

November 12, 2025

Ben, Mark, and members of the Fellowship Prairies Leadership Board,

I write the following appeal to you. I understand that my language may sound strong but I'm seeking to get the point across since previous correspondence has gone unanswered.

The board is acting unethically and illegally.

Your November 10th letter to our church (along with your September 19th letter to the region) is *ultra vires* and in contempt of a binding member resolution duly passed at the Annual Convention on May 1, 2025, mandating an independent third-party investigation.

The Canada Not-for-profit Corporations Act S.C. 2009, c.23 (CNCA or Act) clearly binds you as a board to submit to resolutions passed by members at an annual meeting (CNCA s.148[2]). In addition, CNCA s. 148(4) affirms that ignoring a resolution puts you in breach of your duty and makes you legally liable for any non-compliance.

In other words, your letter not only fails to honor the will of the churches of Fellowship Prairies, but it is also illegal and violates Canadian law. The board has now been in defiance and breach of Canadian law and our bylaws for 6 months.

For the sake of clarity, allow me to summarize **why your continued push for arbitration is invalid:**

1. Member resolutions are a higher authority than a board decision, interpretation, or policy (bylaws 5.02). CNCA s.124 clearly states that directors (board members) are subject to member proposals passed at an annual meeting (cf. CNCA s.152).
2. Appeals to legal counsel or your own interpretation of the bylaws cannot override the decision of the churches. The churches are the Corporation, the board carries out the Corporation's wishes, not vice versa.
3. A separate unanimous member resolution was passed to terminate the mediation process of 2024. The board must also submit to this resolution of the members.
4. The motion passed by the churches for the third-party investigation clarified that "the matter at hand is not a 'dispute or controversy' (9.02), but allegations of FPLB misconduct." This statement, approved by the members, articulates our legal right to supervise the board's conduct and the interpretation of the bylaws.
5. Section 9 of the bylaws is subject to the CNCA and Alberta Arbitration Act. First, as a reminder, we never entered arbitration. Second, there is no rule in these Acts that say a failed mediation (1) forces arbitration; or (2) suspends the members' right to pass binding resolutions to hold a

board accountable. The board or our bylaws cannot mandate an arbitration in defiance of the CNCA or Alberta Arbitration Act.

6. Even if arbitration was an option, the board cannot self-appoint an arbitrator. This is not according to our bylaws and is a violation of the Arbitration Act. Adding to this error, you have a direct conflict in your appointee: Brent Chapman is a Regional Director in a sister region who signed a letter condemning our actions on a related matter. He is not independent, which is another breach of the Arbitration Act.
7. Your desire for “confidentiality” under s. 9.02(c) is invalid as members have ordered transparency (the motion explicitly requires an investigation to “report its findings to the member churches”).

Ben and board, please **note the timeline**. Before Equip 2025 (April 24, 2025) you wrote a letter condemning our proposed motion for a third-party investigation. You said, "the board disagrees with the premise of this motion in its entirety and its detail." You said the motion would violate the bylaws and undermine the motion passed at Equip 2024. You said Derek and I were sinfully divisive for bringing this motion to the members. You appealed to the churches to vote in your favor. But at Equip, the delegates voted *against* the board and passed the motion for a third-party investigation. That is, the delegates *disagreed* with your interpretation and opted for a third-party investigation.

The members, i.e., the Corporation, have a higher authority than the board to make that decision. The board now has the responsibility to carry out the will of the churches. The board is fully accountable to the churches. You wrote, "We reaffirm our commitment to submit ourselves to the proper authority of the law and the membership as set out in the bylaws which have been approved and adopted by the membership of Fellowship Prairies Inc." but you are not doing that. If you review my letters during mediation, this has always been the heart of my requests: the churches should be recognized as the highest authority of the region.

My final appeal to you is this: Why resist a third-party investigation? To make great effort, even defying a duly passed resolution and the law, to try and prevent an independent review of the matters at hand only serves to implicate you. Escaping accountability is not in keeping with our profession as Christ-followers. Our desire should be to bring things to the light. If there has been transgression then we opt for confession, repentance, and forgiveness. We reject cover-ups, darkness, non-disclosure, or confidentiality to hide sin. Please, I urge you, let's bring the entire matter to the light.

Board members, **this is what you should do immediately**:

1. The members of the board who are subject to investigation (i.e., the RD and board chair) should recuse themselves from discussions on this matter. They are in a conflict of interest and must respect the law concerning this. If Mark and Ben are unwilling to recuse themselves, the board should insist.
2. The remaining board members should appoint one or two board members to implement the will of the churches. These members should:
 - a. Contact Steve Jones and ask him to immediately select a third-party ministry. His correspondence to the churches indicated it was the Fellowship Prairies board which advised him that the duly passed motion violated the bylaws. The counsel given to him was not true. He was willing to be involved in selecting an arbitrator and would select a third-party ministry at the request of the board.

- b. Write to the churches of the region, repenting of the error to presume authority over the churches rather than submitting to the churches. Indicate that the duly passed motion will be honored.
- c. Open communication with Anchor of Hope or Peacemaker Ministries with full transparency to the churches on communication and instruction given. The churches should know which ministry is involved and how they are approaching this issue to bring light and reconciliation to our region.

I've prayed earnestly that you would receive counsel from me. Not for my sake or based on whatever reputation I may have in your eyes, but on the merits of the argument. I've always wanted what is best for our region and the advance of the gospel of Jesus Christ and that conviction has only increased through this ordeal.

For the sake of the church,

Tim Stephens

A handwritten signature in black ink, appearing to read 'Tim Stephens', with a stylized, cursive script.

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