

Proposed Ascension Bylaws Changes
Compiled Fall 2018

Bylaws approved June 4, 2017	Proposed bylaws; changes indicated in bold	Explanation
	Article 1. CONGREGATIONAL MEMBERSHIP	New addition
	A1.01. Members of this congregation shall be those baptized persons on the roll of the congregation who have declared and maintain their membership in accordance with the provisions of the constitution and bylaws of this congregation. (See Constitution Chapter 8: Membership.)	New addition
	A1.02. A member is considered 'inactive' after one year of no active participation as defined by C8.04.	New addition
	A1.03. Membership in this congregation shall be terminated by any of the following: a. Death b. Resignation c. Transfer or release d. Disciplinary action for willful, unrepentant conduct inconsistent with faith in Christ in accordance with the ELCA constitutional provision 20.41 e. Removal of a member for inactivity occurs only after repeated attempts, over a period of at least two years, to ascertain whether the member desires to have his or her name	New addition

	<p>removed from the roll of the congregation. Such persons who have been removed from the roll of members shall remain persons for whom the Congregation has a continuing pastoral concern.</p>	
<p>Article 1. CONGREGATION MEETING</p>	<p>Article 2. CONGREGATION MEETING</p>	<p>Changed numbering</p>
<p>A1.01. The annual meeting of the congregation shall be scheduled in January.</p>	<p>A2.01. The annual meeting of the congregation shall be scheduled for January.</p>	<p>Changed numbering Clarified scheduling language</p>
<p>A1.02. A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of fifty (50) voting members. The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.</p>	<p>A2.02. A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, or shall be called by the president of the congregation upon the written request of fifty (50) voting members. [See Constitution Chapter 8 for the definition of a Voting Member] The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.</p>	<p>Changed numbering Clarified language Inserted reminder at the first mention of voting to see Chapter 8 for specific guidelines pertaining to the topic</p>
<p>A1.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive weekends and by mail or electronic means, as permitted by state law, to all voting members at least ten (10) days in advance of the date of the meeting.</p>	<p>A2.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive weekends and by mail or electronic means, as permitted by state law, to all voting members at least ten (10) days in advance of the date of the meeting.</p>	<p>Changed numbering</p>

<p>A1.04. Ten per cent of the voting members of the congregation shall constitute a quorum.</p>	<p>A2.04. Ten per cent of the voting members of the congregation shall constitute a quorum.</p>	<p>Changed numbering</p>
<p>A1.05. Voting by proxy or by absentee ballot shall not be permitted.</p>	<p>A2.05. Voting by proxy or by absentee ballot shall not be permitted.</p>	<p>Changed numbering</p>
<p>A1.06. All actions approved by the congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in the constitution or by state law.</p>	<p>A2.06. All actions approved by the congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in the constitution or by state law.</p>	<p>Changed numbering</p>
<p>A1.07. <i>Robert's Rules of Order</i>, latest edition, shall govern parliamentary procedure of all meetings of this congregation.</p>	<p>A2.07. <i>Robert's Rules of Order</i>, latest edition, shall govern parliamentary procedure of all meetings of this congregation.</p>	<p>Changed numbering</p>
<p>Article 2. OFFICERS</p>	<p>Article 3. OFFICERS</p>	<p>Changed numbering</p>
<p>A2.01. The officers of this congregation shall be a president, president-elect, immediate past-president, secretary, and treasurer.</p> <ul style="list-style-type: none"> a. Duties of the officers shall be specified in the bylaws. b. The officers shall be voting members of the congregation. c. Officers of this congregation are also the officers of the Congregation Council and shall be voting members of the Congregation Council. 	<p>A3.01. The officers of this congregation shall be a president, president-elect, immediate past-president, secretary, and treasurer.</p> <ul style="list-style-type: none"> a. Duties of the officers shall be specified in the bylaws. b. The officers shall be voting members of the congregation. c. Officers of this congregation are also the officers of the Congregation Council and shall be voting members of the Congregation Council. 	<p>Changed numbering</p>

