

2023 Changes to the SMLC Constitution

(other revisions have been made by the ELCA and those revisions are mostly clarification statements made by ELCA and written into the general constitution of all ELCA churches)

Below are changes to the portion of the Constitution that are directly related to SMLC:

C8.05.01 Inactive members are those who have neither communed nor made a contribution of record ~~during the current or~~ in the preceding year.

CI0.01.02 Annual Meeting II - This meeting shall be held not later than the last Sunday in January of each year on a date fixed by the Council and properly called in accordance with Section CI 0.03. The purpose of this meeting shall be to receive the written annual reports of the Pastor, the Council, the Church Treasurer(s), and the Financial Secretary, all **standing active** committees and church related auxiliary organizations. The meeting shall be open for consideration of any other matters affecting the congregation.

C11.01.01 Duties of the Officers: a. President: The president's duties shall include: • Presiding at all meetings of Council and congregation; • Act in absence of Pastor in any emergency or pastoral matters; • Meet periodically with Pastor to develop long-range programming; • Meet with Pastor preceding each stated Council meeting to develop the agenda; • Oversee the functioning of **standing active** committees; • Assist the Pastor in selection of chairpersons of standing committees (to be approved by Council); • Act as liaison with vice-pastor, supply or interim clergy in absence of Pastor due to illness or vacation; • Sign legal documents as president of the corporation.

C11.03 Elections for officers shall be held during the regular ~~December~~ **January** Council meeting. The officers shall be elected ~~by written ballot~~ and shall serve for one year or until their successors are elected even if their Council terms would have otherwise expired. Their terms shall begin at the close of the meeting at which they are elected.

C12.01 The voting membership of the Council shall consist of the pastor(s) and ~~ten~~ **(40) nine (9)** elected members of the congregation ~~including one youth representative~~ and at least one of whom shall be a young (over 18 and under 30), if possible. **If possible, a youth representative may be appointed by the Council.** Any voting member (for at least one year except for youth candidates) of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. The Youth representative shall not have reached the age of eighteen (18) at the time of election. An elected member's place on the Council shall be declared vacant if the member:

C12.02.01 All members, except the youth representative, shall be elected to serve for three years or until their successors are elected. The youth representative shall be

elected to serve for a period of one year or until a successor is elected. All adult members shall be eligible for no more than two full terms consecutively. For the purpose of determining eligibility to continue on the Council, a Council member who has served more than half a term is considered to have served a full term on the Council. Members who have served two full consecutive terms are ineligible for election for a period of one year. ~~Their terms shall begin at the close of the annual~~ **January Council** meeting at which they are elected, and they shall be installed during a regular Sunday worship service within one month after election **prior to the January Council meeting.**

C12.08 The Council shall be responsible for the appointment and supervision of the staff of this congregation. The Council shall determine requirements for current or additional positions; and shall coordinate with the Pastor and the Personnel Committee to initiate or modify job descriptions of staff to ensure that Congregational needs are satisfied. **The Executive Committee may function as the Personnel committee.** The Pastor shall provide general supervision of the church staff and direct the evaluation of each member of the staff at least one time per year. The Personnel Committee will assist the Pastor in performing such evaluations. 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.

C13.02 There shall be a Nominating Committee of 5 **three (3)** members, including the immediate Past President of the Congregation, who shall chair the Committee. The Nominating Committee shall consist of: The Past President, one member selected by the Pastor, one member selected by the council, ~~and two members nominated by the congregation,~~ and selected at the annual meeting held in January. All members serve for one year, with the term commencing from the January meeting and may be selected for additional terms. The Committee shall: a. Annually, in October, recommend a slate of congregational members for election to the Congregational Council. The Committee shall nominate 2" members for each vacancy, **if possible.** Prior to recommending the slate of candidates, the Committee shall request and receive the members' acceptance of candidacy. ~~b. Annually, in December, recommend to the Pastor and the Council President, nominees for Chairmanship of congregational committees. At least two nominees for each position shall be contacted and proposed.~~ c. Annually, in January, ~~nominate congregational members to represent the congregation at the Synod Council and other such events.~~

C13.03 An Audit Committee of ~~three~~ **at least two (2)** voting members shall be elected by the Congregational Council. ~~Term of office shall be three years, with one member elected each year. Members shall be eligible for re-election. The Audit committee shall audit financial records of the treasurer, financial secretary, and auxiliary organizations and shall render a report of the findings to the congregation upon completion by the date of the April Council meeting.~~

C13.04 ~~A Mutual Ministry Committee of six members shall be appointed jointly by the president and the pastor and approved by Council with a primary purpose of affirming and strengthening the mission of the congregation and the ministry of the staff. Term of office shall be three years, with two members to be appointed each successive year.~~

C13.06.A10 A Personnel Committee shall be appointed jointly by the president and the pastor and approved by Council. This committee will review job descriptions for all

paid staff and will assist the pastor in directing an annual performance review for staff on which compensations will be based. ~~Term of office shall be two years. Members may be appointed for no more than two consecutive terms.~~

C13.07.A10 **Standing Active** Committees: All **standing active** committees of the congregation shall serve one year. Committee chairs shall be approved by Council. Membership of said committees shall be comprised of active and confirmed members, including at least one member of Council to serve as liaison: All committees in representing the interests and services of the congregation shall be responsible to the Council and shall have all actions subject to Council. The Pastor shall have voice and vote on all committees. The duties of all committees are assigned by Council and may include additional instructions as in its judgment are in the interests of the congregation.

A) There shall be a Faith Formation Committee, **if possible**, which shall coordinate the work of learning and the development of age appropriate activities for the youth of St. Matthias.

D) There shall be a Stewardship Committee, **if possible**, to oversee all programs of support for the congregation, educate the congregation in the Christian meaning of resources, make known the larger programs of the ELGA and benevolence targets, and endeavor to lead members in proportionate giving. Specifically, this committee shall oversee and direct the fall drive for annual support and, throughout the year, make opportunities to educate the congregation in the meaning of Christian stewardship.

Note to the Congregation: Active committees as this time include: Nominating Committee, Audit Committee, Personnel Committee (which at this time is the Executive Committee), Property Committee, Parish Support and Mission Committee, Finance Committee, Worship and Music Committee