

SUBUD PACIFIC NORTHWEST BY-LAWS

Amended 2025

Amended 2011

PREAMBLE

“Subud” is the abbreviation of the words: Susila, Budhi, and Dharma. Susila means the character of a truly human being, which is in accordance with the will of God. Budhi means the highest power that exists within man. Dharma means the existence of the inner feeling, which submits to the will of God with patience, sincerity and trust. Subud is an association of men and women dedicated to the worship of God according to these principles.

Subud is a process of individual growth toward God. There are no fees or dues required to be opened or to attend the spiritual practice of Subud. However, the organization of Subud is supported entirely by voluntary contributions of its members. Subud is not allied with any sect, denomination, political organization or institution. It neither endorses nor opposes any political cause. Our primary purpose is the worship of God – as stated above; and to make this worship available to all others seventeen years of age or older – regardless of race, gender, creed, sexual orientation, or national origin.

BY-LAWS

1. REGION

Subud Pacific Northwest is a Region of Subud United States of America, a Colorado corporation. This Region is incorporated in the state of Washington and includes Subud members residing in the states of Alaska, Idaho, Montana, Oregon, Washington, and Wyoming

1. HELPERS

The purpose of this bylaw is to define the relationship that should exist between the Helpers Group and any committee or board of this corporation. This bylaw does not presume to define the duties and the responsibilities of the Helpers to the individual members of this corporation.

II-A. DEFINITION — The term “helper” means a person appointed to assist in the spiritual work of Subud. In accordance with the advice given to us by our founder, helpers are classified into four groups; these are: Center Helpers, Regional Helpers, National Helpers, and International Helpers.

1. CENTER HELPERS — The Center Helpers shall submit the names and addresses of all new members to their center, the Regional and National Committees, and be responsible

for verification of the membership status of all members at the center. The Center Helpers and Committee shall establish a regular practice of the latihan kejiwaan together.

2. REGIONAL HELPERS — The Regional Helpers shall advise and remind the Regional Committee and Board of Directors of the aims and purposes of Susila, Budhi, Dharma, in the performance of their worldly assignments. The Regional Helpers provide guidance on questions submitted by the Regional Committee or the Regional Board of Directors and assist in the selection of Committee officers through testing. The Regional Helpers shall be responsible for verification of the membership status of all regional members not at Centers. The Regional Helpers, Committee and Regional Board of Directors shall establish a regular practice of the latihan kejiwaan together. The Regional Board of Directors shall include in the Regional budget, the reasonable expenses of the Regional Helpers in serving the members.

The Regional Helpers shall communicate with and have an awareness of the center helper groups in order to assist them with their spiritual duties. Regional Helpers shall also be responsible for outreach to Regional Members (isolated, not attached to a center) in order to assist them with spiritual growth.

III. MEMBERSHIP

III-A. DEFINITION — Any person who is a member of Subud United States of America, and who resides in this Region, and whose name and address is recorded with the Center Secretary, Regional Secretary, or National Office Secretary and who has been admitted to the practice of the latihan kejiwaan, shall be a voting member of this corporation. Members shall be recognized as Center members if attending the latihan kejiwaan of a duly constituted Center (see Article 8) on a regular basis, or as Regional members if practicing the latihan kejiwaan where there is no Center.

III-B. REMOVAL

1) A member may be removed from the membership rolls by submitting his or her letter of resignation to the Center Secretary, Regional Secretary or National Office Secretary.

2) A member may be removed from the active membership rolls by absenting himself from the latihan kejiwaan for an unreasonable period of time. The Center Helpers shall decide what an unreasonable length of time is. The Center Helpers shall attempt to notify the member by telephone or in writing that his or her name is being removed from the membership rolls before taking such action.

Unless a member was removed for cause, reinstatement of this member to the Subud Association shall be when the member returns to the practice of the latihan.

