

Constitution and Bylaws

Proposed Revisions for Congregational Approval 2021 AGM

Existing Constitution and Bylaws

Date of Congregational Approval: June 24, 2018

Date of Synod Council Approval: April 21, 2018

Certified by Registrar of Companies: June 26, 2018

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AMENDED BYLAWS: 3.2 / 8.1 / 8.2 / 8.3 / 9.1.h / 9.7 / 9.8

Purpose of proposed changes:

- 1. Change the name of the *Board of Deacons* to *Board of Care for Communities*;**
- 2. Distinguish between *Voting Members* and *Adjunct Members* of a Board; and**
- 3. Minor housekeeping to clarify intent.**

Bylaw 3. Reconciliation and Discipline of a Member

Section 1. In situations when a member

- a. causes strife or division within the Congregation,
- b. advocates doctrines that are contrary to the Holy Scriptures and the Confessions of the ELCIC, or
- c. has engaged in conduct that is grossly unbecoming a member of the body of Christ,

the goal of the Congregation shall be reconciliation using restorative practices and/or mediation in accordance with *Matthew 18:15-18*.

Section 2. When, in the opinion of the Congregational Council, reconciliation cannot be achieved, the Congregational Council shall administer discipline. A person who is requested to appear before a properly called meeting of the Congregational Council shall be advised in writing no less than ten (10) days prior to the hearing. The written notice shall include the time and place of the hearing and shall specify the exact reason for the hearing. If a person fails to appear at the time and place without valid excuse, the Congregational Council, with a quorum present, may proceed with the hearing and may reach its conclusion in the member's absence. Should the Congregational Council by no less than a two-thirds (2/3) majority vote

support disciplinary action, the Congregational Council shall impose one (1) of the following:

- a. censure before the Congregational Council or the Congregation;
- b. suspension from membership until evidence is given of sufficient repentance and amendment; or
- c. exclusion from membership and participation in the life of the Congregation.

~~In the event of the imposition of (b) or (c) above, t~~The action of the Congregational Council shall be in writing.

[The remaining Sections of Bylaw 3 are unchanged.]

Bylaw 8. Congregational Council and its Officers

Section 1. At its Annual General Meeting the Congregation shall elect the following Officers, each for a term of two (2) years:

- a. Chairperson;
- b. Vice-Chairperson;
- c. Secretary;
- d. Treasurer; and
- e. Financial Secretary.

The above positions shall be filled by election from those members on the congregational membership roster who have attained the age of eighteen (18). They shall be elected in such a way that approximately half the Officers will be elected in any one (1) year.

~~No~~ A member shall be eligible to serve ~~more than~~ a maximum of three (3) consecutive terms as an Officer, except for the Financial Secretary. There shall be no restriction on the number of consecutive terms of office to which the Financial Secretary may be elected.

Section 2. There shall be a Board of ~~Deacons~~ Care for Communities, a Board of Trustees, a Board of Education, and a Board of Worship, ~~each with no less than four (4) members.~~ Members shall be of two kinds:

- a. Voting Members: Each Board shall have no less than four (4) Voting Members who are elected at the Annual General Meeting of the Congregation from those members on the congregational membership roster who have attained the age of eighteen (18). Each Voting Mmember has a term of two (2) years. They shall be elected in such a way that approximately half the ~~members~~ Voting Members of each Board will be elected in any one (1) year. ~~No member~~ A Voting Member of the Boards shall be eligible to serve ~~more than~~ a maximum of three (3) consecutive terms on any Board or combination of Boards.

- b. Adjunct Members: Adjunct Members are those invited to serve on a Board even though they do not necessarily meet the qualifications of a Voting Member. Adjunct Members serve at the pleasure of the Board, may not serve as Board chairperson, and may not represent the Board on the Congregational Council.

Section 3. The Officers of the Congregation and a the chairperson or designated representative from each Board, chosen by the respective Board, shall constitute the Congregational Council. All shall be voting members of the Congregational Council, and all must also be members on the congregational membership roster. The Officers of the Congregation shall be the Officers of the Congregational Council.

[The remaining Sections of Bylaw 8 are unchanged.]

Bylaw 9. Duties of the Congregational Council, its Officers, and its Boards

Section 1. The Congregational Council shall:

- a. lead the Congregation in stating its mission, doing long-range planning, setting goals and priorities, and evaluating its activities in the light of its mission and goals;
- b. seek to involve all members of the Congregation in worship, learning, witness, service, and support;
- c. provide support for the rostered minister(s) and other professional leaders, assist them to review and evaluate their ministry, and review annually their financial compensation, making adequate adjustments;
- d. exemplify for the Congregation the life that is worthy of the high calling in Christ;
- e. promote congregational unity and good will, fostering mutual understanding in times of conflict through reconciliation, and exercising discipline, when necessary, under the provision of these Bylaws;
- f. arrange for pastoral service during the sickness or absence of the rostered minister(s);
- g. appoint or elect all staff, voluntary or salaried, for the effective administration of all aspects of parish life;
- h. ~~appoint~~ create and disband such committees as may be necessary or advisable, ~~such committees shall make reports to the Annual General Meeting;~~
- i. normally meet once a month;
- j. be responsible for maintaining and protecting the property of the Congregation;
- k. obtain insurance protection that:

- i. provides coverage for fraud committed by an employee or volunteer of the Congregation; and
- ii. limits the liability of the members of the Congregational Council;
- l. review, approve, and recommend annually a budget to the Annual General Meeting of the Congregation, supervise the expenditure of funds, and ensure that the financial affairs of the Congregation are conducted efficiently;
- m. ensure that the annual budget includes adequate support for the church at large and that regular monthly benevolence monies are forwarded; and
- n. emphasize the partnership of the Congregation with the Synod and the ELCIC, and encourage support for the work of the church at large.

[Sections 2-6 of Bylaw 9 are unchanged.]

Section 7. Each of the various Boards shall:

- a. elect a chairperson from its own ~~membership~~ Voting Members;
- b. have its chairperson (or designated representative chosen from Voting Members) attend each meeting of the Congregational Council;
- c. normally meet once a month; and
- d. make reports to the Annual General Meeting of the Congregation.

Section 8. The Board of ~~Deacons~~ Care for Communities shall:

- a. have special responsibility under the supervision of the rostered minister(s) under call to the congregation in the development of a sound program of evangelism and in the general spiritual care of the Congregation; and
- b. seek to involve all members of the Congregation in witness and service, and make recommendations concerning those areas of congregational life to the Congregation through the Congregational Council.

[The remaining Sections of Bylaw 9 are unchanged.]