

Services of Worship

Sundays

- Spencer 9am
- Riplinger 11am

Mondays

- Spencer 6:30pm

Spencer Congregation:

Parish Office

210167 State Hwy 13

Spencer, WI 54479

715-659-5158

Email: sjlcoffice13@gmail.com

Riplinger Congregation:

W1776 2nd Avenue

Spencer, WI 54479

Website

www.stjohnsspencer.com

Facebook

www.facebook.com/sjlcSpencer

Instagram

<https://www.instagram.com/spencerst.johns/>

YouTube

<https://www.youtube.com/@StJohnsSpencer>

Minister of Faith Formation

Jenny Nieman

Email: jennyfaith659@gmail.com

Cell: 715-613-3636

Parish Secretary

Pam Hardrath

Wednesday 5:30 to 9 pm

sjlcoffice13@gmail.com

For immediate assistance, call or text
715-507-0549

Deadlines

- Weekly email: Tuesdays 9am
- Sunday announcements:
Wednesday 5pm



Connect NOVEMBER 2025

COME Meal

FREE
HOT
MEAL



Menu includes:

Cranberry & Apricot

Pork Loin Roast

Squash

Rice

Assorted Bars

COMMUNITY
Thanksgiving
SERVICE
and food drive
NOVEMBER 26TH | 6:30 PM
LuCille Tack Center for the Arts
400 N School St. Spencer, WI 54479
Come praise and thank the Lord!
Everyone is welcome
Freewill offering, non-perishable food items, or cash
donations benefiting King's Food Pantry in Spencer.
Sponsored by: Spencer Area Churches

Community Thanksgiving Choir

Welcome everyone, of all ages, that would like to sing with the Community Thanksgiving Choir. Choir practice will be held on Sunday evenings from 5:30 to 6:30pm on November 9, 16, and 23 at Faith Journey with a warm-up rehearsal on the night of Wednesday, November 26 at 5:30pm, prior to the service at LTCA. Contact Mary Seefeld 715-613-4613 if you have any questions.

Community Thanksgiving Offering

There are orange bags by the entrance doors for anyone who would like to fill them with non-perishable food items. Please bring them to the Community Thanksgiving Service. A freewill cash offering will be taken during the service as well.

Notice of Special Congregation Meeting

November 2, 2025 following worship.



NOTICE OF SPECIAL CONGREGATION MEETING

The Call Committee has chosen and recommends Pastor Ritchie Cole as a candidate for our next pastor. A Special Congregation Meeting will be held following worship on Sunday, November 2, 2025, to discuss Pastor Cole's candidacy and vote on whether to extend a call to him. If you have questions, please reach out to the Call Committee: Charla Hagen, Glenda Fellenz, Kris Ovens, Peggy Labrensz, Penni Cloud, Kyler Hardrath, Brenda Newman, Trish Porter and Sharon Hamus. A zoom meeting will be offered with the opportunity to vote. See page 3.

UPDATE

The committee conducted two interviews with Pastor Ritchie and were very impressed with the outcome of both. We asked him to open the interview sessions with devotion and prayer of his choice. Both were delivered well and were very relevant. He answered our questions without delay, with his passion for ministry and commitment to the churches for which he has served being very evident. Pastor Ritchie has served us in the past as Pulpit supply prior to us hiring our last pastor.

Reference: Pastor Bill Rice provided a reference for Pastor Ritchie. He was excited that Pastor Ritchie had applied here and gave a very positive recommendation as to Pastor Ritchie's ability to lead our congregation. He said that Pastor Ritchie Cole is a strong leader and has many professional ties in this area, making it a great place for him to live and work.

Education and experience:

- Objective: To be the Lead Pastor at a Lutheran Congregation in Mission for Christ Lutheran Church.
- Communication: "I have delivered many sermons in my 13+ years as an Ordained Pastor. Also, I have given many talks at Via de Cristo, both as a lay person and as clergy. Communicating the love of Christ to the world is my passion".
- Leadership: I served as the Chairman of the Wisconsin-Upper Peninsula of Michigan District of LCMC for 6 years.

Education:

- Master of Arts Ministry Degree from Nashotah House Theological Seminary in 2012.
- Associate of Science Degree in Business/Business Marketing from Moraine Park Technical College

Key Skills:

- One to One relationship development

Experience:

- (2009 – 2025) Served as Ministerial Intern and Associate Minister at Zion Lutheran Church in Oshkosh, WI.
- General Manager of Jericho Road Ministries in Oshkosh (owned by Zion Lutheran Church in Oshkosh) – In this position he supervised a childcare center, food pantry, senior apartment housing, thrift store, food growing center, prison ministry, and Freedom in Christ Ministry.
- (July 2024 – Present) Lead Pastor at Trinity Lutheran Church in Carrington, ND.

The call committee was very committed to finding a good spiritual leader for our churches.

We thank you all for your support as we worked through this process and are confident you will find Pastor Ritchie Cole to be a good fit for our churches.

Submitted by Charla Hagen.

****According to our constitution, Voting members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation (sign the welcome pad at Spencer) and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of this congregation. ****



Readings

November 2 & 3

All Saints Day

Revelation 7:9-17

1 John 3:1-3

Matthew 5:1-12

November 9 & 10

Exodus 3:1-15

2 Thessalonians 2:1-8; 13-17

Luke 20:27-40

November 16

Malachi 4:1-6

2 Thessalonians 3:6-13

Luke 21:5-28

November 23

Malachi 3:12-18

Colossians 1:13-20

Luke 22:27-43

November 30 Advent 1

Isaiah 2:1-5

Romans 13:11-14

Matthew 24:36-44

WHAT'S HAPPENING!

But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus, his Son, purifies us from all sin. 1 John 1:7

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Notice of Special Congregation Meeting

November 16, 2025 following worship.

There will be a Special Congregation Meeting following worship on November 16, 2025, to vote regarding adopting the constitutional changes to include the proposed Church Board governing. If approved, the transition will take place following the elections at the Annual Meeting on January 25, 2026. A zoom meeting will be offered. See page 12 of our website copy to read the proposal or grab a paper copy at church.

Per the Spencer Constitution: C10.05: This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous speaking and hearing communication. In situations where a vote is taking place, visual contact must also be made. To the extent permitted by state law, notice of all meetings may be provided electronically.



