

# **Proposed Amendments to the Bylaws as posted on the SFBC website**

## **Amendment 1: Article II – Covenants**

- Change 1: In Section 2, add “economic status” to the list of characteristics.
- Change 2: In Section 3, remove “true and” from “God’s true and loving....”
- Change 3: In Section 3, add “and to seek a relationship with the Sacred in whatever way they choose” to the end of the last sentence.

## **Amendment 2: Leaving ABCUSA vs. Changing Denominational Affiliations**

- Change 1: In Article III Section 3 Subsection f, change “Leaving ABCUSA for another denominational affiliation” to “Changing denominational affiliation.”
- Change 2: In Article V Section 4 Subsection c, change “for action on matters of leaving ABCUSA for another denominational affiliation” to “for action on matters of changing denominational affiliation....”
- Change 3: In the Appendix “Quorum and voting thresholds at congregational meetings” row 1 column 1, change “ABCUSA, leave for another denomination” to “Change denominational affiliation” and move this row below “Bylaws amendments and revisions” to preserve alphabetical order.

## **Amendment 3: Quorum Adjustments**

- Change 1: In Article V Section 4 Subsection b, remove “purchase or sale of buildings or real property; 3)” and change “or 4)” to “or 3)....”
- Change 2: In Article V Section 4 Subsection c, change to read “Fifty percent or more of the current members constitute a quorum for 1) action on matters of changing denominational affiliation or dissolving the Church as a nonprofit corporation; or 2) purchasing or selling buildings or real property.”
- Change 3: In the Appendix “Quorum and voting thresholds at congregational meetings,” change Minimum attendance column for “Change denominational affiliation” from 75% to 50%; and for “Purchase or sale of buildings or real property” from 25% to 50%.

## **Amendment 4: Clarifying Council Membership**

- Change 1: In Article VII Section 2, change the wording for stylistic consistency and to clarify that BIPOC members must fill at least two of the elected positions, not including pastors.
- Change 2: In Article VII Section 5, add “paid” before “staff members may not serve as council members or officers.”
- Change 3: In Article VIII Section 1 Subsection b, add to the end “The Personnel Committee includes at least one member of the Council.”

## Amendment 1: Article II – Covenants

- Change 1: In Section 2, add “economic status” to the list of characteristics.
- Change 2: In Section 3, remove “true and” from “God’s true and loving...”
- Change 3: In Section 3, add “and to seek a relationship with the Sacred in whatever way they choose” to the end of the last sentence.

### **Original Language:**

**Section 2 — Justice, Equity, and Diversity Covenant:** As we continue to follow the way of Jesus Christ, Seattle First Baptist Church is committed to an inclusive, equitable, and diverse environment where anyone who is a part of the community or interacts with it feels respected and valued regardless of sex, age, race, ethnicity, national origin, sexual orientation, gender identity or expression, disability, education level, or any other characteristic. SFBC is committed to providing equal opportunities for employment, volunteering, and advancement in all areas of its work. The SFBC community respects the value that diverse life experiences bring to the congregation and honors them all. SFBC commits to modeling diversity, inclusion, and equity; and to maintaining fair and equal treatment.

**Section 3 — Faith Covenant:** SFBC furthers the understanding of God’s true and loving nature, as revealed by Christ. We understand and acknowledge that all individuals are ministers in their own right with full freedom to interpret Scripture and its application in their everyday lives.

### **Proposed Language:**

**Section 2 — Justice, Equity, and Diversity Covenant:** As we continue to follow the way of Jesus Christ, Seattle First Baptist Church is committed to an inclusive, equitable, and diverse environment where anyone who is a part of the community or interacts with it feels respected and valued regardless of sex, age, race, ethnicity, national origin, sexual orientation, gender identity or expression, disability, education level, **economic status**, or any other characteristic. SFBC is committed to providing equal opportunities for employment, volunteering, and advancement in all areas of its work. The SFBC community respects the value that diverse life experiences bring to the congregation and honors them all. SFBC commits to modeling diversity, inclusion, and equity; and to maintaining fair and equal treatment.