3) A member's name may be removed from the membership rolls when the Center or Regional Helpers, in their sound discretion determine that a member's conduct is harmful to the Subud Association.

The member who is removed for such a cause may ask the Regional Helpers to review the determination made by the Center Helpers and then he or she may ask, if necessary, that the National Helpers review the decision. A member removed for cause may be reinstated as a member by obtaining approval of the Center Helpers, or by the Center Helpers in consultation with the Regional and/or National Helpers.

4) The officers of this corporation must be notified of any such action taken by the Helpers under section 3.2c of this bylaw.

III-C. VOTING RIGHTS OF MEMBERS — Each member of this corporation shall be entitled to one vote on matters submitted to the members at a duly called meeting of the membership or on matters submitted to the members through the mails, or by email attached Word document, which require a response by a written ballot.

IV REGIONAL CONGRESS

IV-A. ANNUAL MEETING — An annual meeting of the members of this corporation shall be held at any time and at any place determined by the officers of this corporation. The meeting shall be held within one of the states included in this Region. On even numbered years, this meeting shall be a Regional Congress convened for the purposes of transacting the business of Subud PNW. At the discretion of the board of directors, the annual meeting held on odd numbered years may be either a Regional Congress or a non-business gathering. A Regional Congress shall convene the members of this corporation in order to:

1. receive reports
2. make policies, goals and objectives for this corporation
3. elect, re-elect or remove officers.

A copy of the Congress minutes and of one of the Report of the Congress (see Article IV-F below) shall be kept on file with the minutes of the corporation.

IV-B. SPECIAL MEETINGS — A special meeting of the members may be called at any time by the Regional Committee or by the Board of Directors. The officers of the corporation must convene a special meeting within 60 days following the receipt of a petition at the offices of the corporation signed by at least ten percent of the members of the corporation requesting such a meeting.

IV-C. NOTICE OF MEETINGS — Written notice of the place, day and hour of the meeting and, in case of a special meeting, the purpose or purposes for which the meeting is called, shall be delivered to each member, not less than ten nor more than fifty days before the date of the meeting. Notice of the meeting shall be mailed to each member at his address as it is shown on the records of the corporation or sent via email to his recorded email address. Notices shall also be sent to the mailing address of the centers where meetings of the members are regularly held.

IV-D. QUORUM — A quorum for any meeting of the members shall be those members who attend the meeting and those represented by proxy.

IV-E. VOTING — Once quorum is established and a meeting is in session, any resolution of the meeting or Congress shall be passed by a majority vote of those voting, except where a larger vote is required by law or other sections of these bylaws.

IV-F. REGIONAL CONGRESS CHAIR — The Regional Congress Chair for the following year shall be selected by a majority vote of the members present at each regional congress. If the Regional Congress Chair resigns or for any other reason is unable to perform the duties of the Regional Congress Chair, then the Regional Committee may appoint a Regional Congress chair.

The duties of the Regional Congress Chair shall be:

1. to organize and chair the Regional Congress.
2. work with the Regional Committee in establishing an agenda for the Regional Congress.
3. prepare with the assistance of the incoming Congress Chair, a report of the congress summarizing the resolutions and recommendations passed, to be distributed to the membership within thirty days after the end of the Regional Congress.

V BOARD OF DIRECTORS

V-A. MEMBERS — The members of the Regional Board of Directors shall be the current officers of the Corporation (Chairperson, **Co-Chair or** Vice Chairperson, Secretary and Treasurer) , the current Chairperson or Center delegate **of each current center**, and **up to (5)** representatives for Regional members not at Centers.

Non-voting members shall be the regional representatives of Subud Enterprises Services, Subud Youth Association, Subud International Cultural Association, Susila Dharma, the Regional Housing Subcommittee, and the Regional Congress Chair.

The Board of Directors, when meeting together with two or more representative Regional Helpers, shall be known as the Regional Council.