Advent Begins
November 30



Giving Tree

Spencer will be participating in the area giving tree this year. More information coming soon.



Weekly Email Link

If you do not currently receive our Wednesday weekly email, newsletter and other electronic communications and would like to, please use this [link](#) to sign up. If you need the link emailed to you, please let the office sjlcoffice13@gmail.com know. Thank-you!!



Districts Youth Gathering

January 9-11 is the annual Districts Youth Gathering in Green Bay, this gathering is for all middle school and high school youth. This weekend is filled with worship, prayer, break out sessions to learn more about faith topics, food, fun and fellowship. Cost for the weekend is \$125 per person, which includes registration, hotel room, most meals and transportation. Theme this year: The Journey.

Registration forms are on the bulletin board or by contacting Jenny Nieman. Don't hesitate to contact Jenny if you have any questions. 715-613-3636.

Youth Faith Formation Contact
Jenny Nieman
715-613-3636
jennyfaith659@gmail.com

YOUTH FAITH FORMATION

"You are truly my disciples if you remain faithful to my teachings. And you will know the truth, and the truth will set you free. John 8:31-32

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November 2025

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Updates will be included in the Sunday announcements and Wednesday Email. Events are at Spencer unless otherwise specified.

Calendar of Events

November 2

Special Congregation Meeting
at both churches

November 5

Mission Trip Meeting

November 11

Council Meeting

November 16

Special Congregation Meeting

November 25

COME Meal

November 26

Community LTCA

November 30

No JAM



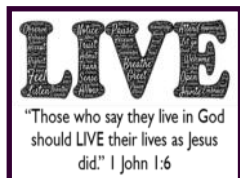
JAM — Jesus and Me

Christmas Program- plans are being finalized for this years program- practices will be set soon and parents will be receiving information very soon! The Christmas program will be December 21 during worship.



Cross Training & LIVE

Wednesday nights are filled with faith, fun and fellowship! Thank you to Krystle Tomczik, Jenna Zahn, Brad Helsten, for leading the Cross Training youth, and thank you to Penni Cloud & Nick Tomczik for leading the LIVE youth.



Wednesday Night Supper

We have been blessed with some gift cards to purchase groceries for meals, if anyone would be willing to either purchase groceries and then cook the meal or only cook with the provided groceries, reach out to Jenny. The open dates are online, sign up with this [link](#)



Mission Trip Planning Meeting

November 5 at 8pm

In October, those at the informational meeting decided to go to Grosse Pointe Woods, MI July 12-18 for the 2026 mission trip, this trip is open to high school youth only. November 5 following Cross Training and LIVE will be the next mission trip meeting. Registration forms are available on the bulletin board or by contacting Jenny Nieman, 715-613-3636.

ADVENT

Therefore, the Lord himself shall give you a sign; Behold, a virgin shall conceive, and bear a son, and shall call his name Immanuel.

ISAIAH 7:14, KJV



NOVEMBER

birthdays

- | | |
|--------------------|-----------------------|
| 1 Pam Kilty | 24 Gail Burns |
| Petie Marten | Rudy Nieman |
| 3 Milt Viergutz | Caelyn Vogel |
| 5 Nick Tomczik | 26 Matthew Leezer |
| 8 Gracie Burns | 27 Alyssa Bezenyei |
| 10 Penny Vinnedge | Jan Kops |
| Alexa Weber | Heather Vogel |
| 12 Alora Nieman | 28 Ashton Ackman |
| 14 Treyton Ackman | Amanda Knecht |
| 18 Aiden Bauer | 29 Darla Newman |
| Nora Bauer | Dennis Reckner |
| 20 Bill Martens | Sophie Schultz |
| 22 Donna Bychinski | 30 Jim Christopherson |
| 23 Jenny Center | |



NOVEMBER

anniversaries

May the love of Christ shine through your marriage!

- | | |
|-------------------------|----------|
| 1 Joan & Brad Bruss | 38 years |
| 11 Cindy & Jim Weiler | 13 years |
| 15 Denny & Teri Schorer | 44 years |

Note: I was unable to log into Riplinger's data base. I apologize if your birthday or anniversary is missing. I will have this problem resolved soon. Thank you, Pam

If your birthday or anniversary is missing or incorrect, please contact the office.



On October 19, Braelynn, the daughter of Travis and Ashley Stroetz was baptized. Welcome to our church family!



PRAYER list

PRAYER LIST

Those with short term health concerns: Wayne Hempel, Susan Howe, Brett Kloth, Mia Maddox, Jim Miller, Randi Thompson.

Those with long term health concerns: Audrey Heldt, Elroy Heldt, Sandy Lemmens, Bill Martens, Dorene Newman, Tammi Schiferl, Darrell Schillinger.

Those with cancer: Judi Andrew, Candyce DeNoble, Nikki Duranceau, Ruth Fleischman, Brenda Gardner,

Wayne Hendrickson, Sue Johnson, Penny Peiper, Michelle Oelke, Tom Steiner, Wayne Vaughn.

Those who are homebound or in care facilities: Lois Block, Audrey Helsten, Grace Maines, Pat Miller, Muriel Oelrich, Jim Schmutzler, Doris Seefeld.

If you or a member of your family are hospitalized, have an emergent need, or would like to update these prayer requests, please get in touch with Pam Hardrath at 715-507-0549 or sjlcoffice13@gmail.com

Please contact the office if you are available to serve in open spaces. Thank-you!
sjlcoffice13@gmail.com



Date	November 2	November 9	November 16	November 23	November 30
Message	Teri Schorer	Heather Vogel	Pastor Bill	Pastor Pat	
Assisting	Ashley Stroetz	Penni Cloud	Jenny Nieman	Ashely Stroetz	Rudy Nieman
Greeter	Faye Lang	Inez Fosberg Susan Howe	Bob Haas	Lori Kops	Bob Haas
Usher	Joe Weix	Milt Viergutz	Brad Helsten	Harry Vogel	Milt Viergutz
Usher	Travis Hardrath	Alan Seefeld	Paul Leezer	Joe Weix	Alan Seefeld
Tech	Kyler Hardrath	Leah Gardner	Tracey Ackman	Rachel Nieman	Teri Schorer
Sound	Mason Gilmore	Camdyn Vogel	Janika Helsten	Wyatt Karl	Liam Pluger
Reader	Hannah Rossow	Milt Viergutz	Amanda Nieman	Lori Kops	Mary Seefeld
Communion Assistant	Teri Schorer	Mary Seefeld	Lori Helsten	Jule Vogel	Mary Seefeld
Basket Bearer	Brooklyn Stroetz	Zoey Hardrath	Brooklyn Stroetz	Cohley Vogel	Montana Tomczik
Hospitality	Pam Hardrath	Ashley Stroetz	Jenny Nieman	Lori Kops	Krystle Tomczik
Riplinger Reader	Brenda Newman	Trish Porter	Ertl Family	Dave Newman	Heidi McBride



