

## THE CONSTITUTION OF ZION LUTHERAN CHURCH

In the Name of the Father, and of the Son, and of the Holy Spirit. Amen.

[\*An asterisk indicates that the text in this provision is required for congregations of the ELCA. These sections come from the ELCA Model Constitution for Congregations and are not amendable by the congregation.] Recommended addition from synod advisor.

### \*PREAMBLE

We, baptized members of the Church of Christ, responding in faith to the call of the Holy Spirit through the Gospel, desiring to unite together to preach the Word, administer the sacraments, and carry out God’s mission, do hereby adopt this constitution and solemnly pledge ourselves to be governed by its provisions. In the name of the Father and of the Son and of the Holy Spirit.

### Chapter 1.

#### NAME AND INCORPORATION

- C1.01.** The name of this congregation shall be **Zion Lutheran Church**.
- C1.02.** For the purpose of this constitution and the accompanying bylaws, the congregation of **Zion Lutheran Church** is hereinafter designated as “this congregation.”
- C1.11.** This congregation shall be incorporated under the laws of the State of Minnesota.

### Chapter 2.

#### CONFESSION OF FAITH

- \*C2.01.** This congregation confesses the Triune God, Father, Son, and Holy Spirit.
- B2.01.01.** While the buildings of this congregation shall be open to all people to share in its worship, instruction, pastoral care, and fellowship, this congregation rejects all fellowship with organizations, secret or open, which are avowedly religious or which practice forms of religion without confessing faith in the Triune God and in Jesus Christ as the eternal Son of God incarnate to be our only Savior from sin, and which thus teach salvation by works.
- B2.01.02.** Ceremonies of lodges or other such organizations that do not reflect our core values shall not be permitted in the buildings or premises of this congregation.
- \*C2.02.** This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
- a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.

- b. The proclamation of God’s message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
- c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God’s Spirit speaking through their authors, they record and announce God’s revelation centering in Jesus Christ. Through them God’s Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

- \*C2.03.** This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- \*C2.04.** This congregation accepts the Apostles’, Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.
- \*C2.05.** This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- \*C2.06.** This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- \*C2.07.** This congregation confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God’s mission in the world.

### **Chapter 3.**

#### **NATURE OF THE CHURCH**

- \*C3.01.** All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.
- \*C3.02.** This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- \*C3.023.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic

continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

**\*C3.04.** This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God’s mission in the world.

**\*C3.035.** The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

#### **Chapter 4.** **STATEMENT OF PURPOSE**

**\*C4.01.** The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God’s creative, redeeming, and sanctifying activity in the world.

**\*C4.02.** To participate in God’s mission, this congregation as a part of the Church shall:

- a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- b. Proclaim God’s saving Gospel of justification by grace for Christ’s sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
- c. Carry out Christ’s Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
- d. Serve in response to God’s love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, standing with the poor and powerless, and committing itself to their needs.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

**\*C4.03.** To fulfill these purposes, this congregation shall:

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
- b. Provide pastoral care and assist all members to participate in this ministry.
- c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
- d. Teach the Word of God.
- e. Witness to the reconciling Word of God in Christ, reaching out to all people.
- f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with churchwide policy.

**\*C4.04.** This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational group and shall review their actions. ~~(Such descriptions shall be contained in continuing resolutions in the section on the Congregation Council.)~~

**\*C4.05.** This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.

**\*C4.06.** References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God's mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

## **Chapter 5.**

### **POWERS OF THE CONGREGATION**

**\*C5.01.** The powers of this congregation are those necessary to fulfill its purpose.

**\*C5.02.** The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.

**\*C5.03.** Only such authority as is delegated to the Congregation Council or other organizational units in this congregation's governing documents is recognized. All remaining authority is retained by the congregation. The 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;
- d. ~~or terminate the call of associates in ministry, deaconesses, and diaconal ministers~~ a minister of Word and Service in conformity with the applicable policy constitution of the Evangelical Lutheran Church in America;
- de. adopt amendments to the constitution, as provided in Chapter 1716, amendments to the bylaws, as specified in Chapter 1617, and continuing resolutions, as provided in Chapter 18;
- ef. approve the annual budget;
- fg. acquire real and personal property by gift, devise, purchase, or other lawful means;
- gh. hold title to and use its property for any and all activities consistent with its purpose;
- hi. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
- ij. elect its officers and Congregation Council, and require them to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and
- jk. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

**\*C5.04.** This congregation shall choose from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by ~~this synod~~ the Southeastern Minnesota Synod of the Evangelical Lutheran Church in America.

## **Chapter 6.**

### **CHURCH AFFILIATION**

- \*C6.01.** This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the Southeastern Minnesota ~~(SE MN)~~ Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.
- \*C6.02.** This congregation accepts the Confession of Faith and agrees to the purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.
- \*C6.03.** This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:

- a. This congregation agrees to be responsible for its life as a Christian community.
- b. This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
- c. This congregation agrees to call pastoral leadership from the clergy roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. These special circumstances are limited either to calling a candidate approved for the roster of ordained ministers Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with a ~~an~~ ordained minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.
- d. This congregation agrees to consider associates in ministry, deaconesses, and diaconal ministers of Word and Service for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
- e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution of the synod.

**\*C6.04.** Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:

- a. This congregation takes action to dissolve.
- b. This congregation ceases to exist.
- c. This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
- d. This congregation follows the procedures outlined in \*C6.05.

**\*C6.05.** ~~This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:~~

- ~~a. A resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of this congregation by a two-thirds majority of the voting members present.~~
- ~~b. The secretary of this congregation shall submit a copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of this congregation. This notice shall be submitted within 10 days after the resolution has been adopted.~~
- ~~c. The bishop of the synod shall consult with this congregation during a period of at least 90 days.~~
- ~~d. If this congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted~~

special meeting by a two-thirds majority of the voting members present, at which meeting the bishop of the synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.

