**General Revision**

*Summary of Revision:*

Where the constitution and bylaws currently read “Elder”, the word “Elder” has been replace by “Deacon”. This is to be in accordance with the Biblical use of the terms “Elder” (meaning Pastor), and “Deacon” (meaning an assistant to a Pastor).

**Constitution Article IV.C Voting Members**

*Summary of Revision:*

The requirement for members to sign the constitution has been removed, since this is no longer our practice.

*Current Wording:*

“All confirmed members who have reached the age set forth in Section I of the Bylaws, and who have read and signed the Constitution and Bylaws of the Congregation shall be entitled to vote and hold office.”

*Proposed Wording:*

“All confirmed members who have reached the age set forth in Section I of the Bylaws, and who have read and ***been given a copy of*** the Constitution and Bylaws of the Congregation shall be entitled to vote and hold office.”

**Constitution Article IV.C Voting Members**

*Summary of Revision:*

Clarification of the service of women on Boards and Committees.

*Current Wording:*

Church Council - Women who have reached the age of eighteen may hold voting membership in the congregation and serve as officers and as members of Boards and Committees as long as these positions are not directly involved in the specific functions of the pastoral office (preaching, the public administration of the sacraments, church discipline) and as long as this service does not violate the order of Creation (usurping authority over men). Accordingly, they shall not serve as pastor, as a member of the Board of Elders or corresponding board directly involved in the functions of the pastoral office, as president or vice-president of the congregation.

*Proposed Wording:*

Church Council - ***Men and*** women who have reached the age of eighteen may ***be elected to the church council in accordance with Section VIII of the Bylaws***

Women ***may be officers and*** members of Boards and Committees as long as these positions are not directly involved in the specific functions of the pastoral office (preaching, the public administration of the sacraments, church discipline) and as long as this service does not violate the order of Creation (usurping authority over men). Accordingly, they shall not serve as pastor, as a member of the Board of ***Deacons*** or corresponding board directly involved in the functions of the pastoral office, as president or vice-president of the congregation.

**Article VI.A Powers of the Congregation, General**

*Summary of Revision:*

Replacement of the term “societies” with “social organizations”.

*Current Wording:*

The congregation as a body, through the voting members shall have supreme power to administer and manage all its external affairs. The establishment and conduct of all institutions and societies within the congregation, such as the Sunday School, youth societies, ladies' organizations, men's organizations, choir, etc., shall at all times be subject to the approval and supervision of the congregation. The congregation, however, shall not be empowered to decide anything contrary to the Word of God and the Confessions of the Lutheran Church (Article III), and any such decisions shall be null and void.

*Proposed Wording:*

The congregation as a body, through the voting members shall have supreme power to administer and manage all its affairs. The establishment and conduct of all institutions, ***organizations, and social groups*** within the congregation, such as the Sunday School; ***youth, ladies', and men's organizations; and choir***; shall at all times be subject to the approval and supervision of the congregation. The congregation, however, shall not be empowered to decide anything contrary to the Word of God and the Confessions of the Lutheran Church (Article III), and any such decisions shall be null and void.

**Bylaw I.A.2.b Voting Membership, Duties**

*Summary of Revision:*

The proposed wording now includes both male and female pronouns, rather than just male pronouns.

*Current Wording:*

It shall be the duty of every voting member to attend the Voters' assemblies. By failing to attend such meetings a member waives the right to cast his vote during that meeting. He shall generally participate in the business of the Voters' assembly; he shall familiarize himself and adhere to the Constitution and Bylaws of the congregation.

*Proposed Wording:*

It shall be the duty of every voting member to attend the Voters' assemblies. By failing to attend such meetings a member waives the right to cast his vote during that meeting. He ***or she*** shall generally participate in the business of the Voters' assembly; he ***or she*** shall familiarize himself ***or herself*** with and adhere to the Constitution and Bylaws of the congregation.

**Bylaw I.B.2 Termination of Voting Membership**

*Summary of Revision:*

This Bylaw has been removed as it is redundant. It is already covered under Bylaw I.A.2.[c].