Attendance	Spencer	Riplinger	Monday
September 7	32	39	--
September 14	40	19	--
September 21 & 22	42		11
September 28 & 29	49		14

YouTube <https://www.youtube.com/@StJohnsSpencer>

Due to internet problems, the sermon from October 19 is unable to go public. You can watch it following this link: <https://youtu.be/PYwApkyiVfM>



November

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
26 9:00am Polka Service at Spencer 10:15am JAM & Mom's Connect 11:00am Worship at Riplinger 2:00pm Trunk or Treat	27 6:00pm YOGA 6:30pm James Study 6:30pm Worship at Spencer	28  4:00pm Rising Dance Academy 5:00pm COME Meal 6:30pm Prayer Study	29 9:00am Ezekiel Study 5:30pm Secretary in Office 6:30pm Cross Training & LIVE Halloween Party	30 4:00pm Rising Dance Academy	31	1
2 Special Congregation Meeting 9:00am Worship at Spencer 10:15am JAM & Mom's Connect 11:00am Worship at Riplinger	3 6:00pm YOGA 6:30pm James Study 6:30pm Worship at Spencer	4 4:00pm Rising Dance Academy	5 9:00am Ezekiel Study 5:30pm Secretary in Office 6:30pm Cross Training & LIVE 8:00pm Mission Trip Meeting	6 4:00pm Rising Dance Academy	7	8
9 9:00am Worship at Spencer 10:15am JAM & Mom's Connect 11:00am Worship at Riplinger, Communion	10 6:00pm YOGA 6:30pm Acts Bible Study 6:30pm Worship at Spencer	11 4:00pm Rising Dance Academy 6:30pm Spencer Council Meeting	12 9:00am Ezekiel Study 5:30pm Secretary in Office 6:30pm Cross Training & LIVE	13 4:00pm Rising Dance Academy	14	15
16 9:00am Worship at Spencer; Special Congregational Meeting 10:15am JAM & Mom's Connect 11:00am Worship at Riplinger	17 6:00pm YOGA 6:30pm Acts Bible Study 6:30pm Worship at Spencer	18 4:00pm Rising Dance Academy	19 9:00am Ezekiel Study 5:30pm Secretary in Office 6:30pm Cross Training & LIVE	20 4:00pm Rising Dance Academy 6:30pm OA Meeting	21	22
23 9:00am Worship at Spencer 10:15am JAM & Mom's Connect 11:00am Worship at Riplinger	24 6:00pm YOGA 6:30pm Acts Bible Study 6:30pm Worship at Spencer	25  4:00pm Rising Dance Academy 5:00pm COME Meal 6:30pm Prayer Study	26 Community Thanksgiving Service at Christ the King 9:00am Ezekiel Study 5:30pm Secretary in Office 6:30pm Cross Training & LIVE	27 4:00pm Rising Dance Academy	28	29
30 9:00am Worship at Spencer 11:00am Worship at Riplinger	1 6:30pm Acts Bible Study 6:30pm Worship at Spencer	2 4:00pm Rising Dance Academy	3 9:00am Ezekiel Study 5:30pm Secretary in Office 6:30pm Cross Training & LIVE 8:00pm Mission Trip Meeting	4 4:00pm Rising Dance Academy	5	6

Spencer Council Contact Information

Council Chair: Rudy Nieman - 715-223-9579 - rudynieman@yahoo.com
Vice Chair: Todd Brinkman - 715-212-1244 - sjlcvicechair13@gmail.com
Treasurer: Teri Schorer - 715-613-8428 - sjlcbooks@gmail.com
Reporting Secretary: Penni Cloud - 715-223-5203 - pennismiles@gmail.com
Minister of Faith Formation: Jenny Nieman - 715-613-3636 - jennyfaith659@gail.com
Worship Director: Randi Thompson - 715-659-4886 or 715-207-5857 - randson80@yahoo.com
Buildings and Grounds Director: Travis Hardrath - 715-507-0548 - tpkrh4@gmail.com
Congregation Care Director - Marsha Martens - 715-897-8426 - mrshmrtns93@gmail.com
Beyond Our Doors Director: Nick Tomczik - 715-383-9083 - sjlcbeyond13@gmail.com
Financial Secretary: Kris Ovans - 715-507-0423 - goobervns@hotmail.com

Riplinger Council Contact Information

President: Brenda Newman - 715-212-5886 - riprider53@gmail.com
Vice President: John Meacham - 715-897-1044
Secretary: Trisha Porter - 715-255-8105 - porter440@hotmail.com
Treasurer: Karla Kilty - 715-223-2021
Member 1: Jane Meacham - 715-897-6306
Member 2: Karla Kilty - 715-223-2021 or 715-255-3621
Member 3: Judine Block - 715-383-8025



SHUT IN ADDRESSES

Lois Block
402 Dehne Dr
Colby, WI 54421

Audrey Helsten
106469 Highway 153
Spencer, WI 54479

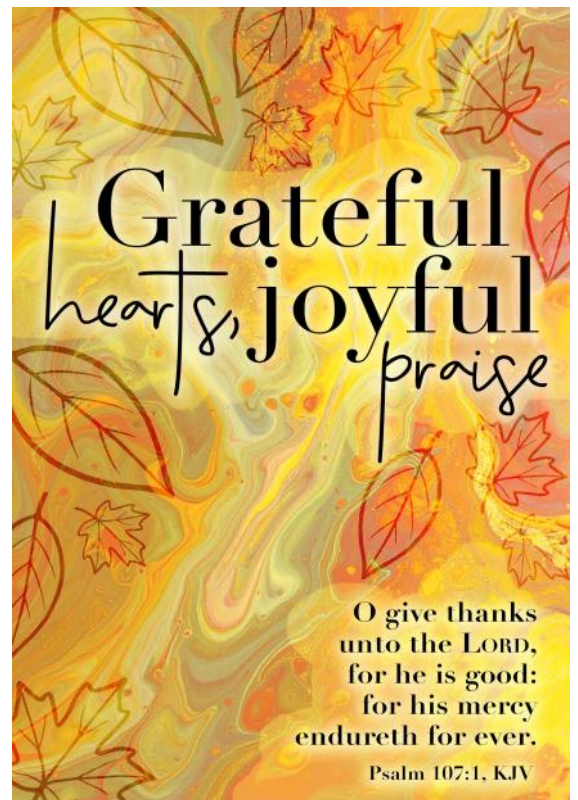
Marshfield Health Services
Grace Maines
814 W. 14th Street Room 2
Marshfield, WI 54449

