

# THE CONSTITUTION OF

## BEAUTIFUL SAVIOR LUTHERAN CHURCH

### OLATHE, KANSAS

(Revised 08/15/2019)

#### **PREAMBLE**

The Word of God requires that a Christian congregation shall conform to this Divine Word in doctrine and practice (Ps. 119:105; Matt. 28:18-20; Gal. 1:6-8; II Tim. 4:1-5) and that all things be done decently and in order (I Cor. 14:40).

Therefore, we, the members of Beautiful Savior Lutheran Church, accept and subscribe to the following Constitution, in accordance with which all spiritual and material affairs of this Congregation shall be governed.

#### **ARTICLE I: NAME**

The name of this Congregation shall be Beautiful Savior Lutheran Church, located in Olathe, Kansas.

#### **ARTICLE II: MISSION**

The mission of this Congregation shall be to work diligently toward accomplishing the Great Commission of our Lord to “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you.” (Matt. 28:19-20 ESV), and fulfilling the Lord’s command to “love the Lord your God with all your heart and with all your soul and with all your mind .... [and to] love your neighbor as yourself.” (Matt. 22:37-38 ESV).

In order to fulfill this Mission, this Congregation shall endeavor

- ... to seek the honor and glory of God,
- ... to carry out His will,
- ... to manifest the unity of our faith in Jesus Christ as God and Savior,
- ... to spread the kingdom of God,
- ... and to foster Christian fellowship and love, by preaching of the Word of God, by the administration of the Sacraments, by the religious instruction of all its members, and by being in service to our fellow man.

#### **ARTICLE III: CONFESSIONS**

This Congregation acknowledges and accepts without reservation all the canonical books of the Old and New Testaments as the revealed and inerrant Word of God, verbally inspired, and acknowledges and accepts **without reservation** all the Confessional Writings of the Evangelical Lutheran Church, contained in the Book of Concord of the year 1580, to be the true and genuine exposition of the doctrines of the Bible. These Confessional Writings are the three Ecumenical Creeds (Apostles', Nicene, and Athanasian), the Unaltered Augsburg Confession, the Apology of the Augsburg Confession, the Smalcald Articles, Luther's Large and Small Catechism and the Formula of Concord.

## **ARTICLE IV: MEMBERSHIP**

The membership of this Congregation includes the following:

- A. Baptized Membership:** Baptized Members are all children and adults who have been baptized with water in the name of God the Father, God the Son and God the Holy Spirit, and who are under the spiritual care of the Pastor(s) of this Congregation.
- B. Communicant Membership:** Communicant Members are those Baptized Members who have been instructed in the Lutheran faith, accept the confessional standard set forth in Article III of this Constitution, are familiar with and declare their acceptance of Luther's Small Catechism, partake of the Lord's Supper on a frequent and regular basis, who are faithful in worship, support the work of this Congregation, and are not members of organizations whose principles and conduct conflict with the Word of God.
- C. Voting Membership:** Voting membership is extended to all Communicant Members who have reached the age of eighteen (18) years.

## **ARTICLE V: ORDAINED AND COMMISSIONED MINISTERS - CALLED OFFICES**

All Ordained ~~or~~ and Commissioned Minister positions of this Congregation shall be conferred only upon such ~~Ordained and Commissioned Ministers~~ individuals as profess and adhere to the confessional standards set forth in Article III of this Constitution and are certified as eligible by the Lutheran Church—Missouri Synod. All Ordained and Commissioned Ministers shall in their call to this Congregation and by their acceptance of this call be pledged to this confessional standard.

## **ARTICLE VI: CORPORATE OFFICERS AND BOARDS**

- A.** The Corporate Officers of this Congregation shall be the President, Vice-President, Secretary, and Treasurer.
- B.** The Church Council will be comprised of the Corporate Officers and the duly elected Chairsmen of the Administrative Boards as may be prescribed by the Bylaws.

## **ARTICLE VII: POWERS OF THE CONGREGATION**

- A. General:** The Voters' Assembly (as defined by the Bylaws) shall be the governing body of this Congregation and shall be empowered to administer and manage its affairs. The establishment and conduct of all organizations and societies within this Congregation shall be subject to the approval and supervision of the Voters' Assembly.

