

Proposed Changes to the FOC Constitution

Current Constitution

Article 8: Organization

8.1 Officers. The officers of the congregation shall consist of the President, Vice-President, Treasurer and Secretary of the Board of Directors.

Proposed Changes

Article 8: Organization

8.1 Officers. The officers of the congregation shall consist of the President, Vice-President, Treasurer, ~~and~~ Secretary of the Board of Directors **and the Head Elder of the Board of Elders.**

Current Constitution

8.2 The Board of Directors. The Board of Directors shall consist of the four officers of the congregation, a representative from the CDC Leadership Team, two members at- large and the Senior Pastor. With the exception of the Senior Pastor, members are selected by the nominating committee based upon their experience in management and long-range planning. Board members may resign for convenience or may be removed for cause by a majority vote of the board. The Directors of Ministries are non-voting members of the Board of Directors, will attend all Board meetings, and provide support and advise as appropriate. The Board of Directors shall meet quarterly with meeting minutes prepared and made available to the members. They shall be elected in accordance with the By-Laws.

Proposed Changes

8.2 The Board of Directors. The Board of Directors shall consist of the four officers of the congregation, a representative from the CDC Leadership Team, two members at- large, **the Senior Pastor and Head Elder.** With the exception of the Senior Pastor **and Head Elder,** members are selected by the nominating committee based upon their experience in management and long-range planning. Board members may resign for convenience or may be removed for cause by a majority vote of the Board. The Directors of Ministries are non-voting members of the Board of Directors, will attend all Board meetings, and provide support and advise as appropriate. The Board of Directors shall meet quarterly with meeting minutes prepared and made available to the members. They shall be elected in accordance with the By-Laws.

Current Constitution

8.5 Duties of the Board of Directors.

1. The Board of Directors shall watch over the doctrine, life and administration of the office of the pastor(s) and staff of the Congregation.

Proposed Changes

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1. The Board of Directors shall watch over the ~~the doctrine, life and~~ administration of the office of the pastor(s) and staff of the Congregation.

Current Constitution

8.7 Committees.

Proposed Changes

Add in new **8.7 Board of Elders. The Board of Elders shall consist of a minimum of six men with the Head Elder selected by the Board of Elders. The Board of Elders, acting as an extension of the Pastoral Office, assist FOC pastoral staff with congregational ministry. They support the pastoral staff; help meet the spiritual, physical, and emotional needs of our members and visitors and care about the “heartbeat” of the congregation. Additionally, the Elders work with the pastoral staff and Board of Directors to ensure the spiritual needs of the congregation are met.**

Renumber subsequent paragraphs as:

8.8 Committees.

8.9 Church Staff and Leadership Teams

Current Constitution

**ARTICLE 2: VOTER’S ASSEMBLY
(Constitution – Article 7)**

Article 2.B.4

4. Any communicant member may appeal to the Voters’ Assembly through the Pastoral Care Team or President in regard to any matter relating to the affairs and governance of the congregation.

Proposed Changes

Article 2.B.4

4. Any communicant member may appeal to the Voters’ Assembly through the **Board of Elders Pastoral Care Team** or President in regard to any matter relating to the affairs and governance of the congregation.

Current Constitution

Article 3: ELECTED OFFICERS, BOARD OF DIRECTORS & LEADERSHIP TEAMS

(Constitution – Article 8)

A. Elected

The voters shall elect from their numbers the following: the President, Vice-President, Treasurer, Secretary and two additional members at-large of the Board of Directors, a CDC Representative, all members of the Elder Care Team (at least 6). The Head Elder is not a member of the Board of Directors, but prepares and submits reports to them for their meetings. The elected Treasurer will also serve as the Finance Committee chairperson.

Proposed Changes

Article 3: ELECTED OFFICERS, BOARD OF DIRECTORS, **BOARD OF ELDERS & LEADERSHIP TEAMS**

(Constitution – Article 8)

A. Elected

The voters shall elect from their numbers the following: the President, Vice-President, Treasurer, Secretary and two additional members at-large of the Board of Directors, a CDC Representative, **and** all members of the **Board of Elders** (at least 6). ~~The head Elder is not a member of the Board of Directors, but prepares and submits reports to them for their meetings.~~ The elected Treasurer will also serve as the Finance Committee chairperson.

