



FAQ

ARTICLES & BYLAWS PROPOSED CHANGES • FREQUENTLY ASKED QUESTIONS ANNUAL MEETING, NOV. 16-17, 2026

BIBLICAL RECORDER RELATIONSHIP CHANGES

- **What is being proposed?**
 - Bylaw amendments that accommodate a change in relationship with the Biblical Recorder, as it ceases to exist as a separate related entity and becomes an integrated ministry of the convention.
- **Are these changes consistent with the Relationship Change Proposal?**
 - Yes, the proposed bylaw changes were developed with consultation from legal counsel familiar with the recommendations from the BSCNC Board's study committee and the resulting Relationship Change Proposal that will be presented during this year's annual meeting.
- **Is this decision being made without the *Biblical Recorder's* input?**
 - No, the *Biblical Recorder* board of directors requested the formation of the study committee in 2025, received the same recommendations from the study committee, and approved the Relationship Change Proposal unanimously. The board and staff of the *Biblical Recorder* provided input throughout the process.
- **How will the *Biblical Recorder* maintain its purpose as a news outlet?**
 - The *Biblical Recorder* board has begun work on an editorial policy to ensure that the staff of the *Biblical Recorder* can report on the news of the state convention with journalistic integrity. This policy will be finalized by the subcommittee of the N.C. Baptist board that is to be created as the result of the proposed bylaw change.

RELATED ENTITY BOARD TERM LIMIT CHANGES

- **What is being proposed?**
 - Bylaw amendments that remove a required gap year between board terms for related entities of the state convention: Provision Financial Resources and the Baptist Children's Homes of North Carolina (BCH). The change would enable the option for board members of these related entities to serve two (2) consecutive terms.
- **Will this change allow for individuals to serve on these boards indefinitely?**



- No, a term limit of two (2) consecutive terms will remain in place. The change removes the mandatory one year wait period after their first term. Board members who complete their second consecutive term will be required to roll off for at least one (1) year.
- **Who requested this change?**
 - Provision and BCH requested the BSCNC Articles & Bylaws Committee to consider this change to meet the needs of their entities.
- **Why would this be beneficial for these boards?**
 - Both Provision and BCH require significant familiarity in their areas of work for appropriate board oversight. Each entity works in industries that are highly regulated and sometimes complex. It often takes an individual board member multiple years to gain the needed familiarity to serve effectively, and two (2) consecutive terms would enable the entity to benefit from its board members' experience and expertise.

REMOVAL OF REFERENCES TO 'NC BAPTIST HOSPITAL'

- **What is being proposed?**
 - Bylaw amendments that remove references to what was previously known as the NC Baptist Hospital, bringing the document in alignment with a change in relationship approved by messengers in 2022. As the hospital continues to grow and change ownership, ministry alignment between BSCNC & the evolving entity continues to diverge.

N.C. BAPTIST BOARD SIZE CHANGE

- **What is being proposed?**
 - Bylaw amendments that limit the size of the BSCNC Board of Directors: up to thirty-five (35) elected Board members, plus five (5) voting ex officio members, for no more than forty (40) voting members. Currently, the Board's size rises and falls with membership in N.C. Baptist churches. Each of the ten (10) regions receives one seat, plus one more for every 10,000 church members or portion thereof. Because there is no limit, the Board has reached nearly ninety (90) members in recent years. The amendment keeps seats allocated among regions by church membership, but sets a cap on the total number of board members.
- **How would seats be allocated among regions?**
 - The thirty-five (35) elected board seats would be allocated according to each region's share of total membership in cooperating churches, with every region guaranteed at least one seat. Each year, the Convention calculates each region's percentage of statewide membership from the most recent Annual Church Profile (ACP) survey. That percentage would be applied to 35 seats and rounded to the



nearest whole number. Because of rounding, the total may come out slightly under 35 in a given year. If rounding ever produces more than 35, the Committee on Nominations adjusts the allocation while keeping representation as proportional as possible. See the table below for an example of how the change may affect each region, based on 2026 figures. (Note: These figures are for illustrative purposes only. The actual allocations would be calculated by ACP figures, which fluctuates year to year based on church participation and submitted data.)

