

ST. JOHN'S LUTHERAN CHURCH CONSTITUTION and BYLAWS PROPOSED CHANGES

REVIEW PROCESS

- Congregation approved changes at May 22, 2019 congregation voters' meeting.
- Congregation-approved changes were presented to LCMS Missouri District for ratification.
- LCMS Missouri District constitution approved our May 22 changes, and the review committee recommended additional changes and updates.
- Church Council approved DRAFT 7 changes:
 - GREEN: Recommendation from LCMS Missouri District constitution review committee
 - YELLOW: Updated wording from LCMS constitution template, additional changes to align with LCMS constitution template
- Congregation-approved changes will be presented to LCMS Missouri District for final ratification.

SUMMARY OF CHANGES

CONSTITUTION	<ul style="list-style-type: none">• Clarification and definition on approving membership changes (Article 5).• Clarification and definition on Call process procedures (Article 6).• Clarification and definition on property rights (Article 10).• Include specific procedures that make it more difficult to amend the unalterable amendments (Article 11).• Other edits and word changes for clarity.• Re-ordered and re-formatted the Constitution to align with the LCMS constitution template.
BYLAWS	<ul style="list-style-type: none">• Clarification and definition on Call process procedures (Bylaw 1.0).• Other edits and word changes for clarity.• Re-ordered and re-formatted the Bylaws to align with the LCMS constitution template.

VOTERS APPROVED 2019 w/HIGHLIGHTED CHANGES	CHANGE RATIONALE	PROPOSED 2019
<p>INTRODUCTION</p> <p>The purpose of this document is to define the governing structure through which this congregation will identify and establish corporate initiatives. The brevity of this document is intentional. It is not intended to document every detail of ministries, and it is expected that this congregation will develop additional structures and programs to meet the ministry and mission needs without continually making modifications to this document through amendments.</p> <p>It is the intent of this congregation to provide a framework for a staff-led Lutheran Christian Church to manage spiritual and material affairs according to doctrine and practice as taught by Christ.</p> <p>To maintain decency and order in carrying out this mission, the congregation of St. John’s Evangelical Lutheran Church of Arnold, Missouri, accepts and subscribes to the following Constitution and Bylaws.</p> <p><i>1 Corinthians 14:40 “But everything should be done in a fitting and orderly way.” NIV.</i></p>	<p>No changes.</p>	<p>INTRODUCTION</p> <p>The purpose of this document is to define the governing structure through which this congregation will identify and establish corporate initiatives. The brevity of this document is intentional. It is not intended to document every detail of ministries, and it is expected that this congregation will develop additional structures and programs to meet the ministry and mission needs without continually making modifications to this document through amendments.</p> <p>It is the intent of this congregation to provide a framework for a staff-led Lutheran Christian Church to manage spiritual and material affairs according to doctrine and practice as taught by Christ.</p> <p>To maintain decency and order in carrying out this mission, the congregation of St. John’s Evangelical Lutheran Church of Arnold, Missouri, accepts and subscribes to the following Constitution and Bylaws.</p> <p><i>1 Corinthians 14:40 “But everything should be done in a fitting and orderly way.” NIV.</i></p>
<p>ARTICLE I NAME OF CONGREGATION</p> <p>The name of this congregation shall be St. John’s Evangelical Lutheran Church (The Lutheran Church—Missouri Synod) of Arnold, Jefferson County, Missouri. Its location shall be 3517 Jeffco Blvd., Arnold, Missouri 63010.</p> <p>This corporation, hereinafter referred to as the congregation, shall have all the rights and powers given and granted by the laws of the State of Missouri to corporations organized under the provisions of Article II Chapter 90 of the revised statutes</p>	<p>Delete. LCMS affiliation is in Article 4.</p>	<p>ARTICLE 1 NAME OF CONGREGATION</p> <p>The name of this congregation shall be St. John’s Evangelical Lutheran Church of Arnold, Jefferson County, Missouri. Its location shall be 3517 Jeffco Blvd., Arnold, Missouri 63010.</p> <p>This corporation, hereinafter referred to as the congregation, shall have all the rights and powers given and granted by the laws of the State of Missouri to corporations organized under the provisions of Article II Chapter 90 of the revised statutes of the State of Missouri, 1919, and acts amendatory thereto.</p>

