

CONSTITUTION REVISION SUMMARY

ARTICLE V: MARRIAGE POLICY

- In order to strengthen the language and update the reference, “The official position of the Lutheran Church – Missouri Synod, as set forth in 1998 Res. 3-21 (To Affirm the Sanctity of Marriage and to Reject Same-Sex Unions”), is that homosexual unions come under categorical prohibition in the Old and New Testaments (Lev. 18:22, 24; 20:13; 1Cor. 6:9-10; 1 Tim. 1:9-10) as contrary to the Creator’s design (Rom.1:26-27) is changed to: **“In 2019, The Lutheran Church – Missouri Synod adopted Resolution 11-02A, “To Encourage Faithfulness regarding Marriage” which reaffirms its commitment to the biblical definition of marriage.”**

ARTICLE IX: POWERS OF THE CONGREGATION

- After consultation with the Northwest District, all rostered workers must be called by the congregation, Section B adds “rostered LCMS workers”.
- In order to explicitly define the role of the Board of Directors as practiced since 2004, Section C is updated to read: “to be the governing body of the congregation”.
- In order to clarify that the Board of Directors is directly linked to staff and the ministry through the Senior Pastor, as practiced since 2004, Section C removes the Director of Operations and Elder representative as non-voting ex-officio members of the Board of Directors.
- In order to further clarify that the Board must bring this request to the congregation for approval within any given 12 month period, “within any annual aggregate” is added to Section D.
- Because exceeding the approved Annual Financial Operating Plan by any amount is restricted by a Board of Directors Limitations Policy, Section D, number 3 removes “congregation approval of any major operating expenditure exceeding the Annual Financial Operating Plan by more than 5%”.
- Because the Director of Operations is a non-called staff position and is therefore the responsibility of the Board of Directors and the Senior Pastor, Section D, number 5 is eliminated.
- In consultation with the Northwest District, removal authority for all called and rostered workers solely comes from the congregation. Therefore, Sections F & G are combined as follows: **Any Pastor or rostered LCMS worker called by the congregation, who fails to perform the duties as specified in the Bylaws, is unable or willfully neglectful in the performance of his/her official duties, is guilty of persistent adherence to false doctrine, or is guilty of immoral conduct may be removed from office in Christian and lawful order according to principles prescribed in Matthew 18 by a 2/3 majority vote of a Voters Assembly. Such action shall be initiated through the Board of Directors.**

ARTICLE X: ~~POWERS~~ **RESPONSIBILITIES** OF THE BOARD OF DIRECTORS

- Ex-officio influence on the Executive Committee of the Board of Directors follows the financial duties of responsibilities of the organization, not the specific position of the Director of Operations, which may or may not include financial authority. As a result, in Section A, “Director of Operations” changes to “Executive Administrator designated by the Senior Pastor”.
- Because the Executive Committee is a committee of the Board of Directors and not the Congregation, the Executive Committee’s procedure is defined in a Board of Directors Policy, not the Constitution. Therefore, in Section A: “The Executive Committee will obtain its power and authority for action at the express designation of the full Board. The President, Secretary/Treasurer, Director of Operations shall be responsible for signatures on all legal documents.”
- In order to clearly define relationships of responsibility and accountability with the Senior Pastor, the Board of Directors’ (Section B, number 1) reflects is that the staff, through the Senior Pastor, is

responsible to develop and execute *procedures* to implement policy, “governance policies” is clarified as “an Outcomes Policy”.

- In order to reflect the Board’s responsibility is to create, develop, monitor, and evaluate policies and the staff, through the Senior Pastor, is responsible to implement the policy, Section C, number 1’s language is updated to read, “establish an Outcomes policy” replaces “implement governance policies”.
- Because these are now Board of Director Policies, Section C, numbers 2-4 and 7 are struck from the Constitution and Section C, numbers 5-6 are combined for clarity.

