

# **Constitution of Christ Lutheran Church**

*2959 Queen Avenue  
Slayton, MN*

*adopted January 23, 2008*



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## CONSTITUTION OF CHRIST LUTHERAN CHURCH; SLAYTON MN

### **\*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 Christ Lutheran.
- C1.02.** For the purpose of this constitution and the accompanying bylaws, the congregation of Christ Lutheran Church of Slayton, Minnesota 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.
- \*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. 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.

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

## **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 or terminate the call of associates in ministry, deaconesses, and diaconal ministers in conformity with the applicable policy of the Evangelical Lutheran Church in America;
  - d. adopt amendments to the constitution, as provided in Chapter 17, and amendments to the bylaws, as specified in Chapter 16;
  - e. approve the annual budget;
  - f. acquire real and personal property by gift, devise, purchase, or other lawful means;
  - g. hold title to and use its property for any and all activities consistent with its purpose;
  - h. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
  - i. elect its officers, boards, and committees, and require them to carry out their duties in accordance with the constitution and bylaws; and
  - j. 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 the Southwestern Minnesota Synod of the Evangelical Lutheran Church in America.
- \* C5.05.** This congregation shall have a mission endowment fund that will operate as specified in a separate resolution. The purpose of the mission endowment fund is to enhance the work of the Church by establishing new ministries and stewardship opportunities apart from the general operation of the congregation.

**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 Southwestern Minnesota 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 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.
  - d. This congregation agrees to consider associates in ministry, deaconesses, and diaconal ministers 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.

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

## **Chapter 7.**

### **PROPERTY OWNERSHIP**

**\*C7.01.** If this congregation ceases to exist, title to undisposed property shall pass to the Southwestern 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. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Southwestern 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, 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 \*C.7.03. 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 †S13.23. of the constitution of the Southwestern 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, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation.
  - 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 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.
- \*C8.03.** All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.
- \*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.
- \*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 by the Congregation Council; or
  - e. removal from the roll due to inactivity as defined in the bylaws.
- Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.

## **Chapter 9.**

### **THE PASTOR**

- \*C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of 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 the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers 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 shall:
    - 1) preach the Word;
    - 2) administer the sacraments;
    - 3) conduct public worship;
    - 4) provide pastoral care; and
    - 5) 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 with a congregational call shall, within the congregation:
    - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
    - 2) supervise all schools and organizations of this congregation;
    - 3) install regularly elected members of the Congregation Council; and
    - 4) with the council, administer discipline.
  - 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
    - 4) endeavor to increase the support given by the congregation to the work of the churchwide organization of the Evangelical Lutheran Church in America (ELCA) and of the Southwestern 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.
- \*C9.05.** a. The call of a 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 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, 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 or mental incapacity of the pastor;
  - 5) disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty;
  - 6) the dissolution of the congregation; or
  - 7) suspension of the congregation as a result of discipline proceedings.
- b. When allegations of physical or mental incapacity of the pastor or ineffective conduct of the pastoral office have come to the attention of the bishop of the synod, 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 in company with a committee of two ordained ministers and one layperson.

- c. In case of alleged physical or mental incapacity, competent medical testimony shall be obtained. When such disability is evident, the bishop of the synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled 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.
  - d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, 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 to the pastor and the congregation. If they agree to carry out such recommendations, no further action shall be taken by the synod. If either party fails to assent, the congregation may dismiss the pastor 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.
  - e. If, in the course of proceedings described in \*C9.05.d., the committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action to the synodical bishop who may bring charges, in accordance with the provisions of the constitution and bylaws of the Evangelical Lutheran Church in America and the constitution of this synod.
  - 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 providing assistance shall refrain from exerting influence in the selection of a pastor.
- \*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.
- \*C9.11.** 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.

- \*C9.12. 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.
- \*C9.13. 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.
- \*C9.14. The parochial reports of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by 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.
- C9.20. Ecumenical pastoral ministry**
- \*C9.21. Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, an ordained minister 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 in a form proposed by the synodical bishop and approved by the congregation.