The Church Council shall act for and in behalf of this Congregation between meetings of the Voters' Assembly in all matters except those specifically reserved for the Voters' Assembly, which include:

1. Election of officers and boards;
2. Ratification of operating budgets;
3. Changes in the Constitution or Bylaws;
4. Matters affecting the relationship between the Ordained and Commissioned Ministers and the Congregation;
5. The buying and selling of real property; and
6. Any other matters the Church Council may consider necessary for voter approval.

No organization, group or body of this Congregation, including the Voters' Assembly, shall be empowered to order, enact or decide anything contrary to the Word of God and the Confessions of the Evangelical Lutheran Church. ~~and~~ Any such ordinance, enactment or decision shall be null and void.

- B. Right of Calling:** The right of calling Ordained ~~or~~ and Commissioned Ministers shall be vested in the Voters' Assembly and shall never be delegated to a smaller body or to an individual.
- C. Powers of Officers:** All officers or committees, whether elected or appointed, shall have no authority beyond that which has been conferred upon them, and whatever power may have been delegated to them may, at any time, be altered or revoked by the Voters' Assembly.
- D. Removal from Office:** Any Ordained or Commissioned Minister or officer of this Congregation may be removed from office by a two-thirds majority vote of the voters present at the Voters' Assembly, by ballot, in Christian and lawful order, for any of the following causes: persistent adherence to false doctrine, scandalous life, inability to perform his or her official duties, or willful neglect of those duties.

#### ARTICLE VIII: PROPERTY RIGHTS

If at any time a separation should take place on account of doctrine, ~~may Almighty God prevent this from ever happening,~~ the property of this Congregation and all benefits therewith connected shall remain with those members who continue to adhere in confession and practice to Article III of this Constitution. ~~as determined by the adjudication procedures of the Lutheran Church Missouri Synod.~~ ~~If division into factions occurs, the counsel of the District President shall be sought.~~

In the event that this Congregation dissolves, all property shall be disposed of by the final Voters' Assembly for the payment of debts and all just claims against this Congregation. Any and all surplus items, and all rights connected to the remaining property, shall be dispersed by the Church Council, with special consideration being given to the LCMS Kansas District ~~of the~~.

#### ARTICLE IX: DOCTRINAL LITERATURE

Only such hymns, prayers, and liturgies shall be used in the public services of this Congregation and in all ministerial acts as conform to the confessional standard of Article III of this Constitution. Likewise, in all classes for instruction in Christian doctrine, only such books shall be used as conform to the confessional standard of Article III of this Constitution.

## **ARTICLE X: SYNODICAL MEMBERSHIP**

- A. This Congregation shall hold membership in The Lutheran Church—Missouri Synod so long as the Synod remains faithful to the Confessional standard in Article III. It shall send a Pastor and one lay delegate to the District convention of Synod as its voting delegate.
- B. It shall be the duty of this Congregation and its individual members to support the work of Synod, since they thereby support their own Christ appointed work.

## **ARTICLE XI: BYLAWS**

The Voters' Assembly may adopt such Bylaws as may be required for the accomplishment of its purpose.

## **ARTICLE XII – CHANGES TO THE CONSTITUTION**

This Constitution may be amended in the following manner:

- A. Amendments to the provisions of this Constitution not identified in the following paragraph shall be made available to the members of this Congregation in writing at worship services on two (2) consecutive Sundays prior to a properly called meeting of the Voters Assembly. A two-thirds (2/3rds) affirmative vote of the voters present shall be required for adoption. Such amendments shall not be in conflict with the provisions laid down in Article III of this Constitution or with any section of any other Article of this Constitution that pertains to Scriptural doctrine and practice.
- B. Amendments to Articles III, V, and IX shall not destroy their essential meaning. Amendments shall be submitted in writing at any meeting of the Voters' Assembly and made public to the Congregation by public posting, mail and/or email to all Communicant Members. This public notice shall be made a minimum of twelve (12) Sundays prior to a regularly scheduled (November or April) Voters' Assembly when the proposed action will be discussed. A three-fourths (3/4ths) affirmative vote of the voters present shall be required for adoption.
- C. The date of approval shall be referenced in any amendment adopted. The revised Constitution shall, as a condition of continued membership in good standing in The Lutheran Church—Missouri Synod, be submitted to the President of the District for review by the Kansas District's Constitution Committee and favorable action by the District's Board of Directors before being adopted by this Congregation.