Pat Miller
N9934 Groveside Ave
Spencer, WI 54479

Muriel Oelrich
211763 Mystyc Ave
Spencer, WI 54479

Marshfield Health Services
Jim Schmutzler
814 W. 14th Street
Marshfield, WI 54449

Doris Seefeld
312 Dehne St
Colby, WI 54421



SPENCER COUNCIL MINUTES

St. John's Lutheran Church, Spencer Council Meeting Minutes, September 9, 2025, 6:30 pm.

Attending: Jenny Nieman, Penni Cloud, Marsha Martens, Nick Tomczik, Todd Brinkman, Teri Schorer
Absent: Rudy Nieman, Randi Thompson, Travis Hardrath

Call to Order by Todd Brinkman at 6:48 p.m. time.

Opening Devotion: Todd Brinkman – Build each other up.

Call Committee Report – Penni Cloud shares two pastors were interviewed with a third interview on 9/15/25.

Old Business:

Proposed Constitution Discussion – Teri Schorer presented the constitution proposed changes developed by the Council Restructure Task Force. Proposed changes include Church Council name change to Church Board, trustees to liaisons, and elders to spiritual care. Propose to elect 3 liaisons (one member to be vice chair of church board) and 3 spiritual care members (one member to be chair of church board), recording secretary, and pastor (pastor will have a voice but no vote). Chair and Vice chair meet with pastor to plan meeting agendas. Liaisons and spiritual care members will have a 3-year term (with one member always leaving and one member always joining; can serve two – 3-year terms).

Proposing financial secretary also a voted 3-year term who can serve maximum of two terms. No members living in the same household can be on the Church Board at the same time; no rule as such for committee members. If vacant committee positions, then they are vacant per the proposal. Committee members wouldn't have to be committed to the routine meetings. Jenny Nieman comments that it should be stated somewhere that the pastor should not have access to knowing each members giving. Teri Schorer feels this should be in the pastoral job description. Jenny Nieman questions if definition of voting member has not changed. Teri Schorer states it has not changed. Discussed if it should be under 13.04 – will reference C8.02.c Counting committee members must be voting members. Jenny Nieman questions if someone resigns on the new church board does it remain vacant or how does it get filled. Member can volunteer and then be appointed until the next annual meeting. We will release new constitution proposal to the congregation on 10/8/25. The congregation will then have 30 days to review the proposal. The congregation will vote during special congregation meeting for constitution proposal on 11/16/25 following worship.

New Business:

Clark Reynolds- request transfer to Christ Lutheran Church (Abbotsford). Teri Schorer motions and Marsha Martens seconds; motion approved.

Compensation Package- Pastor Position

Needs to be discussed with Riplinger.

Reviewed pastor compensation package.

Discussed paying up to a certain dollar amount for moving package. If greater than \$5000 we need to have approval of the congregation. Teri Schorer makes a motion that we offer up to \$5000 for travel allowance for a new pastor. Marsha Martens seconds. Motion approved.

COME Meals

Fellowship hall is not being cleaned up afterward COME meals (tables still set up, food on the floor, dirty linens). Nick Tomczik and Todd Brinkman will discuss with COME leader/team.

Jenny Nieman will let Randi Thompson know that polka service is penciled in for 10/26/25.

God Sightings/Gratitude outside of church.

Teri Schorer got a message from someone saying she gave a great message.

Penni Cloud happen to find a random book in the library with one of her dad's address labels in it.

REPORTS:

Secretary's Report (Penni Cloud)

☐ Motion was made by Marsha Martens name to approve secretary minutes as written, second by Nick Tomczik name. Motion approved.

Treasurer Report (Teri Schorer)

☐ Income: \$8,831.53 Expenses: \$3,342.88 Gain: \$5,489.65

Buildings and Grounds (Travis Hardrath)

☐ New desk in office is used from Abby Bank

☐ Furnace

☐ The heat exchanger is under warranty but the labor is not so labor will be \$4500 dollars

Next Meeting: October 7, 2025 at 6:30pm

Motion to Adjourn: Made by Teri Schorer, second by Penni Cloud. Motion Approved.

Lord's Prayer Closing

Respectfully submitted: Penni Cloud



SPENCER TREASURER'S REPORT

St. John's Lutheran Church - Spencer WI
Treasurer's Report as of September 2025 for General Operating Fund