- e. A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop, at which time the relationship between this congregation and the Evangelical Lutheran Church in America shall be terminated.
- f. Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.

**\*C6.05.** This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the intent to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds vote of the voting members present. Such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time the congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.
- b. The secretary of the congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod and the congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the synod of the notice as specified in paragraph b. above.
- d. If the congregation, after such consultation, still seeks to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the meeting shall be mailed to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.
- e. A copy of the resolution, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, shall be sent to the bishop within 10 days after the resolution has been adopted, at which time the relationship between the congregation and this church shall be terminated subject to paragraphs g., h., and i. below. Unless this notification to the bishop also certifies that the congregation has voted by a two-thirds vote to affiliate with another Lutheran denomination, the congregation will be conclusively presumed to be an independent or non- Lutheran church.

- f. Notice of termination shall be forwarded by the bishop to the secretary of the ELCA, who shall report the termination to the Churchwide Assembly.
- g. This congregation shall abide by these covenants by and among the three expressions of this church:
- 1) Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in \*C6.05. shall be required to receive Synod Council approval before terminating their membership in this church.
  - 2) Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to receive synodical approval before terminating their membership in this church.
  - 3) Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.
- h. If this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's first meeting as specified in paragraph a. above, another special meeting to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If a this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of \*C6.05. and may begin no sooner than six months after that second meeting.

**\*C6.06.** If this congregation considers relocation, it shall confer with the bishop of the synod in which it is territorially located and the appropriate program unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

**\*C6.07.** If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate program unit of the churchwide organization before any steps are taken leading to such action.

## **Chapter 7.**

### **PROPERTY OWNERSHIP**

**\*C7.01.** If this congregation ceases to exist, title to undisposed property shall pass to the Southeastern Minnesota Synod of the Evangelical Lutheran Church in America.

- \*C7.02.** If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.
- \*C7.03.** If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in \*C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Southeastern Minnesota Synod.
- \*C7.04.** If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for termination of relationship in \*C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.
- ~~**C7.05.** Notwithstanding the provisions of \*C7.02. and \*C7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, this congregation accepts such restrictions and:~~
- ~~a. Shall not transfer, encumber, mortgage, or in any way burden or impair any right, title, or interest in the property without prior approval of the Synod Council.~~
  - ~~b. Shall upon written demand by the Synod Council, pursuant to to †S13.23. of the constitution of the Southeastern Minnesota Synod reconvey and transfer all right, title, and interest in the property to the synod.~~

## **Chapter 8. MEMBERSHIP**

- \*C8.01.** Members of this congregation shall be those baptized persons on the roll of this congregation at the time that this constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.
- \*C8.02.** Members shall be classified as follows:

- a. **Baptized members** are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
- b. **Confirmed members** are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
- c. **Voting** members are confirmed members. ~~Such confirmed members shall have communed in this congregation and/or shall have made a contribution of record to this congregation during the current or preceding year.~~ Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation 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 the congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
- d. **Associate** members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, ~~or persons who wish to retain a relationship with this congregation while being members of other congregations.~~ They These individuals have all the privileges and duties of membership except voting rights ~~and eligibility for elected offices or membership on the Congregation Council of this congregation~~ or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
- e. **Seasonal** members are voting members of other ELCA congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:
  - 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
  - 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
  - 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with the ELCA;
  - 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
  - 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and

6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.

**B8.02.01.** Active Membership Those included on the Active Membership list participate ~~Participates~~ in communion and financially ~~gives to~~ support the work of the church throughout the year. These members receive mailings and church notices.

**B8.02.02.** Suppressed Membership An inactive member (on the Suppressed Membership list) did ~~Did~~ not commune, support the church financially, actively participate in church activities OR moved out of the area in the last 2 years. Mailings are discontinued at this point. These members continue ~~Continue~~ to be listed on the main membership roster. On an annual basis the Membership and Outreach Ministry Team will contact these members by phone to specifically ask if they wish to continue their membership at Zion.

**B8.02.03.** Flagged Membership Those members who have transferred membership, are deceased, Transferred out, deceased, have not communed, have not financially supported the church, AND have moved out of the area in the last 2 years will be added to the Flagged Membership list. At the end of the two-year period these members will be deleted from the main membership roster, with the exception that the transfers and deceased will be removed immediately upon notice. Any data such as baptismal or confirmation dates and so forth will be retained within our data base.

**B8.02.04.** Criteria to Return to Active Membership: In order to return to Active Membership, individuals should contact ~~A phone call to~~ the church office stating that they will be actively participating in the work of the church. They may also return, ~~or~~ a completed communion card, or make a financial gift giving per in an identifiable envelope.

**\*C8.03.** All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.

**\*C8.03; \*C8.04.** It shall be the privilege and duty of members of this congregation to:

- a. make regular use of the means of grace, both Word and sacraments;
- b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
- c. support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

**B8.04.01.** This congregation encourages and invites all of its members to participate regularly and frequently in Holy Communion.

**B8.04.02.** Preparation for Holy Communion participation shall be provided by the pastor(s).

- B8.04.03.** Participation in Holy Communion shall be open to all baptized members of Christ's church.
- B8.04.04.** We are an any-age communion congregation. This shall be reflected in any printed invitation to communion provided in the bulletin. Such an invitation shall reflect Lutheran teaching concerning the sacrament, and shall be periodically reviewed by the pastor and Congregation Council. All who believe in Jesus Christ as their Lord and Savior, and those who are being taught this belief in their homes, are invited to the communion table to share in the gift of this holy meal.
- B8.04.05.** Record of participation in Holy Communion shall be maintained by the church office.
- B8.04.06.** "The Use of the Means of Grace" – A Statement on the Practice of Word and Sacrament (Evangelical Lutheran Church in America [ELCA], 1997) and/or its successor statements shall serve as guidance for practice.

