



Interfaith Center for Spiritual Growth Annual Membership Meeting Details

**Online for the very first time!
April 26, 2020 @ 1:00 P.M.**

- **The Annual Meeting will be on Zoom**
- **Our Annual Elections have begun, and will end at 2:00 P.M. on Sunday, April 26th**
- **All are invited to attend!!** Voting by members
- **The Board candidates** will present their statements of interest at the meeting
- **Election outcomes** to be announced by 3:00 P.M.
- **QCC:** Quarterly Conversations in Community. Our spiritual community members are encouraged to bring their ideas and thoughts about the center and its activities.

In this email, you will find:

- 1. Ballot Measures, Membership & Online Election How-To's**
- 2. Language of The By-Laws Amendment Proposal**
- 3. Detailed Background of By-Laws Amendment**
- 4. Current By-Laws**

1. Notice It is hereby given that

the Board of Directors present two ballot measures to be voted upon by ICSG members at the 2020 Annual Membership Meeting

- 1. Election of new board members: three vacancies to be filled**
- 2. Amending Section IV.F of the center's By-Laws.**

Details of this ballot measure are reviewed in the rest of this email.

2019-2020 Board of Directors of Interfaith Center for Spiritual Growth

Mary Alice Truitt, Chair, Susan Thompson, Secretary, Dolores Rubio-Turtle, Nigel Turtle, Vicki Davinich, Tracy Worcester, and Erik Nowakowski
board@interfaithspirit.org

Voting on the ballot measures:

The voting shall take place via anonymous online ballot through a third party online platform, Election Buddy, over several days- Now through 2pm on April 26th. The third party platform uses encryption to protect your information and create anonymity. A ballot will be used once per member, whose vote is final when they hit 'Submit' at the bottom of the ballot.

We are all human, if you are struggling with the technology, or have any questions: please contact Delyth.

Ballots

If you are a member of Interfaith Center for Spiritual Growth you may have already received the email link with the link to your ballot yesterday.

If not Please check your spam folders. If you are a member and did not receive a ballot, please contact Delyth. If you are not a member and would like to participate in our 2020 election, please contact Delyth to receive a membership declaration card.

We are all human, if you are struggling with the technology, or have any questions: please contact Delyth

Rev. Delyth Balmer, Administrator delyth.balmer@interfaithspirit.org

2. ICSG By-Laws Amendment Proposal on the Ballot

It is Hereby Resolved by the Board of Directors of Interfaith Center for Spiritual Growth that

“Section IV.F. Minister/CEO” which currently states:

"The Board shall employ a Minister who shall serve as the CEO of the center. The Minister shall employ such staff as is appropriate under the policies adopted by the Board."

Shall be determined by a majority vote of ICSG membership, to be deleted and replaced by the following:

"Section IVF. Executive Team. A team of no less than two persons shall serve the Center under the policies adopted by the Board.

IVF.1. Spiritual Leadership. The Board shall employ one or more persons, ordained or otherwise qualified, to lead the spiritual life of the Center.

IVF.2. Administrator. The Board shall employ one person to administer the day to day of the Center. The Administrator shall employ such staff as is appropriate under the policies adopted by the Board."



3. Background & Context Of Proposed By-Laws Amendment

The Interfaith Center for Spiritual Growth was incorporated as a 501-c-3 in 1998 with Rev. David Bell as the Minister/CEO. The role of Administrator was created in 2012 and Rev. Delyth Balmer has held the position since. Rev. Bell retired in 2017, and Rev. Lauren Tatarsky was employed as the Minister/CEO. Upon Rev. Tatarsky's resignation in April 2018, both Rev. Delyth Balmer and Rev. Annie Kopko were invited by the Board to lead the center in the interim period.

The Interim Period: Adapting to Change

Since April 2018, the administrative and spiritual leadership of Interfaith Center have worked closely with the Board of Directors. The support of our collective spiritual and energetic resources have been immense.

Over the past twenty-four months the number of events, classes, workshops provided by ICSG has surpassed numbers of any of the years prior! The number of guest speakers for Sunday Celebrations has exceeded any of the years prior! The role of Administrator has become more crucial than ever, especially now with everything shifting online for the foreseeable future.

In March of 2019, ICSG's membership adopted a new mission and vision statement. That specific change is a cornerstone in the legacy of our spiritual center. The cornerstone has been a guiding light for the leadership of Interfaith Center. We have provided one another with opportunities to create and inspire the community these past twenty-four months. As stewards, of utmost importance, was and is the continuity of the affairs of the center.

Post-Interim Period: May 2020 and beyond

The community visioning sessions, peace circles, and dialogues that have occurred over the interim period covered the meaning and roles of ministers, spiritual leadership, spiritual guidance, pastoral support etc. The results of those sessions have been reviewed by the Board and it is acknowledged that our community wants more than one individual to lead and guide the spiritual life of the center. Why 'Spiritual Leader' and not 'Senior Minister?' you may ask. The United States Internal Revenue Service uses the term 'Minister' to mean anyone guiding a religious 501-c-3, regardless of the dogma, creed, or faith at the focus of the religious 501-c-3. The Board has resolved that ICSG is free to use a term that encourages Spiritual Leaders to come forward from any spiritual tradition, any relevant training, and/or seminary.

It is for this reason that the Board has resolved to propose the By-Laws amendment above. It enables the center to create space for our spiritual life to thrive. It enables the utmost flexibility to adapt to new futures, while establishing clear accountability for the governance and stewardship of Interfaith Center for Spiritual Growth. The amendment has been written to reflect the dynamic of leadership skills and compassion that have emerged over the past two years. At such time as personnel changes may be needed, the Board will follow a procedure for onboarding future Executive Team members. This procedure has not yet, but will be articulated by the Board and the current Executive Team members; it will address such things as support, mentorship, and continuity of the center's affairs.

What to expect with a majority approval of the Amendment:

- **The Spiritual Leadership- Rev. Annie Kopko and Rev. Delyth Balmer-will *continue* to plan together the Sunday services, pastoral care needs, and opportunities for learning and service.**
- **The Board shall *continue* to develop and execute an annual evaluation of the Executive Team members**
- **Volunteers will continue to play a significant role in the collective spirit of our community, as they have for the previous twenty-two years.**

Our current financial resources* do not allow for providing for full-time employment of any leadership role.

Facing this fact, the Board aims to reflect the strength of the collective spirit of ICSG leadership by amending the By-Laws put forth by this proposal. It is the Board's understanding that this amendment will strengthen the existing collaborative work of creating and inspiring a vibrant and diverse spiritual community.

*Our current financial resources will be reviewed at the Annual Meeting on April 26, 2020 via zoom.

If you have not received a ballot and would like a ballot, please contact Delyth.

If you are not a member and would like to become a member, please contact Delyth.