## **Chapter 10.**

### **CONGREGATION MEETING**

- C10.01.** The annual meeting of this congregation shall be held at a time specified in the bylaws.
- 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 twelve (12) voting members. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.
- C10.03.** Announcement of the time and place of the annual or special meeting of the congregation will be made at two public services immediately preceding the meeting, said services to be at least a week apart.
- C10.04.** Forty voting members shall constitute a quorum.
- C10.05.** Voting by proxy or by absentee ballot shall not be permitted.
- C10.06.** 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 the congregation shall be a president, president elect, secretary, financial 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 the congregation will serve similar offices of the congregation council.
- C11.02.** The officers shall be elected by written ballot to serve for one year or until their successors are elected. Their terms shall begin at the close of the annual meeting at which they are elected.

## **Chapter 12.**

### **CONGREGATION COUNCIL**

- C12.01.** The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation except the Financial Secretary, the elected representative of each of the church boards, and the president of the women's auxiliary. 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 four 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.** Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting. Individuals who have served less than one-half of a regular term shall be eligible for nomination and possible election to a full term.
- C12.03.** 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 coordinate the ministries of the individual boards and organizations so that they facilitate the ministry of the congregation as a whole.
  - e. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.
  - f. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
  - g. To promote a congregational climate of peace and goodwill, and, as differences and conflicts arise, to endeavor to foster mutual understanding.
  - h. To arrange for pastoral service during the sickness or absence of the pastor.
  - i. 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.
  - j. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
  - k. To seek out and encourage qualified persons to prepare for the ministry of the

Gospel.

- C12.04.** The Congregation Council shall be responsible for the financial and property matters of this congregation.
- a. The Congregation Council shall be the board of directors 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 shall prepare an annual budget for adoption by this congregation, and 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.
  - d. 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.
  - e. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.
- C12.05.** The Congregation Council shall see that the provisions of this constitution and its bylaws are carried out.
- C12.06.** The Congregation Council shall provide for an annual review of the membership roster.
- C12.07.** The Congregation Council shall be responsible for the employment and supervision of the salaried lay workers of this congregation.
- C12.08.** The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.
- C12.09.** 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.** A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor(s) or interim pastor(s), except when the pastor(s) or interim pastor(s) 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(s) or interim pastor(s) 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.

### **Chapter 13.**

#### **CONGREGATION COMMITTEES**

- C13.01. Definitions--**For the purpose of this constitution, "Board" will be used to refer to an elected body overseeing an area of ministry throughout the year. "Committee" will be used to designate a group of people, usually appointed, to deal with a more limited and specific task.

- C13.02.** The bylaws of this congregation will specify the boards and committees of this Congregation, and their duties.
- C13.03.** The congregation will elect, at its annual meeting, people to serve on the boards. Members shall be elected to a three-year term, and may not succeed themselves.
- C13.04.** The lead pastor of this congregation shall be *ex officio* a member of all committees and boards of the congregation. The president of this congregation shall be *ex officio* member of all committees and boards of the congregation, except the Nominating Committee.
- C13.05.** The officers of this congregation and the pastor(s) shall constitute the ***Executive Committee***.
- C13.06.** A ***Nominating Committee*** of four voting members of this congregation shall be elected at the annual meeting for a term of two years. After the first election, two members will be elected each year. Members of the nominating committee may not serve consecutive terms.
- C13.07.** 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 two years, with one member elected each year. Members shall not succeed themselves.
- C13.08.** A ***Personnel Committee*** of four members of the congregation shall be appointed by the council and the pastor(s) and staff. Term of office shall be two years with two members to be appointed each successive year, one by the council and one by the pastor(s) and staff.
- C13.09.** A ***Pastor-Parish Relations Committee*** of four to six members shall be formed to provide support and advice to the pastor(s) and to interpret pastoral ministry to the congregation.
- C13.11.** At an appropriate point in the interim process, a ***Call Committee*** shall be elected by the Congregation Council. Term of office will terminate upon installation of the newly called pastor.
- C13.12.** Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.

## 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.

## 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 (if not the pastor) or vice president shall administer such admonitions.