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<p>of the State of Missouri, 1919, and acts amendatory thereto. St. John’s Evangelical Lutheran Church functions as a not-for-profit 501(C)3 charitable organization as defined under the IRS code.</p>		<p>St. John’s Evangelical Lutheran Church functions as a not-for-profit 501(C)3 charitable organization as defined under the IRS code.</p>
<p>ARTICLE II MISSION</p> <p>The mission statement of this congregation is as follows: <i>Loving and Leading All to Jesus.</i></p>	<p>No changes.</p>	<p>ARTICLE 2 MISSION</p> <p>The mission statement of this congregation is as follows: <i>Loving and Leading All to Jesus.</i></p>
<p>ARTICLE III CONFESSION OF FAITH</p> <p>A. This congregation accepts and acknowledges without reservation:</p> <ol style="list-style-type: none"> 1. All the canonical books of the Old and New Testaments as the inspired and inerrant Word of God. 2. All of the Confessional Writings of the Evangelical Lutheran Church contained in the Book of Concord (1580 A.D.) as the true and genuine exposition of the Word of God. These Confessional Writings are: <ol style="list-style-type: none"> a. The Ecumenical Creeds (Apostles, Nicene, and Athanasian) b. The Unaltered Augsburg Confession c. The Apology of the Augsburg Confession d. The Smalcald Articles e. The Small Catechism of Dr. Martin Luther f. The Large Catechism of Dr. Martin Luther g. The Formula of Concord <p>B. This congregation confesses the Gospel, recorded in</p>	<p>No changes.</p>	<p>ARTICLE 3 CONFESSION OF FAITH</p> <p>This congregation accepts and acknowledges without reservation:</p> <ol style="list-style-type: none"> 3.1 All the canonical books of the Old and New Testaments as the inspired and inerrant Word of God. 3.2 All of the Confessional Writings of the Evangelical Lutheran Church contained in the Book of Concord (1580 A.D.) as the true and genuine exposition of the Word of God. These Confessional Writings are: <ol style="list-style-type: none"> a. The Ecumenical Creeds (Apostles, Nicene, and Athanasian) b. The Unaltered Augsburg Confession c. The Apology of the Augsburg Confession d. The Smalcald Articles e. The Small Catechism of Dr. Martin Luther f. The Large Catechism of Dr. Martin Luther g. The Formula of Concord 3.3 This congregation confesses the Gospel, recorded in Holy Scriptures and confessed in the ecumenical creeds and Lutheran Confessional Writings, as the power of God to create and sustain the Church and empower the Church for God's mission in the world.

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<p>Holy Scriptures and confessed in the ecumenical creeds and Lutheran Confessional Writings, as the power of God to create and sustain the Church and empower the Church for God's mission in the world.</p>		
<p>ARTICLE VIII MEMBERSHIP IN THE SYNOD</p> <p>This congregation shall be a member of The Lutheran Church—Missouri Synod as long as the Synod conforms to the congregation's confessional standards as set forth in this constitution. Article III, as determined by a majority vote of the congregation at a meeting called for that purpose.</p>	<p>Proper LCMS title.</p> <p>Per LCMS guidelines.</p>	<p>ARTICLE 4 MEMBERSHIP IN THE SYNOD</p> <p>This congregation shall be a member of The Lutheran Church—Missouri Synod as long as the Synod conforms to the congregation's confessional standards as set forth in this constitution.</p>
<p>ARTICLE IV MEMBERSHIP</p> <p>A. Membership in this congregation includes the following three types: Baptized, Communicant, and Voting.</p> <ol style="list-style-type: none"> 1. Baptized members are those baptized in the name of the Triune God, the Father, Son, and Holy Spirit, and who are under the spiritual care of the church, including children who have not yet been confirmed, and those transferring from another Christian church where they were baptized. 2. Communicant members are those baptized members who have been instructed in the Lutheran faith, accepted the confessional standard defined in Article III Confession of Faith and have completed the required instruction and are not members of organizations whose principles and conduct conflict with the Word of God. 3. Voting members are communicant members who have reached the age of 18 years, have been 		<p>ARTICLE 5 MEMBERSHIP</p> <p>5.1 Membership in this congregation includes the following three types: Baptized, Communicant, and Voting.</p> <ol style="list-style-type: none"> a. Baptized members are those baptized in the name of the Triune God, the Father, Son, and Holy Spirit, and who are under the spiritual care of the church, including children who have not yet been confirmed, and those transferring from another Christian church where they were baptized. b. Communicant members are those baptized members who have been instructed in the Lutheran faith, accepted the confessional standard defined in Article III Confession of Faith and have completed the required instruction and are not members of organizations whose principles and conduct conflict with the Word of God. c. Voting members are communicant members who have reached the age of 18 years, have been