<p>A2.01.01</p> <p>Duties of the officers shall include but not be limited to:</p> <ol style="list-style-type: none"> a. The president shall preside over all meetings of the congregation and Congregation Council. b. The president-elect shall preside in the absence of the president and shall serve as convener of the nominating committee. c. The immediate past-president shall be responsible for leadership continuity during governance transitions and provide historical context to issues that arise. d. The secretary shall keep the minutes of the Congregation Council and of the congregational meetings and oversee preservation of its archives. e. The treasurer shall be custodian of all funds of the congregation, local and synodical, and shall disburse all such funds in accordance with the decisions of the congregation and the Congregation Council. The treasurer shall present a duly audited report to the annual Congregation Meeting and other such reports to the Congregation Council as may be required. 	<p>A3.01.01</p> <p>Duties of the officers shall include but not be limited to:</p> <ol style="list-style-type: none"> a. The president shall preside over all meetings of the congregation and Congregation Council. The president shall conduct an annual evaluation of the rostered staff with input from the executive committee. The president shall also ensure the annual evaluation of non-rostered staff be conducted through the appropriate committees. b. The president-elect shall preside in the absence of the president and shall serve as convener of the nominating committee. c. The immediate past-president shall be responsible for leadership continuity during governance transitions and provide historical context to issues that arise. d. The secretary shall keep the minutes of the Congregation Council and of the congregational meetings and oversee preservation of its archives. e. The treasurer shall be custodian of all funds of the congregation, local and synodical, and shall disburse all such funds in accordance with the decisions of the congregation and the Congregation Council. The treasurer shall present a duly audited report to the annual Congregation Meeting and other such reports to the Congregation Council as may be required. 	<p>Changed numbering</p> <p>Moved the president’s role in evaluation from A5.01.02 to here</p> <p>More specifically clarified the Council President’s role in the pastoral evaluation process – the language closely matches the previous language in the former A5.01.02. Gave President the role of ensuring that the evaluation of non-rostered staff be completed.</p>
--	--	--

<p>A2.02. The congregation shall elect its officers by majority vote. The president-elect shall serve one year and then continue as president and immediate past-president in consecutive one year terms upon an annual vote of the congregation. The secretary and treasurer shall serve for one year or until their successors are elected. All terms shall begin at the close of the annual meeting at which they are elected.</p>	<p>A3.02. The congregation shall elect its officers by majority vote. The president-elect shall serve one year and then continue as president and immediate past-president in consecutive one year terms upon an annual vote of the congregation. The secretary and treasurer shall serve for one year or until their successors are elected. All terms shall begin at the close of the annual meeting at which they are elected.</p>	<p>Changed numbering</p>
<p>A2.03. No officer shall hold more than one office at a time.</p>	<p>A3.03. No officer shall hold more than one office at a time.</p>	<p>Changed numbering</p>
<p>A2.04 The secretary and treasurer shall be eligible for reelection but may not serve more than four (4) consecutive terms in the same office.</p>	<p>A3.04 The secretary and treasurer shall be eligible for reelection but may not serve more than four (4) consecutive terms in the same office.</p>	<p>Changed numbering</p>
<p>Article 3. CONGREGATION COUNCIL</p>	<p>Article 4. CONGREGATION COUNCIL</p>	<p>Changed numbering</p>
<p>A3.01. The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, and a member elected to represent each board. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from two (2) successive regular meetings of the Congregation Council</p>	<p>A4.01. The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, and a member elected to represent each ministry team. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from two (2) successive regular meetings of the Congregation Council</p>	<p>Changed numbering Language substitution</p>

<p>without cause. Consistent with the laws of the state of South Dakota in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.</p>	<p>without cause. Consistent with the laws of the state of South Dakota in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.</p>	
<p>A3.01.01. The members of the Congregation Council except the pastor(s) and the officers shall be elected by majority vote to serve for three (3) years. Such members shall be eligible to serve no more than two (2) full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.</p>	<p>A4.01.01. The members of the Congregation Council except the pastor(s) and the officers shall be elected by majority vote to serve for three (3) years. Such members shall be eligible to serve no more than two (2) full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.</p>	<p>Changed numbering</p>
<p>A3.02. Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor to serve until the next annual meeting.</p>	<p>A4.02. Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor to serve until the next annual meeting.</p>	<p>Changed numbering</p>
<p>A3.03. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following: a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its missions and goals.</p>	<p>A4.03. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following: a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its missions and goals.</p>	<p>Changed numbering</p>

