

From: Bill Taylor billt@efcc.ca 🇺🇸
Subject: ServeBeyond Announcement
Date: January 16, 2025 at 12:58 PM
To:

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ServeBeyond Announcement



Dear ServeBeyond Missionaries,

This letter concerns the EFCC Board of Directors decision regarding *ServeBeyond*. Our insurance company had advised us during the previous coverage cycle that, because we have personnel and projects overseas, they would not renew the Abuse, Harassment, and Molestation Liability insurance covering the entire EFCC, both overseas *and* in Canada. In order to keep our general liability insurance active, our insurance company, with our agreement, **removed the Abuse, Harassment, and Molestation Liability portion of our policy.**

As you can imagine, this has left the entire organization in a very vulnerable position. The entire organization -- including all mission projects and personnel, Home Office, and the Board of Directors -- could be in jeopardy if a valid uninsured claim were made in the future. After much prayer and lengthy discussion, the Board of Directors determined that the EFCC can no longer maintain an employment relationship with our salaried ServeBeyond missionaries.

We greatly value the work that each of our ServeBeyond and ServeCanada missionaries carry out on our behalf. EFCC leadership and the Board of Directors have investigated and pursued any option that might have allowed us to re-acquire our Abuse, Harassment, and Molestation Liability insurance. As we have considered our options, we have consulted with our insurance broker, with the Canadian Centre for Christian Charities, with other insurance companies that insure overseas projects, and with other mission organizations. In the end, the only workable solution is for ServeBeyond to move forward using contractor agreements and Memoranda of Understanding (MOUs) to facilitate overseas charitable activities. Unfortunately, CRA regulations restrict the use of such Agreements to those who are not employees of the organization.

As a result, **as of April 30, 2025, ServeBeyond will no longer be able to have missionaries who are salaried employees of the EFCC.** If you are an employee of EFCC, this letter is notice that your employment with EFCC will end on April 30, 2025.

This decision impacts about twenty of our ServeBeyond missionaries. We will continue to partner with other Free Church organizations across the globe through MOUs and to enlist contractors to carry on charitable activities on behalf of ServeBeyond as long as they are not drawing a salary as Canadian employees.

We are sad to have had to make this decision, but the Board of Directors must protect the integrity of the entire EFCC. We have valued each of you ministering on our behalf and will encourage EFCC churches to continue with their support for you.

We have spoken with numerous mission agencies that are open to supporting the mission project in which you have laboured, and to caring for each of you as you continue to carry out that project. We understand that some of you may have connections with other mission agencies that you would prefer to join. We will work with you to ensure as smooth a transition as possible to the agency you choose. Our concern is that

work with you to ensure as smooth a transition as possible to the agency you choose. Our concern is that you will have the best support available to you in a new mission agency.

Please see the summary of mission organizations with which we have been in contact by clicking this button.

Mission Agencies

This decision does not only impact ServeBeyond missionaries who receive a salary; ServeBeyond will also cease to have Mission Associates and Mission Affiliates. All missionaries who wish to carry out EFCC ServeBeyond charitable activities will enter into appropriate contractor agreements.

We recognize that this is a huge change. Please know that we will be praying for you during this transition, we will work with our churches to continue to care and support you, and will work hard to make this transition as smooth as possible.

May our God bless you as you continue to serve Him,



Bill Taylor
Executive Director



Sid Bergsma
EFCC Board Chair



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Member of the EFCC

Our mailing address is:

EFCC Box 850 Langley Stn LCD1 Langley, BC V3A 8S6 Canada

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