**\*C8.04.\*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 in accordance with ELCA constitutional provision 20.41. and the accompanying bylaws by the Congregation Council; or
- e. removal from the roll due to inactivity as defined in the bylaws in accordance with the provisions of this constitution and its bylaws.

Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.

**B8.05.01.** A member who moves from the community shall be encouraged to request a transfer to a Lutheran congregation which can serve him/her effectively.

## Chapter 9.

### **THE PASTOR ROSTERED MINISTER**

- \*C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.
- \*C9.02.** Only a member of the clergy roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of ordained Ministers of Word and Sacrament who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- \*C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,

- a. Every ordained minister of Word and Sacrament shall:
- 1) preach the Word;
  - 2) administer the sacraments;
  - 3) conduct public worship;
  - 4) provide pastoral care; and
  - 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 distribution of its communications and publications;
  - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
  - 58) 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 ordained minister pastor with a congregational call shall, within the congregation:
- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
  - 2) supervise relate to all schools and organizations of this congregation;
  - 3) install regularly elected members of the Congregation Council; and
  - 4) with the council, administer discipline; and
- c. Every pastor shall:
- 1) strive to extend the Kingdom of God in the community, in the nation, and abroad;
  - 2) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
  - 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and
  - 45) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization of the Evangelical Lutheran Church in America (ELCA) and of the Southeastern Minnesota Synod of the ELCA.

**\*C9.04.** The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.

**B9.04.01.** When this congregation has voted to call a pastor, it shall issue a Letter of Call to the pastor elect in a form approved by the ELCA. It shall be signed by the chairperson and the secretary of the meeting at which the Call was voted, and shall be attested by the signatures of the president of the district. The Letter of Call and Definition of Compensation shall be in a format provided by the ELCA.

**B9.04.02.** A call to a ~~clergy to be an assistant~~ associate pastor shall be issued only with the concurrence of the pastor of the congregation. ~~and in accordance with the provisions of this paragraph.~~

**\*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 a this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which ~~except in the case of the death of the pastor~~ shall be terminated only by death or, following consultation with the synodical bishop, ~~and~~ 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 the congregation in view of local conditions, ~~without reflection on the competence or the moral and spiritual character of the pastor;~~
  - 4) ~~the physical~~ disability or mental incapacity of the pastor;
  - 5) ~~disqualification suspension~~ of the pastor through discipline ~~on grounds of doctrine, morality, or continued neglect of duty for more than three months;~~
  - 6) ~~resignation or removal of the pastor from the roster of ordained ministers~~ Ministers of Word and Sacrament of this church;
  - 7) termination of the relationship between this church and the congregation;
  - 8) ~~the~~ dissolution of the congregation; or the termination of a parish arrangement; or
  - 9) suspension of the congregation ~~as a result of~~ through discipline ~~proceedings for more than six months.~~
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of ~~the this~~ synod,
- 1) the bishop in his or her sole discretion may, ~~or when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one third of the voting members of the congregation, the bishop shall~~ investigate such conditions personally together in company with a committee of two ~~ordained-rostered~~ ministers and one layperson, or
  - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two ordained rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity; under paragraph a.4) above, the bishop's committee shall obtain and document competent medical ~~testimony shall be obtained~~ opinion concerning the pastor's condition. When such a disability or incapacity is evident to the committee, the bishop of this synod ~~may, with the advice of the committee, shall~~ declare the pastorate vacant ~~and the pastor shall be listed on the clergy roster as disabled.~~ When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament as disabled. Upon removal of the disability and the restoration of a disabled the pastor to health,

the bishop ~~of the synod~~ shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another ~~field of labor~~ appropriate call.

- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, ~~under paragraph a.3) above, the bishop's committee shall endeavor to hear from;~~ all concerned persons ~~shall be heard,~~ after which the bishop ~~of the synod~~ together with the committee ~~described in \*C9.05.b. shall decide on the course of action to be recommended~~ shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If ~~they~~ the pastor and congregation agree to carry out such recommendations, no further action ~~shall need~~ be taken by the synod.
- e. If either party fails to assent ~~to the recommendations of the bishop's committee concerning the pastor's call,~~ the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds ~~majority~~ vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- ~~ef.~~ If, in the course of proceedings described in ~~\*C9.05.d. paragraph c. or paragraph d. above,~~ the bishop's committee concludes that there may be grounds for ~~disciplinary action~~ discipline, the committee shall make recommendations concerning disciplinary action ~~to the synodical bishop who may bring charges,~~ in accordance with the provisions of ~~the~~ this church's constitution, ~~and bylaws of the Evangelical Lutheran Church in America and the constitution of this synod, and continuing resolutions.~~
- ~~f.~~ If, following the appointment of the committee described in ~~\*C9.05.b. or d.,~~ it should become apparent that the pastoral office cannot be conducted effectively in the congregation(s) being served by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay provided through a joint synodical and churchwide fund and with housing provided by ~~the congregation(s).~~

**\*C9.06.** At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.

**\*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 bishop of the synod and this congregation or Congregation Council. The interim pastor and any ~~ordained pastor~~ rostered minister providing assistance shall refrain from exerting influence in the selection

of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

**\*C9.08.** This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting related to the Evangelical Lutheran Church in America.

**\*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, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

**\*C9.10.11.** With the approval of the bishop of the synod, the congregation may depart from \*C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.05.a.

