SUMMARY OF CONSTITUTION AND BY-LAWS REVISIONS

The Indiana District Revitalization Team Report issued in November, 2022 outlined "prescriptions"/tasks for St. Paul's congregation to address issues and concerns for our ministry in Bremen and surrounding areas. One of the prescriptions outlined the forming of a Constitution and By-Laws Review Committee. This committee's purpose is to review the Constitution and By-Laws, focusing on streamlining the structure of our boards and administration so that it more appropriately fits the size and needs of the congregation.

This committee was formed in 2023 with members Nathan Miller (chairman), Ken Eichinger, Kevin Furman, Pastor Wonnacott (ex officio) and Dave Burcham. On September 8, 2024, a summary of proposed revisions was presented to all congregation members wishing to attend in the Bethany room after worship service. This presentation sought input from the congregation on the proposed changes prior to a scheduled voters meeting where a motion would be presented to accept the revisions.

A regular voters meeting has been scheduled for February 23rd in the Bethany room of the Fellowship Hall after the worship service. The agenda for this voters meeting will include a resolution to approve the proposed revisions to the Constitution and By-Laws of St. Paul's Lutheran Church.

The revisions proposed are found on the internet. The pages contained this first round of proposed revisions are attached to this document. The wording being revised/deleted is in red text with a line through it and the new wording is in red text beside the deleted text The following is a summary description of the proposed revisions.

1. **Administrative Structure:** The administrative structure would change to eliminate the separate treasurer position and also reduce the church boards from nine (9) to five (5).

A. The **treasurer position** has grown in functions provided over the last couple of decades to include areas of responsibility broad enough in scope that no one from the congregation has been willing to serve in this position for several election cycles. Mark Matejka has desired to not serve as treasurer for several election cycles but has continued to serve in the absence of anyone else willing to serve. The proposed revisions would involve taking the function of present treasurer position and dividing them into groups/committees under the Board of Stewardship to enable congregation members to serve in smaller areas of the treasurer function such as accounting, payroll, insurance (facility coverage and staff medical) and budget preparation. This revision could also lead to use of outside / contract services for specific functions. The overall responsibilities of the Board of Stewardship will not change but the financial areas would be expanded with the proposed revisions.

B. For several years, it has been difficult and at times not achievable to find men in the congregation willing to serve as directors of the church boards. By reducing the number of boards from nine (9) to five (5) and changing the boards that are proposed to be eliminated as boards to committees serving under the remaining boards, the number of board directors is reduced, without eliminating administrative functions of the congregation.

