

2024 Changes to the St. John Lutheran Church Constitution and Bylaws

6/18/2024

Key Constitutional and Bylaw Changes

- ▶ Consolidated and Streamlined Church Council
 - ▶ 17 members to 12 members
 - ▶ Stewardship Committee moved to teams under Senior Pastor
 - ▶ Mission & Outreach Committees combined into Benevolence Committee
 - ▶ Administration Committee duties handled by Executive Committee
 - ▶ Youth moved to Family Ministries Committee
- ▶ Adds new school
 - ▶ Budget approved by congregation and school bylaws approved by Congregation Council
- ▶ Moved from a Calendar Year to a Fiscal Year (8/01 to 7/31)
 - ▶ Changed primarily to align with school accounting

Significant Constitution Changes

- ▶ Gives congregation approval authority over school budget. 5.03
- ▶ Gives the Congregation Council authority to appoint lay delegates to conferences and convocations instead of the congregation. 5.04
- ▶ Gives senior pastor duties to review employee performance and recommend individual compensation changes to Executive Committee for approval. Council must still approve overall compensation changes 9.02, 12.08
- ▶ Moves the Stewardship committee, to a team led by the senior pastor with congregation members. 9.12, 13.04
- ▶ Changes from a calendar year to a fiscal year (8/01 to 7/31) to better accommodate our new school. 11.02 and 12.02
 - ▶ Difficult to know student population for budget until June.

Significant Constitution Changes

- ▶ Clarifies Spending Limitations placed on Council. Fits together better with bylaws. Constitution 12.05.d; Bylaws C12.01.01.g
- ▶ Allows, formally, the use of email votes and virtual meetings. 12.10
- ▶ Adds that Congregation Council should consider actions when new federal, state, and local laws are enacted that are counter to our Constitution 12.12
- ▶ Redefines the nominating committee as the executive committee with potentially 2 other members of the congregation 13.02
- ▶ Includes a specific indemnification clause consistent with state law and our insurance policy. Chapter 19

Minor Constitution Changes

- ▶ Changes “Congregational” to “Congregation” in various places
- ▶ Substitutes “Council” for “Congregation Council” after first instance.
- ▶ Gives the Congregation Council, with recommendation by Executive Committee, authority to appoint commissioned lay leaders instead of the congregation 5.03, 12.03
- ▶ Clarifies the annual review of membership roll. 12.07
- ▶ Clarifies that notification must be given to the Congregation Council to call a special meeting. 12.10
- ▶ Clarifies rights of ex officio members 13.07
- ▶ Clarifies that organized church activities directly or indirectly report in the Congregation Council 14.02
- ▶ Renames “Continuing Resolutions” to “Operating Procedure” and gives control to the Congregation Council instead of to both congregation and the Congregation Council. Chapter 18

Significant Bylaw Changes

- ▶ Changes self-exclusion by inactivity to 12 months from 24 months and uses due-diligence to contact in-active members. C8.05.01.e
- ▶ Changes congregation meeting to no later than June due to constitution calendar change to fiscal year. C10.01.01
- ▶ Changes Congregation Council from chairs of all Standing Committees to specific Committees: Benevolence, Congregation Care, Fellowship, Family Ministries, Property and Worship. C12.01.01
- ▶ Moves membership of the two youth members on the Congregation Council to membership on the Family Life Committee C12.01.01

Significant Bylaw Changes

- ▶ Clarifies the role of Executive Committee
 - ▶ Determines individual salaries for staff with recommendation from the senior pastor. Congregation Council still approves overall salary amount. C12.01.01.d, C12.01.01.e.
 - ▶ Recommends the pastors salaries and the Congregation Council still approves. C12.01.01.f
- ▶ Clarifies Spending Limitations on the Congregation Council. Fits together better with bylaws. Constitution 12.05.d; Bylaws C12.01.01.g
- ▶ Adds that Congregation Council must approve proposed school budget before it goes to the congregation for approval. C12.01.01i
- ▶ Adds that Congregation Council must approve school bylaw changes. C12.01.01.j
- ▶ Eliminates the Administration Committee and moves those duties to the Executive Committee. C13.01.01

