

## Constitution Revision Recommendations

**Purpose:** The purpose of these recommended changes is three-fold.

- Bring the constitution in alignment with ELCA required changes in 2022.
- Align the constitution with the congregation's current size and circumstances
- Create flexibility in decision making in this time of transition.

**Process:** A team was formed by the council to review the constitution and make recommended changes. These changes were incorporated into the 2022 Model Constitution of the ELCA. The 2022 Model Constitution was aligned with the 2018 Constitution except where modified by the ELCA in required areas and the below recommended changes. After review and approval by the council, it was sent to the synod for review, recommendation and ultimately approval.

### Recommended Changes:

- The required changes by the ELCA are not in bold as they are required and already included in the 2022 Model Constitution.
- Highlighted Changes and explanations below:
  - **C5.05 Bylaws:** As the congregation no longer has an Endowment Fund, there is no need for the bylaws prior to be included in this constitution. If the congregation ever re-establishes an Endowment, they can write new bylaws to be approved by the congregation.
  - **C8.05.01:** This is an added bylaw that shows how members are removed or restored. It is vague but leaves the responsibility to the council. This can be clarified in a future bylaw change if need by.
  - **Chapter 10:**
    - **C10.01** requires only one meeting as recommended by the 2022 Model Constitution rather than the semi-annual in the 2018. By only requiring one in the constitution, it is easier to change in the future as it is only a bylaw change (See below) that calls for two. It is easier to change a bylaw.
    - **C10.01.01** Simplifies the 2018 bylaw and changes the date from January to November. This allows the congregation to approve the budget and elect council for the coming year before the end of the year. Leadership can then hit the ground running in January.
    - **C10.02.02** Calls for a congregational meeting in February to receive the Congregational Reports and End of Year Financial Reports.
    - **C10.04** reduces the quorum required for a Congregational Meeting from 50 (which has become a great challenge) to 15% of voting members. This number will be based on the numbers from the annual report at the beginning of the year.
    - **C10.08** is recommended by 2022 model constitution to provide flexibility in communicating with congregation about meetings and allow electronic meetings as was needed during the pandemic.
    - **C10.09** is also recommended by 2022 Model Constituion.

- **Chapter 11:**
  - **C11.01 and Bylaw Descriptions:** The bylaw description of the officers of the congregation were moved from C11.03 to C11.01 as they fit better under the officers' duties. These bylaws also reflect the changes to the structure in Chapter 12 to remove them from the duties.
  - **C11.02:** As we now have a smaller council, it is cumbersome to limit the terms on the officers. Officers are still elected each year, but they are able to serve as long as they are on council. The bylaw C11.02.01 is no longer necessary as the mtgs and structure are changed and referenced elsewhere.
- **Chapter 12**
  - **C12.01** As we currently do not have the required 12 from 2012 and as the congregation is much smaller in size, it is recommended the size of the council be not more than 9 or fewer than 6.
  - **C12.04 Bylaws** reflects a revised structure designed to bring focus, participation and flexibility. There are two main teams (Administrative Support and Mission) and task groups connected as needed. It defines how Team Leads are selected and the responsibilities of the teams. This replaces the 5 committees in the 2018 Constitution. The previous structure does not work with smaller numbers of volunteers. The same work will be done out of these two teams.
  - **C12.05 Bylaws** are removed as it limits the flexibility in our current circumstances and the new bylaws regarding structure define this work under the Administrative Support Team. Other items are redundant as they are defined in other places of the constitution (ie Audit and Responsibilities).
  - **C12.08.01** is removed as it is not necessary.
  - **C12.09** changes reporting requirement to the annual meeting in February.
  - **C12.11.01** Not necessary. Council can form as best fits for them in this transitional time.
  - **C12.13** clarifies communication options electronically.
- **Chapter 13:**
  - **C13.02.01** is removed to allow flexibility in a much smaller volunteer base.
- **Chapter 16:**
  - **C16.03.01** is removed as it is not necessary. All of this is possible in the existing constitutional items.
- **Chapter 17:**
  - **C17.03.01** is removed as it is not necessary. All of this is possible in the existing constitutional items.
- **Chapter 20:** As the congregation is not part of a Parish it is removed from the constitution. Should it every join a Parish it will be a part of that decision.