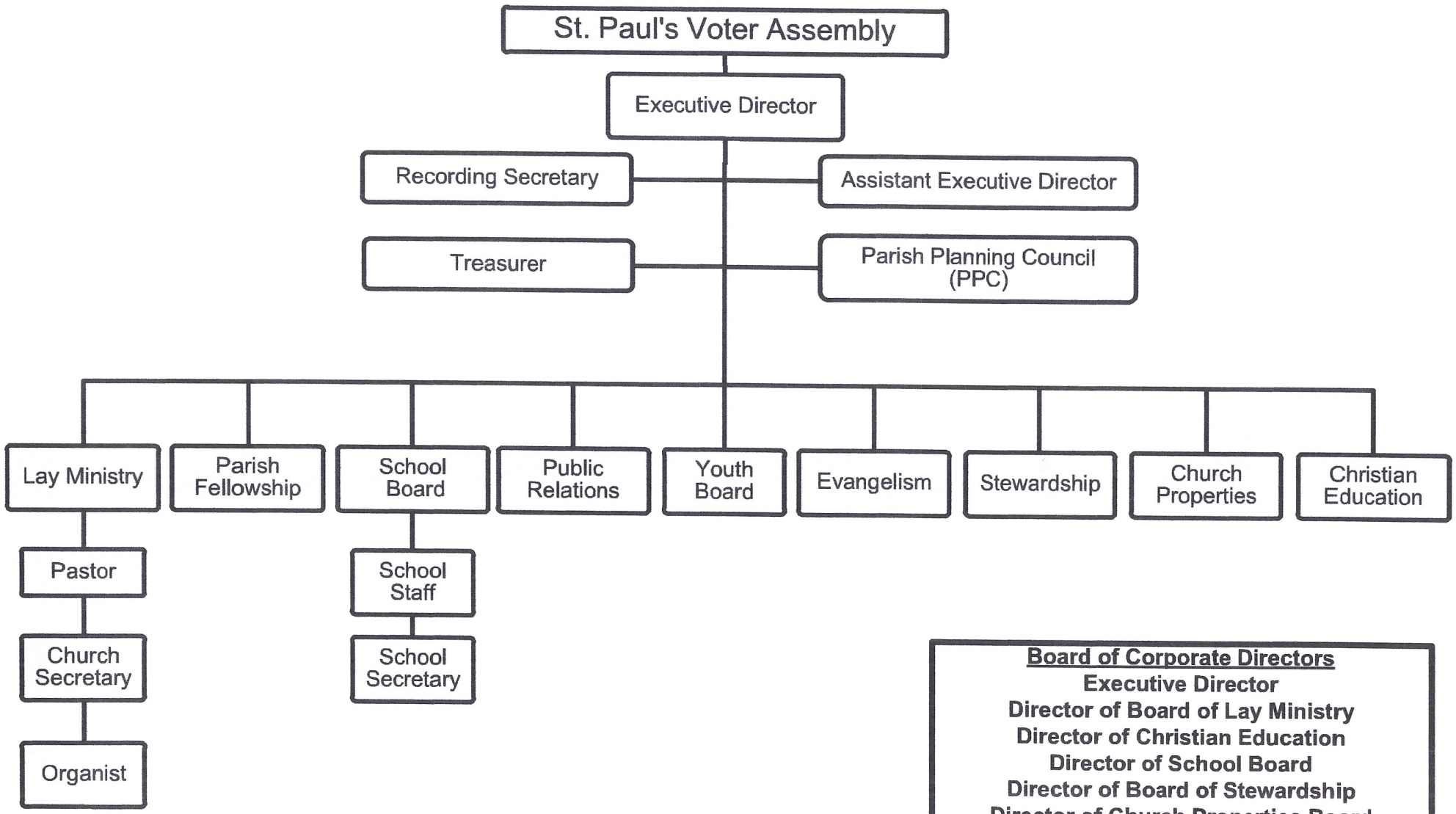
C. Please see the two attached organizational charts that illustrate the present organizational structure and proposed organizational structure.

2. **Voters Meetings:** The number of regularly scheduled voters meetings held is year is presently five(5) in the months of January, April, June, August and November. The April and August meetings rarely have any need items of business needing immediate attention, so the proposed revision is to reduce the number of regularly scheduled voters meetings from five(5) to three(3) to be held in February, June and November.

3. **Parish Planning Council Meetings:** The number of regularly scheduled Parish Planning Council meetings is presently five(5) held in the months of January, March, May, July and October. The proposed revision is to reduce the number of regularly scheduled Parish Planning Council meetings to four (4) and hold them in January, May, August and October in order to prepare for the scheduled voters meetings and develop the annual Strategic Plan for the administrative boards.

4. **Note about revisions:** Many of the pages that would contain revisions where the label of "board" would be changed to "committee" in the description of board responsibilities for those boards proposed to be changed to committees will be presented at a future voters meeting if the proposed revisions for this first voters meeting are approved.