Current Constitution

2. Terms of Office

All elected officers (President, Vice President, Treasurer and Secretary) and elders (Pastoral Care Team) shall be elected for a term of three years and can serve up to three consecutive terms or nine years.

Proposed Changes

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All elected officers (President, Vice President, Treasurer and Secretary) and **Board of Elders** ~~(Pastoral Care Team)~~ shall be elected for a term of three years and can serve up to three consecutive terms or nine years.

Current Constitution

Article 3.B.4

Removal from Office

Any officer of the congregation may be removed from office by the Voters' Assembly by a two-thirds majority ballot vote, in Christian and lawful order, at a lawfully called meeting, 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.

Proposed Changes

Article 3.B.4

Removal from Office

Any officer **or elder** of the congregation may be removed from office by the Voters' Assembly by a two-thirds majority ballot vote, in Christian and lawful order, at a lawfully called meeting, 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.

Current Constitution

Article 4.A.10

10. Confer regularly with the Pastor(s) and keep him/them informed of the progress of matters under his/their care. Renders Senior Pastor's annual evaluation.

Proposed Changes

Article 4.A.10

10. Confer regularly with the Pastor(s) and keep him/them informed of the progress of matters under his/their care. Renders Senior Pastor's annual evaluation **with input from the Board of Elders.**

Current Constitution

ARTICLE 5: RIGHTS AND DUTIES OF THE SENIOR PASTOR AND STAFF MINISTRY DIRECTORS (Constitution – Article 8)

Family of Christ Lutheran Church

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A. Senior Pastor

4. He will also direct the activities of his Leadership Team that consists of the Pastoral Care, Evangelism, and Stewardship teams.

Proposed Changes

ARTICLE 5: RIGHTS AND DUTIES OF THE SENIOR PASTOR AND STAFF MINISTRY DIRECTORS (Constitution – Article 8)

Family of Christ Lutheran Church

Page 24

A. Senior Pastor

4. He will also direct the activities of his Leadership Team that consists of the **Board of Elders** ~~Pastoral Care~~, Evangelism, and Stewardship teams.

Current Constitution

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2. A Pastoral Care Team (Elders), working in concert with LifeGroups, will ensure appropriate Pastoral Care is given whenever it is needed.

They will also:

- a. Address spiritual and teaching matters.
- b. Be available to members to address questions and concerns.
- c. Be concerned with the spiritual care of the Pastor(s)
 - i.e. prayer, workload, growth, etc.
- d. Address pastoral vacancies.
- e. Provide pastoral care via calls on members and visitations.
- f. Be part of the Sr. Pastor's Leadership Team by acting as a sounding board, researching topics, and supporting actions as requested.

Proposed Changes

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~~They will also:~~

- ~~a. Address spiritual and teaching matters.~~
- ~~b. Be available to members to address questions and concerns.~~
- ~~c. Be concerned with the spiritual care of the Pastor(s)
 - i.e. prayer, workload, growth, etc.~~
- ~~d. Address pastoral vacancies.~~
- ~~e. Provide pastoral care via calls on members and visitations.~~
- ~~f. Be part of the Sr. Pastor's Leadership Team by acting as a sounding board, researching topics, and supporting actions as requested.~~

~~2. The Board of Elders, working with Stephens Ministers will ensure appropriate Pastoral Care is given when needed. Duties of an Elder include the following:~~

- ~~a. Overall qualifications / responsibilities:
 1. Be a male voting member of the congregation
 2. Participate in the nomination process for new Elders
 3. Select the Head Elder from the members of the Board of Elders that have served at least 1 full year
 4. Agree and affirm their acceptance of the Statement of Faith~~