V-B. QUORUM — Two-thirds of the voting members of the Board of Directors shall constitute a quorum for the transaction of business.

V-C. POWERS OF DIRECTORS — Subject to the limitations of law, the Articles of Incorporation, other sections of these bylaws, and the Articles of Incorporation and bylaws of Subud United States of America, and in accordance with policies passed at Regional and National Congresses, all corporate powers of the corporation shall be exercised by or under authority of, and the business and affairs of the corporation shall be managed by, the Board of Directors.

Without limiting their general powers, the Board of Directors shall have the following powers:

1. To select and remove agents and employees of the corporation, prescribe such powers and duties for them as may not be inconsistent with law, the Articles of Incorporation, these bylaws or policies passed by a Congress.

2. To borrow money and incur indebtedness for the purposes of the corporation, and for that purpose to cause to be executed and delivered, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations or other evidence of debt and securities. No property owned by the region shall be used as collateral to secure another property, or otherwise placed at risk. A group occupying a property is allowed to incur indebtedness on that property it occupies for the improvement of that property.

3. To have the sole power to acquire, manage and dispose of real property for the corporation.

3a. Purchasing of real property — An affirmative vote of three-quarters of the Board of Directors is required to purchase real property. This vote may occur after the board has performed due diligence including but not limited to reviewing the proposal from the Center, and the report and recommendations of the Regional Housing Subcommittee (see Article VI.F below)

3b. Sale of Real Property — An affirmative vote of three-quarters of the Board of Directors is required to sell real property. This action may only be taken if one of the following events occur:

1. when the center using the property requests that the region sell the property;
2. when a center is unable to make its regular mortgage payment for a period of three months. Centers shall notify the regional board at least a week in advance of a payment due date if any payments are in danger of being missed;

iii. when a center is out of compliance with the regional housing policies such that it puts Subud PNW at legal liability, and the Center refuses or is unable to take corrective action. A reasonable time, as agreed upon in writing by the parties, shall be given Centers to bring their building into compliance. The Regional Board is to be kept informed in writing of the progress of actions taken to bring buildings into compliance.

3c. Proceeds of Sale — If a regional property is sold, the proceeds shall be distributed in the following manner:

1. repayment of all mortgages and/or lines of credit associated with that property;
2. repayment of all loans from Subud USA trust fund associated with that property;

iii. repayment of all private loans, debts or liens against the property;

1. any grants from the Regional Housing fund shall be returned to the region;
2. the residual shall be held in reserve for a period of five years in the Regional Housing Fund for the use of that center in obtaining another regional house **unless the members of the center approve by a majority vote to release the funds for other use**. After five years, the money will become part of the general regional housing fund unless that center requests and the board approves an extension of the deadline. (Note: Restriction of

Mount Vernon Subud House sale net proceeds for purchase of another Bellingham/Skagit Valley property expires November 14, 2029, unless specifically released for general House Fund use before that.)

3. To implement the resolutions, recommendations, and suggestions passed at regional and national congresses.
4. To formulate and approve the Regional budget, organize and conduct fundraising as needed, and see that regular financial reports, minutes of meetings, and an annual report on the region are prepared and made available to the members.

V-D. MEETING OF THE DIRECTORS

The Board of Directors shall meet at least twice a year. Meetings of the Regional Board may occur more often, and can be called at the discretion of the Chairperson or a majority of the Board Members. Notice of meetings, the establishment of an agenda, and the distribution of all necessary documents shall be the responsibility of the Regional Committee. At the discretion of the Chairperson, or with the agreement of the Regional Board, any additional members may be invited to sit with the Board for a meeting. Such members shall have no vote. Such members shall have the right to address the board when duly recognized by the Regional Chairperson.

