

SEATTLE FIRST BAPTIST CHURCH—FORUM DISCUSSION

Overview of today's Governance presentation

- Goals of the Governance Task Force
- New mission-based governance model
- Contents of typical church bylaws
- Role of SFBC's Council of Ministries
- Topics in the SFBC bylaws
 - Council of Ministries & Officers; Committees and Task Forces
- Summary of changes to SFBC's bylaws
 - Includes changes to, or new material about: covenants; organization and government; membership; meetings; pastors and staff; Council of Ministries; committees and task forces
- Organization charts



Goals of the Governance TF

- Provide a **clear, flexible, and up-to-date** revision of the Bylaws that enables the Diaconate to prepare members for voting on the new governance model at the 2022 Annual Meeting in January.
- Create a procedural **road map** for SFBC to follow in all areas of Church life: our purpose, government, finances, membership, meetings, staffing, Council operations, committees and task forces—collectively, Governance.

New mission-based governance model

- The Church's **Mission** is the driving force behind the existence of the Church—not the Council, committees, pastors, or even members.
- **Mission-based governance creates a reduced Council that works with the pastors, staff, and other church leaders to empower and support everyone who wants to contribute time and talent to the Church.**
- Everyone plays a part in the vision, operations, goals, and planning of SFBC; the Council manages the process.



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Topics often included in church bylaws

- Name of organization
- Covenants, including mission statement
- Governing bodies of the church and their authority, including committees and task forces
- Membership
- Meetings: holding, conducting, voting
- Pastoral, administrative, program, and support staff
- Finances, indemnification, and amendments



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Role of SFBC's Council of Ministries

- **Mission focus**—Ensures that church resources and efforts remain focused on achieving SFBC's mission
- **Strategic planning**—Sets goals and establishes policies and strategic direction to fulfill the mission, but does not manage day-to-day activities
- **Fulfillment of SFBC's obligations**—Satisfies the church's legal and moral obligations to its membership, employees, and community
- **Oversight**—Reviews and approves church business, such as the budget and key financial transactions
- **Asset management**—Protects the church's assets and determines the use of its financial resources



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Summary of changes to SFBC's bylaws

Article II—Covenants

- ❖ Article II has been retitled from “Purpose” to “Covenants”
- ❖ This article previously contained sections on “Purpose,” “Statement of Faith,” and “Statement of Mission.” This Article now contains four covenants:
 - Mission Covenant (unchanged)
 - Justice, Equity, and Diversity Covenant (new)
 - Faith Covenant (modified, retains some of the original)
 - Church Covenant (moved here from Article III)



Summary of changes to SFBC's bylaws (cont.)

Article III—Organization and Government

The changes made to this article:

- Clarify the authority reserved for church membership from the authority of the Council
- Introduce the new Council of Ministries
- Move the “Relationships” section to Article II
- Remove the “Behavioral Norms” section, which will be placed in a Church Policy Manual



Summary of changes to SFBC's bylaws (cont.)

Article IV—Membership

This article is still under consideration by the Governance Task Force. We plan to shorten it while retaining the substance of the sections that describe:

- Becoming a member
- Duties, privileges, and responsibilities of members
- Inactive membership
- Resignation or dismissal of members

Article V—Meetings / Quorum / Fiscal Year

This article is also still under consideration by the Gov. Task Force. We don't anticipate any substantive changes to it.



Summary of changes to SFBC's bylaws (cont.)

Article VI—Pastors, Administrator, Program Staff, and Support Staff

This article will be much shorter than the current article with the same title. It is almost completed.

A few issues have not yet been decided:

- Will the Council continue to have the authority to hire pastors who are contractors or who will be in short-term, part-time, or specialized positions?
- What is the supervisory reporting structure of the program (professional) staff?
- Should ordination be required of all SFBC pastors?



Summary of changes to SFBC's bylaws (cont.)

Article VII—Council of Ministries

- ❖ This article replaces the existing article entitled “Diaconate,” eliminates the existing article on “Executive Committee,” and encompasses the two existing articles on “Officers and Duties” and “Nominations and Elections.” It will be the longest article of the Bylaws.
- ❖ Summary of major changes:
 - Responsibilities are greatly expanded
 - Diversity is emphasized
 - Voting members are reduced from around 22 to between 7 and 11
 - Pastors are non-voting members
 - Terms of 2 years and term limits of 4 years are set
 - Officers remain unchanged except for different terms and term limits

Summary of changes to SFBC's bylaws (cont.)

Article VII—Council of Ministries (cont.)