- b. Member Care**
 - 1. Work with pastoral staff to ensure shepherding care is provided for all members of the congregation
 - 2. Consider complaints, concerns, and grievances of congregational members in accordance with Matthew 18:17-18.
 - 3. Be available to address spiritual care related questions and concerns
 - 4. Be available to call/visit people who worship at FOC and provide communion as requested
 - 5. Pray for the congregation on a regular basis
- c. Doctrine and Education**
 - 1. Be consulted in all questions pertaining to doctrine within FOC
 - 2. Provide feedback pertaining to education and curriculum at FOC
 - 3. Able to teach in the following areas: Sunday School, Youth, Confirmation, Adult Bible Studies and new member classes
- d. Pastoral Support**
 - 1. Assist in the spiritual care of the Pastor(s) and his family
 - 2. Provide consultation to the Pastor(s) in areas that support the Mission of FOC
 - 3. Hold Pastor(s) accountable to meet the ministry needs of the Congregation
 - 4. Provide a sounding board for the Pastor(s)
 - 5. Be a resource for mediating conflict between Pastor(s) and congregation/staff/BOD
- e. Staff Support**
 - 1. Be assigned a staff member to provide spiritual support by praying for the staff member on a regular basis and being available as a sounding board at the staff members request
 - 2. Be a resource for mediating conflict between staff and congregation
- f. Worship**
 - 1. Be included in discussions that significantly impact Worship services or worship life of the congregation
 - 2. Be available to brainstorm with the Pastor on topics that are used in sermons
 - 3. Assist with communion and any other element of worship services that is needed. i.e. reading scripture, baptisms, etc.
 - 4. Ensure that at least one elder attends all church services and is available to assist the Pastor as needed

Current Constitution

Article 6: COMMITTEES (Constitution – Article 8)

A. Call Committee

The Call Committee is responsible for preparing a slate of candidates for Called positions of the congregation to be voted

upon by the Voters' Assembly. The Board of Directors shall appoint a Call Committee of at least seven (7) members chaired by a member of the Board of Directors.

Proposed Changes

Article 6: COMMITTEES (Constitution – Article 8)

A. Call Committee

The Call Committee is responsible for preparing a slate of candidates for Called positions of the congregation to be voted upon by the Voters' Assembly. The Board of Directors shall appoint a Call Committee of at least seven (7) members. **The Board of Directors shall appoint the chairperson of the Call Committee who must be a congregational member in good standing.**

Current Constitution

B. Election of Pastors and Called Workers

1. In the case of a Pastoral vacancy, the Elder Care Team, in conjunction with the Board of Directors, shall select and subsequently submit to the Voters' Assembly for approval, a vacancy Pastor who shall temporarily assume Pastoral responsibility and who may also advise the congregation in the matter of calling a Pastor.

2. In the case of a CDC Director vacancy, the Senior Pastor and the Board of Directors shall select a vacancy Director who shall temporarily assume the position.

3. A call committee, as outlined in Article 6 of these By-Laws, following current procedures of Synod, shall solicit names of candidates from the appropriate District official as well as from members of the congregation.

4. The list of candidates shall be publicly announced to the congregation two successive Sundays or by mail at least two weeks prior to the Voters' Assembly at which the call is to be extended.

5. A majority of all ballots cast shall be necessary for the election to the Call. The Voters' Assembly shall be asked to make this vote unanimous before extending the Call. The Call shall be signed by the President and appropriate Director.

Proposed Changes

B. Election of Pastors and Called Workers

1. In the case of a Pastoral vacancy, the **Board of Elders ~~Elder Care Team~~**, in conjunction with the Board of Directors, shall select and subsequently submit to the Voters' Assembly for approval, a vacancy **or interim** Pastor who shall temporarily assume Pastoral responsibility and who may also advise the congregation in the matter of calling a Pastor.

2. In the case of a CDC Director vacancy, the Senior Pastor and the Board of Directors shall select a vacancy Director who shall temporarily assume the position.
3. A call committee, as outlined in Article 6 of these By-Laws, following current procedures of Synod, shall solicit names of candidates from the appropriate District official as well as from members of the congregation.
4. The list of candidates shall be publicly announced to the congregation two successive Sundays or by mail at least two weeks prior to the Voters' Assembly at which the call is to be extended.
5. A majority of all ballots cast shall be necessary for the election to the Call. The Voters' Assembly shall be asked to make this vote unanimous before extending the Call. The Call shall be signed by the President and **the Head Elder or appropriate Director.**