V-E. ACTION WITHOUT MEETING

Any action by the Board of Directors may be taken without a meeting if the Board of Directors unanimously consents to the action. Consent can be accepted and filed with the minutes of the proceedings of the Board of Directors in any of the following methods:

1. Teleconference followed by a voice vote with a quorum,
2. Written commentary followed by a faxed or mailed vote with a quorum, or
3. Email discussion and vote by email, accepting communication by email from recognized email addresses from each Board member as listed with the Secretary of the Board of Directors.

V-F. TERM OF OFFICE, SELECTION AND REMOVAL OF DIRECTORS

1. The term of office of the Officers (Regional Committee) of the Board of Directors shall be two years. The selection and removal of the officers of the Corporation are described in Articles VI-C and VI-D.
2. The term of office of the Directors who serve in their capacity as Center Chairpersons shall coincide with their term of office as center chairpersons.
3. The Regional Members Representatives shall be appointed by the Regional Committee and may be removed at any time at the discretion of the Regional Committee. The term of office of the Regional Members Representatives shall be at the discretion of the Regional Committee.

VI REGIONAL COMMITTEE

VI-A. DEFINITION — The Regional Committee shall consist of no less than a chairperson and a secretary/treasurer. A complete regional committee consists of the four officers of the Corporation who shall be Chairperson, Vice-Chairperson, Secretary and Treasurer, and such other members, as the Chairperson deems appropriate to facilitate the work of administering the Corporation.

VI-B. OFFICERS — Any member of the corporation shall be eligible for any office, except that no officer of this corporation may concurrently be an active Helper or a Chairperson or Director of any Subud Center or of Subud United States of America.

1. CHAIRPERSON — The President, known also as Chairperson, shall have general supervision, direction and control of the business and affairs of the corporation. The Chairperson shall serve as the chairperson of the Subud Pacific Northwest Board of Directors. He or she shall serve on the Board of Directors of Subud United States of America. He or she shall preside at Regional Committee meetings, and shall have such other powers and duties as may be prescribed from time to time by the Board of Directors.
2. VICE-CHAIRPERSON — In the absence or disability of the Chairperson, the Vice-President, known also as Vice-Chairperson, shall perform all the duties of the Chairperson. He or she shall have such other powers and duties as the Board of Directors may prescribe.
3. SECRETARY — The Secretary shall keep a full and complete record of the proceedings of the Board of Directors of the corporation, and of the meetings of the officers of the corporation, and of the Congresses; shall keep the seal of the corporation and affix it to such papers and instruments as may be required in the regular course of business; shall make service of such notice as may be necessary or proper; shall distribute minutes of the various meetings as appropriate; shall supervise the keeping of records of the corporation and shall discharge such other duties of the office as may be prescribed by the Board of Directors.
4. TREASURER — The Treasurer shall receive and safely keep all funds of the corporation and deposit them in the bank or banks that may be designated by the Regional Committee. Those funds shall be paid out only on checks of the corporation signed by officers, or agents designated by the Board of Directors. The Treasurer shall have such powers and perform such other duties as may be prescribed from time to time by the Regional Committee.

VI-C. SELECTION OF OFFICERS

Officers of the Regional committee shall be selected at a Regional Congress for a term of two years. The selection procedure shall be as follows:

1. Chairperson — At a properly noticed and called Regional or Special Congress, the Chairperson shall be nominated from the floor, shall test before the members, and be elected by a majority vote of the members present at the Congress.

2. Vice-Chairperson — Following the election of a Chairperson at the Congress, the Vice-Chairperson shall be selected from nominations made from the floor, shall test before the members, and be elected by a majority vote of the members present.
3. Secretary and Treasurer — The newly elected Chairperson and Vice-Chairperson together shall appoint a Secretary and a Treasurer. Such appointment shall constitute an election.

VI-D. REMOVAL OF OFFICERS

1. Any officer of the corporation may be removed from office by a majority vote of the members present and accounted for at a properly called session of Congress.
2. An officer of the corporation, other than the Chairperson, may be removed from office by a vote of three-fourths of the Regional Committee.
3. Any member can demand a special meeting to recall any officer by a petition signed by ten percent of the members of the corporation, if Congress is not in session.
4. When a Regional Congress is in session, a member can offer a motion for removal of any officer from the floor.

