

Proposed Amendments to the Constitution, Bylaws and Continuing Resolutions

Chapter 10: CONGREGATION MEETING

Section C10.01.01.c

Strike “The congregation shall receive reports from the organizations, committees and ministries of the congregation. Such reports, including a financial statement where applicable, a review of activities, and proposals for future plans, shall be submitted in writing to the Executive Committee one month before such meeting and mailed to the congregation, with notification of the annual meeting.”

Insert “The congregation shall receive reports from the organizations, committees and ministries of the congregation. Such reports, including a financial statement where applicable, a review of activities, and proposals for future plans, shall be submitted in writing to the Executive Committee one month before such meeting and shall be made available to the members at church or sent to the members electronically. If requested, annual reports may be mailed to voting members.

Rationale: Only members who cannot pickup or be electronically mailed the information can have the office mail a copy to them. This saves a tremendous amount of postage.

Chapter 10: CONGREGATION MEETING

Section C10.03.

Strike “Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail to all voting members at least 10 days in advance of the date of the meeting. The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient. A written notice shall be posted on the premises.”

Insert “Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and shall be made available to voting members at church or sent to voting members electronically. Notifications not picked up at church will be mailed to all voting members at least 10 days in advance of the date of the meeting. The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient. A written notice shall be posted on the premises.”

Rationale: This saves a tremendous amount of postage.

Chapter 12: CONGREGATION COUNCIL

Amendments to Sections C12.01. and C12.02. are to be considered in seriatim (together).

Section C12.01.

Currently reads: The Congregational Council shall consist of 8 voting members of the congregation, one of whom shall be representative of the Ministry Directors. The pastors shall be ex-officio members of the council, with voice but not vote. A member’s place on the Congregational Council shall be declared vacant if the member:

- Ceases to be a voting member of this congregation.
- Is absent from three regular meetings of the Congregation Council without cause.
- Becomes a paid employee of the Congregation.

Consistent with the laws of the State of Illinois, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

Insert after “the Ministry Directors”:

“,plus the Treasurer and Secretary if such officers were elected from outside the elected leadership of the Congregational Council.”

To read: The Congregational Council shall consist of 8 voting members of the congregation, one of whom shall be representative of the Ministry Directors, plus the Treasurer and Secretary if such officers were elected from outside the elected leadership of the Congregational Council. The pastors shall be ex-officio members of the council, with voice but not vote. A member’s place on the Congregation Council shall be declared vacant if the member:

- a. Ceases to be a voting member of this congregation.
- b. Is absent from three regular meetings of the Congregation Council without cause.
- c. Becomes a paid employee of the Congregation.

Consistent with the laws of the State of Illinois, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

Chapter 12: CONGREGATION COUNCIL

Amendments to Sections C12.01. and C12.02. are to be considered in seriatim (together).

Section C12.02.

Currently reads: Terms of office for the Congregational Council are two years. One-half of the terms will expire each year. Council members are elected at the annual congregational meeting. A member who has served at least one-half of one term shall be considered to have served a full term. Members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.

Insert in-between “Congregational Council” and “are two years.”: “, excluding a Treasurer and Secretary elected from outside the elected leadership of the Congregational Council,”

To read: Terms of office for the Congregational Council, excluding a Treasurer and Secretary elected from outside the elected leadership of the Congregational Council, are two years. One-half of the terms will expire each year. Council members are elected at the annual congregational meeting. A member who has served at least one-half of one term shall be considered to have served a full term. Members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.

Rationale: Both the treasurer and secretary, as officers of the congregation, are voting members of the executive committee. It makes sense to have all the officers of the Congregation Council voting members of the Congregational Council.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES

(Executive Committee)

Section C13.01.01

The Executive Committee shall:

Insert NEW Section C13.01.01.c.

- c. “Be authorized to conduct a meeting electronically and vote electronically (i.e. by phone, email, text messaging, or other online applications) when matters of an urgent nature require immediate attention and there is insufficient time to convene the Executive Committee, but only if all members of the Executive Committee agree to conduct a meeting electronically and to vote electronically to address the matters at hand. The documentation of the communication threads by the secretary will become the minutes of the meeting.”