REGION	CHURCH MEMBERS	SHARE OF MEMBERSHIP	SEATS TODAY	PROPOSED SEATS
1	9,641	1.8%	2	1
2	35,249	6.7%	5	2
3	53,089	10.1%	7	4
4	102,420	19.5%	12	7
5	59,965	11.4%	7	4
6	65,228	12.4%	8	4
7	50,522	9.6%	7	3
8	86,085	16.4%	10	6
9	50,292	9.6%	7	3
10	12,240	2.3%	3	1
TOTAL	524,731	100%	68	35

- **When will the change take effect, and will current Board members lose their seats?**
 - This change would not require Board members to be removed before their term is complete. The Board would reach its new size gradually as current terms expire and vacancies arise. Board members serve staggered four-year terms. As terms expire, the Committee on Nominations would fill only the seats each region is allocated under the new formula. The Board would reach its new size over about



four years. During that time it will temporarily exceed thirty-five (35) elected members.

- **Why change the size of the Board?**

- So every board member can contribute meaningfully to the ministries the Board oversees. In a 2025 survey of the Board, 85% said they understand the Convention's mission and priorities very or extremely well. But only 35% were very or extremely confident they had made a meaningful contribution. In addition, over the course of two years, the Articles & Bylaws Committee conducted research on nonprofit boards, and the results support this change. Studies find that accountability and meeting attendance begin to weaken in boards of 30 to 39 members and decline significantly beyond 40. The Board has also encountered logistical challenges with lodging due to its size, as total attendee numbers – which includes related entity representatives, at-large committee members, staff, and others – often exceeds rooming capacity at its most common meeting venue, Camp Caraway.

- **What other options were considered?**

- The committee studied multiple alternatives over the course of its work. Those alternatives either resulted in a Board above forty (40) members or weakened the link between Board seats and regional church membership. Alternative options included:
 - **Keep the current formula but raise the ratio** to one seat per 15,000 or 20,000 members. This would produce 49 or 41 elected Board members, and the Board could still grow with no limits in the future.
 - **Allocate a flat four seats per region.** A region with fewer than 10,000 members would be allocated the same number of board seats as a region with more than 100,000. While this option is simple, one Board member would represent about 2,400 church members in the smallest region but more than 25,000 in the largest, a gap of more than ten to one, compared with less than two to one under the proposal.
 - **Use the proposed formula with a higher cap** of 45, 50, or 60. Each would remain above the size where research shows accountability and engagement significantly decline.
 - **Give every region two seats and allocate the rest by church membership.** This would achieve a similarly fair proportionality but widen the gap in representation between regions.

- **Will my region have fewer Board members?**

- Every region will have fewer Board members, but each region's share of Board seats will follow its share of church membership more closely than it does currently. Under the current formula, the number of church members represented by each Board member varies widely by region. Fewer seats,



allocated more evenly, means churches across the state are represented more equally.

- **Do board members serve as delegates for their region?**
 - No. Under both the current and proposed bylaws, regional allocations ensure geographic balance among those nominated, but they do not create regional delegates. Every Board member is elected by messengers from across the state and owes the same duty to every cooperating church and to the Convention's mission as a whole, wherever that Board member lives.
- **Will smaller churches, lay people, and a variety of voices still be represented?**
 - Yes. The Committee on Nominations guidelines for selecting nominees are unchanged by this proposal. The bylaws ask the committee to seek a cross-section of churches of various sizes and types, a variety of professional and educational backgrounds, different age groups, and both lay people and ministers. They also set a goal that at least 25% of nominees come from churches with average worship attendance under 200. No church may have more than one Board member.
- **Does a smaller Board concentrate power in fewer hands?**
 - A smaller board does not mean less accountability or transparency. In fact, research suggests the opposite. Nonprofit boards of more than forty (40) often see a decline in accountability and member engagement. In the 2025 survey, only 39% of Board members said their skills and expertise were used effectively. A smaller Board brings every member closer to the work. In addition, this change does not alter the Board's authority. Important business items like bylaw amendments, budget approvals, and electing an Executive Director-Treasurer still remain in the hands of messengers.

QUESTIONS OR CONCERNS?

To learn who serves your region on the Board, or to share a question or concern about this proposal, contact Board Secretary Gabe Magan at boardsecretary@ncbaptist.org. Convention officers and staff are happy to talk with you at any time.