VI-E. VACANCIES

1. If the Chairperson's position is vacant, the Vice-Chairperson shall become the Chairperson until the next Congress. A vacancy in the office of Vice-Chairperson shall be filled by a vote of two-thirds of the Regional Committee, subject to testing by the Regional Helpers, until the next Congress. At the next Congress, a Chairperson and/or Vice-Chairperson as appropriate will be selected for the remaining portion of the original term of office by the procedure described in Article 6.3.
2. A vacancy in the office of Secretary or Treasurer may be filled by appointment by the Chairperson.

VI-F. REGIONAL HOUSING SUBCOMMITTEE

The Board of Directors of the Subud Pacific Northwest Region **may** establish a Regional Housing Subcommittee to oversee property management in the region. This subcommittee is accountable to the Board and reports directly to the Regional Committee and the Board of the Region. This subcommittee will consist of three to five Subud member volunteers with expertise in the area of financial management, real estate law, property management, real estate transactions, and other appropriate areas of expertise. Each member will serve terms of three years, with overlapping terms so that at least one-third of the subcommittee is replaced annually, though any one member may serve up to three consecutive terms. These members will be chosen by the Regional Committee and confirmed by a majority vote of the Regional Board of Directors. Travel and expenses shall be approved by the Regional Chair. A line item for the Regional Housing Subcommittee will be in the regional budget for reasonable expenses in the performance of their duties, including the hiring of outside expertise where appropriate.

The duties of the Regional Housing Subcommittee will be:

1. Prepare and keep current a Regional Housing Manual detailing the guidelines for purchase and maintenance of regional houses. This manual will include guidelines for operating enterprises in regional houses and general operations concerning regional houses. The manual and any changes thereto shall be submitted to the Board of Directors for their approval and when approved shall be the regional housing policies and are considered to be an extension of these bylaws. Should any changes be made in either the Bylaws or the Housing Manual that produce a conflict between the two documents, the Bylaws will be the superseding document.
2. Review reports annually from local Centers about their properties, and give an annual report to the Regional Board on the activity of the Regional Housing Subcommittee and the state of the regional properties.
3. Assist Centers making proposals to the Board of Directors to purchase regional houses.
4. Prepare an independent report for the Board of Directors on any proposed purchases of real property evaluating the suitability of such property for the group, structural condition, anticipated maintenance costs, and possible enterprise opportunities.
5. Provide counsel and assistance to Centers in real estate matters and issues relating to property ownership and management.
6. Work closely with the Regional Committee in the following areas:
7. Establishment and annual review of a long-range financial plan to include a substantial cushion against unforeseen events such as assuming future mortgage payments and other expenses.
8. Employment and regular review of a comprehensive record keeping system for storage and tracking of titles, deeds, notes, mortgage and rental payments, insurance, correspondence regarding property issues, etc.
9. Advise board of directors on matters of purchase, maintenance and sale of regional property.

VII. ANNUAL REPORTS

VII-A. SUBUD UNITED STATES OF AMERICA — The Regional Committee shall prepare an annual report and send copies to Subud United States of America and to each center in the Region. The report shall contain a summary of the Centers' activities, Regional activities, a financial statement, and a census of the Regional membership. The report shall be submitted to the officers of Subud United States of America one month prior to the National Congress.

VII-B. FINANCIAL REPORT — The Regional Committee shall prepare a financial report at the end of each annual accounting period and send copies to Subud USA and to each Center in the Region.

VII-C. CORPORATE FILINGS — An officer of the corporation shall submit an annual report as required by law to the Secretary of State of Washington (RCW24.03.395) and of any State in which this corporation is registered as a foreign corporation. The corporation will prepare and file any additional documentation required by the federal, state, and local governments on an annual basis.