Sunday, October 5, 2025

Page 1 of 2

Account #	Account Name	Period Activity	YTD Balance	Annual Budget
Income				
410.010	Tithes & Offerings	8,443.00	67,250.28	130,000.00
410.011	Non-tithe Offerings General Fund	280.00	7,920.00	
410.050	Riplinger Reimbursements	0.00	4,505.42	6,500.00
441.060	Building use	50.00	700.00	2,500.00
	Total Income	\$8,773.00	\$80,375.70	\$139,000.00
Expenses				
500.000	<i>Wider Mission</i>			
500.010	Tithe	3,115.71	6,256.92	13,000.00
	<i>Total Wider Mission</i>	<i>\$3,115.71</i>	<i>\$6,256.92</i>	<i>13,000.00</i>
510.000	<i>Worship</i>			
510.030	Copyrights	0.00	336.00	1,000.00
510.050	Community Worship Services	0.00	0.00	850.00
510.070	Instrument maintenance/service	0.00	0.00	200.00
510.100	Worship Supplies	0.00	175.33	1,000.00
	<i>Total Worship</i>	<i>\$0.00</i>	<i>\$511.33</i>	<i>3,050.00</i>
510.020	Pulpit Supply	0.00	100.00	8,000.00
510.060	Worship - Music/Special Events	0.00	0.00	750.00
520.000	<i>Faith Development</i>			
520.010	Birth to 3	0.00	0.00	300.00
520.020	Children's Ministry (SS, VBS, GIFT, etc)	0.00	(100.00)	1,100.00
520.030	Middle School (Cross Training, Youth, etc)	0.00	166.50	500.00
520.040	High School (discipleship, chaperones, grads)	(120.00)	224.22	1,000.00
520.050	Adult Faith Formation	60.90	202.49	250.00
520.070	Library Resources	0.00	3.32	100.00
	<i>Total Faith Development</i>	<i>(\$59.10)</i>	<i>\$496.53</i>	<i>3,250.00</i>
530.000	<i>Social Concerns</i>			
530.010	Kitchen License/COME	0.00	622.00	
	<i>Total Social Concerns</i>	<i>\$0.00</i>	<i>\$622.00</i>	
540.000	<i>Fellowship & Care</i>			
540.010	Hospitality & Kitchen Supplies	0.00	382.94	650.00
540.020	Care Resources	0.00	397.34	500.00
540.030	Events	0.00	0.00	300.00
	<i>Total Fellowship & Care</i>	<i>\$0.00</i>	<i>\$780.28</i>	<i>1,450.00</i>
560.000	<i>Office</i>			
560.010	Office Supplies (shared)	103.66	584.58	750.00
560.020	Telephone & Internet (shared)	190.28	1,712.48	2,200.00
560.030	Postage (shared)	161.36	547.12	750.00
560.050	Copier Maintenance (shared)	294.00	1,572.24	2,300.00
560.060	Office Subscriptions, Software, Upgrades (shared)	0.00	1,383.96	1,500.00
	<i>Total Office</i>	<i>\$749.30</i>	<i>\$5,800.38</i>	<i>7,500.00</i>
570.000	<i>Administration</i>			
570.010	Offering Envelopes	0.00	0.00	0.00
570.020	Vanco Electronic Giving Fees	132.63	999.95	1,200.00
570.040	Insurance & Workman's Compensation	2,156.50	9,386.26	7,500.00
570.050	Mileage Reimbursement (shared)	0.00	0.00	400.00
	<i>Total Administration</i>	<i>\$2,289.13</i>	<i>\$10,386.21</i>	<i>9,100.00</i>

St. John's Lutheran Church - Spencer WI
Treasurer's Report as of September 2025 for General Operating Fund

Sunday, October 5, 2025

Page 2 of 2

Account #	Account Name	Period Activity	YTD Balance	Annual Budget
580.000	Buildings & Grounds			
580.020	Electricity	433.66	3,226.54	4,500.00
580.030	Natural Gas	12.09	2,291.96	2,000.00
580.040	Holding Tanks	0.00	185.00	900.00
580.050	Waste Disposal	175.26	1,510.29	1,800.00
580.065	Cleaning	86.53	527.61	700.00
580.070	Repairs & General Maintenance Expenses	284.29	3,627.67	2,000.00
580.080	Snow Removal	0.00	3,120.00	2,500.00
580.090	Lawn Mowing- Church	28.64	437.12	450.00
580.100	Cemetery Assoc Lawn Care	0.00	0.00	500.00
	Total Buildings & Grounds	\$1,020.47	\$14,926.19	15,350.00
590.000	Staff			
590.110	Pastor Compensation	0.00	0.00	26,555.00
590.120	Housing Allowance (Pastor)	0.00	0.00	11,550.00
590.130	Books & Subscriptions (Pastor-shared)	0.00	0.00	100.00
590.140	Continuing Education (Pastor-shared)	0.00	0.00	750.00
590.150	Medical Insurance & Pension (Pastor)	0.00	0.00	4,350.00
590.160	Social Security Allowance (Pastor)	0.00	87.74	3,395.00
590.170	Synod & Official Meetings (Pastor-shared)	0.00	0.00	750.00
590.210	FICA	149.88	1,238.79	2,600.00
590.230	Organist Payroll	0.00	0.00	2,600.00
590.240	Treasurer Payroll	150.00	1,350.00	1,800.00
590.250	Secretary Payroll (shared)	1,354.50	11,256.00	15,600.00
	Total Staff	\$1,654.38	\$13,932.53	70,050.00
590.280	Minister of Faith Formation Payroll	454.75	3,587.00	7,500.00
	Total Expenses	\$9,224.64	\$57,399.37	\$139,000.00
	Difference	(\$451.64)	\$22,976.33	\$0.00

St. John's Lutheran Church - Spencer WI
Consolidated Fund Activity Report for September 2025

Sunday, October 5, 2025

Page 1 of 1

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
301.000	General Fund Balance					
301.100	General Balance	60,935.54	8,773.00	9,224.64	(2,077.13)	58,406.77
302.000	Special Funds Balance					
302.001	ARK Balance	672.87	3.00	0.00	0.00	675.87
302.102	Globe Money Balance	481.53	2.00	0.00	0.00	483.53
302.120	Technology Balance	2,435.90	0.00	0.00	0.00	2,435.90
302.138	Bible Camp Balance	3,728.87	0.00	0.00	0.00	3,728.87
302.145	Mission Trip Balance	1,240.61	0.00	0.00	0.00	1,240.61
302.155	Kitchen Equipment Balance	306.00	0.00	0.00	0.00	306.00
302.180	COME Balance	797.05	88.00	217.15	0.00	667.90
302.800	Seminary Fund Balance	2,039.91	0.00	0.00	0.00	2,039.91
302.100	Memorial Gifts Balance	5,474.03	0.00	0.00	0.00	5,474.03
302.105	Building Fund Balance	4,719.82	875.00	693.99	2,077.13	6,977.96
303.000	Thrivent (Savings Acct) Balance	7,314.15	1.84	0.00	0.00	7,315.99
304.000	Sabbatical (Forward Fin.) Balance	1,539.62	0.00	0.00	0.00	1,539.62
Total		\$91,685.90	\$9,742.84	\$10,135.78	\$0.00	\$91,292.96

Notice of Special Congregation Meeting November 16, 2025 following worship.

Notice of Special Congregation Meeting

There will be a Special Congregation Meeting following worship on November 16, 2025, to vote regarding adopting the constitutional changes to include the proposed Church Board governing. If approved, the transition will take place following the elections at the Annual Meeting on January 25, 2026.