- \***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 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. A member charged with the offense shall appear before the Congregation Council after having received a written citation, 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.
- \***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.
- \***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.
- \***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.
- \***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*.
- \***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.
- \***C15.10. Adjudication**
- \***C15.11.** 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 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.
- \*C16.04. Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

## **Chapter 17.**

### **AMENDMENTS**

- \*C17.01. 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 10 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 by mail of the proposal together with the council's recommendations at least 30 days in advance of the meeting.
- \*C17.02. An amendment to this constitution, proposed under \*C17.01., shall:
  - a. be approved at a legally called Congregation Meeting according to this constitution by a majority vote of those present and voting;
  - b. be ratified without change at the next annual meeting by a two-thirds majority vote of those present and voting; and
  - c. have the effective date included in the resolution<sup>1</sup> and noted in the constitution.
- \*C17.03. Any amendments to this constitution that result from the processes provided in C17.01. and \*C17.02. shall be sent by the secretary of this congregation to the synod. 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 Southwestern Minnesota Synod of the ELCA.
- \*C17.04. Whenever the *Model Constitution for Congregations* is amended by the Churchwide Assembly, this constitution may be amended to incorporate any such amendment by a simple majority vote of those voting members present and voting at any subsequent meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail notice to

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<sup>1</sup> Such an effective date must be stated in relation to the requirements of \*C17.03. to allow time for synodical review of the amendment.

the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

## **Chapter 18.**

### **CONTINUING RESOLUTIONS**

- \*C18.01. 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 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.

## **Chapter 20.**

### **PARISH AUTHORIZATION**

- \*C20.01. This congregation may unite in partnership with one or more other congregations recognized by the synod named in \*C6.01. to form a parish. Except as provided in \*C20.02. and \*C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to a Parish Council.
- \*C20.02. Whenever a letter of call is being recommended for extension to an ordained minister of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended to the congregation by the synodical bishop to serve the congregations of a parish, such letter of call shall be first approved by a two-thirds vote at congregational meetings of each of the congregations forming the parish. If any congregation of the parish should fail to approve extending this call, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.
- \*C20.03. Any one of the congregations of a parish may terminate the call of a pastor as provided in †S14.13.d. of the synodical constitution of the synod named in \*C6.01. In such case, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.

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\* Are those provisions required under ELCA constitutional provision 9.25.b.

## BY-LAWS

### Chapter 1.

#### COMMUNION PARTICIPATION

- B.1.01.** [Refer to C.4.03.] This congregation invites all its members who have been prepared to participate regularly in the Sacrament of Holy Communion.
- B.1.02.** [Refer to C.4.03.] Preparation shall include prior instruction in the meaning of the Sacrament and of Confession, as determined by the policy of the congregation and the Pastor.
- B.1.03.** [Refer to C.4.03.] Participation in Holy Communion shall be open to baptized members of other congregations (including people from other denominations) who share our understanding of the Sacrament. We believe that the Sacrament of Holy Communion is a means of grace from God to his people through which the crucified and risen Christ is present and active to forgive, to save, to unite, to give life, to comfort, and to strengthen for the work to which he calls his people in the world. The Lutheran Confessions uphold the reality of Christ's presence in the Sacrament, his body and blood being given "in, with, and under" the bread and wine, in order to affirm by these means his saving work for us.
- B.1.04.** [Refer to C.4.03.] Personal preparation is encouraged as a means of becoming more receptive to God's gifts in Holy Communion. This preparation may include self-examination and prayer, setting things right with one's estranged brothers and sisters, meditating on the appointed Scripture readings, and meditating on one's place in the Body of Christ.
- B.1.05.** [Refer to C4.03.] Ceremonies of lodges or other such organizations shall not be permitted in the church or on the church premises of this congregation.
- B.1.06.** [Refer to C4.03.] The pastor(s) of this congregation shall not take part in ceremonies of lodges or other such organizations even if conducted outside of the church facilities.
- B.1.07.** [Refer to C4.03.] The property of the congregation shall be principally for the use of the congregation in its normal function as a Church, and shall not be used in any way not in harmony with the purpose of the congregation.
- B.1.08.** [Refer to C4.03.] Requests for use of the church property by groups or individuals not affiliated with the congregation or the Evangelical Lutheran Church in America shall be presented to the Congregation Council which may, by a 2/3 majority, approve a request for occasional use. Requests for regular use of the church property will require a 2/3 vote of the congregation at a properly called meeting.