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<p>received as communicant members, and are not members of organizations whose principles and conduct conflict with the Word of God.</p> <p>4. Reception. Baptized and communicant members are received through the Sacrament of Holy Baptism, through the consent of one or both parents, in the case of children who have been baptized in another Christian congregation, through the rite of Confirmation, through transfer from a sister congregation, or through profession of faith or reaffirmation of faith. The reception shall be approved by the Board of Elders and ratified by the Voters' Assembly.</p> <p>B. Membership Termination Members are expected to live their lives in a manner that positively reflects their ministry obligation <i>and to that end, shall make diligent use of the means of grace, exercise faithful stewardship of God's many gifts and talents, impart and accept fraternal admonition as the need of such admonition becomes apparent, and be readily available for service in God's kingdom within and beyond the congregation. Membership in organizations whose principles and conduct conflict with the Word of God is prohibited. Memberships in "secret organizations" or societies that publicly demonstrate anti-Christian views are prohibited.</i></p> <p>Membership shall be terminated by transfer to a sister congregation, by death, by joining a congregation outside the fellowship of the congregation, by excommunication, or by self-exclusion. The elders <i>and pastors</i> of this congregation shall be involved with church discipline prior to excommunication.</p> <p>Communicant members who do not conduct</p>	<p>Move to new paragraph below; include all changes in membership.</p> <p>Re-order paragraphs</p> <p>Inserted from LCMS guidelines per district committee recommendation.</p> <p>Include pastors</p>	<p>received as communicant members, and are not members of organizations whose principles and conduct conflict with the Word of God.</p> <p>5.2 Reception. Baptized and communicant members are received through the Sacrament of Holy Baptism, through the consent of one or both parents, in the case of children who have been baptized in another Christian congregation, through the rite of Confirmation, through transfer from a sister congregation, or through profession of faith or reaffirmation of faith.</p> <p>5.3 Membership Termination</p> <p>a. Members are expected to live their lives in a manner that positively reflects their ministry obligation and to that end, shall make diligent use of the means of grace, exercise faithful stewardship of God's many gifts and talents, impart and accept fraternal admonition as the need of such admonition becomes apparent, and be readily available for service in God's kingdom within and beyond the congregation. Membership in organizations whose principles and conduct conflict with the Word of God is prohibited.</p> <p>b. Membership shall be terminated by transfer to a sister congregation, by death, by joining a congregation outside the fellowship of the congregation, by excommunication, or by self-exclusion. The elders and pastors of this congregation shall be involved with church discipline prior to excommunication.</p> <p>c. Communicant members who do not conduct themselves in a Christ-like manner shall be admonished according to Matthew 18:15-20 and the congregation's stated and adopted guidelines. If they remain impenitent after proper admonition, they shall be excommunicated.</p> <p>d. Each case of excommunication and self-exclusion</p>

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<p>themselves in a Christ-like manner shall be admonished according to Matthew 18:15-20 and the congregation's stated and adopted guidelines. If they remain impenitent after proper admonition, they shall be excommunicated. In all disciplinary cases, the congregation will follow its stated and adopted guidelines for disciplinary measures, which are found in the Church Manual.</p> <p>Each case of excommunication and self-exclusion shall be adjudicated through the Board of Elders; a two-thirds majority of the Board of Elders is required for termination of membership.</p> <p>All changes in membership shall be approved by the Board of Elders and presented to the Voters' Assembly.</p>	<p>Inserted from LCMS guidelines per district committee recommendation.</p>	<p>5.4 shall be adjudicated through the Board of Elders; a two-thirds majority of the Board of Elders is required for termination of membership. All changes in membership shall be approved by the Board of Elders and presented to the Voters' Assembly.</p>
<p>ARTICLE V CALLED CHURCH WORKERS</p> <p>A. The voting members of the congregation have the exclusive right to call ordained (pastors) ministers and. The right to call commissioned ministers (teachers, DCE's, etc.) also belongs to the congregation and ordinarily shall not be delegated to a smaller body or individual.</p> <p>B. The pastoral office shall be conferred only on such a pastor or candidate who professes and adheres to the confessional standard set forth in this Constitution, who is qualified for his work, who is on the roster of Synod, and who is a member of The Lutheran Church—Missouri Synod.</p> <p>C. Only those commissioned ministers shall receive a call who adhere to the confessional standard set forth in this</p>	<p>Inserted from LCMS guidelines per district committee recommendation.</p>	<p>ARTICLE 6 CALLED CHURCH WORKERS</p> <p>6.1 The voting members of the congregation have the exclusive right to call ordained (pastors) ministers. The right to call commissioned ministers (teachers, DCE's, etc.) also belongs to the congregation and ordinarily shall not be delegated to a smaller body or individual.</p> <p>6.2 The pastoral office shall be conferred only on such a pastor or candidate who professes and adheres to the confessional standard set forth in this Constitution, who is qualified for his work, who is on the roster of Synod, and who is a member of The Lutheran Church—Missouri Synod.</p> <p>6.3 Only those commissioned ministers shall receive a call who adhere to the confessional standard set forth in this Constitution, who is qualified for his/her work, who is on the roster of Synod, and who is a member</p>