**Section 3 — Faith Covenant:** SFBC furthers the understanding of **God’s loving nature**, as revealed by Christ. We understand and acknowledge that all individuals are ministers in their own right with full freedom to interpret Scripture and its application in their everyday lives **and to seek a relationship with the Sacred in whatever way they choose**.

## Amendment 2: Leaving ABCUSA vs. Changing Denominational Affiliations

- Change 1: In Article III Section 3 Subsection f, change “Leaving ABCUSA for another denominational affiliation” to “Changing denominational affiliation.”
- Change 2: In Article V Section 4 Subsection c, change “for action on matters of leaving ABCUSA for another denominational affiliation” to “for action on matters of changing denominational affiliation....”
- Change 3: In the Appendix “Quorum and voting thresholds at congregational meetings” row 1 column 1, change “ABCUSA, leave for another denomination” to “Change denominational affiliation” and move this row below “Bylaws amendments and revisions” to preserve alphabetical order.

### Original Language:

**Article III – Organization and Government, Section 3 – Authority, Subsection f:** Leaving ABCUSA for another denominational affiliation.

**Article V – Services and All-Church Meetings, Section 4 – Quorum, Subsection c:** Seventy-five percent or more of the current members constitute a quorum for action on matters of leaving ABCUSA for another denominational affiliation or for dissolution of the Church as a nonprofit corporation.

### APPENDIX

#### Quorum and voting thresholds at congregational meetings

Vote subject	Minimum attendance	Minimum vote to pass	Bylaws reference
ABCUSA, leave for another denomination	75%	Majority	Art. V, Sec. 4(d)
Budget, adopt annual	10%	Majority	Art. V, Sec. 4(a)
Business, ordinary	10%	Majority	Art. V, Sec. 4(a)
Bylaws amendments and revisions	25%	Two-thirds	Art. V, Sec. 4(b); Art. XI
Elections, Council	10%	Majority	Art. V, Sec. 4(a); Art. VII, Sec. 5
Funds, borrow (external)	25%	Majority	Art. V, Sec. 4(b)
Pastors, call and dismiss	25%	Three-fourths	Art. V, Sec. 4(c); Art. VI, Sec. 2(d and f)
Purchase or sale of buildings or real property	25%	Majority	Art. V, Sec. 4(b)

### Proposed Language:

**Article III – Organization and Government, Section 3 – Authority, Subsection f:** Changing denominational affiliation.

**Article V – Services and All-Church Meetings, Section 4 – Quorum, Subsection c:** ....action on matters of changing denominational affiliation or dissolving the Church as a nonprofit corporation....

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Change denominational affiliation	*	Majority	Art. V, Sec. 4(d)
Elections, Council	10%	Majority	Art. V, Sec. 4(a); Art. VII, Sec. 5
Funds, borrow (external)	25%	Majority	Art. V, Sec. 4(b)
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Purchase or sale of buildings or real property	*	Majority	Art. V, Sec. 4(b)

\* See Amendment 3 "Proposed Language" for correction of these percentages.

## Amendment 3: Quorum Adjustments

- Change 1: In Article V Section 4 Subsection b, remove “purchase or sale of buildings or real property; 3)” and change “or 4)” to “or 3)...”
- Change 2: In Article V Section 4 Subsection c, change to read “Fifty percent or more of the current members constitute a quorum for 1) action on matters of changing denominational affiliation or dissolving the Church as a nonprofit corporation; or 2) purchasing or selling buildings or real property.”
- Change 3: In the Appendix “Quorum and voting thresholds at congregational meetings,” change Minimum attendance column for “Change denominational affiliation” from 75% to 50%; and for “Purchase or sale of buildings or real property” from 25% to 50%.

