



St. Mark Lutheran Church

LOVING GOD AND ALL PEOPLE

**Interim Pastor
Brian Metke**

**Church Council
President
John Bengston**

July 30, 2025

Dear St. Mark Family,

For the past few months there have been several communications about adopting a new Constitution, Bylaws, and Organizational Structure arising from a need to simplify the administrative workings of the church and to eliminate layers of oversight that sometime slow the important work we are doing. In June 2024, work on the Constitution and Bylaws began. When a working draft was completed, your Church Council met and reviewed and proposed suggestions which have been incorporated. Congregational vetting is now scheduled for forums on August 13 and 21. Each day will have two sessions: 1:30 and 7:00 pm in the Ed Center.

To highlight some of the changes:

- *Council will have the authority to terminate a Pastor for disciplinary reasons which are enumerated in the new Constitution. Unanimous Council vote at a legally called meeting is required to remove a Pastor. Without a unanimous vote, the matter will go to the Congregation requiring a 2/3 majority vote of a properly called Special Meeting of the Congregation. Removal of a Council member requires a 2/3 majority Congregational vote.
- *The Pastor will have more administrative authority in the operation of the Church and will have a vote on Council except in matters involving the Pastor(s) discipline. Council will determine the voting rights of Interim and Contract Pastors at the time of hire.
- *New Ministry Teams and alignments of ministries for ease of budgeting and oversight:
 - Property and Facility Management
 - Spiritual Development and Support
 - Outreach
 - Prayer, Worship and Music
 - Fellowship
 - Youth and Family Ministries
- *Board of Elders and Trustees will be eliminated. Responsibility will shift to the six elected Council Representatives.
- *A quorum for a Congregational Meeting will be 25% of voting members. This is a change from 10%.
- *Constitutional amendments will not require ratification.
- *Terms for Council President, Treasurer and Secretary are one year with a limit of serving two consecutive terms.
- *Council President will no longer be considered the Chief Administrative Officer.

For ease of personal review, the attached document provides the current and proposed Constitution and Bylaws. This is a side-by-side comparison with highlighted changes. This is also available on our website and hard copies will be made available in the Narthex starting this weekend. The goal is to adopt the proposed Constitution and Bylaws at our annual meeting in November. We hope you can attend one of the forums. If not able to attend, your comments are still welcome, please feel free to contact any member of the committee.

Thanks, and blessings on your day,

John Bengston
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