

## Long Range Planning Update for May

Our task forces continue their work as we move into the summer.

**Small Group Ministry** – The task force submitted a set of draft recommendations to the Executive Committee. These were reviewed and discussed at the EC's May 13 meeting. Soon, the full congregation will be invited to review, and suggest changes to, the small group ministry recommendations.

**Anti-Racism** – The task force met with BIPOC members of SFBC on April 25. Rev. Jennifer Ikoma-Motzko attended the meeting as a consultant, and may help the task force further. Most of the time was spent talking about the racist rhetoric in the Pastoral Transition report at the last LRP forum with the congregation. SFBC leadership's lack of response to the rhetoric has eroded trust among BIPOC at the church. A second meeting with BIPOC members is planned. Task force member Karen Carlos is hosting time for white people to talk about racism and white supremacy on Mondays from 7-8 p.m.

**Facilities** – Danny de la Cruz and Arthur Thomas joined the task force. The group took an extensive tour of our facilities with Patrick Green. They also interviewed Cherry Johnson about her vision for our facilities. Daryl de la Cruz is seeking information from the city about the First Hill Urban Village. Next steps include working on seismic issues with a contractor or architect. Three main building scenarios are being considered: Remodel/Retrofit; Partial Redevelopment; Full Redevelopment. Two scenarios seem to be off the table: Sell and Move; Stand Pat.

**Governance** – The task force discussed the articles of incorporation of SFBC signed in 1908. They continue to review, understand, and propose updates for the Bylaws. The group has been discussing how the Governance Task Force integrates the work of the Anti-Racism Task Force. The group all agrees that defining the governance structure and the by-laws to support anti-racism is both necessary and not easy. They identified three areas to focus on in the coming weeks: 1) Ensure we have appropriate policy statements that clearly state that discrimination is prohibited, 2) update behavioral norms to reflect this stance and 3) review the nominating process to ensure the hiring criteria is established to meet our leadership diversity objectives. Angie Buysse resigned from the task force.

**Senior Ministry** – Ten more surveys were sent out to people who requested them. The group is "putting meat on the bare bones" of their proposal.

**Pastoral Transition** – The task force is regrouping with the help of additional facilitation. Dave Roberts resigned as facilitator and will not continue on the task force.

**Program Office** – We completed a new draft of our proposed Key Ministries document. See the church website: <https://www.seattlefirstbaptist.org/long-range-planning.html>