VIII CENTERS

VIII-A. DEFINITION — A Center shall be established wherever and whenever there are:

1. not less than 10 members who agree to practice the latihan kejiwaan at regularly scheduled intervals;
2. at least one woman and one man willing and able to serve as Center Helpers or with permission of the regional helpers who will act as helpers for the center;
3. a Committee consisting of at least two members willing and able to serve as Center Chairperson and Center Treasurer;
4. members who will make regular financial and membership reports to the Regional Committee as required in Article VIII-M.

Such establishment shall be subject to confirmation by the Regional Committee and Regional Helpers, and may be disestablished wherever and whenever the above conditions are no longer in evidence, subject to confirmation by the Regional Board of Directors and Regional Helpers.

VIII-B — Center Committee — Each Center shall be served by a Center Committee, consisting of at least a Chairperson and a Treasurer. A Vice-Chairperson, a Secretary and such other subcommittee chairpersons as may seem desirable or necessary, may be added. When there is no officer in the position of Vice-Chair or Secretary, the duties of those offices shall become the duties of the Chairperson.

1. The Chairperson shall be the Chief Officer of the Center and shall, subject to the supervision of the Regional Committee, have general supervision, direction and control of its activities. The Chairperson shall preside at all meetings of the members and of the Center Committee. The Chairperson or his/her representative will serve as the Center delegate on the Regional Board of Directors and shall be responsible for the timely communication of the will of the members to the Board of Directors and of the proceedings of the Board of Directors to the Center members. The Center Chairperson shall oversee the preparation of an annual Center Report to the Region, and shall have such other powers and duties as the Regional Committee, the Board of Directors, or the Regional Congress may prescribe.
2. In the absence or disability of the Chairperson, the Vice-Chairperson shall perform all the duties of the Chairperson and shall have such other powers and duties as the Chairperson, the Regional Committee or the Board of Directors may prescribe.
3. The Secretary shall maintain records of the membership and inform the Regional Secretary at regular intervals of all changes, record the minutes of the meetings of the members and of the Center Committee. A copy of the minutes of such meetings shall be sent to the Regional Secretary. The Secretary shall maintain the records of all business conducted by the Committee and have such other powers and duties as the Chairperson of the Center, the Regional Committee or the Board of Directors may prescribe.
4. The Treasurer shall have custody of the funds of the Center and shall maintain records of the receipts and disbursements of the Center, make quarterly financial reports to the Regional Treasurer of all monies received or paid out, prepare a budget and financial report for the Center annually, and have such other powers and duties as the Chairperson, the Regional Committee or the Board of Directors may prescribe.

VIII-C. Election

1. At a properly noticed and called Center meeting, the Center Chairperson shall be selected from nominations made from the floor, shall test before the members, and be elected by a majority vote of the Center members present.
2. Following the election of the Center Chairperson, the Vice-Chairperson shall be selected from nominations made from the floor, shall test before the members, and be elected by a majority vote of the Center members present.
3. The newly elected Chairperson and Vice-Chairperson together shall appoint a Secretary and a Treasurer; such appointment shall constitute an election.

VIII-D. TERM OF OFFICE — The Center Committee shall serve for a term of one or two years. There are no restrictions on the re-elections of officers.

VIII-E. REMOVAL — Any officer of the Center may be removed by a majority vote of the Center membership present at a duly called meeting.

VIII-F. RESIGNATION — Any officer of the Center may voluntarily resign in writing at any time. The letter of resignation shall be copied to the Regional Committee, and kept with the records of the Center.

VIII-G. VACANCY — If the Chairperson's position is vacant, the Vice-Chairperson shall become the Chairperson for the duration of the term of office. Vacancies in the positions of Secretary or Treasurer may be filled by appointments of the Chairperson.

