



**Evangelical Lutheran Church of the Redeemer**

# **Recommended Amendments to the Redeemer Constitution**

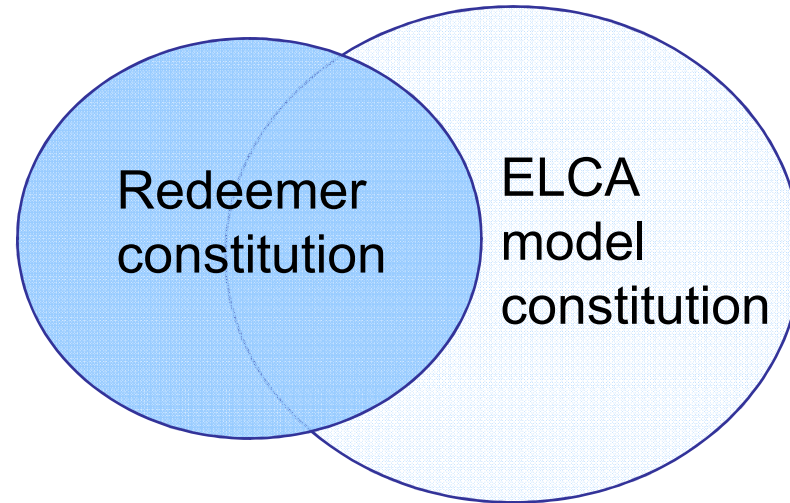
**October 2009**



# Reasons for Changes



- **Conform**  
to the ELCA model constitution



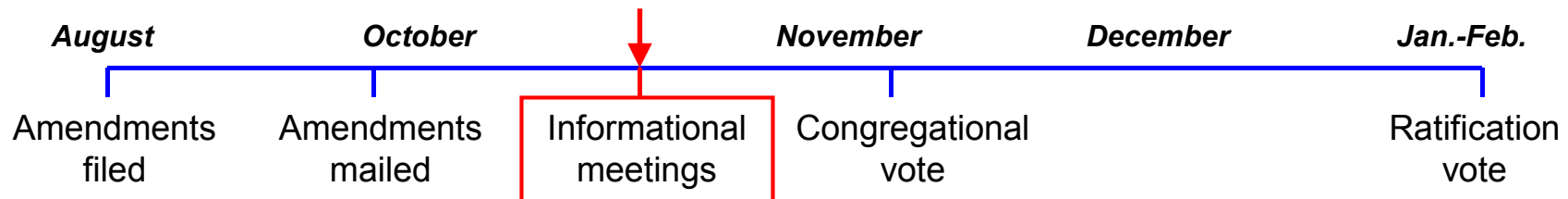
- **Update**  
to reflect changes at Redeemer

**1996** ⇒ **2009**

# Schedule for Amending the Constitution



Filed with the Congregation Council at least 60 days before the congregational vote	Aug. 18, 2009
Mailed to the congregation at least 30 days before the congregational vote	Sept. 28, 2009
Congregational vote (after all four services). Majority approval required.	Nov. 7-8, 2009
Ratification vote (after all four services). 2/3 majority approval required.	Next annual meeting (TBD)



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# What is in the Redeemer Constitution?