*Current Wording:*

2. Termination of Voting Membership (see Section I.A.2.[c])

**Bylaw II.B Meetings and Quorum**

*Summary of Revision:*

The second paragraph of part B has been designated as part C, and a redundant usage of the term “Church Council” has been removed.

*Current Wording:*

Special meetings of the Voters' assembly may be called when such are deemed necessary by the Church Council or pastor after he has conferred with the Church Council. They may also be called by the Board of Elders ***or the Church Council***. The privilege of calling a special meeting shall also be granted to any group of members at large. However, in this case it shall be necessary for those members who desire a special meeting to first confer with the Pastor and Church Council and also present a written petition to which there have been affixed, in their own signatures, the names of four members in good standing.

*Proposed Wording:*

C Special meetings of the Voters' assembly may be called when such are deemed necessary by the Church Council or pastor after he has conferred with the Church Council. They may also be called by the Board of ***Deacons***. The privilege of calling a special meeting shall also be granted to any group of members at large. However, in this case it shall be necessary for those members who desire a special meeting to first confer with the Pastor and Church Council and also present a written petition to which there have been affixed, in their own signatures, the names of four members in good standing.

**Bylaw IV.B The Board of Elders (or Deacons)**

*Summary of Revision:*

The requirement for a minimum of five Elders (or Deacons) has been removed. The requirement to assign a list of families to each Elder (or Deacon) has been made optional.

*Current Wording:*

B. The Board of Elders

The Voters' assembly shall elect from its eligible members a Board of Elders consisting of at least five Elders. As soon as possible after the June elections, the Pastor shall assign a list of families to each Elder. The Board of Elders may appoint "assisting Elders" with the approval of Church Council. The Elders shall elect their own chairman and secretary from within their own midst.

*Proposed Wording:*

B. The Board of ***Deacons***

The Voters' assembly shall elect from its eligible members a Board of **Deacons. After the June elections, the Pastor may assign a list of families to each Deacon.** The Board of **Deacons** may appoint "assisting **Deacons**" with the approval of Church Council.TheDeacons shall elect their own chairman and secretary from within their midst.

**Bylaw IV.C The Board of Trustees**

*Summary of Revision;*

The requirement to elect eight Trustees has been removed.

*Current Wording:*

The Voters' assembly shall elect from its eligible members a Board of Trustees consisting of eight (8) members. This Board shall elect its own chairman from within its own midst and, with Church Council, set its own zones and areas of responsibility.

*Proposed Wording:*

The Voters' assembly shall elect from its eligible members a Board of Trustees. This Board shall elect its own chairman from within its midst and, with Church Council, set its own zones and areas of responsibility.

**Bylaw IV.E (new)**

*Summary of Revision:*

A requirement to elect a Board of Directors has been added to comply with the current Act regarding not-for-profit corporations.

*Proposed Wording:*

E. ***The corporate board of directors will normally consist of the President, Vice President, Financial Secretary, Secretary and Treasurer. On completion of the elections the Voters' assembly shall confirm the elected members the Corporate Board of Directors as a block consisting of at least three and up to five members of the elected officials.***

**Bylaw VII.A Election and Term of the Board of Elders (or Deacons)**

*Summary of Revision:*

The requirement to elect Elders (or Deacons) by secret ballot has been made optional.

*Current Wording:*

The Board of Elders shall be nominated according to Section V., B. of the Bylaws, and elected by a majority vote by secret ballot at the annual election meeting of the Voters' assembly in June. The term of the office shall be two years.

*Proposed Wording:*

The Board of ***Deacons*** shall be nominated according to Section V., B. of the Bylaws, and elected by a majority vote by ***show of hands or by secret ballot if requested by the voters assembly*** at the annual election meeting of the Voters' assembly in June. The term of the office shall be two years.

**Bylaw VII.B Election and Term of the Board of Trustees**

*Summary of Revision:*

The requirement to elect Trustees by secret ballot has been made optional. The lower age limit of 21 years of age has been removed. The staggering of the election of Trustees has been modified.

*Current Wording:*

The Board of Trustees shall be nominated according to Section V., B. of the Bylaws, except that Trustees must be twenty-one years of age or older, and elected by majority vote by secret ballot at the annual election meeting of the Voters' assembly meeting in June. The term of office shall be two years. The term shall be so arranged or staggered that four (4) terms of office expire each year.