**Chapter 2.****MEMBERSHIP**

- B.2.01.** [Refer to C8.02.a.] Children, neither of whose parents or guardians are members of this congregation, shall upon receiving Christian baptism duly recorded as a ministerial act performed under the auspices of this congregation, thereby be received as baptized members of this congregation unless there is understanding that, for good reason, they will be enrolled as baptized members of another congregation, in which case notice of the baptism shall be given to the congregation in which the child is to be enrolled as a baptized member.
- B.2.02.** [Refer to C8.02.c.] The Church Council shall be responsible for determining the voting membership in accordance with the qualifications specified in the constitution. Any doubtful cases shall be decided by the congregation.
- B.2.03.** [Refer to C.8.05.c.] Members who move away shall be encouraged to transfer their membership to a congregation near their new home. Any confirmed member in good standing, desiring to change his/her membership to another Christian congregation shall, upon request, be entitled to a letter of transfer.
- B.2.04.** [Refer to C.8.05e.] A confirmed member who fails to partake of Holy Communion or make a contribution of record to the congregation for two years or longer may be removed from the roster of voting members. Whenever possible, however, before such a step is taken, an effort shall be made to encourage more active participation in the life of the congregation.
- B.2.05.** [Refer to C.8.05e.] Baptized child members, neither of whose parents or guardians are members of the congregation, may be dropped from the roll of baptized members if they do not participate in the Christian education program of the congregation. Before such a step is taken, an effort shall be made to encourage the child's parents or guardians to provide for the child's growth in faith.

**Chapter 3.****THE PASTOR**

- B.3.01.** [Refer to C9.21.] Members of the ELCA clergy roster or pastors covered by this provision of the constitution, may occasionally perform pastoral functions in this congregation with the approval of the Executive Council and its pastor(s), or in the case of a vacancy in the pastorate, with the approval of the Executive Council and the synod bishop.

**Chapter 4.****CONGREGATION MEETING**

- B.4.01.** [Refer to C10.01.] The annual congregational meeting will be held in the month of January as called by the Congregation Council.
- B.4.02.** [Refer to C10.01.] Each organization and board of the congregation shall furnish a report to the secretary 30 days before the annual meeting. The report will include the year's activities, finances, and goals for the coming year. Congregational voting

members will receive a consolidated written annual report at the annual meeting which will include:

- a.) Pastor's report
- b.) Program staff report
- c.) Treasurer's report and proposed annual budget\
- d.) Audit committee report
- e.) Reports of the auxiliaries
- f.) Reports of the Boards and standing committees
- g.) Nominating Committee report
- h.) President's report , especially concerning accomplishments and plans towards purpose and mission.

**B.4.03.** [Refer to C10.01.] The agenda for the annual meeting shall be prepared by the Executive Committee. Ten members may petition the president to propose an agenda item. The agenda shall be posted 30 days prior to the annual meeting and closed ten days prior to the meeting. The agenda will include:

- a.) Opening devotions
- b.) Secretary's report (minutes and membership statistics)
- c.) Pastor(s)' report(s)
- d.) Treasurer's report
- e.) Election of officers, committees, and boards
- f.) Adoption of budget
- g.) President's report
- h.) Resolutions
- i.) Benediction

**B.4.04.** [Refer to C10.04.] Voting shall be by written ballot in these cases:

- a.) To elect the church officers and members of Ministry Boards
- b.) To adopt or amend the articles of incorporation, constitution, or bylaws of the congregation
- c.) To call a pastor(s) or to request his/her resignation
- d.) To excommunicate a member from the congregation or to remove a member from an office in the congregation.
- e.) To sever membership in the Evangelical Lutheran Church in America
- f.) To dispose of, incur, or purchase real property
- g.) When ordered by majority vote of voting members present
- h.) When ordered by the Executive Council.

