

## **WILSHIRE BAPTIST CHURCH BYLAWS AMENDMENT PROCESS**

Due to the extraordinary circumstances presented during the 2020-2021 COVID restrictions, the Deacons launched a process to review and update the church bylaws to bring them into alignment with current needs and practices. A Deacon Bylaws Workgroup was established that consisted of six volunteers: The current Deacon Chair, Chair-Elect, Vice-Chair, the Finance and Personnel Committee Chairs and one additional Deacon representative.

The Workgroup met regularly between September 2022 and January 2024 and presented a revised set of bylaws to the deacons for their consideration and recommendation. Suggested amendments included allowance of electronic meetings, voting and notices in certain circumstances, updates to align with current Personnel Committee responsibilities, updates to current terminology, and miscellaneous updates to bring us into alignment with existing practices. In accordance with Article XI of the approved 2017 bylaws, the amendments were presented and approved by the church membership at the January 21, 2024 annual business meeting.

The Bylaws Workgroup then turned to the additional recommendations of Frank Sommerville, an attorney who had been previously hired by the church to review our personnel policies and Bylaws. Mr. Sommerville recommended that Wilshire utilize a church bylaws form he developed to help member-governed churches like Wilshire comply with Texas law and non-profit best practices. This form covers several topics that are not in the current Wilshire Bylaws. The Workgroup determined that Mr. Sommerville's recommended form was flexible enough to allow the incorporation of virtually all existing Wilshire Bylaws content while also helping us identify areas where our current Bylaws need clarification or additional detail. Examples of some changes as recommended and incorporated are:

- Change status of the Pathways to Ministry Committee to a Standing Committee
- Refine Article on Committees
- Add Article on Indemnification and Insurance
- Add Article on Transactions of the Church
- Make miscellaneous corrections/updates to language and syntax
- Reorganize sequence of some Articles and Sections

The Workgroup submitted their revisions to Mr. Sommerville for final review early in December 2024. They facilitated a feedback group in January 2025, made revisions as advised, and sent that draft to the Deacons on February 15 for review and comment. Based on Deacon feedback, the Workgroup made additional revisions and presented that draft to the Deacons for review and discussion at the February 24 Deacons' meeting. The Deacons voted to recommend that version for approval by the membership. In accordance with the January 2024 approved Wilshire Bylaws, Articles III and XI, the Deacons voted to call a special business meeting on March 30, 2025, at which time the amended bylaws will be presented to the church membership for approval.

Deacon Bylaws Workgroup

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