<ul style="list-style-type: none"> b. To seek to involve all members of this congregation in worship, learning, witness, service, and support. c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission. d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment. e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons. f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding. g. To arrange for pastoral service during the sickness or absence of the pastor. h. To emphasize partnership with the synod and church-wide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America. i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America. j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel. 	<ul style="list-style-type: none"> b. To seek to involve all members of this congregation in worship, learning, witness, service, and support. c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission. d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment. e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons. f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding. g. To arrange for pastoral service during the sickness or absence of the pastor. h. To emphasize partnership with the synod and church-wide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America. i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America. j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel. 	
A3.04.	A4.04.	Changed numbering

<p>The Congregation Council shall be responsible for the financial and property matters of this congregation.</p> <ol style="list-style-type: none"> a. The Congregation Council shall be the board of directors of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of South Dakota, except as otherwise provided herein. b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation. c. The Congregation Council may not enter into contracts, such as leases, that exceed two per cent of the annual budget without permission from the congregation. d. The Congregation Council shall prepare an annual budget for adoption by this congregation. The Congregation Council may propose an annual budget [in] deficit of no more than five percent unless approved by the congregation. The Congregation Council shall adopt a realistic proposed revenue that forecasts as a separate function of budgeted expenses. The Congregational Council shall supervise the expenditure of funds in line with the adopted budget. The proposed budget shall support the church’s overall mission while continuing in partnership with the ELCA Synod. 	<p>The Congregation Council shall be responsible for the financial and property matters of this congregation.</p> <ol style="list-style-type: none"> a. The Congregation Council shall be the board of directors of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of South Dakota, except as otherwise provided herein. b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation. c. The Congregation Council may not enter into contracts or transactions, such as leases or purchases, respectively, that exceed two per cent of the annual budget without permission from the congregation. d. The Congregation Council shall prepare an annual budget for adoption by this congregation. The Congregation Council may propose an annual budget in deficit of no more than five percent unless approved by the congregation. The Congregation Council shall adopt a realistic proposed revenue that forecasts as a separate function of budgeted expenses. The Congregational Council shall supervise the expenditure of funds in line with the adopted budget. The proposed budget shall support the church’s overall mission while continuing in partnership with the ELCA Synod. 	<p>Clarified language on types of financial actions needing approval by the congregation Fixed language by adding a previously missed word</p>
--	--	--

<p>e. The Congregation Council shall oversee the financial affairs of this congregation to ensure they are being conducted efficiently, while giving particular attention to the prompt payment of all obligations and expenses. The Congregation Council shall ensure the regular forwarding of benevolence monies to the synodical treasurer.</p> <p>f. The Congregation Council shall be responsible for this congregation's investments and ensure those investments are appropriate for the church.</p> <p>g. The Congregation Council shall be responsible for this congregation's total insurance program.</p> <p>h. The Congregation Council shall ensure that congregational property be used in harmony with the mission of the congregation.</p>	<p>e. The Congregation Council shall oversee the financial affairs of this congregation to ensure they are being conducted efficiently, while giving particular attention to the prompt payment of all obligations and expenses. The Congregation Council shall ensure the regular forwarding of benevolence monies to the synodical treasurer.</p> <p>f. The Congregation Council shall be responsible for this congregation's investments and ensure those investments are appropriate for the church.</p> <p>g. The Congregation Council shall be responsible for this congregation's total insurance program.</p> <p>h. The Congregation Council shall ensure that congregational property be used in harmony with the mission of the congregation.</p>	
<p>A3.05. The Congregation Council shall see that the provisions of the constitution, its bylaws, and the continuing resolutions are carried out.</p>	<p>A4.05. The Congregation Council shall see that the provisions of the constitution, its bylaws, and the continuing resolutions are carried out.</p>	<p>Changed numbering</p>
<p>A3.06. The Congregation Council shall provide for an annual review of the membership roster.</p>	<p>A4.06. The Congregation Council shall provide for an annual review of the membership roster.</p>	<p>Changed numbering</p>
<p>A3.07. The Congregation Council shall be responsible for the employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect the congregation's responsibility</p>	<p>A4.07. The Congregation Council shall be responsible for the employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect the congregation's responsibility</p>	<p>Changed numbering</p>