**B.4.05.** [Refer to C.10.04.] Except as otherwise provided in the constitution or bylaws, all matters shall be decided by a majority vote of those present and voting.

**B.4.06.** [Refer to C.10.04.] No one shall be declared elected unless the candidate receives a majority of the votes cast.

**B.4.07.** [Refer to C10.04.] If more than one ballot is required in an election, it shall be in order by proper motion to limit the balloting after the first ballot to the three candidates receiving the highest number of votes on the first ballot, and after the

second ballot to limit the balloting to the two candidates receiving the highest number of votes.

- B.4.08.** [Refer to C10.04.] The official roster of voting members will be available at each meeting of the congregation.

## **Chapter 5. OFFICERS**

- B.5.01.** [Refer to C11.01.] The duties of the officers shall be:
- 1.) The president shall preside over meetings of the Congregation Council, and of the congregation unless the meeting decides otherwise.
  - 2.) The president-elect shall preside in the absence of the president, unless the meeting decides otherwise.
  - 3.) The secretary shall keep the minutes of the Congregation Council and of the congregation, and shall preserve its archives.
  - 4.) The treasurer shall be the custodian of all funds of the congregation, local and synodical, and shall disburse all such funds in accordance with the decisions of the congregation or the Congregation Council. He/she shall present a duly audited report at the annual congregational meeting and such other reports to the Congregation Council as may be required.
  - 5.) The Financial Secretary shall:
    - A. Direct the counting, depositing, and recording of all contributions, fees collected, gifts, and bequests received.
    - B. Reconcile each deposit to contributors' records
    - C. Keep individual giving records confidential
    - D. Issue quarterly statements to contributors
    - E. Prepare annual reports to the congregation and the Stewardship Board.

## **Chapter 6. CONGREGATION COUNCIL**

- B.6.01.** [Refer to C12.03.] The Congregation Council shall at least once a year invite the full membership of its regular ministry boards together with representatives chosen by the organizations of the congregation to review the entire program of the congregation.
- B.6.02.** [Refer to C12.04.c.] Adjustments in the salary of the pastor(s) shall be the responsibility of the Congregation Council, subject to the congregation's approval of the budget.
- B.6.03.** [Refer to C12.04c.] The Congregation Council shall, as far as possible, operate within the limits of the approved budget of the congregation. Any expenditures in excess of the total voted budget must be approved by the congregation. The Congregation Council shall have the authority to borrow funds up to 5% of the approved congregational budget per year to meet budgeted commitments.

## **Chapter 7 CONGREGATION COMMITTEES**

- B.7.01.** [Refer to C13.02.] Ministry Boards—The following Ministry Boards will be elected as specified in C13.03 to oversee particular areas of ministry in this congregation.

Each Ministry Board shall adopt and annually review a Ministry Description to further detail their specific responsibilities:

- a. The Board of Worship and Evangelism shall have a responsibility under the supervision of the pastor(s) to ensure that visitors to the congregation are welcomed. They will also be responsible for scheduling such lay assistants as are needed for worship services using the gifts of God's people in the leadership of worship.
- b. The Mission Outreach Board shall have special responsibility under the supervision of the pastor(s) to educate and involve members of the congregation in Christ's mission beyond this congregation's present membership. This will include outreach to prospective new members, as well as local, national and international opportunities of service and witness.
- c. The Board of Stewardship shall have special responsibility under the supervision of the pastor(s) for the congregation's growth in understanding the Scriptural principles of stewardship and for the raising of funds, and shall make recommendation thereon to the Executive Council
- d. The Board of Education shall have special responsibility under the supervision of the pastor(s) to operate the Sunday School and other Christian educational programs of the congregation, including adult education, and shall make recommendations thereon to the Executive Council.
- e. The Youth Board shall have special responsibility under the supervision of the pastor(s) to develop the youth program in the congregation, and shall make recommendations thereon to the Executive Council
- f. The Property and Management Board shall have special responsibility for the management of funds, for care of the property, and for the preparation of the congregational budget, and shall make recommendations thereon to the Executive Council.
- g. The Board of Fellowship and Service shall have special responsibility under the supervision of the pastor(s) and the Executive Council to coordinate all serving of meals for funerals, weddings and other times of fellowship in the congregation, and to oversee the care of the church kitchen, and shall make recommendation thereon to the Executive Council

**B.7.02.** [Refer to C13.03.] In addition to the requirements of congregational membership, members of ministry boards shall have such practical skills as are needful for the ministry responsibilities of that particular board.

