

Statement of support for the work of gender equity in the Canada and Bermuda Territory

The Salvation Army has, from its inception through the teaching and example of our founders, declared that people must be treated equally in all areas of life and ministry. William and Catherine Booth blazed a trail in Victorian England with this commitment and set the stage by empowering women and men to be fully engaged in the mission of The Salvation Army. Our Founders reflected the heart of God, as revealed in Scripture from the moment of creation. Genesis 1:27-28 says God created male and female equal in his sight and gave **both** the responsibility, as co-leaders and co-stewards, to care for the world.

The Salvation Army has since earned a reputation of advancing gender equity in Christian ministry. We have declared our theological and practical imperative for mission to be a commitment to empowering women and men equitably.

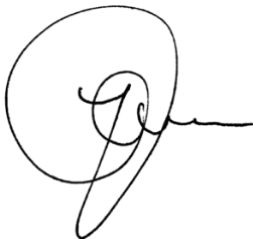
As the Territorial Commander, I give my full support to the work of gender equity which is spearheaded by the Gender Equity Committee - now an official committee of the Spiritual and Denominational Affairs Board. Change does not come easily, and we must follow a continuous improvement plan that is intentional and strategic with the support and networking of all Salvation Army departments. Gender equity must be demonstrated in our day-to-day practices and become deeply embedded as a long-lasting Salvation Army culture shift.

As the Territorial Commander, I commit to ensuring that:

- Our theology is lived out in behaviour by leaders at all levels.
- Our policies reflect ongoing equity for male and female officers.
- Our desire for all leaders to flourish is undergirded with additional supports for women leaders as needed. We will work towards providing additional training, education, and equitable opportunity, wherever possible, and as needed, for women leaders to flourish in an equal way.
- Our practice of 'default appointments' in this territory will continue to be carefully reviewed.

I commend to you the work of the Gender Equity Committee, along with all the mission partners who are networking with them. Please join me in this journey and support The Salvation Army in this important value.

God bless you,

A handwritten signature in black ink, appearing to be 'Lee Graves', written in a cursive style. The signature is enclosed within a large, hand-drawn circle.

Commissioner Lee Graves
Territorial Commander
Canada and Bermuda Territory