for the call, terms of call, or termination of call of any employees who are on a roster of this church.	for the call, terms of call, or termination of call of any employees who are on a roster of this church.	
A3.08. The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.	A4.08. The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.	Changed numbering
A3.09. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given at least 24 hours in advance to all who are entitled to be present.	A4.09. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, or shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given at least 24 hours in advance to all who are entitled to be present.	Changed numbering Clarified language
A3.10. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor(s) or interim pastor except when the pastor(s) or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.	A4.10. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor(s) or interim pastor except when the pastor(s) or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.	Changed numbering
A3.11.	A4.11.	Changed numbering Language substitution

<p>The Congregation Council shall be responsible for the oversight of the Standing Boards. The purpose of the Standing Boards is to develop programs and projects in line with the mission of the congregation.</p>	<p>The Congregation Council shall be responsible for the oversight of the Ministry Teams. The purpose of the Ministry Teams is to develop programs and projects in line with the mission of the congregation.</p>	
<p>A3.12. The Congregation Council and its committees may hold meetings and vote by remote communication, including electronically and by telephone conference, and, to the extent permitted by state law, notice of all meetings may be provided electronically.</p>	<p>A4.12. The Congregation Council and its committees may hold meetings and vote by remote communication, including electronically and by telephone conference, and, to the extent permitted by state law, notice of all meetings may be provided electronically.</p>	<p>Changed numbering</p>
<p>Article 4. STANDING BOARDS</p>	<p>Article 5. MINISTRY TEAMS</p>	<p>Changed numbering Language substitution</p>
<p>A4.01. The Standing Boards of the congregation shall be: Board of Worship and Music, Board of Christian Education, Board of Membership Participation, Board of Operations and Maintenance, Board of Church Finance, Board of Church and Community, Board of Stewardship, and Board of Youth Ministry.</p> <p>a. There shall be from six (6) to nine (9) members on each standing board unless it is determined by the Congregation Council that additional members are advisable. The term shall be for three (3) years, with the exception of high school students, who may serve for two (2) years. Members may serve no more than two (2) terms consecutively on the same board.</p> <p>b. Members of each board shall be elected each year at the Annual Meeting of the</p>	<p>A5.01. The Ministry Teams of the congregation shall be: Worship and Music, Christian Education, Membership Participation, Operations and Maintenance, Church Finance, Church and Community, Stewardship, and Youth Ministry.</p> <p>a. There shall be from six (6) to nine (9) members on each ministry team unless it is determined by the Congregation Council that additional members are advisable. The term shall be for three (3) years, with the exception of high school students, who may serve for one (1) year. Members may serve no more than two (2) terms consecutively on the same team.</p> <p>b. Members of each ministry team shall be elected each year at the Annual Meeting of the congregation. Should a member's place on a</p>	<p>Changed numbering Language substitutions: Standing Board to Ministry Team; chair person to team leader Removed "Board of" from each name A: Changed student term to one year G: Clarified language to provide greater autonomy to boards/teams</p>

<p>congregation. Should a member's place on a board be declared vacant, Congregation Council shall elect, by majority vote, a successor until the next annual meeting.</p> <p>c. Each board shall elect a chair person annually. Each board shall record minutes of its meetings.</p> <p>d. A Congregation Council member representing a Standing Board who is unable to attend a Council meeting may appoint a board member to attend a Council meeting without voting privileges.</p> <p>e. Standing Boards shall meet at least six (6) times yearly.</p> <p>f. Standing Boards shall be encouraged to call upon members of the congregation when needed to assist them in carrying out their duties and responsibilities.</p> <p>g. Standing boards shall make recommendations to the Congregation Council on programs or activities related to the board's area of responsibility.</p> <p>h. All meetings of Standing Boards and the Congregation Council, except executive sessions, are open to all members of the congregation.</p> <p>i. Employees of the congregation (i.e., organists, choir directors, financial assistant, custodians, youth directors, etc.) shall be assigned as ex-officio members of appropriate Standing Boards by the Executive Committee but will not have voting privileges.</p>	<p>team be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.</p> <p>c. Each ministry team shall elect a team leader annually. Each team shall record minutes of its meetings.</p> <p>d. A Congregation Council member representing a ministry team who is unable to attend a Council meeting may appoint a team member to attend a Council meeting without voting privileges.</p> <p>e. Ministry teams shall meet at least six (6) times yearly.</p> <p>f. Ministry teams shall be encouraged to call upon members of the congregation when needed to assist them in carrying out their duties and responsibilities.</p> <p>g. Ministry teams shall develop and lead programs or activities related to the mission of Ascension and the team's area of responsibility.</p> <p>h. All meetings of ministry teams and the Congregation Council, except executive sessions, are open to all members of the congregation.</p> <p>i. Employees of the congregation (i.e., organists, choir directors, financial assistant, custodians, youth directors, etc.) shall be assigned as ex-officio members of appropriate ministry teams by the Executive Committee but will not have voting privileges.</p>	
A4.02.	A5.02.	Changed numbering