VIII-H. CENTER MEETINGS — Each Center shall have a regularly scheduled meeting at least once every three months. Minutes of each Center meeting shall be sent to the Regional Committee.

VIII-I. QUORUM — A quorum for any Center meeting shall be 15% of the active membership of the Center, but in no case shall there be less than 5 members.

VIII-J. POWERS

1. Centers may adopt rules, regulations, and bylaws that are not inconsistent with law, the bylaws and Articles of Incorporation of Subud United States of America, and Subud Pacific Northwest or resolutions and directives of the Board of Directors of this corporation or of Subud United States of America.
2. Centers may, without prior approval of the Regional Committee, make lease agreements for property owned by Subud Pacific Northwest for up to \$2500 or for one year or less, purchase items for property owned by Subud Pacific Northwest for maintenance, collect funds from local members, collect rent monies, establish bank accounts for the normal and usual business of the Center. Any monies collected by the local center shall be used solely at the discretion of the local group.
3. Centers with real estate must have a budget for repair and maintenance of the property.

VIII-K. Almoners Fund — Each center may establish, in its budget or through donations, an Almoners Fund. Members who receive grants from this fund shall be deemed to need charitable financial aid, including but not limited to the means to participate fully in the activities of the Center. The almoning helpers shall be responsible for determining the individual need and the committee for the distribution of the available funds.

VIII-L. LIMITATIONS ON CENTER POWERS — Centers may not do the following:

1. make lease agreements for property owned by Subud Pacific Northwest for more one year;
2. purchase houses, vehicles or other major items;
3. give or lend money to individual members except as designated in article 8.11.

VIII-M. CORPORATE UMBRELLA — Any new center formed shall fall under the corporate umbrella of Subud PNW. Centers shall be known as Subud PNW at (center name).

VIII-N. REPORTING REQUIREMENTS

1. Each Center shall keep correct and complete books and records of accounts and shall keep minutes of Center Membership and Committee Meetings.
2. Each Center Committee should prepare a quarterly financial report and send it to the Regional Board of Directors. The Regional Board of Directors should send to each center a quarterly Financial Report of the Region. Each Center Committee shall prepare an annual report and send it to the Regional Committee and Regional Helpers six weeks prior to the National Congress. The report shall contain a description of the activities carried on in the center, a financial report, and a census.
3. AMENDMENT OF BYLAWS

IX-A. AMENDMENT — These bylaws may be amended and new bylaws adopted in one of the following ways:

1. by notifying the membership of proposed bylaw changes at least 30 days in advance, and then by a majority vote at a duly called Regional Congress;
2. in the absence of 30 days advance notice, by majority vote at a duly called congress followed by the written ratification process as in IX-A-3; or
3. in between congresses, by the written consent of a majority of the members responding by written ballot on proposed bylaws submitted by mail or email attachment to the membership, which ballots when completed may be returned either by mail or email attachment, provided that the number of ballots received exceeds ten percent of the current active membership.

IX-B. In addition to the requirements in IX-A, an amendment that has an impact on a Center's necessary approval to sell the property it uses or the disposition of the proceeds of such sale under V-C.3, or that substantially reduces the discretion of a Center for such change to apply to such Center and the property used by such Center. Approval by a Center shall require as

affirmative vote of a majority of the Members of the Center who are also Members of Subud PNW.

1. **DISSOLUTION** — In the event of the dissolution of Subud Pacific Northwest, Inc., the assets of the region shall be distributed to a religious, charitable or educational organization. No assets shall be distributed to any member. If an active Center is using a Regional Subud House, then upon dissolution, this Center would be provided the right and option to receive the house for \$1.00, provided it met the requirements of an official recognized Subud Center.

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Subud USA affirms its members' rights to participate in, benefit from, and contribute to all activities, programs, and services of the association with dignity and respect, free from discrimination on the basis of race, national origin, sex, religion, color, age, disability, sexual orientation, genetic information, parental status, and free from sexual harassment.