**THE BYLAWS OF THE CONSTITUTION  
OF BEAUTIFUL SAVIOR LUTHERAN CHURCH  
OLATHE, KANSAS  
(Revised 05/29/2019)**

**ARTICLE I: MEMBERSHIP**

**A. Reception into Membership**

1. **Baptized Members:** Baptized **M**embers are received through the Sacrament of Holy Baptism, through transfer from a congregation in fellowship with the Lutheran Church—Missouri Synod, and through profession of faith if the individual has been baptized in another Christian church.
2. **Communicant Members**
  - a. **By Confirmation:** Communicant **M**embers are **B**aptized **M**embers who have participated in the Rite of Confirmation after a period of instruction.
  - b. **By Transfer:** Persons who transfer membership from another Lutheran Church—Missouri Synod congregation, **having given satisfactory evidence of qualifications for Communicant Membership to a Pastor, shall be received as Communicant Members by the Board of Elders to be reported at a subsequent meeting of the Church Council.**
  - c. **By Profession of Faith:** Other persons shall submit their application for membership to the Board of Elders. Having given satisfactory evidence of qualifications for **C**ommunicant **M**embership to a Pastor, they shall be received as **C**ommunicant **M**embers by the Board of Elders to be reported at a subsequent meeting of the Church Council.

**B. Termination of Membership**

1. **Transfer of Membership:** Members desiring to join another Lutheran Church—Missouri Synod congregation shall request a Pastor to issue a transfer. Such transfers shall be reported by a Pastor to the Board of Elders and to the Church Council.
2. **Release of Membership to Another Non-LCMS Congregation:** Letters of release shall be granted by the Board of Elders to a Communicant Member desiring to affiliate with a Christian congregation outside the Lutheran Church—Missouri Synod. Request for release shall be made to a Pastor and shall be effective from the date of approval by the Board of Elders. The Board of Elders may also remove from membership those members who join another Christian congregation without requesting a letter of release. All removals approved by the Board of Elders shall be reported to the Church Council.

3. **Whereabouts Unknown:** Members whose whereabouts are unknown and cannot be established within one year shall be removed from the membership list by the Board of Elders. All removals approved by the Board of Elders shall be reported to the Church Council.
4. **Self-Exclusion:** Release from membership shall be granted by the Board of Elders to a Communicant Member desiring to no longer affiliate with Beautiful Savior Lutheran Church, ~~The Lutheran Church – Missouri Synod, or any other Christian congregation~~. The Board of Elders may also remove from membership those members who join a non-Christian congregation without requesting a membership release. All removals approved by the Board of Elders shall be reported to the Church Council.
5. **Church Discipline:** Members shall conduct themselves in a Christian manner. Those who willfully and openly adhere to false doctrine, give evidence of an immoral and offensive life, or despise the preaching of the Gospel and the Lord's Sacraments shall be subject to discipline up to and including excommunication. All discipline in this Congregation shall be administered in accordance with Matthew 18:15-20, 1 Corinthians 5:1-5, and related passages from Holy Scripture. The Board of Elders and Pastor(s) shall administer church discipline on behalf of the Congregation. Members subject to the final step of church discipline, excommunication, shall be brought before the Voter's Assembly. A majority vote for excommunication will result in membership termination.

Persons who have been removed from membership by excommunication shall have their membership restored when they repent and ask forgiveness through the Pastor(s) and the Board of Elders. Both acts of discipline and restoration shall be made known to all Communicant Members in a manner determined suitable by the Pastor(s) and the Board of Elders.

