

In its meeting of December 18, 2019, the Congregation Council of Resurrection Lutheran Church approved the following resolutions to be submitted to the Congregation for consideration at its January 26, 2020 semi-annual meeting. These resolutions bring our constitution into conformity with the Model Constitution for Congregations and address areas that were impacted by the renewed strategic vision that we began to implement at the end of 2017. In the excerpts from our constitution, ~~strikeout text~~ is to be deleted and underlined text is to be added. Details about our congregation's constitution and these resolutions can be found on our website at: rlcindy.org/congregation-meeting.

Resolution #1

Background: At the ELCA Churchwide Assembly held in August 2019, the assembly approved amendments to the Model Constitution for Congregations. The document outlining all of the changes is eleven pages long and is available on the web page above. Most of the changes are to bring wording in alignment between the congregation, synod, and churchwide constitutions. The only substantive change for us is that we will now be able to ratify constitutional amendments at any semi-annual meeting, not just the meeting designated at the "annual meeting."

RESOLVED that in accordance with C16.04, the constitution of Resurrection Lutheran Church be amended to incorporate the changes to the Model Constitution for Congregations approved by the 2019 ELCA Churchwide Assembly.

Resolution #2

Background: The following sections of the constitution impacted by this resolution require a second ratification vote to approve. Since neither pastor is designated as "senior pastor" or "head of staff," that wording needs to be revised.

RESOLVED that sections C10.02, C12.08, and C12.11 of the constitution of Resurrection Lutheran Church be amended as follows to remove references to "senior pastor" and "head of staff," and to clarify which pastor(s) can call a special meeting of the Congregation Council. These changes will be submitted to the next semi-annual meeting for a ratification vote.

- C10.02.** A special Congregation Meeting may be called by ~~the senior pastor~~ a pastor who is a voting member of the Congregation Council, the Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of twenty-five (25) of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C12.08.** The Congregation Council shall be responsible for the employment and supervision of the staff of this congregation, ~~and may delegate this responsibility to the Head of Staff or a Personnel Team~~. Nothing in this provision shall be deemed to affect the congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

C12.11. The Congregation Council shall meet at least quarterly. Additional meetings may be called by ~~the pastor~~ a pastor who is a voting member of the Congregation Council or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

Resolution #3

Background: This resolution addresses similar issues as the preceding resolution. The difference is that because these are bylaw provisions, they only require a single vote to approve. The wording of the last two is based on the Model Constitution for Congregations.

RESOLVED that bylaws C13.03.01, C13.03.02, C13.03.04, and C13.03.05 of the constitution of Resurrection Lutheran Church be amended as follows to remove references to “Senior Pastor/Head of Staff.”

C13.03.01. The officers of this congregation and ~~the Senior Pastor/Head of Staff~~ any pastor who is a voting member of the Congregation Council shall constitute the Executive Team. This team shall handle any business which occurs between meetings of the Congregation Council which is not in conflict with any other provisions within this constitution. All actions of this team are subject to review by the Congregation Council.

C13.03.02. A Nominating Team ~~of the Senior Pastor/Head of Staff plus six voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council,~~ shall be appointed annually by the Congregation Council at least four months prior to a Congregation Meeting at which elections are to take place. The Nominating Team shall consist of the pastors who are voting members of the Congregation Council plus six voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council. The Nominating Team shall provide nominations for all ~~offices~~ Congregation Council positions to be elected at the Congregation Meeting.

C13.03.04. ~~A Mutual Ministry Team shall be appointed jointly by the president and the Senior Pastor/Head of Staff. This team shall provide support and encouragement for the rostered and program staff of the congregation, and serve as a conduit of communication between the staff and congregation, using guidelines and resources developed by the Evangelical Lutheran Church in America. Term of office shall be two years, with three members to be appointed each successive year. In the absence of a Mutual Ministry Team, the duties shall be fulfilled by the Executive Team.~~ Mutual Ministry Team(s) (in the absence of a Mutual Ministry Team, the duties shall be fulfilled by the executive committee) shall be appointed jointly by the president and the rostered minister. Term of office shall be two years, with three members to be appointed each successive year.

C13.03.05. ~~When a pastoral vacancy occurs, a Pastoral Search Team of at least six but not more than twelve voting members shall be elected:~~

- ~~———— a) in the instance of a vacancy in the office of Senior Pastor/Head of Staff by the congregation upon the nomination of the Congregation Council at a congregation meeting, or~~
- ~~———— b) in the instance of a vacancy in the office of a staff pastor by the Congregation Council.~~

~~This team shall seek the guidance of the bishop of the synod in accordance with “Chapter 9- The Pastor” of this constitution. Term of office will terminate upon installation of the newly called pastor. When a vacancy occurs in a position for which this congregation calls a rostered minister, a Search Team of at least six but not more than twelve voting members shall be elected by this congregation upon the nomination of the Congregation Council. Term of office will terminate upon installation of the newly called rostered minister.~~

Resolution #4

Background: When we restructured our ministry around ministry teams in 2005, we created a Steering Team to work alongside the Congregation Council. Our renewed strategic vision placed a greater emphasis on the leadership of the Council and governance teams (Finance, Property, Personnel, Ministry Development) that support the work of the Council. This resolution replaces the section of the constitution that described the Steering Team with a section that defines the work of the governance teams. Because this modifies a constitutional provision, it will require a ratification vote at the next semi-annual meeting. Before that meeting, the Council will develop continuing resolutions related to each of the bylaws that define the responsibilities of each governance team.

RESOLVED that section C13.02 of the constitution of Resurrection Lutheran Church be deleted and replaced with the following section to reflect the elimination of a Steering Team and the creation of new governance teams to support the Congregation Council in the discharge of its responsibilities. The change to C13.02 will be submitted to the next semi-annual meeting for a ratification vote.

C13.02. The Congregation Council may appoint teams to help facilitate the discharge of its governance responsibilities as outlined in Chapter 12. Such teams shall be identified in the Bylaws and their duties and responsibilities shall be described in Bylaws and/or Continuing Resolutions. The decisions and actions of these teams are subject to the review and approval of the Congregation Council.

C13.02.01. There shall be a Finance Team to assist the Congregation Council in managing the business and fiscal affairs of this congregation.

C13.02.02. There shall be a Personnel Team to assist the Congregation Council with the employment and supervision of the staff of this congregation.

C13.02.03. There shall be a Property Team to assist the Congregation Council with maintaining and protecting the property of this congregation.

C13.02.04. There shall be a Ministry Development Team to assist the Congregation Council with the launching, oversight, and curtailment of the ministries of this congregation.

For discussion

Background: The Model Constitution for Congregations provides two options for how the officers of a congregation are elected: a) by the congregation at a congregation meeting; or b) by the Council at its first meeting following the congregation meeting at which Council members are elected. Prior to Pastor Dave Schreiber's arrival in 1991, the pastor was the ex-officio president of the congregation. When the ministry structure was changed to the Parish Planning Council and ministry Boards, the practice shifted to the four officers, nine Board chairs, and all members of the ministry boards being elected for a two-year term. When we changed our ministry structure in 2005 to be organized around ministry teams, we retained the practice of the congregation electing the officers via an affirmation ballot at the congregation meeting.

The Council has had some conversation about how officers are to be elected. In many congregations and boards of non-profit organizations, the board (Council) is elected and then that body determines the best configuration of its leadership for the next year. The Council would like to have some discussion at the congregation meeting to get the congregation's input on whether officers should be elected by the Council or at a congregation meeting.