

Canada Board of Directors report to the 08 2025 CEM and CWM conferences.

## Community of Christ Canada Board of Directors Report; September 2025

The Canada Board of Directors exists in compliance with Canadian Regulations as a registered not for profit Corporation in Canada. The Board functions as the corporate management organization to oversee policies and actions of the Church in Canada. The Board directors are authorized to conduct business on behalf of the church in conjunction with the theological and governing policies and procedures of World Church established through the standard practices of world conference actions.

The Canada board is subject to the membership of the church in Canada and in cooperation with the world church leadership. Policies and directions of the board do not remove world church policies but allows the church in Canada to work collectively with world church leadership to meet specific needs and requirements under the laws and practices in country.

Over the past two years the Canada Board has taken a more active role regarding the corporate management of the church in Canada, not as a 'National Church' separate from World Church but as an integral part of the world church in the life of the church in Canada.

To enhance the visibility of the Canada Board several actions have been undertaken to create a more open transparency of board activities.

A web site has been created, and all approved policies, activities and financial reports are being posted on the web site. These are open for church members to view and to provide a means for members to ask questions resulting from those documents. The web site will be expanded and grow to be a repository for easy access to pertinent information as this evolves.

<https://www.communityofchrist.ca/board.html>

To date there have been several actions taken by the Board and I will list these here as a summary of what is occurring and what will be posted on the web page.

The Board now meets four times per year and consists of eight members the names of which are posted on the website. Currently board members are elected under the current bylaws by the founding members. A committee has been established and working on the current bylaws to update these to better reflect the inclusion of the wider membership of Community of Christ in Canada regarding the election of board members as well as other bylaws regarding the operation of the church in Canada. These changes are being developed with the input and acceptance of the World Church leadership.

A new position on the board has been recently established to oversee Governance and elevate this area under the direction of Joan Thompson.

The Board established a Business Services Committee in 2022 to undertake the task of re writing and formatting policies for approval of the Board and that committee meets four times per year ahead of each board meeting to report to the Board for approval of documents, etc.

To date seven policies have been updated and approved by the Board covering, Budget, External Audit, Net Proceeds Policy, Risk Management, Endowment and Spending, Debt, Capital Projects.

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Policies currently for discussion at the September board meeting; Signing Authority and Banking, Registered Program Worker.

Policies slated for review or development; Intellectual Property and Copyright, Legislation and Regulatory Affairs, Technology and Social Media Protocols, Loans, Grants.

In addition, the employe handbook and employee policies are being formulated and reviewed by an external HR consultant to finalize.

A major change this past year has been the negotiation of insurance policies in Canada for the Canadian entity rather than the blanket world church policies. As a result, the Property Insurance, Officers and Directors policy, and the Financial and Employee Practices policies have been moved to Canada affective for 2025. The result was that we only had a less then 3% increase in these policies and we reduced the Deductibles from \$650,000 per occurrence to \$250,000 per occurrence for property and from \$750,000 per occurrence to \$250,000 for directors and employee liability. In addition, the coverages were expanded from covering just the Board of Directors and employee staff to cover church priesthood and volunteers for church programs, camps, and activities.

We were unable to move the General liability policy to Canada due to a misunderstanding on the CRA web site listing the Canada church as having operations internationally and this has been corrected for fall 2025 negotiations. The final policy is Abuse Coverage. The obstacle here is that Canada requires our youth worker program to be expanded to cover working with youth, seniors, and vulnerable populations. A committee was established and have written a new Canada Registered Worker program and policy to cover all these areas. The policy and program will be submitted to the Board in September for final approval and our broker has advised the new program should meet the requirements in Canada. Next steps for the committee are to collaborate with external professionals to develop an expanded training program to cover all the aspects related to working with youth, seniors, and vulnerable populations under the newly title Program and Activity Leaders (PAL) policy.

In line with this activity a deficiency that has been highlighted in both the current Insurance Policy negotiations and as a continuing deficiency note on our annual audits is the fact that we do not have a professional listing of values for the church's tangible assets for property and contents. The Business Services Committee has recommended to the September Board meeting that we engage an outside company to perform an up-to-date evaluation to resolve these concerns over the later part of 2025 and early 2026.

The Canada Board of Directors is moving in a structured manner to bring the Board in line with accountability to the membership of the church in Canada through the Boards actions and the development of the Canada Church Strategic Plan.

If there are any questions, please feel free to contact Sam Smalldon Bishop of Canada or myself as the Chairperson Community of Christ Canada Board of Directors.

Ron Rowbottom

Chair Community of Christ Canada Board of Directors.