Rationale: This will allow decisions of an urgent nature to be made in a timely manner.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES
(Executive Committee)

Section C13.01.01

The Executive Committee shall:

Insert NEW Section C13.01.01.d.

- d. “Be the Personnel Committee and Human Resource Committee of the congregation. They are responsible for the hiring and firing of personnel and for the evaluation of the pastor(s). They will also review the pastoral evaluation of the staff.”

Rationale: This defines the executive committee’s role in hiring, firing and evaluating the pastor(s) and staff.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES
(Nominating Committee)

Section C13.02.a.

Currently Reads: “Nominate two candidates to fill each vacancy on the Congregational Council, delegates to the Synod Assembly, and persons to serve on the next Nominating Committee, and shall secure the consent of each candidate prior to election.”

Strike: two; Insert: one or more.

Strike: delegates; Insert: Voting Members

To Read: “Nominate one or more candidates to fill each vacancy on the Congregational Council, Voting Members to the Synod Assembly, and persons to serve on the next Nominating Committee, and shall secure the consent of each candidate prior to election.”

Rationale: It has been difficult to find multiple candidates for each vacancy. Delegates to the Synod Assembly are now identified as Voting Members to the Synod Assembly by the synod.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES
(Mutual Ministry Committee)

Section C13.04.01.

Strike: The purpose of the Mutual Ministry Committee shall be to affirm and strengthen both the mission of the congregation and the ministry of the staff by:

- a. Meeting regularly with staff members for mutual sharing of concerns, problems and expectations and ensure the evaluation of staff.
- b. Establishing and maintaining a caring and supportive relationship with all staff members.
- c. Providing counsel and resources for conflict management.
- d. Facilitating open communication among the staff, and between the staff and the congregation.

Insert: The purpose of the Mutual Ministry Committee shall be to affirm and strengthen both the mission of the congregation and the ministry of the staff by:

- a. Meeting regularly in order to build relationships between committee members and staff members so that the mission of the congregation and the ministry of staff are strengthened.
- b. Meeting regularly with staff members for mutual sharing of concerns, problems, challenges, and expectations.
- c. Listening and clarifying, sharing and communicating in regular congregational activities, providing feedback to the staff when appropriate, so that the mutual ministry of the congregation and pastor will be uplifted.

- d. Mutual Ministry is an activity where confidences are honored, where the "truth can be spoken in love" by committee members and rostered leader.
- e. Facilitating open communication among the staff, and between staff and congregation.
- f. Mutual Ministry is not a Personnel Committee or Human Resource Committee therefore issues of conflict are addressed by Executive Committee and Council.

Rationale: The ministry of any pastor, lay professional, and congregation is strengthened when there exists a small group of persons who act out of mutual concern for the pastor, lay professional, and congregation. This amendment helps to distinguish the work of the Mutual Ministry Committee from the personnel role of the Executive Committee.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES
(Education Endowment and Scholarship Committee)
Section C13.06.01.

Currently reads: The duties of the committee are:

- a. To determine eligibility for educational assistance from the education endowment for student congregational members attending Christian pre-school through high school, and for those attending Lutheran and non-Lutheran post secondary schools or those who have special educational needs or gifts at any level of their education.
- b. To manage the Luther North Discount Program for student congregational members attending Luther North High School.
- c. To develop criteria and guidelines, which will be reviewed yearly for the Luther North High School Discount and the Education Endowment programs.

Strike: sub-section b. Re-letter c to b. Strike: "Luther North High School Discount and the"

To Read: The duties of the committee are:

- a. To determine eligibility for educational assistance from the education endowment for student congregational members attending Christian pre-school through high school, and for those attending Lutheran and non-Lutheran post secondary schools or those who have special educational needs or gifts at any level of their education.
- b. To develop criteria and guidelines, which will be reviewed yearly for Education Endowment programs.