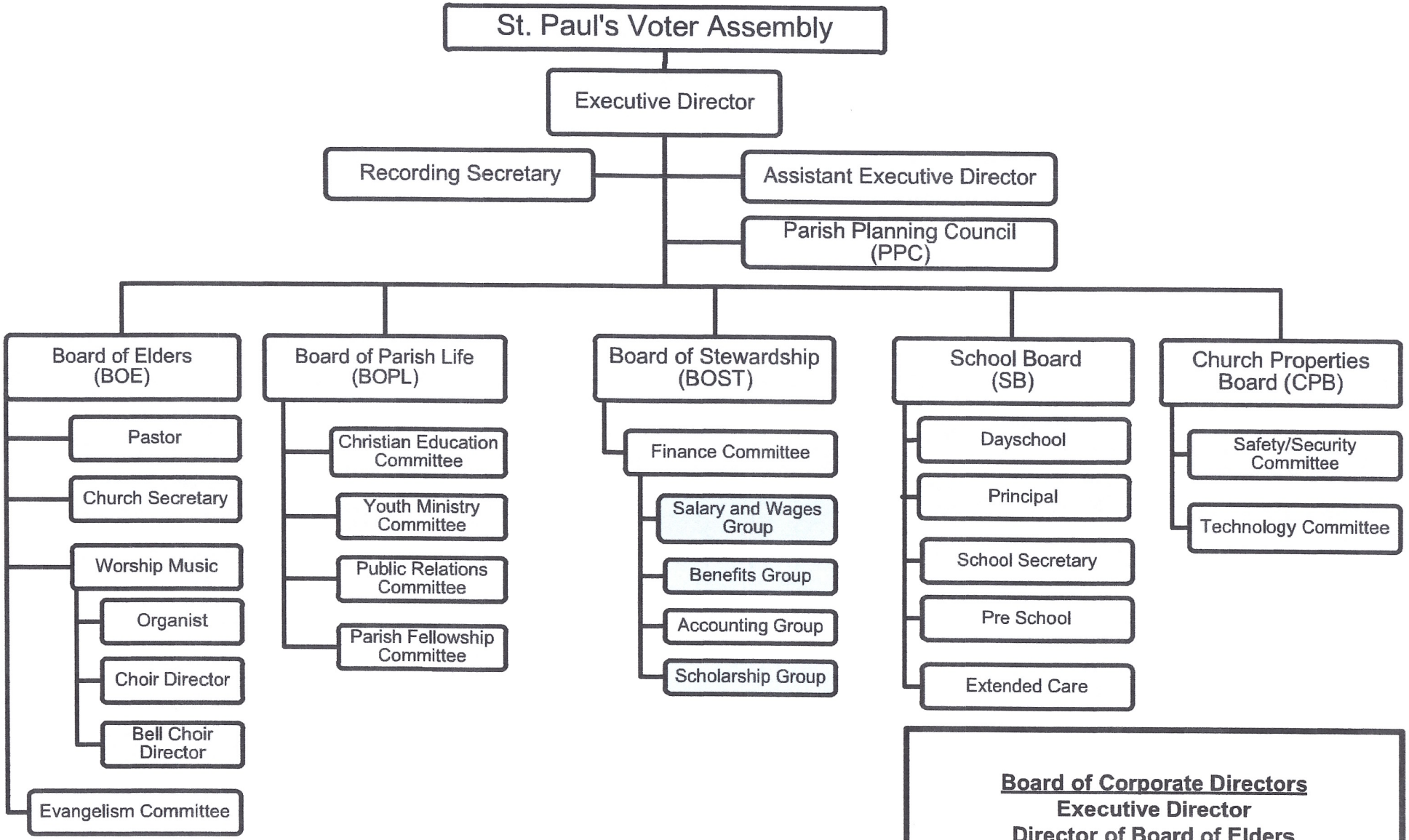
Current Board Org Chart



Board of Corporate Directors

Executive Director
Director of Board of Lay Ministry
Director of Christian Education
Director of School Board
Director of Board of Stewardship
Director of Church Properties Board
Treasurer

Proposed Board Org Chart



Board of Corporate Directors
Executive Director
Director of Board of Elders
Director of Board of Stewardship
Director of Church Properties Board
Director of School Board

CONSTITUTION

ARTICLE 5 - ORGANIZATION

A. Voting Membership

1. This congregation shall be represented by, and shall administer all its affairs through, its Voting Membership.
2. Only male communicant members, who have qualified according to the membership provisions of the Bylaws (see By-Law Art.2 Sec A), shall be received as Voting Members of this congregation.

B. Administrative Boards

1. Responsibility and authority for the daily administration of congregational affairs shall be delegated to the following boards:

a. Board of ~~Lay Ministry~~Elders (BOELM)
   i. Evangelism Standing Committee
   ~~ii. Parish Fellowship Standing Committee~~
   ~~iii. Public Relations Standing Committee~~

~~b. Board of Evangelism~~

b. ~~Board of Education (BOED)~~School Board (SB)

~~c. School Board~~

~~d. Youth Board~~

~~e.~~c. Board of Stewardship (BOST)
   i. Finance Standing Committee
   ii. Accounting Standing Committee
   iii. Scholarship Standing Committee
   iv. Benefits Standing Committee
   v. Salary and Wages Standing Committee

~~f.~~d. Board of Church Properties (BOCP)
   i. Safety/Security Standing Committee
   ii. Technology~~IT~~ Standing Committee

e. Parish Life Board (PLB)~~Board of Parish Fellowship~~
   i. Christian Education Standing Committee
   ii. Youth Ministry Standing Committee
   iii. Public Relations Standing Committee
   ~~g.~~iv. Parish Fellowship Standing Committee

~~h. Board of Public Relations~~

2. One member of each administrative board shall serve as the director of that board.
3. Standing Committees will be led by Standing Committee Leader and will report to the director of the board supervising the functions of the Standing Committee. Committee membership is open to any confirmed congregant 18 yrs of age or older.