## **ARTICLE II: VOTERS' ASSEMBLY MEETINGS**

- A. **Regular Meetings:** Regular meetings of the Voters' Assembly shall be held in the months of April and November. An order of business at the April meeting shall be the election of Officers and Board Members. An order of business at the November meeting shall be the adoption of the annual budget for the coming year.
  1. **Advance Voter Information:** A preliminary regular meeting agenda, and a slate of candidates for the April meeting, and a preliminary regular meeting agenda, and a proposed budget for the November meeting shall be made publicly available to the Voters for review no later than two consecutive (2) Sundays preceding the meeting. The Sunday of a meeting may be included in this advance notice requirement.
- B. **Special Meetings**
  1. Special meetings of the Voters' Assembly may be called by the President and a Pastor or the Board of Elders, or the Church Council.
  2. Advance notification (including requirements of Article II.B.1) shall be provided by announcement at the worship services on two (2) consecutive Sundays preceding the meeting. The Sunday of a meeting may be included in this advance notice requirement. The notice of any such meeting shall

set forth the purpose for which the meeting is being called. No other matters than those specified shall be acted upon at a special meeting.

- C. Emergency Meetings:** An emergency meeting of the Voters' Assembly may be called by a majority vote of the Church Council. Such an emergency meeting may be held without meeting the notice or Advance Voter Information requirements for special meetings as set forth in Article II B of these By-Laws, above.

For all matters requiring the approval of the Voters' Assembly, the required number of approving voters shall be no less than a simple majority of the total number of Voting Members of this Congregation.

- D. Quorum:** Unless otherwise provided by the Constitution or Bylaws, all Voting Members present at a Voters' Assembly meeting shall constitute a quorum. This shall be considered a properly convened and legal meeting capable of transacting business.
- E. Voting:** Unless otherwise provided by the Constitution or Bylaws, a simple majority of the quorum shall prevail on all matters including the approval of the annual budget and election of Officers and Administrative Board Members.

### **ARTICLE III: PROCEDURES FOR CALLING MINISTERS OF RELIGION**

At the time of a Pastoral vacancy, the Chair of this Congregation shall contact the Circuit Visitor who will meet with this Congregation to discuss the procedure for filling the vacancy, and the procedures for beginning the call process. This Congregation shall also meet with the appropriate District official to outline the process of issuing a call, including the nomination of candidates by this Congregation.

The right of calling Pastors and Commissioned Ministers shall be vested in this Congregation through the Voters' Assembly and shall never be delegated to a smaller body or to an individual.

Only such men shall be called as Pastors, and only such men and women shall be called as Commissioned Ministers, who accept without reservation The Constitution of Beautiful Savior Lutheran Church Article III and who have the qualifications for such offices according to the standards and teachings of The Lutheran Church—Missouri Synod (The Constitution of Beautiful Savior Lutheran Church, Article V).

- A.** In all cases, the Call Committee shall be approved by the Church Council and consist of the Vice-President, a representative from the Board of Elders and congregational members at large with **an elder** serving as chair of the Committee.
- B.** The Call Committee shall submit to this Congregation a list of candidates qualified for the vacant position. ~~A Call list shall be compiled from candidates submitted by members of this Congregation, by the Kansas District of the Lutheran Church—Missouri Synod, and by the Church Council.~~ All candidates must adhere to the provisions of Article V of the Constitution. Candidate's names may be submitted by members of the congregation to the call committee, who shall contact the District for inclusion on a call list.

~~C. The Call Committee may, if it desires, contact qualified candidates prior to placing them on a Call list in order to ascertain whether a Call would be considered.~~

- D. The Call Committee may conduct telephone and/or in-person interviews with candidates on the Call list in order to narrow the list to no fewer than three (3) qualified candidates willing to consider a Call. Any phone interview for Ordained Ministers shall follow the pre-call interview guidelines established by the Synod.
- E. The final Call list of candidates shall be made available to this Congregation in writing at worship services on two (2) consecutive Sundays prior to a properly called meeting of the Voters' Assembly. The Sunday of a meeting may be included in this advance notice requirement. The list shall be complete with candidates' name, present place of service, and pertinent, public background information. The material from the SET and PIF or CMIF (District documents which give personal and biographical information about the candidates) are shared only with the Voters' Assembly at the call meeting.
- F. At a properly called meeting of the Voters' Assembly, the Call Committee shall present its list of eligible and qualified candidates for the vacancy to be voted on by those present.
- G. The election shall proceed by ballot. On the first ballot each voter may vote for two (2) candidates. The two (2) candidates receiving the most votes will be retained for the next ballot. On the next ballot each voter must vote for one candidate. The candidate receiving a majority of the votes cast on this second ballot shall be declared elected. ~~The Call Committee Chairman shall ask for a unanimous vote~~ and the Call shall be extended. The vote shall be acclaimed as unanimous by standing and singing the Common Doxology.