<p>Council members are expected to attend all meetings of the board to which they are elected to represent and provide liaison between the Congregation Council and the board. The council member shall have the same privileges (i.e. voting) as other regular members on the board to which they are elected.</p>	<p>Council members are expected to attend all meetings of the ministry team to which they are elected to represent and facilitate communication between the Congregation Council and the team. The council member shall have the same privileges (i.e. voting) as other regular members on the team to which they are elected.</p>	<p>Clarified language for “provide liaison” Language substitutions</p>
<p>Article 5. CONGREGATIONAL COMMITTEES</p>	<p>Article 6. CONGREGATIONAL COMMITTEES</p>	<p>Changed numbering</p>
<p>A5.01. The officers of this congregation and the pastor(s) shall constitute the “Executive Committee.”</p>	<p>A6.01. The officers of this congregation and the pastor(s) shall constitute the “Executive Committee.”</p>	<p>Changed numbering</p>
<p>A5.01.01 The Executive Committee of the church council shall:</p> <ul style="list-style-type: none"> a. set the agenda for council meetings; b. on behalf of the Council, act as a personnel committee including hiring, appointing, and/or terminating non-ordained staff; c. oversee the annual evaluation process. d. carry out other assignments from Council; e. in the event of an emergency and the Council is unable to meet in person or gain consensus via electronic means, Executive Committee will meet and report back to council. 	<p>A6.01.01 The Executive Committee of the church council shall:</p> <ul style="list-style-type: none"> a. set the agenda for council meetings in support of Bylaw A4.03.A; b. oversee the annual evaluation process. c. carry out other assignments from Council; d. in the event of an emergency and the Council is unable to meet in person or gain consensus via electronic means, Executive Committee will meet and report back to council. 	<p>Changed numbering Clarified focus of agenda Former part B was removed as some of those roles are now intended for the Human Resources Committee (see new A6.04.) and due also to the fact that Exec and Council have not been operating under those bylaws. The hiring, appointing, and terminating has been, in practice, a function of the whole Council.</p>
<p>A5.01.02 The president shall conduct an annual evaluation of the senior pastor with input from the executive committee. Other ordained staff</p>	<p><i>{no language}</i></p>	<p>Language on the president’s role in the evaluation process has been moved to A3.01.01.A</p>

<p>shall be evaluated annually by the senior pastor. The supervision and annual evaluation of all non-ordained staff shall be conducted by the senior pastor with input from the executive committee.</p>		<p>Other language has been removed</p>
<p>A5.02. A “Nominating Committee” shall be composed of one (1) member from each Standing Board. Each board shall appoint its representative from its own membership. The president-elect shall serve as convener and the pastoral staff as advisory members.</p>	<p>A6.02. A “Nominating Committee” shall be composed of one (1) member from each ministry team. Each team shall appoint its representative from its own membership. The president-elect shall serve as convener and the pastoral staff as advisory members.</p>	<p>Changed numbering Language substitution</p>
<p>A5.02.01. The members of the Nominating Committee shall bring forth one or more candidate(s) for each board position to be filled. The president-elect and/or nominating committee representatives shall secure the consent of each candidate to be nominated for election.</p>	<p>A6.02.01. The members of the Nominating Committee shall bring forth one or more candidate(s) for each ministry team position to be filled. The president-elect and/or nominating committee representatives shall secure the consent of each candidate to be nominated for election.</p>	<p>Changed numbering Language substitution</p>
<p>A5.02.02. The candidates for election shall be made known to the congregation at the Annual Meeting at which the election is to take place.</p>	<p>A6.02.02. The candidates for election shall be made known to the congregation at the Annual Meeting at which the election is to take place.</p>	<p>Changed numbering</p>
<p>A5.02.03. In addition to the candidates submitted by the Nominating Committee, additional nominations may be made from the floor.</p>	<p>A6.02.03. In addition to the candidates submitted by the Nominating Committee, additional nominations may be made from the floor.</p>	<p>Changed numbering</p>
<p>A5.03.</p>	<p>A6.03.</p>	<p>Changed numbering Language substitutions</p>