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<p>Constitution, who is qualified for his/her work, who is on the roster of Synod, and who is a member of the The Lutheran Church—Missouri Synod.</p> <p>D. An ordained or commissioned minister may be removed from office by the Voters’ Assembly by a two-thirds majority ballot vote, in a Christian and lawful order, for one of the following reasons: persistent adherence to false doctrine, scandalous life, willful neglect of duties, or the inability to perform the duties of the office, or domineering in office.</p> <p>E. In the case of a vacancy in the office of an ordained or commissioned minister, the congregation shall notify the district president so that he may assist in temporarily filling the vacancy and also give assistance counsel in regard to the calling of a new pastor, teacher, or other church worker. or commissioned minister.</p>		<p>of The Lutheran Church—Missouri Synod.</p> <p>6.4 An ordained or commissioned minister may be removed from office by the Voters’ Assembly by a two-thirds majority ballot vote, in a Christian and lawful order, for one of the following reasons: persistent adherence to false doctrine, scandalous life, willful neglect of duties, the inability to perform the duties of the office, or domineering in office.</p> <p>6.5 In the case of a vacancy in the office of an ordained or commissioned minister, the congregation shall notify the district president so that he may assist in temporarily filling the vacancy and also give counsel in calling a new pastor, teacher, or other church worker.</p>
<p>ARTICLE VI POWERS AND AUTHORITY OF THE CONGREGATION</p> <p>We, at St. John’s Evangelical Lutheran Church, recognize that our called and contracted staff members are responsible for carrying out the duties and responsibilities in the name of the congregation. The congregation is responsible for election of the Church Council, Board of Elders, Board of Christian Education, approval of annual budgets, and calling ordained or commissioned staff. Specific responsibilities are described in the Constitution Bylaws. <i>(The terminology “ordained and commissioned ministers” is used to include all church workers rostered by the Synod.)</i></p>		<p>ARTICLE 7 POWERS AND AUTHORITY OF THE CONGREGATION</p> <p>7.1 We, at St. John’s Evangelical Lutheran Church, recognize that our called and contracted staff members are responsible for carrying out the duties and responsibilities in the name of the congregation.</p> <p>7.2 The congregation is responsible for election of the Church Council, Board of Elders, Board of Christian Education, approval of annual budgets, and calling ordained or commissioned staff. Specific responsibilities are described in the Constitution Bylaws. <i>(The terminology “ordained and commissioned ministers” is used to include all church workers rostered by the Synod.)</i></p>

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<p>ARTICLE X VOTERS' MEETINGS</p> <p>Voters' meetings will be held, at a minimum, one time each year for the purpose of approving the annual budget and electing of officers as required in the Bylaws. The annual meeting shall be announced through church media outlets at least two Sundays prior to the meeting.</p> <p>Special meetings may be called by the Church Council, pastor, chairman of the congregation, or 10 voting members for the purpose of calling staff, building or property issues outside of staff authority, or other issues requiring congregational approval. Any special meeting shall be announced through church media outlets at least one Sunday prior to the meeting.</p> <p><i>In addition to principles laid down in Scripture and in the constitution and bylaws of the congregation, accepted parliamentary procedures such as Robert's Rules of Order shall be followed. Meetings will be conducted following the most current edition of Robert's Rules of Order Newly Revised and in accordance with The Holy Bible.</i></p> <p><i>All members present at a properly-called voters' meeting represent a quorum for purposes of voting issues.</i></p>	<p>Re-phrase meeting parliamentary procedures.</p> <p>Moved from Article 11</p>	<p>ARTICLE 8 VOTERS' MEETINGS</p> <p>8.1 Voters' meetings will be held, at a minimum, one time each year for the purpose of approving the annual budget and electing of officers as required in the Bylaws. The annual meeting shall be announced through church media outlets at least two Sundays prior to the meeting.</p> <p>8.2 Special meetings may be called by the Church Council, pastor, chairman of the congregation, or 10 voting members for the purpose of calling staff, building or property issues outside of staff authority, or other issues requiring congregational approval. Any special meeting shall be announced through church media outlets at least one Sunday prior to the meeting.</p> <p>8.3 In addition to principles laid down in Scripture and in the constitution and bylaws of the congregation, accepted parliamentary procedures such as Robert's Rules of Order shall be followed.</p> <p>8.4 All members present at a properly-called voters' meeting represent a quorum for purposes of voting issues.</p>
<p>ARTICLE VII OFFICERS AND BOARDS</p> <p>This congregation, its ministries, business, facilities, and planning are directed and managed by called and contracted staff and lay leaders. There are only three elected bodies described below. The Church Council is policy based and accountable for setting policy for congregational matters. The Board of Elders is policy based and shall promote the spiritual</p>	<p>No changes.</p>	<p>ARTICLE 9 OFFICERS AND BOARDS</p> <p>9.1 This congregation, its ministries, business, facilities, and planning are directed and managed by called and contracted staff and lay leaders. There are only three elected bodies described below:</p> <p>a. The Church Council is policy based and accountable for setting policy for congregational</p>