Rationale: Luther North High School has been closed.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES
(Mission Endowment Fund)
Section C13.11.01. Sub-section 1

- Strike:**
- 1. The purpose of the Mission Endowment Fund is to provide annual distributions beyond the operating budget of this congregation to ministry expressions as stated below:
 - a. Minimum of 20% for outreach into local community or synod as the Committee determines;
 - b. Minimum of 20% for ELCA Church-wide ministries as the Committee determines;
 - c. Minimum of 20% for extraordinary programs or other ministry initiatives within the congregation.
 - d. Remaining 40% distributed through any of the above categories, or
 - 1. Education
 - 2. Youth

3. Worship and Music
4. Capital project
5. Missions – local, regional and world projects
6. Senior citizens

Insert: 1. The purpose of the Mission Endowment Fund is to provide annual distributions beyond the operating budget of this congregation to ministry expressions as stated below:

- a. For outreach into local community or synod;
- b. For ELCA Church-wide ministries;
- c. For extraordinary programs or other ministry initiatives within the congregation;
- d. Education, Youth or Senior Citizen programs within congregation or local community;
- e. Capital projects within the congregation; and
- f. Local, regional and world mission projects.

Rationale: The mandatory distribution percentages made it very difficult for the committee to find appropriate ministries in each category.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES

(Mission Endowment Fund)

Section C13.11.01. Sub-section 2

Strike: 1. The Mission Endowment Fund will begin making annual contributions once it reaches \$100,000.00. Annual distribution will range from 5% to 25% of the Fund corpus. The Council may recommend a change in the guidelines at a council meeting.

Insert: 2. The Mission Endowment Fund can make distributions when the fund contains at least \$100,000.00. Annual distribution will range from 5% to 25% of the Fund corpus.

Rationale: The fund needs to contain at least \$100,000.00 before any distribution of funds is made. This rationale acknowledges that the fund has already surpassed \$100,000.

Temporary changes to the guidelines made by the Council is addressed in C13.111.01.4.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES

(Mission Endowment Fund)

Section C13.11.01. Sub-section 3

Strike: “Lutheran Community Foundation”

Insert: “InFaith Community Foundation”

To Read:

2. The committee shall determine how the Fund assets will be invested. The committee shall furnish, at least quarterly to the Council, any and all activity within the Fund. Current balance, additions, distributions, and any other activity shall be reported. Annual accounting and a report of Ministry support by the Fund shall be given to the congregation at its annual meeting.

All investments shall be invested by outside investors, such as in the ELCA Endowment Fund Pooled Trust and/or InFaith Community Foundation, as determined by the committee. No committee member shall invest the assets in a way that would bring private inurnment to that individual.

Rational: Lutheran Community Foundation has become InFaith Community Foundation.

Chapter 13: CONGREGATION COMMITTEES and MINISTRIES

(Guidelines of the Mission Endowment Funds)

Section C13.11.01.4.

Reads:

- 4. Upon the recommendation of the Council and with the support of the Mission Endowment Committee, the Congregation, at a congregational meeting, may authorize by two thirds majority vote when and if any Fund assets shall be used in the event of a catastrophe or dire need.

Strike:

“the Congregation, at a congregational meeting, may authorize by two thirds majority vote when and if any Fund”

Insert at the end:

“The congregation will be informed as soon as possible by the Council when such an emergency occurs, and Mission Endowment Funds are used.”

To read:

- 4. Upon the recommendation of the Council and with the support of the Mission Endowment Committee, assets shall be used in the event of a catastrophe or dire need. The congregation will be informed as soon as possible by the Council when such an emergency occurs, and Mission Endowment Funds are used.

Rationale:

In the event of a catastrophe or dire need, funds need to be available to address the situation. Waiting at least a month for a congregational meeting to address the situation is not reasonable.

Chapter 14: ORGANIZATIONS WITHIN THIS CONGREGATION

Section C14.01.01

Strike: “The premises of this congregation shall be open to all persons.”

Insert: “United in Faith openly welcomes, affirms and values every person who walks through our doors, regardless of race, nationality and ethnic origin, age, gender, sexual orientation and gender identity, marital status, social and economic situation, ability, cultural reality, and need. Further, United in Faith supports efforts to share with all: God's gifts of love, acceptance, and grace; invites all people, uniquely created by God, to experience the word of God, communion, and promise of the risen Christ; and encourages all people to participate fully in the ministries of this congregation, which are based on its Purpose and Guiding Principles.”

Rationale:

It is important that we identify United in Faith as a Reconciling in Christ congregation.

MOTION to be made after congregation votes on the changes to the bylaws

A motion should be made to: Allow the secretary of the constitution committee to be authorized to correct article and section designations, punctuation, and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of the congregation.