<p>An “Auditing Committee” of three (3) voting members shall be members of the Finance Board. Audit Committee members shall not be members of the Congregation Council. Members are appointed to a one year term by the Finance Board. Members shall be eligible for reappointment.</p>	<p>An “Auditing Committee” of three (3) voting members shall be members of the Finance Team. Audit Committee members shall not be members of the Congregation Council. Members are appointed to a one-year term by the Finance Team. Members shall be eligible for reappointment.</p>	<p>Added hyphen</p>
<p>A5.03.01. The Auditing Committee shall audit all financial records of the congregation proper and present its report to the annual meeting in writing. The Auditing Committee shall carefully examine all insurance policies to determine the amount and kind of insurance in force and include this report in its statement.</p>	<p>A6.03.01. The Auditing Committee shall audit all financial records of the congregation proper and present its report to the annual meeting in writing. The Auditing Committee shall carefully examine all insurance policies to determine the amount and kind of insurance in force and include this report in its statement.</p>	<p>Changed numbering</p>
	<p>A6.04. Membership of the Human Resources Committee shall be comprised of three (3) people selected by Congregation Council President and approved by the Congregation Council: one (1) a member of the Congregation Council to be selected annually for a one-year term and two (2) additional congregation members to serve staggered two-year terms. A member shall serve no more than two (2) consecutive terms.</p>	<p>New addition</p>
	<p>A6.04.01. The Human Resources shall meet at least quarterly and be responsible for providing support and opportunity for communication for the non-rostered staff of the congregation. Specific responsibilities shall include assisting with and addressing staff concerns regarding</p>	<p>New addition</p>

	<p>conflict management, professional growth and training, care in times of personal or professional stress, and oversight of the evaluation/coaching process. The Human Resources Committee shall review and update the policy manual and job descriptions annually to assure compliance with state and federal laws. The Committee or a representative thereof shall take part in the hiring process for new non-rostered staff and recommend salaries and compensation in consultation with the Treasurer and Finance Team. Recommendations arising from these duties, including but not limited to hiring or termination of employment, shall be brought to the Congregation Council for action.</p>	
<p>A5.04. The president and the rostered minister(s) shall appoint a Mutual Ministry Committee for a term of office of three (3) years, subject to an annual reassessment between the Committee and the rostered minister(s). Members may be reappointed for a second term.</p>	<p>A6.05. The president and the rostered minister(s) shall appoint six (6) members to the Mutual Ministry Committee with appointments ratified by the Congregation Council. Terms of office shall be three (3) years with two (2) members to be appointed each successive year.</p>	<p>Changed numbering Part of a significant redesign to the Mutual Ministry Committee as a whole</p>
<p>A5.04.01. The Mutual Ministry Committee shall serve as a channel of communication between the congregation and the rostered staff. The committee shall support the rostered staff, assist in setting ministry goals, and provide feedback to the rostered minister(s) on the expectations and concerns of the congregation. The committee will identify opportunities to</p>	<p>A6.05.01. The primary purpose of the Mutual Ministry Committee shall be affirming and strengthening the mission of the congregation and the ministry of the rostered staff through listening and clarifying, sharing and communicating, and reviewing and reflecting in accordance with Ascension’s Mutual Ministry Framework document. The Mutual</p>	<p>Changed numbering Redesigned the function of the Mutual Ministry Committee, to be also directed by the associated Mutual Ministry Committee Framework (manual)</p>