#### ARTICLE IV: THE CHURCH COUNCIL

- A. The Church Council shall consist of the Officers (President, Vice-President, Treasurer, and Secretary) and Chairsmen of the ~~each~~ Administrative Boards.
- B. The Pastor(s) and other Commissioned Ministers shall be advisory members of the Church Council.
- C. The Administrative Boards shall be:
1. Elders
  2. Trustees
  3. Fellowship
  4. Evangelism and Assimilation
  5. Youth Ministry
  6. Member Engagement
  7. Preschool
- D. When an Administrative Board Chairman is unable to attend any Church Council meeting, that Chairman may designate another member of his or her Administrative Board to serve as the Voting Member of Church Council in the Chair's ~~Chairman's~~ absence.



E. It shall be the specific function of the Church Council to:

1. Foster cooperation and unity on the part of all officers, boards, Pastors, Commissioned Ministers, and staff, for the welfare of the ~~Congregation~~ Church and to the glory of God.
  2. Carry out the day-to-day work of this ~~Congregation~~ Church and its ministries.
  3. Ensure that strategic and effective long and short-range planning goals are established and steps taken to help achieve those goals. Reports pertinent to these planning goals shall be made at regularly scheduled Voters' Assembly Meetings.
  4. In its position as the Budget Committee, establish a recommended financial program to be presented to the November Voters' Assembly.
  5. Coordinate the functions of the various Administrative Boards.
  6. Meet regularly to carry out the business of this Congregation; share reports from the various Administrative Boards; and evaluate the financial status of this Congregation.
- F. The Church Council serves as a forum where the activities of the Administrative Boards may be discussed, evaluated, and coordinated, and where all such activities may be integrated into the overall congregational program.
- G. Special meetings of the Church Council may be called by the President or any three members of the Church Council. Six members of the Church Council shall constitute a quorum.

## **ARTICLE V: OFFICERS AND ADMINISTRATIVE BOARDS OF THE CONGREGATION**

### **A. General Provisions**

1. The Voters' Assembly will elect from its voting membership the following Officers and Administrative Boards:
  - a. President
  - b. Vice-President
  - c. Secretary
  - d. Treasurer
  - e. Board of Elders
  - f. Board of Trustees
  - g. Board of Member Engagement
  - h. Board of Youth Ministry
  - i. Board of Evangelism and Assimilation
  - j. Board of Fellowship
  - k. Board of Preschool

2. All Officers and Administrative Board members shall serve for a period of two (2) years. With the exception of the President, no person may serve as a member of the Church Council for more than two (2) full consecutive terms (which is 4 years). The President may not serve for more than two (2) full consecutive terms in that office but may have served on the Church Council in another position prior to his election as President. No person shall serve more than one (1) elected position concurrently. Newly elected terms begin June 1 following the April election.
3. Each board will have at least four (4) members in addition to the Chair. The term of service shall be arranged so that no more than a simple majority of the members of each Board are elected in any one year. Each Board Chair may appoint additional advisory members to serve until the next election. Any Board may change the number of members upon the recommendation of the Church Council with the approval of the Voters' Assembly.
4. Adult women may serve as officers and as members of all boards and committees of this Congregation which do not call upon them to carry out the specific functions of the pastoral office (preaching in or serving as the leader of the public worship service, the public administration of the sacraments, and the public exercise of church discipline.) Accordingly, a woman shall not serve as pastor of this Congregation or as a member of the Board of Elders.
5. Vacancies in any position other than President shall be filled by appointment by the President, subject to the approval of the Church Council. If a vacancy occurs in the office of the President, the Vice-President shall succeed to the presidency and shall then appoint a Vice-President, subject to the majority approval of the Church Council.