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<p>and temporal welfare of the congregation. The Board of Christian Education is policy based and shall support and encourage the school staff as they work to fulfill the mission of the school.</p> <p>Any officer or Board member may be removed from office by the Voters’ Assembly by a two-thirds majority vote, in Christian and lawful order, for one of the following reasons: persistent adherence to false doctrine, scandalous life, willful neglect of duties, or inability to perform the duties of the office.</p>		<p>matters.</p> <p>b. The Board of Elders is policy based and shall promote the spiritual and temporal welfare of the congregation.</p> <p>c. The Board of Christian Education is policy based and shall support and encourage the school staff as they work to fulfill the mission of the school.</p> <p>9.2 Any officer or board member may be removed from office by the Voters’ Assembly by a two-thirds majority vote, in Christian and lawful order, for one of the following reasons: persistent adherence to false doctrine, scandalous life, willful neglect of duties, or inability to perform the duties of the office.</p>
<p>ARTICLE IX PROPERTY RIGHTS</p> <p>A. Real and Personal Property.</p> <ol style="list-style-type: none"> 1. Title to all real and personal property and all other assets acquired by the congregation, its organizations, or individuals for use by the congregation and its organizations shall be held by the congregation. 2. Real property shall not be purchased, disposed of, or encumbered in any manner except by resolution adopted by a legally-called meeting of the Voters’ Assembly. <p>B. Dissolution</p> <p>If the congregation votes in favor of dissolution, disposition of real and personal property and all other assets will be disposed of with the advice of the Missouri District and of all property shall be disposed of by the final voters’ assembly for the payment of debts and all just claims against the congregation, and any and all surplus and all rights connected</p>	<p>Inserted from LCMS guidelines per district committee recommendation.</p>	<p>ARTICLE 10 PROPERTY RIGHTS</p> <p>10.1 Real and Personal Property.</p> <ol style="list-style-type: none"> a. Title to all real and personal property and all other assets acquired by the congregation, its organizations, or individuals for use by the congregation and its organizations shall be held by the congregation. b. Real property shall not be purchased, disposed of, or encumbered in any manner except by resolution adopted by a legally-called meeting of the Voters’ Assembly. <p>10.2 Dissolution</p> <p>If the congregation votes in favor of dissolution, all property shall be disposed of by the final voters’ assembly for the payment of debts and all just claims against the congregation, and any and all surplus and all rights connected therewith shall be conveyed to and become property of the Missouri District of The Lutheran Church—Missouri Synod.</p> <p>10.3 Division</p>

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<p><i>therewith shall be conveyed to and become property of the Missouri District of The Lutheran Church—Missouri Synod.</i></p> <p>C. Division</p> <ol style="list-style-type: none"> 1. If the congregation votes in favor of a division of the congregation because of doctrinal differences, the property of the congregation and all benefits connected therewith shall remain with those confirmed members who continue to adhere in confession and practice to Article 3 III of this Constitution. All disputes as to doctrine, including the issue of whether the reason for the division was a result of doctrinal differences, shall be adjudicated by <i>The Lutheran Church—Missouri Synod.</i> 2. If the congregation votes in favor of division for any reason other than doctrine, the property of the congregation and all benefits connected therewith shall remain with the largest portion of the confirmed membership existing after the division. 	<p>Numbering.</p> <p>Proper LCMS title.</p>	<ol style="list-style-type: none"> a. If the congregation votes in favor of a division of the congregation because of doctrinal differences, the property of the congregation and all benefits connected therewith shall remain with those confirmed members who continue to adhere in confession and practice to Article 3 of this Constitution. All disputes as to doctrine, including the issue of whether the reason for the division was a result of doctrinal differences, shall be adjudicated by The Lutheran Church—Missouri Synod. b. If the congregation votes in favor of division for any reason other than doctrine, the property of the congregation and all benefits connected therewith shall remain with the largest portion of the confirmed membership existing after the division.
<p>ARTICLE XI QUORUM</p> <p><i>All members present at a properly called meeting represent a quorum for purposes of voting issues.</i></p>	<p>Move to Article 8: Voters Assembly.</p>	
<p>ARTICLE XII AMENDMENTS</p> <p><i>Amendments to provisions of this Constitution and Bylaws may be adopted at congregational voters' meetings. The following Articles may not be changed:</i></p>	<p>Re-order paragraphs</p> <p>Inserted from LCMS guidelines per district committee recommendation.</p>	<p>ARTICLE 11 AMENDMENTS</p> <p>Amendments to the Constitution and Bylaws must be approved at an annual or special voters' meeting as follows:</p> <p>11.1 The proposed amendment must be announced in the church media outlets prior to the meeting.</p>

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<p>Amendments to the Constitution and Bylaws must be approved at an annual or special voters’ meeting as follows:</p> <p>a. The proposed amendment must be announced in the church media outlets prior to the meeting.</p> <p>b. Amendments to the following Articles shall require a unanimous vote at two consecutive voters’ meetings:</p> <ul style="list-style-type: none"> • Article 3 III Confession of Faith • Article 6 V Called Church workers • Article 4 VIII Membership in the Synod • Article 10 IX Property Rights • Article 11 XH Amendments <p>c. Amendments to the Constitution and Bylaws not identified above shall require a two-thirds affirmative vote at one voters’ meeting. The required affirmative vote is secured.</p> <p>d. The revised constitution shall, as a condition of continued membership in good standing in The Lutheran Church—Missouri Synod, shall be submitted to the president of the district for review by the district’s constitution committee and favorable action by the district’s board of directors before being adopted by the congregation. Proposed changes or amendments to excluded sections, identified above, shall require a revision of this Constitution and review and approval by the Constitution Committee of the Missouri District of The Lutheran Church—Missouri Synod before adoption by the congregation.</p>	<p>Numbering.</p> <p>Inserted from LCMS guidelines.</p>	<p>11.2 Amendments to the following Articles shall require a unanimous vote at two consecutive voters’ meetings:</p> <ul style="list-style-type: none"> • Article 3: Confession of Faith • Article 4: Membership in the Synod • Article 6: Called Church Workers • Article 10: Property Rights • Article 11: Amendments <p>11.3 Amendments to the Constitution and Bylaws not identified above shall require a two-thirds affirmative vote at one voters’ meeting.</p> <p>11.4 The revised constitution shall, as a condition of continued membership in good standing in The Lutheran Church—Missouri Synod, shall be submitted to the president of the district for review by the district’s constitution committee and favorable action by the district’s board of directors before being adopted by the congregation.</p>