**B9.11.01.** The Call shall normally be for an indefinite time. A Call issued to an assistant associate pastor may be for a definite time.

**\*C9.11.12.** The pastor of this congregation:  
a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation;  
b. shall submit a summary of such statistics annually to the synod; and  
c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

**\*C9.12.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

**\*C9.13.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The Administrative Assistant secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his/her his or her hands in good order by the a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of retired status to the pastor.

**C9.14.15.** Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, an ordained a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve

temporarily as pastor of this congregation under a contract between the congregation and the ~~ordained minister~~ pastor in a form proposed by the synodical bishop and approved by the congregation.

**\*C9.21.** Authority to call a minister of Word and Service shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.

**\*C9.22.** Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synodical bishop may be called as a deacon of this congregation.

**\*C9.23.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

- a. Be rooted in the Word of God, for proclamation and service;
- b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
- c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
- d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
- e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
- f. Practice stewardship that respects God's gift of time, talents, and resources;
- g. Be grounded in a gathered community for ongoing diaconal formation;
- h. Share knowledge of the ELCA and its wider ministry of the gospel and advocate for the work of all expressions of this church; and
- i. Identify and encourage qualified persons to prepare for ministry of the gospel.

**\*C9.24.** The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.

**\*C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

a. The call of a congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, 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 deacon, 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 ministry of Word and Service effectively in this congregation in view of local conditions;
- 4) physical disability or mental incapacity of the deacon;
- 5) suspension of the deacon through discipline for more than three months;
- 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
- 7) termination of the relationship between this church and this congregation;
- 8) dissolution of this congregation or the termination of a parish arrangement; or
- 9) suspension of this congregation through discipline for more than six months.

b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
- 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service as disabled. Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and

by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.

e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

**\*C9.26.** The deacon shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another field of labor, or
- b. the issuance of a certificate of dismissal or transfer.

**\*C9.27.** When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

**\*C9.28.** With the approval of the bishop of the synod, this congregation may depart from \*C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.25.a.

**\*C9.29.** The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.

**\*C9.31.** The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

## Chapter 10. CONGREGATION MEETING

- C10.01.** The annual, ~~semi-annual and quarterly~~ meetings of this congregation shall be held at a time specified in the bylaws.
- B10.01.01.** The Annual Meeting of this congregation shall be held in January at a date, time, and location determined by the Congregation Council.
- B10.01.02.** At the Annual Meeting, the congregation shall receive reports from all ministry teams and groups of this congregation. Such reports, including a financial statement, shall be submitted in writing by January 10th before the Annual Meeting.
- B10.01.03.** The meeting agenda, reports, and proposed budget shall be available to the congregation prior to the Annual Meeting.
- B10.01.04.** At the Annual Meeting, of this congregation shall elect officers, ministry team members, and other elected leadership.
- B10.01.05.** At the Annual Meeting, of this congregation shall receive and approve the annual budget.
- C10.02.** A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of ten ~~of the~~ voting members. The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.03.** Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law. to all voting members at least 10 days in advance of the date of the meeting. The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.
- C10.04.** The pastor shall be personally notified of the time and place at which a special meeting of the congregation is to be held.
- C10.05.** Twenty voting members shall constitute a quorum.
- C10.06.** Voting by proxy or by absentee ballot shall not be permitted.
- C10.07.** All actions approved by the congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.
- B10.07.01.** The current rosters of voting, confirmed, and baptized members shall be available at each meeting of this congregation.
- C10.08.** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

## **Chapter 11. OFFICERS**

**C11.01.** The officers of this congregation shall be a president, vice president, secretary, and treasurer.

- a. Duties of the officers shall be specified in the bylaws.
- b. The officers shall be voting members of the congregation.
- c. Officers of this congregation shall be voting members of the Congregation Council.

**B11.01.01.** The term of this congregation's officers shall begin upon adjournment of the meeting at which they are elected.

**B11.01.02.** The president shall preside at the meetings of the Congregation Council and of this congregation.

**B11.01.03.** The ~~president-elect~~ vice president shall preside at the meetings of the Congregation Council and of this congregation in the absence of the president.

**B11.01.04.** The secretary shall keep the minutes of the Congregation Council, the Executive Team, and of this congregation, and shall provide for the archiving of these records (and those of predecessor bodies) by the congregation.

**B11.01.05.** The treasurer shall have custody of all funds of this congregation. S/he shall disburse such funds in accordance with the decisions of this congregation, the Congregation Council, and/or the Finance and Stewardship Ministry Team.

**B11.01.06.** The treasurer of this congregation shall be responsible for maintaining the accurate The financial records of this congregation, for which the treasurer of this congregation shall be responsible. and shall provide for the archiving of these records by the congregation.

**C11.02.** The officers shall be elected by the congregation at their Annual Meeting and shall serve as follows: president – 2 years; vice president – 2 years; secretary – 2-year term, no term limit; treasurer – 2-year term, no term limit.

**B11.02.01.** Should an office of the congregation be declared vacant, the Nominating Committee shall nominate a candidate to be elected by the Congregation Council as successor until the next annual meeting. Should the unexpired term be one year or less, it shall not be considered in determining eligibility for succession.

**C11.03.** The vice president shall succeed the president.

**C11.04.** No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office, except for secretary and treasurer.

## **Chapter 12.** **CONGREGATION COUNCIL**

- C12.01.** The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, and the chair of each ministry team (see bylaws for ministry teams). Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from three successive regular meetings of the Congregation Council 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 Congregation Council in other circumstances.
- C12.02.** The members of each ministry team shall elect a chair who shall also serve on the Congregation Council for a term of one year. The chair may serve successive terms.
- C12.03.** Should a member's place on the Congregational Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.
- C12.04.** The Congregation Council 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 Evangelical Lutheran Church in America. The duties of the Congregation Council 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 **pastor(s) rostered minister(s)** and staff and help them annually to evaluate the fulfillment of their calling 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 and respect.
  - g. To arrange for pastoral service during the sickness or absence of the pastor.
  - h. To emphasize partnership with the synod and churchwide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.

