

March 17, 2020

Dear members of Faith Lutheran Church

RE: Faith Constitution and Bylaws

Over the past year your Church Council has been reviewing our current Constitution and Bylaws, noting areas we believe need changing. The Council formed a taskforce of 9 members who spent several weeks editing and suggesting changes. The Council has reviewed these, made further changes and edits, and then gave final approval to the proposed documents. You can find the proposed constitution and Bylaws on our website at <https://faithseguin.org/faith-documents/> The existing documents are located by clicking on the 'helpful documents' link on that page. The Council is calling a special meeting of the Congregation to discuss and vote on the proposed Constitution and Bylaws on May 3, 2020 following worship.

Our current constitution says:

C20.01. Amendments to this Constitution may be proposed by the Congregation Council or by written petition signed by at least 60 voting members. Proposed amendments must be filed in writing with the Congregation Council at least 60 days before formal consideration by this Congregation at its regular or special meeting called for that purpose. The Congregation Council shall notify this Congregation's members in writing of the proposal with the Council's recommendations at least 30 days in advance of the Congregation Meeting.

C20.02. A proposed amendment to this Constitution (proposed under Section C20.01), shall a. be approved at a properly called meeting of this Congregation according to this Constitution with a quorum present (see Section C10.04 of the Constitution) by a two-thirds majority vote of those voting members present and voting; and b. have the effective date included in the resolution and noted in the Constitution.

Executive Summary of the proposed changes:

CONSTITUTION:

1. Operational Committees: a name change to Ministry Teams (i.e. Youth Ministry Team, Worship Team...)
2. References to Pastor now also reference "or other professional Church workers, as in the case of Andrew Cave who is Called as our Minister of Youth and Families and other non-pastor Church professionals.
3. Major decisions such as changing Church affiliations was 60% majority, is changed to two-thirds. This is consistent throughout the documents that were listed at 60%.
4. C10.04 establishes a quorum for congregational meetings at: "Fifty percent (50%) of the previous year's average weekly attendance shall constitute a quorum."
5. A revision to Membership (C8.02c) exempts Military, home-bound and College Students.
6. Council terms have been revised from 3 years to 2 years with the ability to serve two consecutive terms.
7. Legal descriptions and governing rules for our endowments (Exhibits A and B) have been moved to the end of the Bylaws.

8. Chapter 8. Discipline of Members have been significantly revised to reflect our Lord's teaching in Matthew 18:15-17 without the detail from the existing format. This enables the process of discipline to flow and entrusts the involved parties to follow Jesus' teaching.

BYLAWS:

1. Revised the Mission Statement to reflect our newly adopted language.
2. C10-Congregation Meeting was revised by eliminating the prescribed format detail.
3. C-11.01b includes language that includes our new Emergency Management Team.
4. C12.03.04 exempts the Council Chair and the Treasurer from having to serve on Ministry Teams due to the commitments of their official duties.
5. C12.05.01 was revised to reflect the current practice of our Council duties.
6. C12.05.02 removes the legalistic language that exists to reflect the Gospel orientation of the congregation's commitment.
7. C15.04 removes Ad-Hoc committees that do not continue year-to-year.
8. C16 Standing Committees are now called Ministry Teams have their duties have been revised to reflect current practice. Fellowship and Social Concerns are now one Team and the same for Evangelism and Outreach. Jr and Sr. High are now one team called Youth Ministry Team.