#### **B. President**

1. Shall preside at Voters' Assembly and Church Council meetings.
2. Shall establish an agenda and order of business for such meetings.
3. Shall be an advisory member of all Administrative Boards and committees.
4. Shall sign legal documents on behalf of this Congregation.
5. Shall endeavor to coordinate the functions, plans and activities of this Congregation and all its parts for the total furtherance of the work of Christ's Kingdom in our midst.
6. Shall establish standing committees as prescribed in the Bylaws and other such committees as needed, and will also appoint the chair of those committees.
7. Shall ensure that a full and detailed annual report of the affairs of this Congregation is given to the Voters' Assembly.

#### **C. Vice President**

1. Shall act in the capacity of the President in his/her during absence or disability.

2. Shall serve as a member of the Call Committee.
3. Shall succeed to the Presidency at the death, resignation, or dismissal of the President.
4. Shall sign legal documents on behalf of this Congregation.
5. Shall carry out any other assignments made by the President.

#### **D. Secretary**

1. Shall ensure that an accurate record of the minutes of all meetings of the Voters' Assembly and Church Council are kept.
2. Shall carry out such correspondence as directed by the President, the Voters' Assembly and Church Council.
3. Shall ensure that proper notice of Voters' Assembly Meetings is given.
4. Shall provide for the safe keeping of such documents as the master copy of the Constitution, the Bylaws and all amendments thereto, and Voters' Assembly and Church Council minutes.
5. Shall sign legal documents on behalf of this Congregation.

#### **E. Treasurer**

1. Shall assure the disbursements of the funds of this Congregation in accordance with the budget and as directed by the Church Council.
2. Shall report at every regularly scheduled meeting of the Church Council. Such reports shall show actual receipts and disbursements compared with budget amounts.
3. Shall annually submit his/her records for financial review, after which he/she shall present a written annual report to the Church Council. The Treasurer shall be covered by a fidelity bond in an amount determined by the Church Council and paid for by this Congregation.
4. Shall assure the prompt payment of bills, salaries, and other financial commitments of this Congregation by the Business Manager of Beautiful Savior Lutheran Church.
  - a. **Business Manager:** The Business Manager shall oversee the day-to-day financial affairs of the Congregation including administration of payroll, payment of bills and other financially-based tasks. The Business Manager, a paid position, shall be hired by the Board of Elders and report to the Senior Pastor and Treasurer.
5. Shall sign legal documents on behalf of this Congregation.

6. Shall assure the preparation and submittal of the appropriate annual report to the Kansas Secretary of State's Office.
7. Shall ensure that Beautiful Savior has adequate count teams and that the counting of offerings is done properly and diligently.
  - a. Count Teams are volunteer members of this Congregation who are solicited and placed into their position with approval by the Church Council.
  - b. Count Teams are responsible for the collection, counting and recording of weekly offerings.
  - c. Count Teams have no term limits and shall only be removed by self-exclusion or by the Church Council due to malfeasance.

#### F. The Administrative Boards

1. **The Board of Elders:** The nature of the duties of this Board requires that only men noted for their Christian maturity, zeal and experience in the spiritual work of the Kingdom of Christ shall be elected to membership. The basic objectives of this Board are:
  - a. To have the spiritual and temporal welfare of the Pastor(s) and Commissioned Minister(s), and other Congregation Workers and their families as their concern (salaries, rest, vacation, assistance in time of sickness or need of any sort).
  - b. To be concerned about all matters related to the worship service. They shall ensure that the services are meaningful, the Gospel preached, and the Sacraments administered properly (assisting where needed).
    - i. They shall see to the needs of the Altar Guild;
    - ii. They shall see to the scheduling and training of the usher teams.
  - c. To assist the Pastor(s) in difficult problems of the ministry, making themselves available for the arbitration of the complaints, concerns and differences of the members of this Congregation.
  - d. To preside over matters of membership as provided in Article I of these Bylaws.
  - e. To be concerned with the spiritual welfare of the individual members of this Congregation and their families.
  - f. To be concerned with the stewardship of the whole life of the members of this Congregation and to ensure that the Pastor(s) teach and preach faithful stewardship, particularly not neglecting financial stewardship.
  - g. To be concerned about all matters related to Christian education. They shall ensure that ~~Pastor(s), Commissioned Minister(s), and other Church Congregation Workers~~ both staff and volunteers plan, administer and promote the spiritual growth and educational programs of this Congregation (e.g., Sunday School, Adult Education, Vacation Bible School, Confirmation, Personal Growth Classes, etc.) in a manner consistent with Article III of the Constitution.

