



January 23, 2025

Dear Delegates,

Last June we asked delegates to consider a resolution to restate the Organizational Design Model (ODM) and Bylaws for Centers for Spiritual Living. While 97.3% of those participating voted to pass the measure, only 49% of the 706 registered delegates actually participated in the vote and our Bylaws require 60% participation to pass any changes to the ODM and Bylaws, thus the resolution could not get approved. It's unusual to have an interim resolution measure and we think this is the reason we did not have the quorum required to pass the measure given the overwhelming approval percentages.

Thank you to those who were able to participate last spring in the review of the proposed restatement of the Organizational Design Model (ODM) and Bylaws for Centers for Spiritual Living. We present them again for the delegates consideration.

We appreciate all the input and feedback received and present to you the final version of the restated documents for your review and approval once again, they are attached to this email.

Legal Committee Chair Geoff Sindon states in his summary memo, the overall purpose and focus for restating our documents is to create greater clarity and distinction between the ODM and the Bylaws. Once approved, the ODM will focus solely on vision, structure, culture and values of Centers for Spiritual Living and, according to US federal and local laws, the Bylaws will be where Centers for Spiritual Living will go for guidance and direction for how we implement the ODM.

In addition to sections that were relocated from the ODM to the Bylaws as summarized in Geoff Sindon's memo there were some technical changes, restorative changes and grammatical changes as outlined below:

[Technical changes](#)

These changes are technical due to editing errors while moving Bylaw language out of the ODM and into the Bylaws document.

[Restorative changes](#)

In the documents circulated for review in April 2024 some language was omitted or consolidated to align how the Executive Director position and Spiritual Leader position currently operate. After a robust discussion with the field it was decided to restore the original 2022 language and to address these changes at a future time more explicitly. We chose to highlight these sections to assure the delegates that these sections remain intact.

[Grammatical changes](#)

We received good feedback and included clearer more inclusive verbiage throughout both documents which doesn't change the context but expresses the ideas with greater clarity.

The attached documents are the final versions of each that we ask you to consider for approval.

In addition the color coded or “redlined” versions of both documents to make visible all edits, Geoff Sindon’s summary overview of how things were relocated from the ODM to the Bylaws will assist you in tracking the relocated items.

There will be a morning and afternoon question and answer session for delegates only on March 3 and open voting will take place during our virtual Annual Business Meeting on March 12 and 13.

On behalf of our Executive Team, Leadership Council and Legal Committee, we thank you for your time and attention to this process. We are grateful for your engagement.

Warm Regards,

A handwritten signature in cursive script that reads "Rev. Dr. Alice Reid". The signature is written in black ink and is positioned above the printed name.

Rev. Dr. Alice Reid, Chair Leadership Council