- i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

**B12.04.01.** In addition to the duties and responsibilities provided in the constitution and these bylaws, the Congregation Council shall receive and review reports from the ministry teams at each meeting.

- C12.05.** The Congregation Council shall be responsible for the financial and property matters of this congregation.
- a. The Congregation Council shall be the board of trustees of this congregation, and, as such, shall be responsible for maintaining and protecting its property and the management of 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 Minnesota, except as otherwise provided herein.
  - b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
  - c. The Congregation Council may enter into contracts not included in the budget, provided that such contracts do not exceed 10% of the approved total annual budget. Beyond this level, non-budgeted contracts must be approved at a congregational meeting.
  - d. The Congregation Council shall 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 being carried on in partnership with the synod and churchwide organization.
  - e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer.
  - f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.
  - g. The Congregation Council shall be responsible for arranging an annual internal audit and a periodic external audit.

**B12.05.01.** ~~Review the budget prepared by the Executive Committee and the Finance and Stewardship Ministry Team, which includes consultation with the Congregation Council,~~ The Congregation Council shall consult with the Executive Committee and the Finance & Stewardship Team in the preparation of the annual budget proposal, and submit it at the Annual Meeting of this congregation with its recommendations.

- C12.06.** The Congregation Council shall see that the provisions of this constitution, its bylaws, and the continuing resolutions are carried out.

**C12.07.** The Congregation Council shall provide for an annual review of the membership roster.

**C12.08.** The Congregation Council shall be responsible for the employment and supervision of the salaried lay workers staff of this congregation. Nothing in this provision shall be deemed to affect the congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

**B12.08.01.** The Congregation Council shall review annually the salaries of all employees and make salary adjustments based on recommendations from the Personnel Committee and within the limits of the budget approved by this congregation.

**C12.09.** The Congregation Council shall submit a comprehensive report to this congregation at the Annual Meeting.

**C12.10**11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president 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.

**C12.11**12. A quorum for the transaction of business shall consist of a simple majority of the members of the Congregation Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.

**C12.13.** The Congregation Council 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**

**C13.01.** The four officers of this congregation and the pastor shall constitute the *Executive Committee*.

**B13.01.01.** The Executive Committee shall conduct Conduct regular meetings, not less than nine times per year, and as deemed necessary by the committee, Congregation Council, or pastor.

**B13.01.02.** The Executive Committee shall determine Determine the agendas for Congregation Council meetings.

**B13.01.03.** The Executive Committee shall act ~~Aet~~ on behalf of the Congregation Council between meetings of the Council.

**B13.01.04.** The Executive Committee shall support ~~Support~~ and advise the pastor(s) and staff; and provide feedback to the pastor(s) and staff on issues of concern in this congregation and community.

**B13.01.05.** The Executive Committee shall report ~~Report~~ its actions to the Congregation Council at its next regularly conducted meeting.

**B13.01.06.** The Executive Committee shall perform ~~Perform~~ such other duties as may be necessary or appropriate.

**C13.02.** A *Nominating Committee* of five voting members of this congregation, two of whom, if possible, shall be outgoing ministry team chairs of the Congregation Council shall be elected at the Annual Meeting for a term of one year. The Nominating Committee shall be convened by the Council president at least 60 days prior to the Annual Meeting. Members of the Nominating Committee are not eligible for consecutive reelection.

**B13.02.01.** The Nominating Committee shall conduct ~~Conduct~~ meetings as deemed necessary in advance of the meeting in which elections are to take place.

**B13.02.02.** The Nominating Committee shall nominate ~~Nominate~~ one or more candidates for each office to be filled and secure the consent of each candidate.

**B13.02.03.** The Nominating Committee shall announce ~~Announce~~ the list of nominees to this congregation one week prior to the meeting in which the elections are to take place.

**B13.02.04.** The Nominating Committee shall assist ~~Assist~~ the Congregation Council in filling vacancies that occur on ministry teams throughout the year.

**B13.02.05.** The Nominating Committee shall report ~~Report~~ its actions to this congregation at the Annual Meeting.

**B13.02.06.** The Nominating Committee shall perform ~~Perform~~ such other duties as may be necessary or appropriate.

**C13.03.** An *Audit Committee* of two voting members shall be elected by the Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office shall be one year, with one member being elected each year. Members shall be eligible for reelection.

**C13.04.** A *Personnel ~~Ministry~~ Committee* shall consist of the Executive Committee and one additional person elected by the Congregation Council from one of the ministry teams.

**B13.04.01.** The Personnel Committee shall conduct ~~Conduct~~ meetings as deemed necessary by the committee, Congregation Council, or church staff.