*Proposed Wording:*

The Board of Trustees shall be nominated according to Section V., B. of the Bylaws, and elected by majority vote by ***show of hands or by secret ballot if requested by the voters’ assembly*** at the annual election meeting of the Voters' assembly meeting in June. The term of office shall be two years. ***The term shall be so arranged or staggered so that an approximate even number of terms of office expire each year***.

**Bylaw VII.C Election and Term of Other Officers**

*Summary of Revision:*

The requirement to elect all other officers by secret ballot has been made optional.

*Current Wording:*

Other Officers shall be nominated according to Section V., B. of the Bylaws and elected by majority vote by secret ballot at the annual election meeting of the Voters' assembly in June. All terms of office shall be two years.

*Proposed Wording:*

Other Officers shall be nominated according to Section V., B. of the Bylaws and elected by majority vote by ***show of hands or by secret ballot if requested by the voters assembly*** at the annual election meeting of the Voters' assembly in June. All terms of office shall be two years.

**Bylaw IX.A Duties of the Board of Elders (or Deacons)**

*Summary of Revision:*

Updates to the duties of the Board of Elders (or Deacons)

*Comparison of Current Wording with Proposed Wording:*

1. “Render council and advice in difficult problems” becomes “Render council and advice”.
2. New addition: “Carry out regular visits to members of the congregation requiring support such as shut-ins and inactive members”.
3. “Appoint the head usher annually and supervise in ushering” becomes “Supervise the ushering”.

**Bylaw IX.B Duties of the Board of Trustees**

*Summary of Revision:*

Changes to the duties of Trustees regarding the holding of property.

*Current Wording:*

Shall on behalf of the congregation and in accordance with specific authorizations of the congregation passed at meetings of the Voters' assembly from time to time, negotiate the purchase, sale, leasing or mortgaging of real property, and for this purpose are empowered to enter into all necessary agreements and execute all necessary deeds, mortgages, leases, and other instruments with respect to real property of the congregation, and may receive deeds to real property in their names as Trustees on behalf of the congregation in a form complying with the provisions of The Religious Institution Act of Ontario, and they and their successors in office shall hold such real property from time to time on behalf of the congregation.

*Proposed Wording:*

Shall on behalf of the congregation and in accordance with specific authorizations of the congregation passed at meetings of the Voters' assembly from time to time, negotiate the purchase, sale, leasing or mortgaging of real property, and for this purpose are empowered to enter into all necessary agreements and execute all necessary deeds, mortgages, leases, and other instruments with respect to real property of the congregation, and may receive deeds to real property **on behalf of the congregation.**

**Bylaw IX.E Duties of the Recording Secretary**

*Summary of Revision:*

New duty added regarding church files.

*Proposed Wording:*

**Keep church files up to date ie: resolution motions correspondence and reports and ensure that they are archived periodically .**

**Bylaw IX.F Duties of the Treasurer**

*Summary of Revision:*

New duty added regarding chairing the Budget Committee

*Proposed Wording:*

**The Treasurer shall chair the Budget Committee.**

**Bylaw IX.G Duties of the Financial Secretary**

*Summary of Revision:*

Removal of duty to advise Elders to visit those members who have made no contribution within any quarter. Removal of reference to the Finance Committee as this committee no longer exists.

*Current Wording:*

G. The Financial Secretary shall:

1. Keep an accurate record of all contributions made by individuals and of other monies received in the official book provided for that purpose by the congregation;

2. Advise the respective Elders to visit those members who have made no contribution within any quarter year, that such Elders may, in all friendliness, remind such members of their Christian duty;

3. Compile and distribute the semi-annual financial statements of contributions to all members holding envelopes;

4. Issue receipts for income tax purposes to all individuals who made recordable contributions to the congregation;

1. Serve as a member of the Stewardship and Finance Committees.

*Proposed Wording:*

The Financial Secretary shall:

1. Keep an accurate record of all contributions made by individuals and of other monies received in the official book provided for that purpose by the congregation;

2. Compile and distribute the semi-annual financial statements of contributions to all members holding envelopes;

3. Issue receipts for income tax purposes to all individuals who made recordable contributions to the congregation;

4. Serve as a member of the Stewardship committeeand ***organize counters.***

**Bylaw X.A.8 Duties of the Evangelism Committee**

*Summary of Revision:*

Mention of specific programs removed. Duty made more generic.

