental loan of up to 10% of the loan amount originally applied for. Any amount exceeding that will have to be approved by DEXCOM.

- 4.4.12.4 Approval of a loan application means approval of the indebtedness; it does not automatically guarantee the availability of the loan funds. For an LDF Loan, the availability of funds is dependent on the cash flow situation of the District at the time the loan funds are required.

To:

- 4.4.12 Fail to remain within stated approval limits regarding church loans.

- 4.4.12.1 The limits are as follows:

- 4.4.12.1.1 For a church loan or line of credit from a financial institution, the Finance Committee may approve a maximum amount of \$250,000.
- 4.4.12.1.2 For a church building expansion or improvement project, a loan of up to 100% of the total project cost or 75% of the total equity of the existing church properties plus the project cost, whichever is lower. The Finance Committee may approve a maximum amortization period of 15 years.
- 4.4.12.1.3 For a church that does not own any real property at the time of a church building loan application, a loan of up to 75% of the proposed project cost.
- 4.4.12.1.4 The Finance Committee may approve a maximum church building loan amount of \$1,000,000.

- 4.4.12.2 Loans exceeding any of the abovementioned approval limits must be brought to DEXCOM for approval.

- 4.4.12.3 If the actual cost of a building project exceeds what was originally planned for and a higher loan amount is required, the District Superintendent may approve an incremental loan of up to 10% of the loan amount originally applied for. Any amount exceeding that amount must be brought to DEXCOM for approval.

- 4.4.12.4 For a Loan Development Fund loan, approval of a loan application means approval of the indebtedness and does not guarantee the availability of loan funds, which are dependent on District cash flow at the time loan funds are required.

Rationale:

Increases are recommended to the approval amounts given the significant increase in both project costs and property values for church buildings. As well, clarity was added to distinguish between church building projects and other church loans.

4.7 Compensation and Benefits**Removal of 4.7.2:**

Promise or imply permanent or guaranteed employment.

Rationale:

This limitation is unclear and also covered in limitation 4.2.4.2 so it is proposed that it be removed.

Recommendations:

THAT the revisions to the executive limitations in the *DEXCOM Policy Governance Manual* be approved.