- B13.04.02.** The Personnel Committee shall maintain ~~Maintain~~ current and accurate job descriptions.
- B13.04.03.** The Personnel Committee shall secure ~~Secure~~ necessary staff other than the pastor(s), such as administrative assistant, organist, choir director, secretary, youth ministry coordinator, intern, or custodian, etc.
- B13.04.04.** The Personnel Committee shall review ~~Review~~ all staff salaries at least annually and make recommendations to the Congregation Council.
- B13.04.05.** The Personnel Committee shall assist ~~Assist~~ the pastor(s) and staff to evaluate the fulfillment of their calling or employment on an annual basis.
- B13.04.06.** The Personnel Committee shall arrange ~~Arrange~~ for pastoral service during the sickness or absence of the pastor.
- B13.04.07.** The Personnel Committee shall report ~~Report~~ its actions to the Congregation Council at its next regularly conducted meeting.
- B13.04.08.** The Personnel Committee shall perform ~~Perform~~ such other duties as may be necessary or appropriate.
- C13.05.** When a pastoral vacancy occurs, a *Call Committee* of six voting members shall be elected by ~~this congregation~~ the Congregation Council. Term of office will terminate upon installation of the newly called pastor.
- C13.06.** ~~The Ministry teams and~~ Other committees of this congregation shall be specified in the bylaws and/or continuing resolutions. may be formed, as the need arises, by decision of the Congregation Council.
- B13.06.01.** ~~MEMBERSHIP AND MEETINGS OF THE MINISTRY TEAMS~~ The ministry teams of the congregation shall be ~~In addition to the provisions of the constitution and these bylaws, the following shall govern membership on the Youth Ministry; Building and Grounds; Finance and Stewardship; Membership and Outreach; Worship, Music, and Adult Education; and Social Ministry. Teams, and the conduct of their meetings;~~
- B13.06.02.** Members of the ministry teams shall be elected at the Annual Meeting of the congregation.
- B13.06.03.** Only a voting member of this congregation shall be eligible for membership on the ministry teams of this congregation.
- B13.06.04.** Each ministry team will consist of 3 members.
- B13.06.05.** Each ministry team shall elect a chairperson and a secretary from its own membership. The chairperson shall serve as a voting member of the Congregation Council.

- B13.06.06.** Each ministry team shall conduct regular meetings, not less than nine times per year, at such time and place as the ministry team may determine.
- B13.06.07.** If a vacancy occurs on a ministry team, the Nominating Committee shall ~~fill the vacancy at its next meeting.~~ nominate a candidate to be elected by the Congregation Council as successor until the next Annual Meeting. Should the unexpired term be one year or less, it shall not be considered in determining eligibility for succession.
- B13.06.08.** A member of a ministry team who is absent from two consecutive regular meetings may be consulted by a member of the ministry team and/or the president of this congregation. If he/she is absent from three consecutive regular meetings without valid excuse, the ministry team shall declare the office vacant in consultation with the president of the congregation.
- B13.06.09.** A quorum for any regular or special meeting of a ministry team shall be a majority of the membership of the ministry team.
- B13.06.10.** A special meeting of a ministry team may be called by the pastor, the president, or any member of the ministry team. Notice of such meeting shall be given not less than five days prior to the meeting. ~~and announced at a public service if one is held during that period.~~
- B13.06.11.** The term of membership for all ministry teams shall be three years. A member may serve no more than two consecutive terms on the same ministry team, i.e., a member may “succeed” himself or herself once.
- C13.07.** Duties of the ministry teams and committees of this congregation shall be specified in the bylaws and/or continuing resolutions.
- B13.07.12. ~~DUTIES AND RESPONSIBILITIES OF THE YOUTH MINISTRY TEAM~~**  
~~In addition to the duties and responsibilities provided in the constitution and these bylaws, the~~ The duties and responsibilities of the Youth Ministry Team shall be:
- B13.07.12.a.** Develop an effective teaching ministry, which includes the training of teachers and leaders, and provide opportunity for study by every youth member of this congregation through its teaching agencies.
- B13.07.12.b.** Coordinate and oversee Sunday School, Vacation Bible School, and Confirmation.
- B13.07.12.c.** Provide the opportunity for youth to socialize and study in an informal Christian atmosphere, e.g., youth groups, Bible camps, youth conventions, etc.
- B13.07.12.d.** Secure candidate(s) for Sunday School Superintendent.
- B13.07.12.e.** Develop and oversee youth ministry in coordination with the Sunday School Superintendent, ~~and the Youth Director pastor, and other youth staff.~~

**B13.07.12.f.** Encourage a youth liaison to observe and provide input on the youth ministry program.

**B13.07.12.g.** Perform such other special duties as may be assigned by the Congregation Council.

**B13.07.12.h.** Perform such other duties as may be necessary or appropriate to carry out their ministry.

**B13.07.13.** ~~**DUTIES AND RESPONSIBILITIES OF THE BUILDINGS AND GROUNDS MINISTRY TEAM**~~ In addition to the duties and responsibilities provided in the constitution and these bylaws, the The duties and responsibilities of the Building and Grounds Ministry Team shall be:

**B13.07.13.a.** Maintain the physical plant, furnishings, office equipment, and property.

**B13.07.13.b.** Regularly review the insurance program of this congregation and make recommendations to the Congregation Council.

**B13.07.13.c.** Promote effective use of technology.

**B13.07.13.d.** Maintain responsibility for the buildings and premises of this congregation so that their use is normally limited to the functions of this congregation. ~~Should groups or individuals not associated with this congregation desire to use such property, application shall be made to the Building and Grounds Commission for its approval.~~ This team will create and periodically review a Building Use Policy regarding use of the facility by outside groups and fees to be assessed for such use.

**B13.07.13.e.** Perform such other special duties as may be assigned by the Congregation Council.

**B13.07.13.f.** Perform such other duties as may be necessary or appropriate to carry out their ministry.

**B13.07.14.** ~~**DUTIES AND RESPONSIBILITIES OF THE FINANCE AND STEWARDSHIP MINISTRY TEAM**~~ In addition to the duties and responsibilities provided in the constitution and these bylaws, the The duties and responsibilities of the Finance and Stewardship Ministry Team shall be:

**B13.07.14.a.** Oversee counting of offerings, and receiving and depositing of all funds of this congregation.

**B13.07.14.b.** Assist in preparing a budget for review by the Congregation Council which shall make a recommendation for submission to the Annual Meeting of this congregation. The proposed budget shall be available to this congregation one week prior to the Annual Meeting.