**h.** To be involved in the calling and in charge of the hiring of all Church Staff positions, including Pastors, Commissioned Ministers (which would include any called teachers or Preschool Directors), Secretaries, Business Managers, non-called Preschool Director, and the like. **A member of the Board of Elders shall serve as chair of the Call Committee.**

- 2. The Board of Trustees:** This Board shall see to the maintenance, protection and improvement of all properties of this Congregation. They shall establish policies and fees governing the use, rental or lending of church property and equipment. They shall keep an inventory of the fixed assets owned by this Congregation and they shall administer adequate insurance to cover liability and loss or damage to property.
- 3. The Board of Stewardship Member Engagement:** The Board of Member Engagement shall engage the members of this Congregation to use their time, talent and treasure as we seek to “Connect People to Jesus as We Gather, Grow and Go.” To do so, it shall initiate programs and work with boards, committees, groups, and individuals in order to connect members to activities and service opportunities which will use their God-given abilities.
- 4. The Board of Youth Ministry:** The Board of Youth Ministry will administer and promote participation in the Fifth Grade through College Youth programs of the Congregation. This Board is to assist the Pastor/Commissioned Minister in charge of youth ministry in the involvement of the young people of the Congregation in the work of Christ, provide for their spiritual growth and nurture, and promote genuine Christian fellowship.
- 5. The Board of Evangelism and Assimilation:** The Board of Evangelism and Assimilation shall encourage a personal witness to the Christian faith as well as participation in the witness of this Congregation through assimilation of members, both new and existing, in order to promote active involvement within the spiritual, social and service life of the Congregation. It shall study and communicate greater understanding of the mission and ministry of the individual Christian, this Congregation, and the church. It shall plan, administer and enlist participants in concerted efforts for the church’s outreach to the community, the state, the nation, and the world.
- 6. The Board of Fellowship:** The Board Fellowship will encourage the strengthening of the fellowship between members of this Congregation, providing for integration of all members into the social life of this Congregation, and the enhancement of mutual cooperation, trust and enjoyment among the members of this Congregation.
- 7. The Board of Preschool:** The Board of Preschool shall oversee and account for the ministry of Beautiful Savior Lutheran Preschool and Mother’s Day Out and will serve as its governing body. The primary focus of this Preschool Board is to ensure that these two programs serve as an outreach ministry to our community by helping children “Grow in the grace and knowledge of our Lord and Savior Jesus Christ.” (2 Peter 3:18). This Board will be responsible for the staffing (with the exception of the Preschool Director as outlined below), planning, management, budget

recommendation, and educational programs. It shall be this Board's responsibility to focus on the Preschool program as an outreach to our community.

- a. The Preschool Director can either be a hired or called position. The Board of Elders and the Board of Preschool shall be responsible for filling this position.
  - i. In the case of a hired position, then as outlined in the *Beautiful Savior Lutheran Preschool and Mother's Day Out Board Policy Manual*.
  - ii. In the case of a called position, then in accordance with the Call Process in Article III above.
- b. The Preschool Director shall report to the Board of Preschool and Pastor.
- c. The Preschool Director shall oversee the day-to-day operations and staffing of the preschool as outlined in the *Beautiful Savior Lutheran Preschool and Mother's Day Out Board Policy Manual*.

