



CHRIST THE KING LUTHERAN CHURCH, ELCA  
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March 18, 2019

Dear Christ the King Lutheran Church Members,

As a result of the closure of Children's World Early Learning Center earlier this year, the Congregation Council is recommending the following change to our congregation's Bylaws. A Bylaw can be amended by simple majority vote of members present at a Congregational Meeting. This recommended amendment will be an item of discussion and action at the next Congregational Meeting of Christ the King Lutheran Church on May 19, 2019.

Respectfully Submitted,

Pastor Tim Orłowski

- ~~C14.01.03 The Congregation shall offer to its members and the community an early learning center whose goals will be to:~~
- ~~1. Provide a loving, Christian atmosphere staffed by a Christian Director and teachers.~~
  - ~~2. Provide a pleasant, well-staffed and well-equipped play/learning center for children, infant to pre-school, where they may grow mentally, socially, emotionally and spiritually through positive experiences geared to their maturity levels in relationship with adults and children beyond their family circle.~~
  - ~~3. Offer, in the spirit of Christian service, a special experience that will assist children:
    - ~~i. To assure each child that they are loved by God and cared for by the Christian community.~~
    - ~~ii. To act independently in meeting and solving problems.~~
    - ~~iii. To recognize reasonable limits and begin to develop self-discipline.~~
    - ~~iv. To like and have confidence in themselves and to like and trust in other children and adults.~~
    - ~~v. To use language effectively.~~
    - ~~vi. To express themselves freely through art, music, and movement.~~
    - ~~vii. To be open to new ideas and experiences.~~
    - ~~viii. To observe, ask questions, investigate and acquire information.~~~~
  - ~~4. It is not the purpose of the early learning center to generate money for the church.~~
  - ~~5. Christ the King Lutheran Church shall operate the early learning center under the name: Christ the King Lutheran Church Children's World Early Learning Center doing business as Children's World Early Learning Center.~~
  - ~~6. Children's World shall be managed on behalf of the congregation, by a board of directors elected by the Congregation at its regular annual business meeting~~

who shall be responsible for the day to day operation of the early learning center in accordance with the Congregation's constitution:

- i. ~~The Board shall be comprised of a minimum of four attendees of the Congregation, and up to two parents of enrollees. A quorum will be reached by 60% of the board, comprised of at least 2 congregational members. They shall meet once a month if necessary. A minimum 24-hour cancellation notice will be given to board members if meeting is unnecessary for the benefit of the early learning center, to be decided by the chairperson and Director.~~
- ii. ~~Board members shall normally be elected for two year terms and be eligible to be re-elected for one additional consecutive term. Such members shall be eligible to serve no more than two full terms consecutively. The first Board to be elected under these bylaws was comprised of four persons elected to two year terms which will be automatically renewable.~~
- iii. ~~The Nominating Committee and the Congregation are encouraged to elect people who represent a variety of age groups.~~
- iv. ~~In the event of a vacancy on the Board, the Board will then appoint someone to fill the unexpired portion of that term remaining.~~
- v. ~~At the first meeting each year, one board member shall be designated as a formal representative to the Church Council to communicate any needs or concerns of the early learning center to the Church Council.~~
- vi. ~~At the first meeting each year, the Board shall elect the officers of the Board. Their terms shall begin at the close of the annual meeting at which they are elected. The president, vice president, secretary and treasurer shall be selected from the elected Board members and shall serve for one year or until their successors are elected.~~
- vii. ~~The Board shall submit to the Church Council a proposed annual budget for the operation of the early learning center. The budget, once approved by the Congregation, shall be the Congregation's authorization for the Board to be empowered to make expenditures and collect fees according to the terms of the approved budget.~~
- viii. ~~If special circumstances develop and expenditures are foreseen beyond the terms of the early learning center budget, the Board shall be able to make a request to the Congregation Council for funds.~~
- ix. ~~The Board shall keep adequate records of the financial affairs of the Childcare and such records shall be a part of the regular audit of the Congregation's financial records.~~
- x. ~~The Board shall be empowered to act on the Congregation's behalf to hire and manage appropriate professional staff for the early learning center.~~
- xi. ~~The Board shall be required to submit a report annually to the Church Council detailing the early learning center activities.~~
- xii. ~~The Board shall be responsible for seeing that all license requirements and appropriate certifications are current and in good order.~~
- xiii. ~~The role of the congregation. While the Board shall have the responsibility for the day to day operations of the early learning center, the Congregation has a similar responsibility to those who are carrying out this ministry on their behalf. The Congregation shall:
  - a. Support the ministry of the early learning center through their active prayer and encouragement.~~

- ~~b. Provide recognition for those involved in the early learning center Ministry of the Congregation by incorporating appropriate services of installation and dedication for the early learning center Board and early learning center Staff.~~
- ~~e. The congregation and the Church Council, recognizing its responsibilities as an employer to the early learning center staff and recognizing the value and expertise of professional child care providers, will not make substantive changes in the early learning center's goals or program.~~