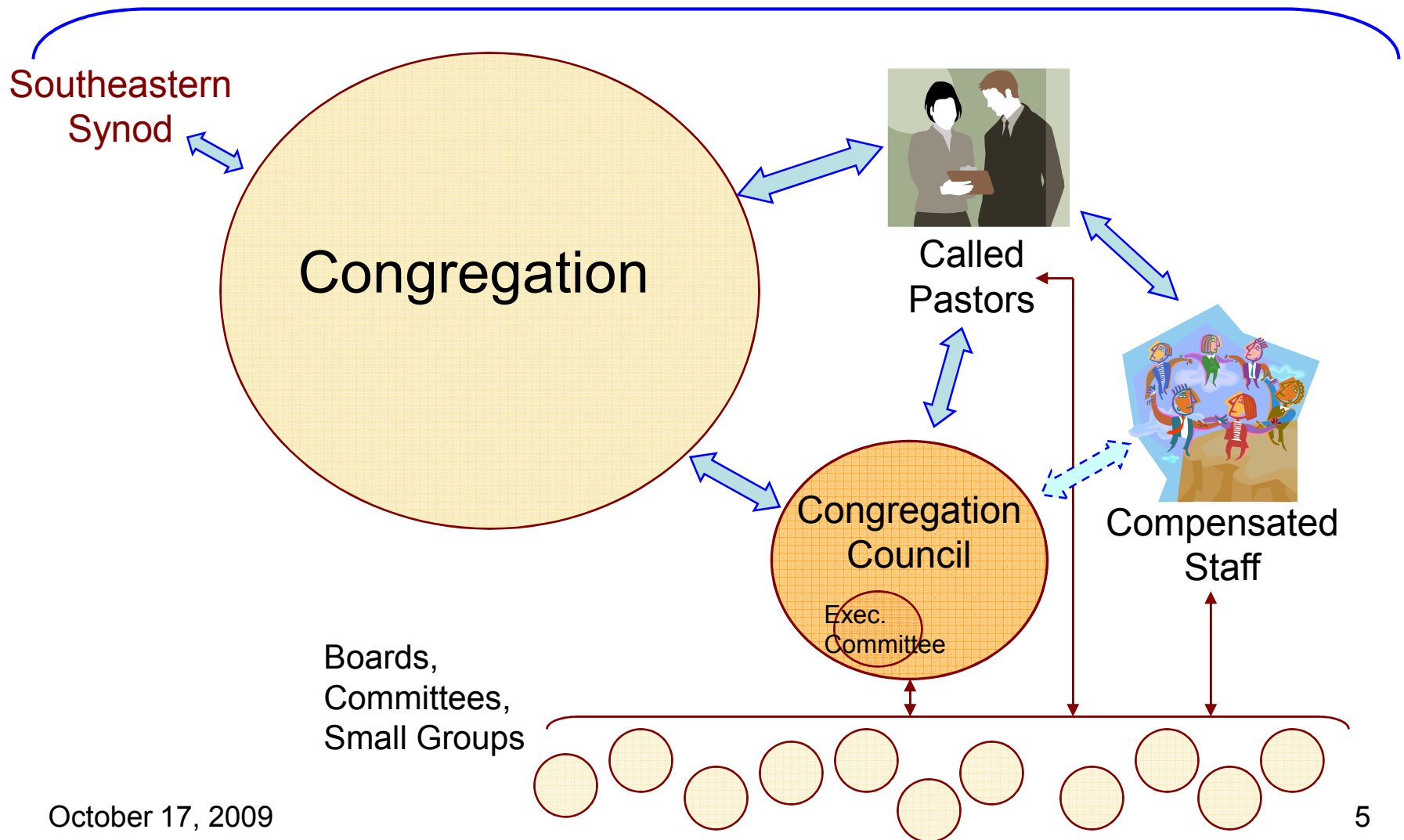


1	Name and Incorporation	11	Officers
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5	Powers of the Congregation	15	Discipline of Members
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9	The Pastor	19	Indemnification
10	Congregation Meeting	CR	Redeemer's Continuing Resolutions

# How Redeemer Is Organized



## Constitution



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## Focus: Council Size, Terms, and Eligibility



### Intent of Recommended Changes

- Reduce Council size to a more workable number
- Increase congregational participation in the Council
- Avoid appearance of conflict of interest

## Current

- 21 members
- One year before eligible again
- Replacement serves to end of year

## Recommended

- 15 members [C12.01]
- Three years before eligible again [C12.02.b]
- Employees of congregation and their spouses or partners not eligible [C12.02]
- Replacement serves to end of term [C12.03.a,b]

## Focus: Council Nomination Process



### Intent of Recommended Changes

- Increase congregational participation in the Council
- Increase variety of candidates
- Increase election by a majority of votes

## Current

- Nominations Committee = retiring Council members
- Solicit nominations and publish the slate
- Have Congregation Meeting for floor nominations
- Nominations Committee confirms nominations and creates amended slate

## Recommended

- Nominations Committee = retiring Council members + optional two [C13.02]
- Solicit signed, multiple nominations (up to 5) [C12.02.c.i]
- Total of 15 nominees (for 5 seats) [C12.02.c.ii]
- Top 8 go on the slate; Nominations Committee selects additional 7 for variety, involvement, special skills, etc. [C12.02.c.iii]
- No nominations from the floor