**B13.07.14.c.** Plan and implement an annual stewardship campaign.

- B13.07.14.d.** Oversee the finances of the Scholarship Fund, in consultation with the Scholarship Team.
- B13.07.14.e.** Perform such other special duties as may be assigned by the Congregation Council.
- B13.07.14.f.** Perform such other duties as may be necessary or appropriate to carry out their ministry.
- B13.07.15.** ~~**DUTIES AND RESPONSIBILITIES OF THE MEMBERSHIP AND OUTREACH MINISTRY TEAM**~~ In addition to the duties and responsibilities provided in the constitution and these bylaws, the The duties and responsibilities of the Membership and Outreach Ministry Team shall be:
- B13.07.15.a.** Maintain the membership roster.
- B13.07.15.b.** Develop and implement a program to seek, receive, welcome, and incorporate new members.
- B13.07.15.c.** Develop a program of evangelism.
- B13.07.15.d.** Coordinate fellowship and community-building events.
- B13.07.15.e.** Coordinate visitors' programs.
- B13.07.15.f.** Oversee lay worship participants, e.g., ushers, readers, acolytes, assisting ministers, and nursery attendants, in consultation with the Worship, Music, and Adult Education Ministry Team.
- B13.07.15.g.** Perform such other special duties as may be assigned by the Congregation Council.
- B13.07.15.h.** Perform such other duties as may be necessary or appropriate to carry out their ministry.
- B13.07.16.** ~~**DUTIES AND RESPONSIBILITIES OF THE WORSHIP, MUSIC AND ADULT EDUCATION MINISTRY TEAM**~~ In addition to the duties and responsibilities provided in the constitution and these bylaws, the The duties and responsibilities of the Worship, Music, and Adult Education Ministry Team shall be:
- B13.07.16.a.** Develop and implement the worship ministry of this congregation in conjunction with the pastor(s).
- B13.07.16.b.** Oversee lay worship participants, e.g., ushers, readers, acolytes, assisting ministers, and nursery attendants in consultation with the Membership and Outreach Ministry Team.
- B13.07.16.c.** Oversee the video ~~tape~~ ministry.

- B13.07.16.d.** Coordinate ecumenical worship activities.
- B13.07.16.e.** Provide opportunity for study for adult members of this congregation.
- B13.07.16.f.** Coordinate Altar Guild activities.
- B13.07.16.g.** Oversee the music program of this congregation, e.g., choir and special music.
- B13.07.16.h.** Oversee the congregation’s library and appoint a librarian as needed.
- B13.07.16.i.** Perform such other special duties as may be assigned by the Congregation Council.
- B.13.07.16.j.** Perform such other duties as may be necessary or appropriate to carry out their ministry.
- B13.07.17.** ~~DUTIES AND RESPONSIBILITIES OF THE SOCIAL MINISTRY TEAM~~  
In addition to the duties and responsibilities provided in the constitution and these bylaws, the The duties and responsibilities of the Social Ministry Team shall be:
- B.13.07.17.a.** Initiate and implement witness and service in the local community, e.g., food shelves, Food for Friends, ~~thrift store~~, Meals-on-Wheels, ~~community issue response~~, and Mission Circle other local and global mission projects.
- B13.07.17.b.** Initiate and implement witness and service in the global community, e.g., hunger relief, disaster relief, and Lutheran World Relief.
- B13.07.17.c.** Inform the Congregation Council and this congregation of local and global social justice issues and assist them in responding.
- B13.07.17.d.** Perform such other special duties as may be assigned by the Congregation Council.
- B13.07.17.e.** Perform such other duties as may be necessary or appropriate to carry out their ministry.
- B13.07.18.** The Scholarship Team shall:
- B13.07.18.a.** Have 4 members. Should a vacancy occur, the team will nominate a candidate for appointment by the Congregation Council.
- B13.07.18.b.** Promote the Scholarship program and manage the application and granting of Scholarship Funds.
- B13.07.18.c.** Oversee the finances of the Scholarship Fund, in consultation with the Finance and Stewardship Ministry Team.
- C13.08.** The pastor of this congregation shall be *ex officio* a member of all committees, ministry teams, and boards of the congregation, with voice and vote.

## Chapter 14.

### ORGANIZATIONS WITHIN THE CONGREGATION

- C14.01.** All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.
- C14.02.** Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council and specified in a continuing resolution.

## Chapter 15.

### DISCIPLINE OF MEMBERS AND ADJUDICATION

- \*C15.01.** ~~Denial of the Christian faith as described in this constitution, conduct grossly unbecoming a member of the Church of Christ, or persistent trouble-making in this congregation are sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:15-17, proceeding through these successive steps: a) private admonition by the pastor, b) admonition by the pastor in the presence of two or three witnesses, and c) citation to appear before the Congregation Council. If for any reason, the pastor is unable to administer the admonitions required by a. and b. hereof, the president or vice president shall administer such admonitions.~~
- Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of the congregation, or willful and repeated harassment or defamation of member(s) of the congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15-17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, c) written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.

**\*C15.02.** The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. If discipline against a member proceeds beyond counseling and admonition by the pastor, charges against the accused member(s) that are specific and in writing shall be prepared by a member(s) of the congregation who shall sign the charges as the accuser(s). The written charges shall be filed with the pastor, who shall advise the Congregation Council of the need to issue a written citation to the accused and the accusers that specifies the time and place of the hearing before the Congregation Council. The written charges shall accompany the written citation to the accused. The written citation that specifies the time and place of the hearing before the Congregation Council and requests the presence of a member charged with the offense shall be sent at least ten days prior to the meeting. If the member charged with the offense fails to appear at the scheduled hearing, the Congregation Council may proceed with the hearing and may pass judgment in the member's absence.