<p>enhance the overall ministry and mission of the congregation. The committee may make recommendations to the Congregation Council about continuing education, leave, and sabbaticals for the rostered staff.</p>	<p>Ministry Committee will report non-confidential information to the Congregation Council on a regular basis, taking into consideration the health and benefit of the congregation. Any recommendations arising from the above-mentioned duties shall be brought to the Congregation Council for action.</p>	
<p>A5.05. When a pastoral vacancy occurs, a “Call Committee” shall be elected by the congregation. Term of office will terminate at installation of the newly-called pastor.</p>	<p>A6.06. When a pastoral vacancy occurs, a “Call Committee” shall be elected by the congregation. Term of office will terminate at installation of the newly-called pastor.</p>	<p>Changed numbering</p>
<p>A5.06. The Endowment Fund Committee shall receive and serve as custodian of funds given to the Congregation as endowments in accordance with the resolution passed at the 1995 annual meeting of the Congregation.</p>	<p>A6.07. The Endowment Fund Committee shall receive and serve as custodian of memorials and endowments given to the Congregation in accordance with the resolution passed at the 1995 annual meeting of the Congregation.</p>	<p>Changed numbering Clarified language</p>
<p>A5.06.01. The Endowment Fund Committee shall be made up of five (5) members elected for a term of three (3) years by the Congregation. A member is allowed to serve no more than two (2) consecutive terms. No member shall be a member of the Congregation Council.</p>	<p>A6.07.01. The Endowment Fund Committee shall be made up of five (5) members elected for a term of three (3) years by the Congregation. A member is allowed to serve no more than two (2) consecutive terms. No member shall be a member of the Congregation Council.</p>	<p>Changed numbering</p>
<p>A5.07. Other congregational committees (ad hoc) may be formed as the need arises, by decision of the Congregation Council. Duties of these</p>	<p>A6.08. Other congregational committees (ad hoc) may be formed as the need arises, by decision of the Congregation Council. Duties of these</p>	<p>Changed numbering</p>

congregational committees shall be specified by the Congregation Council.	congregational committees shall be specified by the Congregation Council.	
A5.08. Duties of committees of this congregation shall be specified in the bylaws and/or continuing resolutions.	A6.09. Duties of committees of this congregation shall be specified in the bylaws and/or continuing resolutions.	Changed numbering
A5.09. The senior pastor of this congregation shall be the <i>ex officio</i> a member of all committees and boards of the congregation. The president of this congregation shall be <i>ex officio</i> a member of all committees and boards of the congregation, except the Nominating Committee.	A6.10. The pastor(s) and congregation president shall be ex officio members of all ministry teams and committees of this congregation with an exception: the president shall not be an ex officio member of the Nominating Committee.	Changed numbering Cleaned up phrasing Added an associate pastor as ex officio member Language substitutions
Article 6. ORGANIZATIONS WITHIN THE CONGREGATION	Article 7. ORGANIZATIONS WITHIN THE CONGREGATION	Changed numbering
A6.01. All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.	A7.01. All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.	Changed numbering
A6.02. Outside special interest groups, other than those of the official organizations of the Evangelical Lutheran	A7.02. Outside special interest groups, other than those of the official organizations of the Evangelical Lutheran	Changed numbering

Church in America, may be organized only after authorization has been given by the Congregation Council and specified in a continuing resolution.	Church in America, may be organized only after authorization has been given by the Congregation Council and specified in a continuing resolution.	
Article 7. AMENDMENTS	Article 8 . AMENDMENTS	Changed numbering
A7.01. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.	A 8 .01. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.	Changed numbering
A7.02. Changes to the bylaws may be proposed by any voting member provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least sixty (60) days before a regular or special Congregation Meeting called for that purpose and that the Congregation Council notify the members of the proposal with its recommendations at least thirty (30) days in advance of the Congregation Meeting.	A 8 .02. Changes to the bylaws may be proposed by any voting member provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least sixty (60) days before a regular or special Congregation Meeting called for that purpose and that the Congregation Council notify the members of the proposal with its recommendations at least thirty (30) days in advance of the Congregation Meeting.	Changed numbering
A7.03. Approved changes to the bylaws shall be sent to the synod.	A 8 .03. Approved changes to the bylaws shall be sent to the synod.	Changed numbering

Bylaws Committee: Kathy Miller, Pastor Fred Bartelt, Bruce Johnson, Laura Plowman