Significant Bylaw Changes

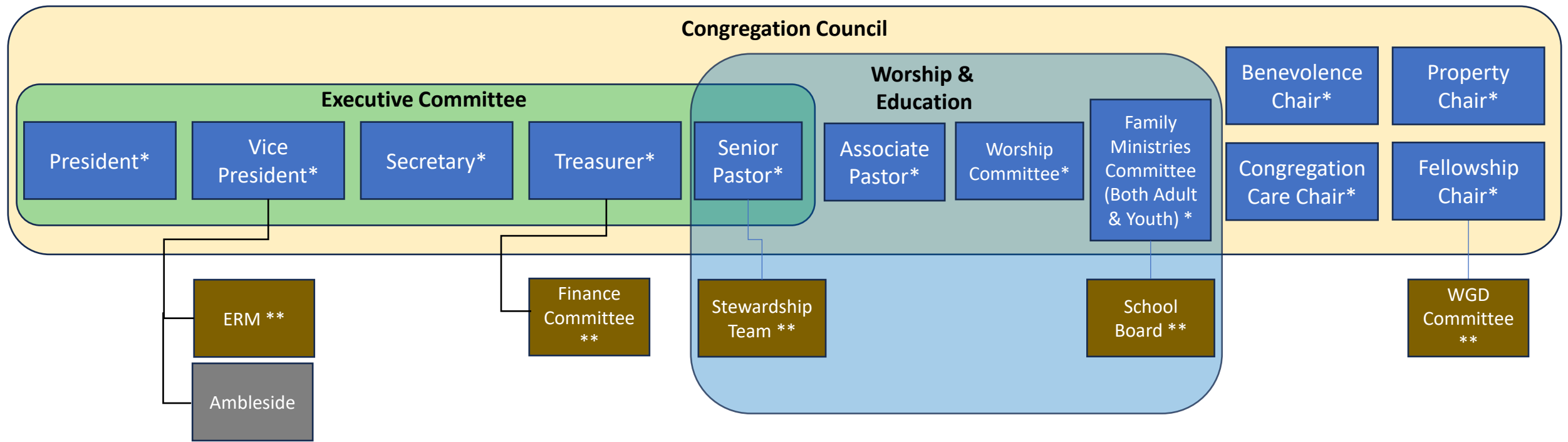
- ▶ Adds the duties of the Executive Committee to the bylaws. The duties of the Executive Committee were previously in the “Continuing Resolutions” C13.01.01
- ▶ Creates two new sections for committees: Committees Whose Chairman Sits on the Council, and Other Committees. C13.05
- ▶ Changes the name of the Congregation Life Committee to the Fellowship Committee. Duties are updated. C13.06.02
- ▶ Combines the Mission and Outreach committees into one committee called Benevolence Committee C13.06.05, C13.07.06
- ▶ Moves the Stewardship Committee to a team under the senior pastor. C13.06.08, c13.07.09

Minor Bylaw Changes

- ▶ Removes sentence. C4.02.04
- ▶ Removes notice of communing to other pastors. C.02.05
- ▶ Removes notification of transfers to the congregation. C8.05.01.b
- ▶ Changes “Congregational” to “Congregation” in various places
- ▶ Clarifies that the senior pastor instead of the pastor is on the executive committee C11.01.01.a
- ▶ Removes that President shall chair the Personnel Committee as the President chairs the Executive Committee that now handles personnel. C11.01.02.c
- ▶ Clarified duties of Secretary C11.01.04
 - ▶ Reduces summary of the Congregational Council to quarterly
 - ▶ Adds preparation of the roll with assistance from staff

Minor Bylaw Changes

- ▶ Clarifies Treasurer duties C11.01.05
- ▶ Moves Committee participation from the Congregation Council section C12.01.01 to the Committee section C13.05.02 and C13.05.04
- ▶ Removes authority that Congregation Council can create additional committees since this is already given in the Constitution in 13.05. C12.01.01.b
- ▶ Clarifies when Congregation Council members will be elected. 12.01.01.b
- ▶ Clarifies that the Congregation Council may move Designated Funds to other active Designated Funds with two-thirds vote 12.01.01.h
- ▶ Updates the Congregation Care Committee's duties. C13.06.03
- ▶ Changes the word "guidelines" to "policies" and clarifies that the Congregation Council has control over those policies. 12.05.10.a & b.
- ▶ Clarifies duties of the Finance Committee. C13.06.07



- * Office or Chair elected by Congregation
- ** Members approved by Council

- Vice President is liaison with Ambleside & Security Committee
- Treasurer chairs the Finance Committee: Council Approves Members
- The Stewardship Team is led by the Senior Pastor and members are approved by Council
- The President and/or Vice President and the pastor(s) are ex-officio members of all boards, committees and teams except the Nominating Committee.
- Emergency Response Ministry is abbreviated to ERM.
- Wild Game Dinner is abbreviated to WGD