BYLAWS
TO THE CONSTITUTION ST. JOHN'S EVANGELICAL LUTHERAN CHURCH

This Voters' Assembly may adopt such Bylaws as may be required for the accomplishment of its Mission Statement. Amendments to the Bylaws may be adopted by a two-thirds majority of the voting members present at a regular or special meeting of the Voters' Assembly.

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<p>1.0 Procedures for Calling Ministers of Religion</p> <p><i>When this congregation calls a minister of religion, ordained or commissioned, these procedures shall be followed:</i></p> <p><i>A. When an ordained or commissioned minister is to be called, the congregation shall consult with the district president or his designee to receive counsel and support throughout the call process.</i></p> <p><i>B. Members of the congregation shall be provided an opportunity to suggest one or more names for consideration.</i></p> <p><i>C. A call committee shall be appointed to serve as a screening committee and shall submit names to the district office for information and evaluation.</i></p> <p><i>D. At a voters meeting designated for the purpose of calling a new pastor or commissioned minister, the call committee may present a list of one or more candidates; such list may be amended by a two-thirds vote of the assembly.</i></p> <p><i>E. Ballot voting shall continue until a majority vote determines the disposition of the call.</i></p>	<p>Inserted from LCMS guidelines per district committee recommendation.</p>	<p>1.0 Procedures for Calling Ministers of Religion</p> <p>When this congregation calls a minister of religion, ordained or commissioned, these procedures shall be followed:</p> <p>A. When an ordained or commissioned minister is to be called, the congregation shall consult with the district president or his designee to receive counsel and support throughout the call process.</p> <p>B. Members of the congregation shall be provided an opportunity to suggest one or more names for consideration.</p> <p>C. A call committee shall be appointed to serve as a screening committee and shall submit names to the district office for information and evaluation.</p> <p>D. At a voters meeting designated for the purpose of calling a new pastor or commissioned minister, the call committee may present a list of one or more candidates; such list may be amended by a two-thirds vote of the assembly.</p> <p>E. Ballot voting shall continue until a majority vote determines the disposition of the call.</p>
<p>2.0 Officers of the Congregation</p> <p>Job Descriptions of all staff and congregational officers are located in the Personnel Manual.</p>	<p>Remove. Include in standing rules.</p>	

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<p>2.1 Church Council</p> <p>The Voters' Assembly shall elect seven people: President, Vice President, Secretary, Treasurer, and three members-at-large who will comprise the Church Council. Church Council members are elected to a two-year term with the opportunity to succeed oneself five times for a maximum of six consecutive terms (a total of twelve years), after which a council member must vacate the Church Council for at least one year. A council member who serves as President for two consecutive terms (a total of four years) must vacate the Church Council for at least one year.</p> <p>The senior pastor and a called staff member, identified by the senior pastor and the Church Council, shall be ex-officio (non-voting) members of the Church Council and shall attend any or all meetings of the Church Council unless otherwise directed by the Church Council. A representative of the Board of Elders and Board of Christian Education may be appointed by the respective boards to be ex-officio (non-voting) members of the Church Council and may attend any or all meetings of the Church Council unless otherwise directed by the Church Council.</p> <p>The list of candidates for Church Council shall be posted through church media outlets at least two Sundays before the annual voters' meeting. Candidates shall be communicant members of the congregation who are 18 years of age or over. Church Council members will be elected by ballot at the annual voters' meeting.</p> <p>In the event of a vacancy on the Church Council, a replacement member shall be appointed by the Church Council to fulfill the remainder of the vacant term. In calculating term limits, any appointed member who has served more than twelve months shall be considered to have served a complete two-year elected term.</p>	<p>No changes.</p>	<p>2.1 Church Council</p> <p>A. The Voters' Assembly shall elect seven people: president, vice president, secretary, treasurer, and three members-at-large who will comprise the Church Council.</p> <p>B. Church Council members are elected to a two-year term with the opportunity to succeed oneself five times for a maximum of six consecutive terms (a total of twelve years), after which a council member must vacate the Church Council for at least one year. A council member who serves as president for two consecutive terms (a total of four years) must vacate the Church Council for at least one year.</p> <p>C. The senior pastor and a called staff member, identified by the senior pastor and the Church Council, shall be ex-officio (non-voting) members of the Church Council and shall attend any or all meetings of the Church Council unless otherwise directed by the Church Council. A representative of the Board of Elders and Board of Christian Education may be appointed by the respective boards to be ex-officio (non-voting) members of the Church Council and may attend any or all meetings of the Church Council unless otherwise directed by the Church Council.</p> <p>D. The list of candidates for Church Council shall be posted through church media outlets at least two Sundays before the annual voters' meeting. Candidates shall be communicant members of the congregation who are 18 years of age or over. Church Council members will be elected by ballot at the annual voters' meeting.</p> <p>E. In the event of a vacancy on the Church Council, a replacement member shall be appointed by the Church Council to fulfill the remainder of the vacant term. In calculating term limits, any appointed member who has served more than twelve months shall be considered to have served a complete two-year elected term.</p> <p>F. The Church Council shall be accountable to the Voters'</p>