## **ARTICLE VI: COMMITTEES**

### **A. The Nominating Committee**

1. The Nominating Committee shall be composed of an Elder, a member of the Board of Member Engagement, a member of the Board of Evangelism and Assimilation, and a congregational member-at-large, who shall serve as chair. The members shall be selected by the President and approved by the Church Council. The Pastor(s) shall be advisory members of the Nominating Committee.
2. The Nominating Committee shall begin its work at least two (2) months before the elections.
3. It is the responsibility of the Nominating Committee to prayerfully select those whose talents and experiences most nearly fit the requirements of each Officer and Administrative Board for annual elections.
4. The Nominating Committee shall publish and distribute the list of nominees to the members of this Congregation at least two (2) Sundays prior to the April Voters' Assembly. (The Sunday of a meeting may be included in this advance notice requirement.)
5. The Nominating Committee shall present the slate of Officers and Administrative Board nominees to the Church Council who will then present it at the April Voters' Assembly.

### **B. The Financial Review Committee**

1. The Financial Review Committee will consist of three members of the Congregation selected by the President and approved by the Church Council.
2. It shall be the responsibility of the Financial Review Committee to review the books of the Treasurer and present a final report to the Church Council at its February meeting. This Financial Review shall be made available upon request to any Voting Member of this Congregation following the February meeting of the Church Council.

### C. Budget Committee

1. The Budget Committee shall consist of the Church Council.
2. It shall be the responsibility of the Budget Committee to prepare and present the November Voters' Assembly a working budget for the coming year.

### D. Ad Hoc Committees

1. Ad Hoc Committees may be appointed by the President, Voters' Assembly, or Church Council as specific needs arise.
2. These Ad Hoc Committees shall be responsible to the Voters' Assembly through the Church Council for the specified period of time.

## ARTICLE VII: ELECTIONS

- A. The Nominating Committee shall first present its list of candidates for each open position on the Church Council and each open position on all the Administrative Boards to the Church Council prior to the April Voters' Assembly. Additional nominations of qualified individuals may be taken from the floor. No person shall be nominated without his/her consent.
- B. The ballot will contain the list of nominees for Church Council positions and Administrative Board positions. Church Council positions shall be elected as prescribed below. Election shall be by a simple majority.

### Even Numbered Years

President  
Vice-President  
Chair, Board of Elders  
Chair, Board of Evangelism and Assimilation  
Chair, Board of Member Engagement  
Chair, Board of Fellowship

### Odd Numbered Years

Secretary  
Treasurer  
Chair, Board of Trustees  
Chair, Board of Youth Ministry  
Chair, Board of Preschool

- C. The installation of all elected Officers and Administrative Board members shall take place in a worship service no later than the first Sunday in June following the election in the April Voters' Assembly.

## VIII: MARRIAGE POLICY

The marriage policy of Beautiful Savior Lutheran Church, Olathe, KS, a member congregation of The Lutheran Church—Missouri Synod, is and always has been consistent with the Synod's beliefs on marriage. We believe that marriage is a sacred union of one man and one woman (Gen. 2:24-25), and that God gave marriage as a picture of the relationship between Christ and His bride the Church (Eph. 5:32).

The official position of The Lutheran Church—Missouri Synod, as set forth in 1998 Res. 3-21 (“To Affirm the Sanctity of Marriage and to Reject Same-Sex Unions”), is that homosexual unions come under categorical prohibition in the Old and New Testaments (Lev. 18:22, 24; 20:13; 1 Cor. 6:9-10; 1 Tim. 1:9-10) as contrary to the Creator’s design (Rom. 1:26-27). These positions and beliefs can be found on The Lutheran Church—Missouri Synod website, along with other statements, papers and reports on the subject of homosexuality and same-sex civil unions and “marriage.”

Our pastors will not officiate over any marriages inconsistent with these beliefs, and our church property may not be used for any marriage ceremony, reception or other activity that would be inconsistent with our beliefs and this policy.

## **IX: AMENDMENTS**

Amendments to these Bylaws may be adopted at any regular or duly called meeting of the Voters’ Assembly in the same manner and under the same conditions as provided for changing the Constitution as set forth in Article XII A of the Constitution.

The revised Bylaws shall, as a condition of continued membership in The Lutheran Church—Missouri Synod, be submitted to the President of the Kansas District for review by the District’s Constitution and Bylaw Committee, and favorable action by the District’s Board of Directors, before being implemented by the Congregation.

Reviewed 2/12/21 rwg, dem, jjw