



Nativity Lutheran Church

Updating Our Constitution

The Purpose of the Constitution

- The constitution...
 - Is our primary governing document (legal).
 - Reflects the theology of the church.
 - Outlines our operational framework.
 - Explains our interdependence between congregations and synods within the ELCA.

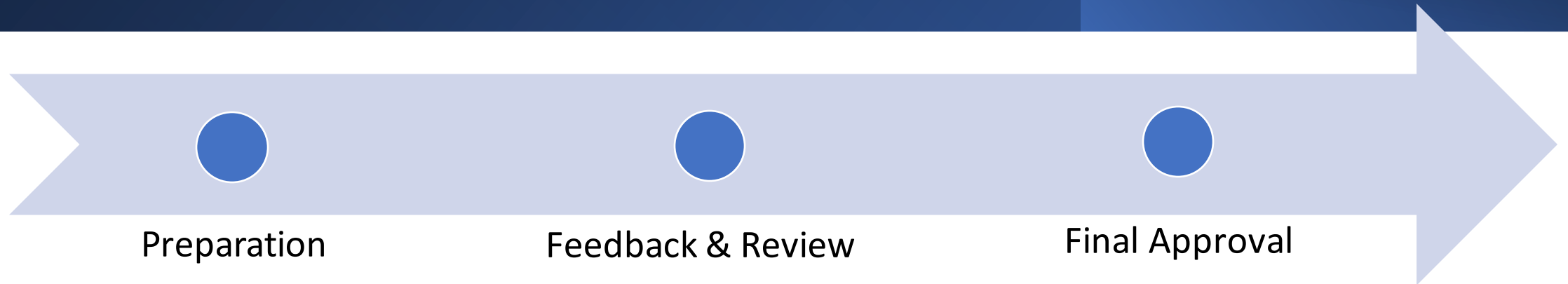
Why Update the Constitution?

- ELCA provides and updates a Model constitution every 3 years.
- Our constitution was last updated in 1991.
- There are many changes to the constitution that are reflected in the Model constitution.
- It is in Nativity's interest to maintain an updated constitution for operational and legal reasons.

High Level Overview

- Changes fall generally under 2 categories, those required by the ELCA and the Minneapolis Synod and those drafted by the Nativity working group.
 - Required provisions are preceded by an ‘*’.
 - There are many new sections to the constitution since it was last updated.
 - Chapters 2 – 9 and 15 – 19 are mainly required.
 - Custom sections of the constitution reflect Nativity’s culture and our way of operating.
 - Chapters 10 – 14 contain our updates.
- In addition, bylaws will be incorporated into the constitution itself rather than in a separate document.

Constitution Change Process



- Keith Kendall & Pastor Glenn partnered with ELCA & Council throughout 2021 to draft updates.
 - Introduced to congregation at Annual Meeting 2/13/22
 - Held informational meeting 4/3/22
 - Will hold informational meeting 11/13/22
- Congregational vote planned for Annual meeting Feb. 2023.

Summary of Proposed Nativity Updates

Chapters 10 & 11

Chapter	Current Section	Current Constitution	Updated Section	Updated Constitution
10	Bylaw 3	Church organizations' treasurers submit reports for annual meeting	10.01.01	This statement is excluded
10	10.02	Special meetings called with 100 or 5% of voting members	10.02	Special meetings called with 250 voting members
10	10.04	Quorum is 100 or 5% of voting members	10.04	Quorum is 100 voting members
11	Bylaw 8	Treasurer & Secretary terms are each 2 years	10.02.01	Treasurer & Secretary terms are each 1 year

* See Supporting Notes Page 1 for further detail.

Summary of Proposed Nativity Updates

Chapter 12

Chapter	Current Section	Current Constitution	Updated Section	Updated Constitution
12	Bylaw 5	Officer and pastors serve on Executive Committee	12.01.01	Senior pastor and officers of the congregation serve on Executive Committee
12	12.01	Council not more than 20 voting members	12.01.01	Council not more than 11 voting members
12	12.02	Council voted in with written ballot, 2 consecutive terms	12.01	Drop written ballot requirement, limit to 6 years
	12.05	Role council plays with respect to financial oversight & investments	12.05	Removed, now recognized as a staff role
	12.06	Review of membership roster	Removed	Not a role council plays
	12.08	Appoint salaried lay workers	Removed	Staff hired by pastors
12		Not referenced	12.10	Allows for remote communication

* See Supporting Notes Pages 1 & 2 for further detail

Summary of Proposed Nativity Updates Chapters 13 & 14

Chapter	Current Section	Current Constitution	Updated Section	Updated Constitution
13	Bylaw 5	List of various standing committees – long range planning, policy, budget, staff ministry, council agenda and procedures, seminary scholarship	13.01, 13.02, & 13.02.01	Move to task forces (ad hoc) committees
14	14.01	The congregation determines church organizations' policies, say in the activities, membership reports, work, and finances	14.01	This specific role is dropped
14	14.02	Special interest groups organized on authorization of council	14.02	Special interest groups organized on authorization of <u>staff</u> or council

* See Supporting Notes Page 2 for further detail

Supporting Notes – Page 1

Updated Section	Details & Examples
10.01.01	'Organizations' refers to community partners. Nativity does not exercise oversight of their financials.
10.02	Updates requirement to call a special meeting to 250 voting members. This is for extreme exception cases in which a significant portion of the congregation opposes the direction of the senior pastor or Nativity council (e.g., A group would like to leave the ELCA and the pastor and council refuse to call a special meeting. 250 signatures are required to trigger a special meeting.).
10.04	Simplifies quorum requirements (quorum = 100 voting members)
10.02.01	Encourages participation in the leadership of Nativity (current practice)
12.01.01	Clarifies composition of Executive Committee & maximum council size (current practice)
12.01	Replaces written ballot with voice vote during congregational meetings for the election of council and limits council terms to 6 years (current practice)

Supporting Notes – Page 2

Updated Section	Reasoning & Examples
12.05 & 12.08 (removed)	Recognizes staff responsibilities for day-to-day operations, finances and hiring decisions. Nativity council has financial oversight. Nativity congregation elects a treasurer who serves as CFO of the congregation and reports to the council. Day-to-day operations are managed by the business administrator and senior pastor in collaboration with Nativity Treasurer.
12.06 (removed)	Council does not review members' attendance or engagement at Nativity.
12.10	Supports remote communication and offer a variety of engagement options
13.01, 13.02, & 13.02.01	Reflects Nativity's long-standing process of utilizing short-term task forces to accomplish specific goals
14.01	'Organizations' refers to community partners. Nativity does not exercise oversight of their activities.
14.02	Recognizes the shared responsibility of council & staff for authorizing special interest groups