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<p>The Church Council shall be accountable to the Voters' Assembly for presenting a responsible budget; for approval of all financial instruments, accounts and other monies collected and disbursed by St. John's Church and its ministries, approve all staff additions and reductions, develop policies that govern staff accountabilities, identify opportunities that support ministries, and approve the resources to facilitate consulting or strategic planning.</p> <p>The agenda for Church Council meetings shall be identified and submitted by staff and congregational voting members. Church Council meeting schedules will be published in the church media outlets and are open to members of the congregation, except when confidential matters related to staff issues are being discussed. Discussion of issues raised by the congregation and their participation in any discussion is at the discretion of the Chairman.</p>		<p>Assembly for presenting a responsible budget; for approval of all financial instruments, accounts and other monies collected and disbursed by St. John's Church and its ministries, approve all staff additions and reductions, develop policies that govern staff accountabilities, identify opportunities that support ministries, and approve the resources to facilitate consulting or strategic planning.</p> <p>G. The agenda for Church Council meetings shall be identified and submitted by staff and congregational voting members. Church Council meeting schedules will be published in the church media outlets and are open to members of the congregation, except when confidential matters related to staff issues are being discussed. Discussion of issues raised by the congregation and their participation in any discussion is at the discretion of the chairman.</p>
<p>2.2 Board of Elders</p> <p>The Board of Elders of this congregation shall consist of the pastor(s) serving in an ex-officio (non-voting) capacity and elected members of this congregation. The number of elders serving this congregation may change each year as determined necessary by the pastors and Board of Elders. The term length of an elder shall be one year with the opportunity to succeed oneself four times for a maximum of five consecutive terms after which a board member must vacate the board for at least one year.</p> <p>The list of candidates for the Board of Elders shall be posted through church media outlets at least two Sundays before the annual voters' meeting. Candidates shall be communicant members of the congregation who are 21 years of age or over</p>		<p>2.2 Board of Elders</p> <p>A. The Board of Elders of this congregation shall consist of the pastor(s) serving in an ex-officio (non-voting) capacity and elected members of this congregation. The number of elders serving this congregation may change each year as determined necessary by the pastors and Board of Elders. The term length of an elder shall be one year with the opportunity to succeed oneself four times for a maximum of five consecutive terms after which a board member must vacate the board for at least one year.</p> <p>B. The list of candidates for the Board of Elders shall be posted through church media outlets at least two Sundays before the annual voters' meeting. Candidates shall be communicant members of the congregation who are 21 years of age or over and male. The Board of Elders will be</p>

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<p>and male. The Board of Elders will be elected by ballot at the annual voters’ meeting.</p> <p>In the event of a vacancy on the Board of Elders, a replacement member may be appointed by the Board of Elders to fulfill the remainder of the vacant term. In calculating term limits, any appointed member who has served more than six (6) months shall be considered to have served a complete one-year elected term.</p> <p>The elders of this congregation are to understand themselves to be set apart to support and assist the pastor(s) in general oversight of the life and activities of the congregation, and in particular, its worship life.</p>		<p>elected by ballot at the annual voters’ meeting.</p> <p>C. In the event of a vacancy on the Board of Elders, a replacement member may be appointed by the Board of Elders to fulfill the remainder of the vacant term. In calculating term limits, any appointed member who has served more than six (6) months shall be considered to have served a complete one-year elected term.</p> <p>D. The elders of this congregation are to understand themselves to be set apart to support and assist the pastor(s) in general oversight of the life and activities of the congregation, and in particular, its worship life.</p>
<p>2.3 Board of Christian Education</p> <p>The Board of Christian Education (School Board) shall consist of a pastor and the principal, who are ex-officio (non-voting) members, and a minimum of five elected members of this congregation. More members may be added at the discretion of the board. There shall be at least two members who have children enrolled in St. John’s Lutheran School (school parents) and two members who are not school parents. Term length of members shall be one year with the opportunity to succeed oneself four times for a maximum of five consecutive terms after which a board member must vacate the board for at least one year.</p> <p>The list of candidates for the Board of Christian Education shall be posted through church media outlets at least two Sundays before the annual voters’ meeting. Candidates shall be communicant members of the congregation who are 18 years of age or over. The Board of Christian Education will be elected by ballot at the annual voters’ meeting.</p>	<p>No changes.</p>	<p>2.3 Board of Christian Education</p> <p>A. The Board of Christian Education (School Board) shall consist of a pastor and the principal, who are ex-officio (non-voting) members, and a minimum of five elected members of this congregation. More members may be added at the discretion of the board. There shall be at least two members who have children enrolled in St. John’s Lutheran School (school parents) and two members who are not school parents. Term length of members shall be one year with the opportunity to succeed oneself four times for a maximum of five consecutive terms after which a board member must vacate the board for at least one year.</p> <p>B. The list of candidates for the Board of Christian Education shall be posted through church media outlets at least two Sundays before the annual voters’ meeting. Candidates shall be communicant members of the congregation who are 18 years of age or over. The Board of Christian Education will be elected by ballot at the annual voters’</p>