## Focus: Congregation Meetings and Resolutions



### Intent of Recommended Changes

- Clarify congregation meeting structure using multiple sessions
- Clarify how to present and vote on resolutions in congregation meetings, when amendments are not possible
- Affirm the right of any member to propose a resolution for congregation action

## Current

- Roberts Rules of Order apply to all congregation meetings (no provision for meetings held across multiple sessions with varying participants)

## Recommended

- Congregation meetings held across multiple sessions to address announced resolutions [c10.04]
- Announced resolutions cannot be amended. [c10.04]
- Counter- (and other) resolutions can be proposed by any member and confirmed, but must be voted on in another meeting after proper announcement. [c10.01]

## Focus: Financial Oversight



### Intent of Recommended Changes

- Provide additional guidelines for budget activities
- Provide additional guidelines for Council's fiscal oversight

## Current

- Finance Board prepares draft financial budget for Council
- Congregation vote required for non-budget expenditures over \$25,000

## Recommended

- Boards provide their proposed budgets to the Finance Board during budget preparation [CR13.05]
- Proposed budget cannot exceed predicted income by more than 10% [CR13.05.d]
- Congregation vote required for non-budget expenditures over 5% of budget [C12.05.d]
- All funds in insured accounts except memorial funds [C12.05.f]

## Focus: Executive Committee



### Intent of Recommended Changes

- Define the Executive Committee in the constitution
- Expand reporting to the congregation

## Current

- Executive Committee described in CR12
- No guidelines for Annual Report

## Recommended

- Executive Committee defined in constitution [C13.01]
- Expanded Annual Report
  - “A report of all assets, debts, liabilities, and material obligations” included
  - Include reports from Memorial Funds Treasurer, Redeemer Foundation, and Audit Committee

## Focus: Council Oversight of Organizations



### Intent of Recommended Changes

- Clarify how Council oversight responsibilities are accomplished

## Current

- Council responsible for appointment and supervision of salaried lay workers
- Council approves formation of other boards, committees, special interest groups, etc.
- Duties of boards, committees, etc. are described in continuing resolutions

## Recommended

- Appointment and supervision of compensated lay workers delegated to the senior pastor [CR12.08]
- For oversight, all groups must be linked to a board, committee, or staff member [C14.01]
- Duties of boards, committees, etc. may be specified in continuing resolutions [C13.06]

## Next Steps



### Next Steps

- Informal questions and feedback (contact task force members or Council members)
- Copies of the constitution amendments and of this presentation are available on the Redeemer web site.
- The congregation votes on the amendments: November 7-8, 2009

### Constitution Review Task Force Members

Charles Bridgers	Janice LeMieux
Marilynn Kelm	Jimmy Taylor
Ed Kuehn	John Thomas



# Questions



# Supplementary Slides

## Focus of Recommendation: Operational Clarifications



### Intent of Recommended Changes

- Clarify current methods of operation
- Clarify assignments to the senior pastor

## Current

- President and vice president elected by written ballot
- Treasurer and financial secretary appointed
- No guidelines for co-terminous pastoral resignations

## Recommended

- President elected by ecclesiastical vote; vice president elected by nomination and majority vote [C11.02.a,b]
- 1-year appointments, 3-year limits for treasurer and financial secretary [C11.03]
- Called associate pastors submit resignations when new senior pastor is installed [C9.10]

## Focus: Operational Clarifications (2)



### Intent of Recommended Changes (continued)

- Clarify current methods of operation
- Clarify assignments to the senior pastor

## Current

- Pastor
- Congregation meeting notification by mail
- Council participation by physical attendance
- Complex indemnification statement

## Recommended

- Senior pastor [C9.12, C9.14, C11.03, other]
- Congregation meeting notification by mail or other means [C10.03]
- Electronic participation in Council allowed [C12.11]
- Indemnification simplified and tied to state statutes [C19]

# Topics Addressed



- Reasons for changes
- Schedule for amending the constitution
- What is in the Redeemer constitution?
- How Redeemer is organized
- Council size, terms, and eligibility
- Council nomination process
- Congregation meetings and resolutions
- Financial oversight
- Executive Committee
- Council oversight of organizations
- Next steps