Council Restructure Task Force Recommendations:

The council restructure task force proposal is ready for your review. Instead of a Church Council, the Council Restructure Task Force recommends a Church Board. Here are the details regarding the Church Board and the constitutional changes necessary to incorporate their recommendation. If you have questions, please don't hesitate to contact Teri Schorer, Penni Cloud, Nick Tomczik, Todd Brinkman, Danielle Schmidt, Harry Vogel, Peggy Labrensz, Jerry and Petie Marten, or Joe and Rhonda Weix.

Note: Chapter 11, 12 and 13 explain the Church Board and would completely change if approved.

Chapter 11. CHURCH BOARD

C11.01. The Church Board of this congregation shall be (3) Spiritual Care, (3) Liaisons, and a recording secretary. The members of the Church Board shall be elected by written ballot at a legally called annual meeting of the congregation during the month of January. Their term of office for the Spiritual Care and Liaisons shall be for thirty-six months on a rotation basis, with one position to fill the Spiritual Care and Liaison role voted on each year, their term will begin at the close of the annual meeting. The recording secretary would serve for fifteen months.

- a. Duties of the Church Board are specified
- b. The Church Board shall be voting members of the congregation.
- c. The Church Board serves as the Nominating Committee
- d. The Church Board shall appoint or hire the treasurer.

C11.02. Spiritual Care and Liaison members can serve (2) three-year terms with 1 year absence before they may be elected to be on the ballot for a Church Board position. This rule may be adjusted with congregation approval.

C11.03 No members of the same household (living in same house) may serve on the Church Board at the same time. There are no restrictions for committee members. This rule may be adjusted with congregation approval.

C11.04. If a paid staff member is elected to the Church Board, they shall have voice and vote in any matter that is not a conflict of interest.

C11.05. Duties of the Officers

The chair shall be appointed from one of the Spiritual Care members and they shall begin their term in February following the annual meeting.

Duties of the Chair are specified as follows:

- a. Preside at all meetings of the congregation and of the Church Board and ensure that they are conducted in an orderly and Christian manner.
- b. Set an orderly agenda for all meetings of the congregation and of the Church Board.
- c. Meet at least once each month with the pastor and vice chair to review meeting agendas.
 - d. Make committee and chair appointments, as necessary.
 - e. Notify all members of the Church Board of meeting dates and times.
 - f. Contact any member of the Church Board absent from a meeting of the Church Board without cause.

The vice chair shall be appointed from one of the Liaisons. Duties for the vice chair are specified as follows:

- a. Preside at all meetings of the congregation and of the Church Board in the absence of the chair.
- b. Work directly with the chair and pastor to review meeting agendas.

The recording secretary shall be elected by the congregation by written ballot and shall serve for fifteen months. Duties for the recording secretary are specified as follows:

- a. Keep accurate minutes and roll call of meetings of the Church Board and of the congregation with at least one copy to be kept at the church office.

- b. Conduct such correspondence as needed and/or requested.
- c. Provide members of the Church Board with minutes of previous meetings before the monthly Church Board meeting.

Chapter 12. CHURCH BOARD ROLE

C12.01. The voting membership of the Church Board shall consist of the (3) Spiritual Care, (3) Liaisons and (1) Recording Secretary. The pastor will have voice but no vote. A member's place on the Church Board shall be declared vacant if the member:

- ceases to be a voting member of this congregation
- or is absent from four consecutive regular meetings of the Church Board without cause.

Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Church Board in other circumstances.

C12.02 The Spiritual Care members of the Church Board are to support the mission of St. John's Lutheran Church by guiding the volunteers or staff responsible for the following areas:

- a. Worship Coordinator
- b. COME Coordinator
- c. Congregational Care Coordinator
- d. Minister of Faith Formation
- e. Church Secretary
- f. Food Fellowship & Fun
- g. Beyond our Doors
- h. Pastor Annual Evaluation

The Liaison members of the Church Board are to support the mission of St. John's Lutheran church by guiding the volunteers or staff responsible for the following areas:

- a. Treasurer/ Funds disbursements
- b. Financial Secretary
- c. Scrip
- d. Salary Adjustments
- e. Building Maintenance
- f. Lawn Care/Snow Removal
- g. Cleaning Staff
- h. Technology

C12.03. Newly elected Church Board members shall be installed at worship.

C12.04. Should a member's place on the Church Board be declared vacant, the Church Board shall elect, by majority vote, a successor until the next annual meeting.

C12.05. The Church Board 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 Lutheran Congregations in Mission for Christ. The duties of the Church Board 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 mission and goals.
- 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 rostered minister(s) and staff and help them annually to evaluate the fulfillment of their call 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 support of the church wide association Lutheran Congregations in Mission for Christ as well as cooperation with other congregations, both Lutheran and non-Lutheran.
- i. To recommend and encourage the use of biblically based program resources
- j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

C12.06. The Liaisons shall accept and disperse undesigned memorials donated to the congregation.

C12.07. The Liaisons shall be responsible for the financial and property matters of this congregation.

a. The Church Board shall be the board of directors of this congregation and, as such, shall be responsible for maintaining and protecting its property and managing 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 Wisconsin, except as otherwise provided herein.

b. The Church Board shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of this congregation.

c. The Church Board may enter into contracts of up to \$5,000 for items not included in the budget.

d. The Liaisons of the Church Board shall work with the treasurer to prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption. The budget shall include this congregation's full indicated share in support of the wider ministry.

e. The Liaisons of the Church Board shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations.

f. The Liaisons of the Church Board shall be responsible for this congregation's investments and its total insurance program.

C12.08. The Church Board shall see that the provisions of this constitution, its bylaws as included throughout this constitution, and the continuing resolutions are carried out.

C12.09. The Church Board shall provide for an annual review of the membership roster.

C12.10. The Church Board shall be responsible for the employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect this congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

C12.11. The Church Board shall submit a comprehensive report to this congregation at the annual meeting.

C12.12. The Church Board shall normally meet once a month. Special meetings may be called by the pastor or the chair and shall be called by the chair at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

C12.13. A quorum for the transaction of business shall consist of a majority of the members of the Church Board.

C12.14. The Church Board and its committees may hold meetings 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.

