



Constitution and Bylaws Changes & Rationale

1. Removed sections C through L of Article II of the Constitution.
This section of the constitution is essentially redundant to sections A & B of Article I. Removing simplifies the constitution and minimizes the opportunity for confusion with church policies.
2. Adjusted the Privileges and Duties of Voting members in Article I of the By Laws
 - a. Removed the responsibility to call professional church workers other than the Senior Pastor and approve recommended calls for ordained pastors prior to extending the call.*
This change enhances our Church's ability to hire strong talent by reducing the timeline for issuing calls. Enables the Church to attract and maintain high quality Senior Pastors who expect greater authority AND accountability to lead our Church and staff. A Call committee is still involved and a substitute Call process will be defined in BOLM Governance Policies.
 - b. Adjusted the terms of short-term borrowing from \$50,000 to 5% of the total operating budget.
This change allows for the financial limitation to grow (or shrink) in relationship to the Church's operational budget.
 - c. Voting quorum for meetings changed from a minimum of 20 to the number of voting members present.
Our constitution still requires congregational notification for all voters' meetings for 2 Sundays prior to the meeting with a published agenda.
This quorum change was a suggested process from the LCMS GUIDELINES FOR CONSTITUTIONS AND BYLAWS OF LUTHERAN CONGREGATIONS.
Based on congregational feedback, the BOLM recommends not changing the minimum quorum for meetings.



d. Rules of Order principles added

Recommended process from LCMS GUIDELINES FOR CONSTITUTIONS AND BYLAWS OF LUTHERAN CONGREGATIONS.

3. Removal of the Description of Responsibilities of Elders & Head Elder in Article III of the By Laws

Substitute process is or will be provided in Elder Governance Policies. Simplifies the constitution and minimizes the opportunity for confusion with Elder policies.

4. Added the requirement that the Board of Lay Ministry shall establish and maintain Governance Policies in Article IV of the By Laws

This is a key addition to the constitution that requires the Church (BOLM) leadership to establish and maintain governance policies. These policies create greater consistency, accountability and implementation of our Church Constitution & purpose.

5. Removal of the Description of Activities of Board of Lay Ministries in Article IV of the By Laws

This change minimizes the opportunity for confusion or conflict with BOLM policies where BOLM activities are further described.

6. Changed the Election of Officers from the Congregation to the Board of Lay Ministry in Article V of the By Laws and permits Chairman and Vice Chairman as either male or female.

All BOLM members are elected by the congregation and are subject to term limits as defined by the Constitution. The proposed change enables the BOLM to maximize the combined talent of its existing members amid the fluctuations that occur with membership and terms.

Male/Female Chairperson Addition

From the “Service of Women in Congregational and Synodical Offices - A Report of the Commission on Theology and Church Relations of The Lutheran Church—Missouri Synod, September 1994, With Guidelines for Congregations Prepared by President’s Task Force January 2005”

“If the duties prescribed for the offices of chairman and vice chairman in the congregation do not allow for the assumption of the



distinctive functions of the pastoral office, women are free to hold this office without any scriptural restriction—a principle that applies to the chairmanship of all other congregational committees as well. Since the responsibilities of these offices usually do not involve the exercise of the functions of pastoral oversight through the ministry of Word and sacrament in congregations today, women gifted for such areas of responsibility should be encouraged toward such service.” p. 13

7. Removed description of treasurer’s activities.
Substitute process is provided in BOLM Governance Policy Section 4.4.4.

8. Clearly defined the Accountability of the Executive Ministry Team (to BOLM) and Board of Lay Ministry (to Congregation) in Article VI section 1.
This specifically clarifies the lines of accountability within our larger Church organization.

9. Streamlined the definition of the Activities of the Executive Team in Article VI of the By Laws
Much more context and accountability is now contained within the Executive Limitation section of the required BOLM polices.

10. Removed Article VII from the By Laws that described other Ministry Groups
This simplification minimizes the potential for future changes to the Constitution. It does not prevent nor otherwise affect current or future ministry groups.

*Substitute process is or will be provided in BOLM Governance Policies