**B.7.03.** [Refer to C13.03.] Any member of a ministry board having two consecutive unexcused absences from regular meetings shall be notified thereof by the recording secretary. In the event that a member of a ministry board is absent from three

- consecutive regular meetings of the board without excuse, that person's position may be declared vacant by the Executive Council and a replacement sought.
- B.7.04.** [Refer to C13.06.] The Nominating Committee will be convened by the pastor(s) as advisor, and elect from their membership a chairperson who will call and preside at subsequent meetings.
- B.7.05.** [Refer to C13.06.] The Nominating Committee will solicit people to nominate for election as:
1. Congregational officers—President, President-Elect, Secretary, Treasurer, and Financial Secretary
  2. Members of the Ministry Boards
  3. Pastoral Call Committee members
  4. Other offices which may be specified in these bylaws as revised.
- B.7.06.** [Refer to C13.06.] The Nominating Committee will nominate one or more candidates for each position to be filled, asking candidates to serve the full term of office if elected.
- B.7.07.** [Refer to C13.06.] The Nominating Committee will announce their nominees and their qualifications to the congregation along with notices of the regular or special congregational meeting at which the vote is to be held.
- B.7.08.** [Refer to C13.06.] Other people may be nominated from the floor at a congregational meeting, providing that the nominee is present to state their qualifications and their consent to serve.
- B.7.09.** [Refer to C13.06.] A vacancy in the congregationally elected membership of the nominating committee shall be filled by the Congregation Council.
- B.7.10.** [Refer to C13.07.] The Audit Committee shall audit all financial records of the congregation and present a report of its audit at the annual congregational meeting.
- B.7.11.** [Refer to C13.08.] The Personnel Committee shall meet at least annually. It shall not elect a chairperson or secretary, and no minutes or records are to be maintained.
- B.7.12.** [Refer to C13.08.] The Personnel Committee shall meet with staff individually or in small groups, as required, and meet at least once a year with the entire staff in attendance.
- B.7.13.** [Refer to C13.08.] The Personnel Committee will provide support for pastor(s) and other staff members, reviewing the terms specified in their letter of call or their ministry descriptions, including such matters as housing, health, continuing education, pensions, salaries, communications, etc.
- B.7.14.** [Refer to C13.08.] The Personnel Committee will also listen to concerns of members regarding leadership and performance of staff, and will address those concerns at a subsequent meeting.



- B.7.15.** [Refer to C13.08.] The Personnel Committee will recommend to the Congregation Council needed changes on personnel matters, advocating for their adoption.
- B.7.16.** [Refer to C13.11.] The Call Committee should reflect the variety of ages and backgrounds of the people of the congregation/parish. To enhance broad congregational support of the Call Committee, members shall be nominated by the Nominating Committee and voted upon by the congregation prior to being officially appointed by the Congregation Council.
- B.7.17.** [Refer to C13.11.] The Call Committee will study the congregation's mission and pastoral needs, sharing the results with the congregation and the synod office.
- B.7.18.** [Refer to C13.11.] The Call Committee will gather descriptive information about the congregation, e.g. history, pictures of the church building, directory, map, congregational reports, and other information that would be helpful to a pastoral candidate.
- B.7.19.** [Refer to C13.11.] The Call Committee will receive recommendations of candidates from the Synod bishop or Synod Call Committee and evaluate those candidates by interviews and other means.
- B.7.20.** [Refer to C13.11.] The Call Committee will recommend one candidate for each pastoral opening to the congregation at a special meeting called for that purpose.