- The Council nominates new Council members, including Officers, for election.
- Officers' duties are changed slightly.
- The Council's focus is on big-picture work, policy development, fiduciary responsibilities, operational priorities, strategic planning, and overseeing finances (including approving the annual budget before it is presented to the congregation at the annual meeting).
- The Council sets annual goals and a long-range plan for SFBC.
- The Council creates accountability for the work of committees and task forces.



Significant changes to SFBC's bylaws (cont.)

Article VIII—Committees and Task Forces

- This article is reduced from 7 pages to about 1 page and retitled “Committees and Task Forces.”
- Standing committees (previously named commissions) are reduced from 9 to 2—Personnel and Finance.
- The Council creates ad hoc committees and task forces to solve problems or complete goals or projects
- The Council appoints committee and task force chairs; and provides overall goals for them. Otherwise, they are mostly self-directed (e.g., no term limits, select own members, may serve on multiple committees or task forces, set own agendas).
- Committee and Task Force members need not be church members, but the chairs and a majority of committee/task force members must be church members.



Summary of changes to SFBC's bylaws (cont.)

Article IX—Finances

- “Article IX—Finances” replaces “Article IV—Financial Policy.” We’ve deleted the section on establishing a fellowship fund.
- Sections added to the new Article IX explain the fiscal year and procedures for non-budgeted expenses; deposits and accounts; checks and payment obligations; and investments.



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Summary of changes to SFBC's bylaws (cont.)

Article X—Indemnification

This Article adds a new protection: SFBC's Council and Officers are indemnified to the fullest extent provided by law for actions taken in service to the Church, except for any action determined by the Council to have been taken in bad faith.

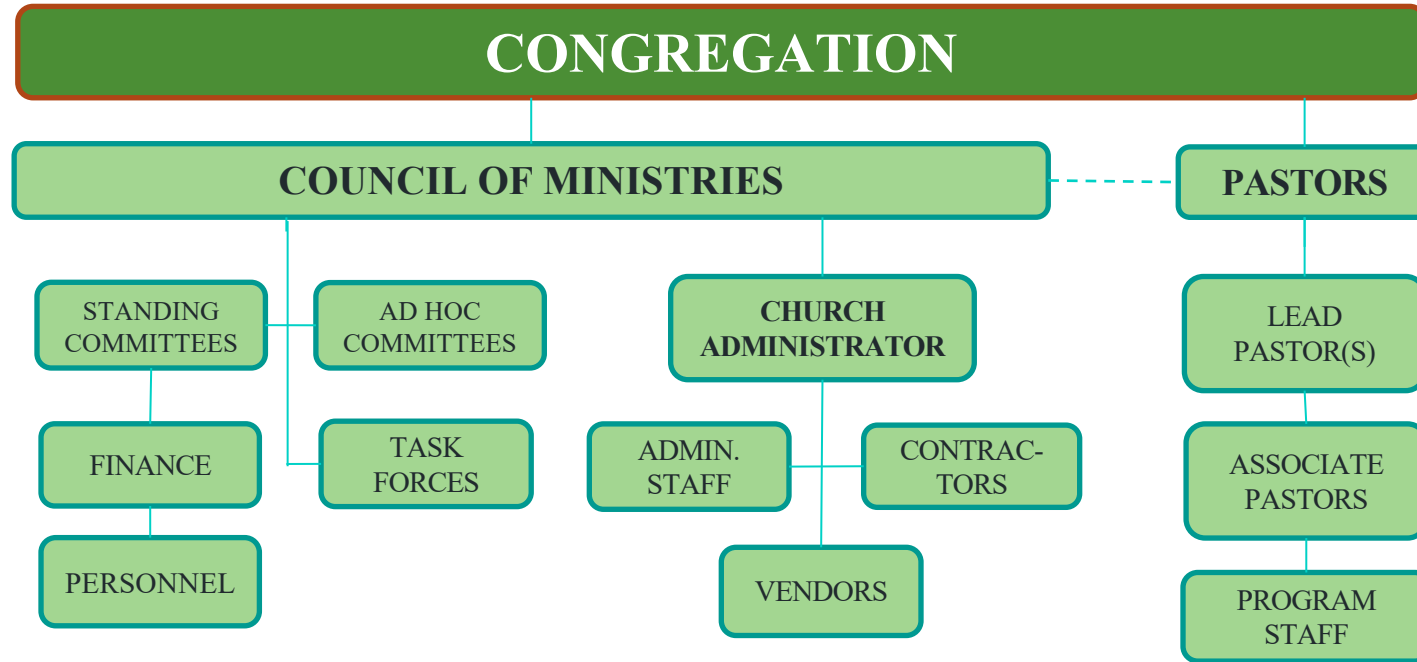
Article XI—Amendments

The final Article on Amendments to the Bylaws is unchanged.

End of Changes—Org Chart Follows



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(Rev. 11/6/21)