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<p>In the event of a vacancy on the Board of Christian Education, a replacement member may be appointed by the Board of Christian Education to fulfill the remainder of the vacant term. In calculating term limits, any appointed member who has served more than six months shall be considered to have served a complete one-year elected term.</p> <p>The Board of Christian Education members shall understand themselves to be set apart to support and assist the principal in the general oversight of the operations of the day school, including all academic and extracurricular activities.</p>		<p>meeting.</p> <p>C. In the event of a vacancy on the Board of Christian Education, a replacement member may be appointed by the Board of Christian Education to fulfill the remainder of the vacant term. In calculating term limits, any appointed member who has served more than six months shall be considered to have served a complete one-year elected term.</p> <p>D. The Board of Christian Education members shall understand themselves to be set apart to support and assist the principal in the general oversight of the operations of the day school, including all academic and extracurricular activities.</p>
<p>3.0 Authority of the Congregation</p> <p>The Voters' Assembly shall be the governing body of this congregation and shall be empowered to administer and manage all of its affairs. As identified in this Constitution, there are specific responsibilities of the voting membership. These responsibilities and the requirements for approval are as follows:</p> <p>Requires a two-thirds majority vote at an approved voters' meeting:</p> <ul style="list-style-type: none"> • Remove a called staff worker, including senior pastor. • Merger or dissolution of the church. • Amending of the Constitution or its Bylaws (<i>see Article 11</i>). <p>Requires a simple majority vote at an approved voters' meeting:</p> <ul style="list-style-type: none"> • Call staff workers. • Acquisition or disposal of real property exceeding 	<p>Include reference.</p>	<p>3.0 Authority of the Congregation</p> <p>The Voters' Assembly shall be the governing body of this congregation and shall be empowered to administer and manage all of its affairs. As identified in this Constitution, there are specific responsibilities of the voting membership. These responsibilities and the requirements for approval are as follows:</p> <p>A. Requires a two-thirds majority vote at an approved voters' meeting:</p> <ul style="list-style-type: none"> • Remove a called staff worker, including senior pastor. • Merger or dissolution of the church. • Amending of the Constitution or its Bylaws (see Article 11). <p>B. Requires a simple majority vote at an approved voters' meeting:</p> <ul style="list-style-type: none"> • Call staff workers. • Acquisition or disposal of real property exceeding \$20,000. • Disposal of personal property (unfixed) exceeding

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<p>\$20,000.</p> <ul style="list-style-type: none"> • Disposal of personal property (unfixed) exceeding \$25,000. • Long-term borrowing of monies. • Approval of annual budgets. • Election of Church Council, Board of Christian Education, and Board of Elders. 		<p>\$25,000.</p> <ul style="list-style-type: none"> • Long-term borrowing of monies. • Approval of annual budgets. • Election of Church Council, Board of Christian Education, and Board of Elders.
<p>4.0 Annual Meeting</p> <p>The Voters' Assembly will convene in one Annual Meeting meet in May of each year for the purposes of approving an annual budget and electing members to the Church Council, Board of Christian Education, and Board of Elders for respective terms.</p>	<p>One annual meeting Delete date reference; included in standing rules.</p>	<p>4.0 Annual Meeting</p> <p>The Voters' Assembly will convene in one Annual Meeting each year for the purposes of approving an annual budget and electing members to the Church Council, Board of Christian Education, and Board of Elders for respective terms.</p>
<p>5.0 Administrative Authority</p> <p>The executive staff, comprised of the senior pastor, associate pastor(s), principal, and other staff as designated by the senior pastor, is empowered under the direction and supervision of the senior pastor to take all actions and make all administrative decisions that are deemed necessary to attain organizational results according to guidelines established by District; except violation of law, business and professional ethics, budget guidelines, and violation of specific policy established by the Church Council.</p>	<p>No changes.</p>	<p>5.0 Administrative Authority</p> <p>The executive staff, comprised of the senior pastor, associate pastor(s), principal, and other staff as designated by the senior pastor, is empowered under the direction and supervision of the senior pastor to take all actions and make all administrative decisions that are deemed necessary to attain organizational results according to guidelines established by District; except violation of law, business and professional ethics, budget guidelines, and violation of specific policy established by the Church Council.</p>