Chapter 13. CONGREGATION COMMITTEES AND OTHER TEAMS

C13.01. A Worship Coordinator shall create a team to include the organist, and the person responsible for writing the order of worship. The team works with the pastor to prepare and organize meaningful worship services that inspire, uplift, and encourage both believers and non-believers. This includes communications and coordination of the various elements of worship including training and scheduling of persons serving in worship; communion setup; technology; music; decorating and worship arts; helping with the planning and coordination of ecumenical worship services; and maintenance of musical instruments. Provides monthly reports to the Spiritual Care members.

C13.02. A Food, Fellowship and Fun Coordinator shall create a team to initiate, plan, coordinate and strengthen activities that build stronger relationships within the congregation. Provides a monthly report to the Spiritual Care members. This Committee role may be vacant if no volunteers step forward.

C13.03. A Beyond Our Doors Coordinator shall create a team to help members of the congregation have an outward focus to understand and respond to the needs within the community, the nation, and throughout the world so that the congregation can demonstrate God's love and serve those in need. Provides a monthly report to the Spiritual Care members. This Committee role may be vacant if no volunteers step forward.

C13.04. A Congregational Care Coordinator shall create a team to work with the pastor to provide care for membership of the congregation, especially lapsed members, and those in times of need or transition; connect with visitors and un-churched and assist with orientation and assimilation of new members. Provides a monthly report to the Spiritual Care members. This Committee role may be vacant if no volunteers step forward.

C13.05. A Buildings and Grounds Coordinator shall work closely with the Liaisons and be responsible for the care, maintenance, and improvement of the church's facilities and grounds to ensure a safe and well-maintained facility. Provides a monthly report to the Liaisons.

C13.06. The Church Board and the pastor or interim pastor shall

- a. Ensure an annual audit of financial records.
- b. Keep an accurate record of the constitution, bylaws, and continuing resolutions, and any updates or changes as they occur.

C13.07. The Church Board will investigate any matters pertaining to allegations of misconduct of the pastor or members. This committee includes the Chair, Vice Chair of the Church Board apart from the pastor and in addition to two ordained ministers who are members of the Lutheran Congregations in Mission for Christ.

C13.08. When a vacancy occurs in a position for which this congregation calls a rostered minister, this congregation shall elect a Call Committee of six voting members. Term of office will terminate upon installation of the newly called rostered minister.

C13.09. The Financial Secretary shall be elected by the congregation by written ballot. They shall serve for a period of 36 months. The Financial Secretary can serve (2) three-year terms with 1 year absence before they may be elected to be on the ballot for an elected position. This rule may be adjusted with congregation approval. The financial secretary creates a counting committee team. The counting committee team and the Financial Secretary will receive, count, and deposit all incoming contributions. The Financial Secretary documents the contributions. The counting committee must be a voting member of St. John's Lutheran Church and follow the guidelines instructed by the Church Board for proper handling of church offerings.

C13.10. A Constitution Committee shall be appointed as needed to review the constitution and recommend updates to the Church Board.

C13.11. A Cemetery Committee shall be elected to govern the cemetery association in accordance with the duties outlined in the St. John's Lutheran Church Cemetery Association Bylaws. One member shall be elected each year at the annual meeting of the congregation for a term of three years.

- Perpetual care costs for the cemetery shall be set by the cemetery association and approved by the congregation. Voting members of the congregation are also the voting members of the cemetery association.
- The congregation agrees to pay any expenses that cannot be covered by the funds available to the cemetery association.

C13.12. Other committees of this congregation may be formed, as the need arises, by decision of the Church Board.

If the Church Board is approved, the following changes will also need to be made to the constitution. Only affected areas are included.

Chapter 4. STATEMENT OF PURPOSE

C4.04. This congregation shall develop an organizational structure to be described in its governing documents. The **Church Board** shall prepare descriptions of the responsibilities of each committee, task force, or other organizational group and shall review their actions.

Chapter 5. POWERS OF THE CONGREGATION

C5.03. Only such authority as is delegated to the **Church Board** or other organizational units in this congregation's governing documents is recognized. This congregation retains all remaining authority.

This congregation is authorized to:

- a. call a pastor as provided in Chapter 9;
- b. terminate the call of a pastor as provided in Chapter 9;
- c. call a minister of Word and Service as provided in Chapter 9;
- d. terminate the call of a minister of Word and Service as provided in Chapter 9;
- e. adopt amendments to the constitution, as provided in Chapter 16, amendments to the bylaws, as specified in Chapter 17, and continuing resolutions, as provided in Chapter 18;
- f. approve the annual budget;
- g. acquire real and personal property by gift, devise, purchase, or other lawful means;
- h. hold title to and use its property for any and all activities consistent with its purpose;
- i. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
- j. elect its **Church Board** and require them to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and
- k. terminate its relationship with Lutheran Congregations in Mission of Christ as provided in Chapter 6.

Chapter 7. PROPERTY OWNERSHIP

C7.01. If this congregation ceases to exist, title to undisposed property shall pass to an entity determined by the **Church Board**.

Chapter 8. MEMBERSHIP

C8.03. All requests for confirmed membership shall be submitted to and shall require the approval of the **Church Board**.

C8.05. Membership in this congregation shall be terminated by any of the following:

- a. death;

- b. resignation;
- c. transfer or release;
- d. disciplinary action;
- e. A recommendation to remove from the roll of active members a confirmed member who has not financially supported or communed in this congregation during the previous twenty-four months may be submitted by the pastor and shall require the approval of the **Church Board**. Such persons who have been removed from the roll of active members shall remain persons for whom the Church has a continuing pastoral concern.

C8.06. All requests for transfer or release of membership shall be approved by the pastor and reported to the **Church Board**.

Chapter 9. ROSTERED MINISTER

C9.02. A Call Committee, as outlined in C13.03 shall oversee the call process and make a candidate recommendation to the **Church Board**. If the **Church Board** affirms the Call Committee recommendation with a majority vote, the **Chair** shall call a special congregation meeting to present the recommended candidate to the voting members of the congregation. If the members present affirm the recommended candidate by a ballot vote of at least two-thirds, the congregation shall extend an official call to the candidate.