The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. If the counseling, censure, and admonitions pursuant to \*C15. 01 do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three lay persons and two clergy ministers of Word and Sacrament). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.

**\*C15.03.** Members of the Congregation Council who participate in the preparation of the written charges or who present evidence or testimony in the hearing before the Congregation Council are disqualified from voting upon the question of the guilt of the accused member. Should the allegations be sustained by a two-thirds majority vote of the members of the Congregation Council who are not disqualified but who are present and voting, and renewed admonition prove ineffectual, the council shall impose one of the following disciplinary actions:

- a. censure before the council or congregation;
- b. suspension from membership for a definite period of time; or
- c. exclusion from membership in this congregation.

Disciplinary actions b. and c. shall be delivered to the member in writing. If the consultation panel fails to resolve the matter, that panel shall refer the case

in writing, including the written charges and the accused member’s reply, to the Committee on Discipline of the synod for a hearing. A copy of the panel’s written referral shall be delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then select six members from the Committee on Discipline to decide the case and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members plus the nonvoting chair, comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.

**\*C15.04.** The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.  
The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

**\*C15.05.** Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of a) evidence that injustice has been done or b) evidence of repentance and amendment.

By the vote of at least two-thirds of the members of the discipline hearing panel 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 and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
- c. termination of membership in the congregation; or
- d. termination of membership in the congregation and exclusion from the church property and from all congregation activities.

**\*C15.06.** For disciplinary actions in this congregation, “due process” shall be observed as specified in 20.41.04. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused member(s), and the Congregation Council as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.

**\*C15.07.** ~~No member of a congregation shall be subject to discipline for offenses that the Congregation Council has previously heard and decided unless so ordered by the Synod Council after an appeal.~~

~~No member of the congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.~~

**\*C15.08.10.** **Adjudication** (Reserved)

**\*C15.09.11.** When there is disagreement among factions within this congregation on a substantive issue that cannot be resolved by the parties, members of this congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

## **Chapter 16.** **BYLAWS**

**\*C16.01.** ~~This congregation may adopt bylaws. No bylaw may conflict with this constitution.~~

**\*C16.02.** ~~Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.~~

**\*C16.03.** ~~Changes to the bylaws may be proposed by any voting member, provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose, and that the Congregation Council shall notify the congregation's members by mail of the proposal with the council'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.~~

**\*C16.04.** ~~Approved changes to the bylaws shall be sent by the Administrative Assistant of this congregation to the synod.~~

## **Chapter 17.** **AMENDMENTS**

**\*C17.01.** ~~Unless provision \*C17.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the*~~

Evangelical Lutheran Church in America, may be amended in the following manner. Amendments may be proposed by at least 50 voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law, of the proposal together with the council's recommendations at least 30 days in advance of the meeting.

**\*C176.02.**

An amendment to this constitution, proposed under \*C176.01., shall:

- a. be approved at a legally called Congregation Meeting according to this constitution by a majority vote of those voting members present and voting;
- b. be ratified without change at the next annual meeting by a two-thirds majority vote of those voting members present and voting; and
- c. have the effective date included in the resolution<sup>1</sup> and noted in the constitution.

~~Such an effective date must be stated in relation to the requirements of \*C17.03. to allow time for synodical review of the amendment and noted in the constitution.~~

**\*C176.03.**

Any amendments to this constitution that result from the processes provided in \*C176.01. and \*C176.02. shall be sent by the secretary Administrative Assistant of this congregation to the synod. The synod shall notify the congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them. The amendment shall become effective within 120 days from the date of the receipt of the notice by the synod unless the synod informs this congregation that the amendment is in conflict with the constitution and bylaws of the Evangelical Lutheran Church in America or the constitution of the Southeastern Minnesota Synod of the ELCA.

**\*C176.04.**

~~Whenever~~ This constitution maybe amended to bring any section into conformity with a section or sections, either required or not required, of the Model Constitution for Congregations of the Evangelical Lutheran Church in America is as most recently amended by the Churchwide Assembly. this constitution may be amended to reflect any such amendment Such amendments may be approved by a simple majority vote of those voting members present and voting at any legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of the congregation, the Congregation Council shall submit such notice.

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<sup>1</sup> *Such an effective date must be stated in relation to the requirements of \*C16.03. to allow time for synodical review of the amendment.*

Following the adoption of an amendment, the ~~Administrative Assistant~~ secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval. ~~[consistent with C17.03.]~~

## Chapter 17. **BYLAWS**

- \*C17.01.** This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- \*C17.02.** Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a two-thirds vote of those voting members present and voting.
- \*C17.03.** Changes to the bylaws may be proposed by any voting member, provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose. ~~and that the~~. The Congregation Council shall notify the congregation's members by mail of the proposal with the council'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.
- \*C17.04.** Approved changes to the bylaws shall be sent by the ~~Administrative Assistant~~ secretary of this congregation to the synod.

## **Chapter 18.** **CONTINUING RESOLUTIONS**

- \*C18.01.** The congregation in a legally called meeting or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.
- \*C18.02.** Continuing resolutions shall be enacted or amended by a majority vote of a meeting of the congregation or a two-thirds vote of all voting members of the Congregation Council.

## **Chapter 19.** **INDEMNIFICATION**

- \*C19.01.** Consistent with the provisions of the laws under which this congregation is incorporated, this congregation may adopt provisions providing indemnification for each person who, by reason of the fact that such person is or was a Congregation Council member, officer, employee, agent, or other member of any

committee of this congregation, was or is threatened to be made a party to any threatened, pending, or completed civil, criminal, administrative, arbitration, or investigative proceeding.