*Current Wording:*

Sponsor such programs as the Sharing Christ Plan, PTR, as well as evangelism programs of societies

*Proposed Wording:*

Sponsor such programs as the ***committee deems appropriate for their mandate.***

**Bylaw X.A.11 Duties of the Evangelism Committee**

*Summary of Revision:*

New duty regarding internet-based outreach.

*Proposed Wording:*

***Coordinate all internet-based outreach activities such as the church website and social media (e.g. Facebook, Twitter).***

**Bylaw X.B.4 Duties of the Parish Education Committee**

*Summary of Revision:*

Reference to the parochial school removed.

*Current Wording:*

Encourage the congregation to set up agencies and organization to help the parish best perform its educational task for each specific age group, namely; the Sunday School (from nursery department to Bible Class), the parochial school, vacation Bible School, confirmation class, youth and adult groups, couples' and parents' groups;

*Proposed Wording:*

Encourage the congregation to set up agencies and organization to help the parish best perform its educational task for each specific age group, namely; the Sunday School (from nursery department to Bible Class), vacation Bible School, confirmation class, youth and adult groups, couples' and parents' groups

**Bylaw X.B.6 Duties of the Parish Education Committee**

*Summary of Revision:*

Specific examples of Christian literature removed.

*Current Wording:*

Provide Christian literature (Lutheran Witness, tracts, etc.)

*Proposed Wording:*

Provide Christian literature.

**Bylaw X.C.11 Duties of the Stewardship Committee**

*Summary of Revision:*

Removed “Create and supervise a scholarship fund for ministerial, Christian Day School and Deaconness Students”

**Bylaw X.G.2 Duties of the Budget Committee**

*Summary of Revision:*

Removed “The Financial Secretary shall be the chairman of the Budget Committee“ as this is the responsibility of the Treasurer.

**Bylaw X.H Duties of the Finance Committee**

*Summary of Revision:*

This has been removed as there is no Finance Committee. The duties described in this section refer to the offering counters. The offering counters are already covered in Bylaw IX.G.4, and their own internal procedure.

**Bylaw X.H NEW: Duties of the Parish Nurse.**

*Summary of Revision:*

This is a new section that has been added to formalize the position of our Parish Nurse.

*Proposed Wording:*

H. ***Parish Nurse***

1. ***Church Council may, at its discretion, appoint a Parish Nurse.***
2. ***The Parish Nurse will be a Registered Nurse (RN) with the province of Ontario.***
3. ***If the Parish Nurse is not a member of the congregation, then he or she will, before beginning his or her duties:***
   1. ***Be provided with a copy of and read the Constitution and Bylaws, and***
   2. ***Agree to conduct his or her duties in accordance with the requirements of the Constitution and Bylaws and not provide any advice, council, or opinion to any member of the congregation that conflicts with them, especially Articles II, III, and X.***
4. ***The Parish Nurse will be accountable to Church Council and the College of Nurses of Ontario. Oversight of the activities of the Parish Nurse will be provided by the President and/or the Vice President.***
5. ***The Parish Nurse shall:***
   1. ***Provide health advice to members of the congregation that are consistent with the nursing profession.***
   2. ***Conduct health services and clinics that are consistent with the nursing profession (such as blood pressure clinics, nutrition clinics, CPR and First Aid classes).***
   3. ***Conduct seminars for the members of the congregation on manners pertaining to health.***
   4. ***Provide health literature to the members of the congregation.***
   5. ***Participate in continuing educational activities such as seminars and tutorials as approved by Church Council***

**Section XI NEW: Marriages**

*Summary of Revision:*

This new section was added to protect our church and Pastor from potential lawsuits due to the shifting values in our society.

*Proposed Wording:*

SECTION XI  ***Marriages***

***All marriages performed at Grace Evangelical Lutheran Church Oshawa shall be in accordance with our doctrinal position and with the approval of the called Pastor.***