C9.03. Consistent with the faith and practice of the Lutheran Congregations in Mission for Christ,

a. Every minister of Word and Sacrament shall:

- 1. preach the Word;
- 2. administer the sacraments;
- 3. conduct public worship;
- 4. provide pastoral care;
- 5. seek out and encourage qualified persons to prepare for the ministry of the Gospel;
- 6. impart knowledge of this church and its wider ministry through available channels of effective communication;
- 7. witness to the Kingdom of God in the community, in the nation, and abroad; and
- 8. speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each pastor with a congregational call shall, within the congregation:

- 1. offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
- 2. relate to all schools and organizations of this congregation;
- 3. install regularly elected members of the **Church Board**;
- 4. with the **board**, administer discipline;
- 5. **Complete employee annual evaluations with the assistance of one Spiritual Care member and one Liaison member from the Church Board.**
- 6. any other duties as outlined in the Pastor Job Description;
- 7. In Regard to Marriage. This congregation declares that marriages, civil unions, or blessings of persons in same-gender relationships will not be performed in this church building or authorized by this congregation.

C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:

a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or for the following reasons:

- 1. mutual agreement to terminate the call or the completion of a call for a specific term;
- 2. resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
- 3. inability to conduct the pastoral office effectively in this congregation in view of local conditions; without reflection on the competence or the moral and spiritual character of the pastor;
- 4. the physical or mental incapacity of the pastor;
- 5. disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty; or
- 6. dissolution of this congregation or the termination of a parish arrangement;
- 7. termination of the relationship between this church and this congregation;

b. If an allegation regarding the pastor comes to the attention of the **Church Board** there will be a meeting of the **Church Board**. If they are deemed plausible by the **board**, or when such allegations have been brought to the **Church Board's** attention by a petition signed by at least one-third of the voting members of the congregation, a committee (defined in Chapter C13.07.) will be formed to investigate the matter further.

c. In the case of alleged physical or mental incapacity of the pastor under paragraph a.4 above, competent medical testimony shall be obtained. When such disability is evident, the **chair** with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the **board** shall take steps to determine if it is possible to enable the pastor to resume the ministry.

d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, all concerned persons shall be heard by the **committee** after which the committee shall decide on the course of action to be recommended to the pastor and the **Church Board**. If the pastor and **Church Board**, by a two-thirds majority vote, agree to carry out such recommendation, the committee shall take no further action. If either party fails to assent, the committee must consult with an agency that specializes in resolving conflict within a congregation. If an agreement still cannot be reached, the congregation may dismiss the pastor at a legally called Congregation Meeting by a two-thirds majority vote of the voting members present and voting.

C9.06. At a time of pastoral vacancy, the **Church Board** shall appoint an interim pastor if they feel it is necessary. Pulpit

supply will be sought as needed. Laypersons may lead worship if able.

C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the **Church Board**. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor

C9.09. When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors and the **Church Board**. As occasion requires, the documents may be revised through a similar consultation.

Chapter 10. CONGREGATION MEETING

C10.02. A special Congregation Meeting may be called by the pastor, the **Church Board**, or the Chair of this congregation, and shall be called by the Chair of this congregation upon the written request of twenty-five voting members. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.

Chapter 14. ORGANIZATIONS WITHIN THIS CONGREGATION

C14.02. Special interest groups may be organized only after authorization has been given by the **Church Board**.

Chapter 15. DISCIPLINE OF MEMBERS AND ADJUDICATION

C15.03. Prior to disciplinary action, reconciliation shall be attempted and encouraged following the successive steps described in Matthew 18:15-17:

- a. Persons who have a grievance with any other person in this congregation shall go to them privately and try to resolve the conflict between them. (Matthew 18:15)
- b. If the discipline of an individual member is required, the first step shall be private counsel and/or admonition by a pastor.
- c. If the conflict cannot be resolved, or if a member persists in the conduct described above, a meeting will be established with the persons involved in the presence of the **Church Board**. The **Church Board** may also include outside counselors and resources considered necessary or helpful in resolving the conflict. (Matthew 8:16)
- d. If the conflict cannot be resolved, or if a member continues to persist in the conduct described above, the persons involved will be counseled and/or admonished in the presence of the **Church Board**. In this case, the member shall have received a written notice, specifying the exact charges that have been made against the member, at least ten days prior to the meeting. (Matthew 18:17)

C15.04. If the conflict or behavior continues to persist, the **Church Board** shall then have at its option:

- a. Censure before the **Church Board** or congregation;
- b. Suspension from membership for a definite period of time; or
- c. Exclusion from membership in this congregation.
- d. Disciplinary actions b. and c. shall be delivered to the member in writing.

C15.05. By the vote of at least two-thirds of the members of the **Church Board** who are present and voting, one of the following disciplinary sanctions can be imposed:

- a. suspension from the privileges of congregation membership for a designated period of time;
- b. suspension from the privileges of congregation membership until the pastor **Church Board** receive evidence, satisfactory to them, of repentance and amendment of life;
- c. termination of membership in this congregation; or
- d. termination of membership in this congregation and exclusion from the church property and from all congregation activities.

C15.06. Disciplinary actions may be reconsidered and revoked by the **Church Board** upon evidence that injustice has been done or on the basis of repentance of an individual or reconciliation of the parties involved.

C15.07. If a particular grievance is made by a member of this congregation regarding a pastor or staff member, the **Church Board**, or its designee, may at its discretion, serve in the capacity of a counselor with the goal of bringing reconciliation in the name of Christ.

Chapter 16. AMENDMENTS

C16.01. Amendments may be proposed by at least eleven voting members of the congregation or by the **Church Board**. Proposals must be filed in writing with **Church Board** 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The **Church Board** shall notify this congregation's members of the proposal together with the **board's** recommendations at least 30 days in advance of the meeting. Notification may take place via electronic means or by mail only if an email address is not on file, as permitted by state law.

C16.02. An amendment to this constitution, proposed under C16.01., shall:

- a. be approved at any legally called meeting of this congregation by a two-thirds vote of those voting members present and voting;
- b. be ratified without change at the next regular meeting of this congregation held pursuant to C10.01 by a two-thirds vote of those voting members present and voting; and
- c. have the effective date included in the resolution and noted in the constitution.

C16.03. Such amendments may be approved by a two-thirds vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the **Church Board** has submitted by electronic means or by mail if an email address is not on file, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the **board's** recommendations, at least

30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Church Board shall submit such notice. Such provisions shall become effective immediately following a vote of approval.

Chapter 17. BYLAWS

C17.03. Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Church Board at least 60 days before a regular or special Congregation Meeting called for that purpose. The Church Board shall notify this congregation's members of the proposal with the board's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.

Chapter 18. CONTINUING RESOLUTIONS