**Constitution & Bylaw Change to Align with WELSSA Standard A2.1 ECM**

Objective: Align our Bylaws with WELSSA standard \* A 2.1 ECM 2.26 states "The congregations operating the ECM have clearly articulated bylaws that include the ECM."

Action Needed: The Board of Education and the Church Council develop a recommendation to change the Constitution & Bylaws to the Voters’ assembly before February 1, 2021.

**Bylaws**

Article IV - ORGANIZATIONS AND FUNCTIONS OF BOARDS AND ELECTIVE COMMITTEES

A. Board of Education

1. The Board of Education shall consist of six (6) members of our congregation elected by our congregation for a term of three (3) years. The terms of office of two (2) members shall expire each year. a. Additional Board of Education members from sister congregations whose children participate in our Christian Day School and assist financially in the operation of our Christian Day School can be recommended by the Church Council and the number of members must be approved by the congregation.

b. These members will act and vote only on Christian Day School matters at the Board of Education meetings and are not eligible to vote for or hold office on the Church Council. **The Christian Day School includes the Early Childhood Ministry (3K/4K Preschool), After-Care Program, and grades K-8 school programming that operate as one area of ministry and is accountable to the Board of Education.**

c. Term of office of the members from sister congregations(s) shall be determined by the sister congregations(s) but not to exceed three (3) years.

2. From its midst at its organizational meeting, it shall elect by ballot with a majority vote, for one (1) year term

a. A Chairman

b. A Secretary

c. A Treasurer who shall keep an accurate record of moneys received from book rentals and sale of supplies and of moneys expended for purchase of new text books, work books, and supplies. Regular meetings of this board shall be held monthly.

3. The Board of Education shall be concerned with providing Christian learning opportunities and agencies for the members of the congregation of all age levels, from the cradle to the grave. In this capacity they shall administer, control, manage and promote the Nursery Roll, the Christian Day School, the Sunday School, the Adult Bible Classes, and all available learning agencies of the congregation.

4. With the pastor it will approve all materials distributed to the infants in the congregation under the Cradle Roll program, and arrange for inclusion of any infant reaching the age limit serviced by this agency in another learning agency of the congregation.

5. For the Sunday School, it shall annually appoint a Sunday School Coordinator, which appointment shall be reported to the Church Council. It shall assist the principal and the pastor to assure that a staff of capable Sunday School teachers is available.

6. In cooperation with the day school teachers and the pastor(s), it is the duty of the Board to seek to obtain such secular text books that most nearly conform to our doctrine and practice.

7. The Board shall approve the course of study for the day school classes and see that the course of study is strictly adhered to.

8. The Board shall regularly review all factors and policies which govern the teacher's salaries and recommend any necessary changes to the Church Council.

9. With the pastor(s) and principal, the Board shall arrange for a just distribution of extracurricular activities among the entire teaching staff.

10. The Board shall receive all complaints or grievances relative to the school or Sunday School for adjustment according to Matthew 18. 9

11. The Board of Education shall be responsible for the school treasury funds, records of which shall be maintained by its school treasurer. All moneys received shall be turned over to the treasurer of the congregation. All disbursements for recommended school expense shall be so requested to the Church Council.

12. The Board of Education shall concern itself with regular classes for Bible study and adult confirmation and with the promotion of and regular attendance at these classes.

13. The Board of Education shall do everything in its power to further Christian secondary education.

14. They shall augment their committee membership from the congregation as necessary to carry out their programs.

Article VIII - CHRISTIAN EDUCATION

A. All hymnals, religious textbooks, forms, etc., used in the congregation's school(s) must conform to Article II of this Constitution. Since, at the present time, it is impossible to obtain secular textbooks entirely free from error, it is the duty of the Board of Education in cooperation with the teachers and the pastor(s) to seek to obtain such books that most nearly conform to our doctrine and practice, and to be constantly on guard when instructing that our children be made aware of the errors and be shown the truth.

B. All teachers who are required for the proper functioning of the school are to be elected and called only by the direction of the voters of the congregation in meeting assembled. They are to be members of the Wisconsin Evangelical Lutheran Synod or of another Synod or of an Independent body which abides by Article II of this constitution, qualified to teach, and are to lead an exemplary Christian life. They are required to perform the functions of their offices faithfully and conscientiously, to comply with the instructions received from the Board of Education, to conduct their classes according to the prescribed daily program and the elementary school curriculum. (Note: IN case of a vacancy in a teacher's position, the congregation notifies the District President, who may consult with the Executive Secretary of the Wisconsin Synod Board of Education, or the Board of Education which abides by article II of this Constitution to assist in temporarily filling the vacancy, and give good counsel in regard to calling a new teacher).

C. The principal, a male teacher called or appointed by the congregation, shall be in charge of all activities of the children and the faculty under the direct supervision of the Board of Education and the pastor(s). It shall be the responsibility of the Board of Education, as well as the pastor(s) to concern themselves about the general welfare of the school. The principal shall attend all Board of Education meetings as an advisory member in order to make his report and make requests known to the Board which have originated in the faculty meetings. The teachers shall attend such Board meetings which they shall be requested to attend. The principal, when requested, shall attend the meetings of the Church Council.

D. A teacher may be removed from office in Christian and Lawful order according to Matthew 18 if he fails to conform to this Constitution and its Bylaws. In case this becomes necessary, the congregation shall call upon the proper officials of the Northern Wisconsin District of the Wisconsin Evangelical Lutheran Synod or another synod or an independent body which abides by Article II of this Constitution for their advice and help. Sufficient and urgent reasons for the removal from office are: 1. Persistent adherence to false doctrine 2. A scandalous life 3. Willful neglect of duty or inept to teach

E. A Sunday School shall be maintained and fostered by the congregation. Its principal concern shall be to instruct the children in the doctrine unto salvation through faith which is in Christ Jesus according to the Holy Scriptures and using an acceptable published Sunday School course and Luther's Small Catechism as its guide: furthermore, the Sunday School should be used as a recruitment for the Christian Day School.

F. The coordinator of the Sunday School shall be a teacher from our Christian Day School or a competent lay person appointed by the pastor(s) and the Board of Education. This person shall coordinate all activities of the Sunday School and its faculty under the direction of the pastor(s) and the Board of Education. The pastor shall superintend the Sunday School and shall make a report and make request known to the Board that have originated in the teachers' meetings. The Sunday school teachers shall serve under the guidance of the pastor.

Article X - CHANGES IN THE BYLAWS A. The Bylaws may, according to need, be altered by an orderly resolution of the congregation provided, however, that such alteration be not contrary to Holy Scripture or conflict with this Constitution. B. A congregational meeting in which changes to the Bylaws are to be made shall be announced in public services on the two (2) Sundays prior to such meeting. Such amendments shall require a three-fourths (3/4) vote of members present and voting to become effective.