

ENGLISH LUTHERAN CHURCH OF THE HOLY TRINITY

BY-LAWS

1. This congregation has adopted the following Vision and Mission Statements:

Vision Statement: *By the grace of God, English Lutheran Church shall be a healthy, mission focused congregation full of life.*

Mission Statement: *In Christ, we welcome, worship and work in the world.*

2. The organizational structure of this congregation is as follows:

- A. Jesus Christ is Lord of the Church.

- B. Below Christ Jesus is a tier consisting of the pastors and the congregation, acting as a whole as well as through the work delegated to the Vision Board. The congregation calls pastors to exercise the ministry of Word and Sacrament which God has established and the Holy Spirit empowers.

- C. Below the Vision Board of this congregation is the “Stability Triangle” on one side and the five Leadership Councils on the other side.

- i. The Stability Triangle consists of three committees essential to providing a strong organizational structure for the church:

- a. There shall be a Finance Committee, which shall oversee the financial affairs of this congregation. The Finance Committee shall prepare a draft budget for the succeeding year, including this congregation's full mission support for the ELCA and the La Crosse Area Synod, and shall submit such draft budget to the Vision Board for its action and later presentation to a congregational meeting. The treasurer shall serve as a member of the Finance Committee.

- b. There shall be a Personnel Committee, which shall, in conjunction with the senior pastor who shall be an ex-officio member thereof, oversee the employees of the church, set employment policies, and periodically review the compensation to be paid, including the compensation of the pastoral staff.

- c. There shall be a Property Committee, which shall see to the proper maintenance and protection of all property of the congregation, and shall take care that the same is kept in good repair and is adequately insured.

- ii. The five Leadership Councils consist of the following:

- a. There shall be an Evangelism Council, with the following mission statement: We share Christ’s love through inviting, welcoming, and

connecting people in initial faith relationships. The working definition for evangelism at English Lutheran is real people telling the real story of God's love in Christ Jesus so that all who hear it feel welcome. We encourage and inspire our members to tell their personal Christian story and we strive to equip them with the skills and confidence that they need to do so.

- b. There shall be a Worship Council, with the following mission statement: Rooted in Word and Sacrament, we provide diverse opportunities to praise, pray, receive grace, and offer ourselves in service. The definition of worship is: Followers of Jesus live lives of prayer, praise and thanksgiving and that is worship. The Church is nothing other than the assembly of all believers (Augsburg Confession, Article VIII).
 - c. There shall be a Fellowship Council, with the following mission statement: To facilitate fun, friendship, and caring, so that all English Lutheran members gain a sense of belonging and commitment to one another. The definition of Fellowship is: To share our life in Christ with a diverse community of brothers and sisters who, in love, are committed to one another as they are to Christ.
 - d. There shall be a Discipleship Council, with the following mission statement: "Equip the saints" for the building up of the body of Christ through faith practices: Pray, Study, Worship, Invite, Encourage, Serve, and Give. The definition of Discipleship is: Provide all baptized members, friends, and visitors opportunities to grow in faith and discipleship through education, nurture and life-long learning.
 - e. There shall be a Ministry Council, with the following mission statement: As Christians we are called to use our God-given gifts, walking along side one another, striving for peace and justice as we build up God's kingdom, following the example of our Lord and Savior Jesus Christ. The definition of Ministry is: Share life abundantly and explore our God-given gifts with others locally and globally, inspired by the Holy Spirit, so that we can build up God's kingdom here on earth.
- iii. In addition to the committees and ministry councils outlined above, there shall be committees as set forth in Chapter 13 of this congregation's Constitution, as well as a Memorial Committee. The Memorial Committee works directly under the Vision Board; the vice president of the congregation shall be a member of the committee. Its specific responsibilities are as follows:
- a. Receive all requests for memorials and authorize those it believes to be in keeping with the doctrines and practices of the congregation and the décor of its facilities.
 - b. Select and supervise the purchase and installation of all memorials.

- c. Acknowledge all memorial gifts with an expression of gratitude to the donors and publicize these gifts in the congregation newsletter and/or website.
 - d. Keep records of all memorials in the congregation.
3. The Mission Endowment Fund of this congregation shall be governed by its own separate by-laws, to the extent they are consistent with these Bylaws and the congregation's Constitution.
4. Grounds for a Voting Member to be deemed inactive: If during the preceding calendar year, a member has failed to commune or make a contribution of record to this congregation, and such inactivity continues into the present calendar year, such a member shall be deemed inactive.
5. The annual meeting of this congregation shall be held during the month of February at a day and time set by the Vision Board.
6. The officers of this congregation shall be a president, vice president, secretary, and treasurer.
 - A. The president shall preside as chairperson at all meetings of the Vision Board and at congregational meetings.
 - B. The vice president shall preside in the president's absence.
 - C. The secretary shall keep accurate minutes of all meetings of the congregation and of the Vision Board. The minutes shall be maintained permanently by this congregation in its archives, whether in printed or digital form.
 - D. The treasurer shall keep the books of account of the congregation. He or she shall receive all funds and disburse them on proper orders, except to the extent such responsibilities are delegated to one or more church office employees. The treasurer shall make written report of all financial activities of the congregation to the Vision Board monthly and to the congregation at its annual meeting.
7. Resolutions to be presented to a congregational meeting by a voting member shall be presented in writing to the Vision Board no less than two weeks before the said meeting.
8. The Vision Board may authorize any officer or agent to enter into any contract or execute and deliver any instrument of any nature in the name of and on behalf of the corporation.
9. All checks, drafts, orders to pay money, or other evidence of indebtedness issued in the name of the corporation shall be signed by such officer as agent of the corporation and in the manner determined by the Vision Board.
10. All funds of the corporation not otherwise employed shall be deposited, periodically, to the credit of the corporation in such bank or other depository as may be selected by the Vision Board.