ARTICLE XI: POWERS RESPONSIBILITIES OF THE BOARD OF ELDERS

- Eliminates “Board of” to clarify that we have one Board and one Eldership with distinct roles and responsibilities. This change is reflected throughout the rest of the Constitution and Bylaws.
- In order to define, “ministering”, “**serve as ministers who act as servant leaders**” is added.

Note: The Constitution is not completely approved until the Northwest District approves it after Congregational approval and submission.

BYLAWS REVISION SUMMARY

BYLAW 1: Mission Statement

- Added “making disciples who...” in order to reflect our actual mission and connect it with Constitution Article II.

BYLAW 2: MEMBERSHIP

- This brings our bylaws into alignment with practice. Furthermore, this entire bylaw is struck because it is redundant of Constitution Article VII, is humanly impossible to hold confirmed members accountable, and we have historically not practiced membership in these ways for quite some time.

BYLAW 3: CONGREGATIONAL MEETINGS

- Section A, number 1 clarified elections as “**election to the Board of Directors and Elders**”.
- The Board of Directors wish to strike, requiring “New Business” to be a line item on agendas in Section A, number 1 (Annual Voters Assembly); Section A, number 2 (Special Voters Assembly); and Section B (General Assembly).

BYLAW 4: NOMINATION AND ELECTION PROCESS

- Section A is revised to reflect the following:
 - The change from Director of Operations to Executive Administrator
 - Specific “Joint Nominating Committee” language
 - Give freedom to the Elders to designate someone other than the Chair to participate
 - Direct the Joint Nominating Committee to interview and vet candidates
- Section B is revised to emphasize the prayerful consideration of any objections and resolve according to Biblical principles.

BYLAW 5: ~~BOARD OF~~ ELDERS

- After consultation with the Northwest District:
 - Section A is struck because it is not needed and is unclear.
 - Section B is amended to define their purpose, not function.
 - Duties remain unchanged
 - Section E is amended to focus on actual definition of terms and how to fill a mid-term elder vacancy, not a lifelong appointment.

BYLAW 6: BOARD OF DIRECTORS

- After consultation with the Northwest District and other large church Board of Directors:
 - Section A reflects changing Board composition to a number range as opposed to a fixed number of seats. This gives flexibility to expand or contract based on specific needs of the Board and congregation.
 - Section B aligns current practice and is specified in the Board of Directors’ Board Process Policy.
 - Section C is struck because it is a specific Board of Directors’ Board Process Policy.

BYLAW 7: THE CALL PROCESS

- After consultation with the Northwest District, the recommendations in this bylaw reflects the approved Call Process found across The Lutheran Church - Missouri Synod. As a result, the following changes are recommended:
 - The Board of Directors is solely responsible to convene the Call Committee. The committee is ultimately accountable to the Board of Directors outside of the Voters’ Assembly.
 - The Call Committee is recommended to and approved by the Congregation.
 - The Call Committee executes the search process according to Northwest District guidelines with emphasis on seeking divine wisdom in vetting candidates.

- The Call Committee presents their preferred candidate(s) to the General Assembly, “in writing at least four (4) weeks prior to the properly called meeting of the Voters’ Assembly.”
- Objections are handled by the Call Committee.
- The Call Committee then presents their preferred candidates to the Voters’ Assembly.
- After consultation with the Northwest District:
 - The same Call Process will be used for all rostered staff.
 - The Board of Directors delegates the Call Committee responsibilities to the Senior Pastor.
 - Depending on the position and circumstance, the Senior Pastor is free to convene and chair a Call Committee at his discretion.

BYLAW 9: ~~DIRECTOR OF OPERATIONS~~ EXECUTIVE ADMINISTRATOR

- The role of Executive Administrator remains being filled at the discretion of the Senior Pastor.
- As a fiduciary agent, the appointment/hire must be affirmed by the Board of Directors, but as a non-rostered staff position, it does not need to be approved by the Voters’ Assembly.