### Original Language:

**Article V – Services and All-Church Meetings, Section 4 – Quorum, Subsection b:** Twenty-five percent or more of the current members constitute a quorum for action on matters concerning 1) Bylaws amendments and revisions; 2) purchase or sale of buildings or real property; 3) borrowing funds from external lenders; or 4) calling pastors to, or terminating pastors from, SFBC.

**Article V – Services and All-Church Meetings, Section 4 – Quorum, Subsection c:** Seventy-five percent or more of the current members constitute a quorum for action on matters of leaving ABCUSA for another denominational affiliation or for dissolution of the Church as a nonprofit corporation.

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### Proposed Language:

**Article V – Services and All-Church Meetings, Section 4 – Quorum, Subsection b:** Twenty-five percent or more of the current members constitute a quorum for action on matters concerning 1) Bylaws amendments and revisions; 2) borrowing funds from external lenders; or 3) calling pastors to, or terminating pastors from, SFBC.

**Article V – Services and All-Church Meetings, Section 4 – Quorum, Subsection c:** Fifty percent or more of current members constitute a quorum for action on matters of 1) changing denominational affiliation or dissolving the Church as a nonprofit corporation; or 2) purchasing or selling buildings or real property.

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Change denominational affiliation	50%	Majority	Art. V, Sec. 4(d)
Elections, Council	10%	Majority	Art. V, Sec. 4(a); Art. VII, Sec. 5
Funds, borrow (external)	25%	Majority	Art. V, Sec. 4(b)
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Purchase or sale of buildings or real property	50%	Majority	Art. V, Sec. 4(b)

## **Amendment 4: Clarifying Council Membership**

- Change 1: In Article VII Section 2, change the wording for stylistic consistency and to clarify that BIPOC members must fill at least two of the elected positions, not including pastors.
- Change 2: In Article VII Section 5, add “paid” before “staff members may not serve as council members or officers.”
- Change 3: In Article VIII Section 1 Subsection b, add to the end “The Personnel Committee includes at least one member of the Council.”

### **Original Language:**

#### **Article VII – Council of Ministries, Section 2 – Organization and Structure:**

All current members of SFBC are eligible to ...of the SFBC congregation. See Article II.

Council members are elected by a majority vote ... See Section 5.

The Council consists of these members:

- a. Officers, who are president, vice president, secretary, and treasurer.
- b. At-large members, who will represent the entire diversity of the congregation (at least three and no more than seven).
- c. Two or more Black, Indigenous, and People of Color (BIPOC) members.
- d. Pastors, who will serve in a non-voting, advisory (“ex officio”) status.

Voting members of the Council....

#### **Article VII – Council of Ministries, Section 5 – Elections:**

SFBC members elect council members and officers at the Annual Meeting in January. All SFBC members are eligible to serve in any elected position. Except for pastors, who are nonvoting members of the Council, staff members may not serve as council members or officers. Members of the council, including officers, serve without compensation.

#### **Article VIII – Committees and Task Forces, Section 1 – Standing Committees, Subsection b:**

Personnel Committee: The Personnel Committee approves and maintains job descriptions for employees and contractors; conducts a periodic review of SFBC’s personnel policies; maintains an Employee Handbook; works with the Finance Committee on employee compensation and benefit matters; reviews staffing structures and needs; conducts performance reviews of staff members (or delegates reviews to supervisors); recommends diversity initiatives to the Council; sets grievance policies; and investigates and resolves grievances.

### **Proposed Language:**

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The Council consists of these members:

- a. Officers, who are the president, vice president, secretary, and treasurer.
- b. At-large members – at least three and no more than seven – who represent the entire diversity of the congregation.
- c. BIPOC members, who must fill at least two of the elected positions.
- d. Pastors, who serve in a non-voting, advisory (“ex officio”) status.

Voting members of the Council....

#### **Article VII – Council of Ministries, Section 5 – Elections:**

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