B. Provisions Pertaining to Church Officers and Directors

Any officer or director of the congregation who willfully neglects the duties of this office may be deposed in a regular meeting of the Voters' Assembly. (See Bylaws Art.4 §D ¶2&3) The Board of ~~Lay Ministry~~Elders shall initiate such disciplinary action. When an office is made vacant by deposition, resignation, death, or excommunication of the incumbent, the Voting Membership at the next meeting shall elect a successor to such office or director.

C. Provisions Pertaining to Pastors and Teachers

Sufficient grounds for deposing a pastor or duly called or contracted teacher shall be persistent adherence to false doctrine, scandalous life, and willful neglect of official duties or evident and protracted incapacity to perform the function of the sacred office. Charges on any of these counts shall be carefully investigated by the Board of ~~Lay Ministry~~Elders, or in the case of a teacher, by the Board of ~~Lay Ministry~~Elders in concert with the School Board. Should such charges be substantiated by clear evidence, the individual involved shall first be given an opportunity to resign his position in the congregation. Such opportunity having been given and declined, the above-mentioned board or boards shall, after consultation with the appropriate officers of the Indiana District, notify the Voting Membership of the situation and shall submit the matter for action at a special meeting of that body. (See Bylaws Art.4 §D ¶2&3)

Should the occasion to depose a pastor or teacher ever arise, the intended deposition shall be announced by the Director of Board of ~~of~~ ~~Lay Ministry~~Elders at regular divine services on the two Sundays preceding a special meeting of the Voting Members called for that purpose. All Voting Members shall be notified by mail at least two weeks in advance.

ARTICLE 4 - MEETINGS OF THE CONGREGATION

A. Regular Meetings

Regular meetings of the Voting Membership shall be held ~~five (5)~~ three (3) times during each calendar year, on or about the fourth Monday of the following months: February, June, and November. Should the June meeting be an election meeting, it shall be held during the first full week of the month. The Parish Planning Council shall set dates and times of all Voters' Meetings. The November meeting of the Voters' Assembly shall include the consideration and acceptance of the budget for the following year.

All communicant members of the congregation may attend the meetings of the Voters' Assembly and may, with the consent of the Voting Membership, submit recommendations or participate in a discussion of any given item of business on the ~~before~~agenda before the Voting Membership.

Every regular meeting of the Voting Membership shall be publicized at the worship service(s) held on the two Sundays immediately preceding the date of the meeting.

~~B.—~~The Parish Planning Council

The Parish Planning Council shall consist of the Executive Director, the Assistant Executive Director, the ~~leader of Finance Committee~~Director of Board of Stewardship, the Recording Secretary, the Directors of the administrative boards, the ~~Principal~~principal, and the Pastor(s) of the congregation, all of whom will hold membership on the Parish Planning Council until their term of office expires. It shall be the specific functions of the Parish Planning Council to:

1. Serve as the point of liaison between the Pastor(s), the Officers of the congregation, and the various administrative boards in planning the total work of the congregation.
2. Settle jurisdictional disputes between the several administrative boards.
3. Review each administrative board's annual Work Program and Planning Calendar of activities for the purpose of planning and scheduling ongoing congregational activities or special events.
4. Prepare, study, and review the long-range plans for development and/or expansion of programs for the edification of the Body of Christ in our midst.
5. Prepare the agenda for the ~~five (5)~~ three (3) meetings of the Voters' Assembly.
6. Set the dates and times for the Voters' Assembly meetings.
7. Appoint the Nominating Committee as required and at the time required, (see Bylaws Art.6 §A) and make a determination regarding the numbers of board members to be elected to each of the administrative boards.
8. Fill unexpired terms or shortages of personnel by appointment.

The Parish Planning Council shall normally meet in each of the following months: January, May, August and October. Additional meetings may be called by the Executive Director of the congregation and/or the Pastor(s), as required.

The Parish Planning Council is not primarily a decision-making body, but serves as a forum where the activities of the administrative boards may be discussed, evaluated, and coordinated, and where all such activities may be integrated into an overall congregational program. The Parish Planning Council shall be available at all times, however, for any additional functions which the Voting Membership may wish to confer upon it.

The Recording Secretary shall keep a permanent set of minutes for each meeting, and such minutes shall be the property of the congregation.