



Bethany Lutheran Church

1315 6TH ST. NE | RED LAKE FALLS, MN 56750

Faith can move mountains. | Matthew 17:20

CONSTITUTION

And

BY-LAWS

2022

Evangelical Lutheran

Church in America

God's work.

Our hands.

*** 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 by-laws 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 **Bethany Lutheran Church**.
- C1.02** For the purpose of this constitution and the accompanying by-laws, the congregation of **Bethany 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.
- *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 word 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 Scripture 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.

- *C3.03** 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.
- *C3.05** 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, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed 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 in the world, 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 this congregation's ministry and the ministry of the other expressions 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 by-laws. 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 Committees}.

***C4.05** This congregation shall adopt and periodically review 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

POWER 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 by-laws.

***C5.03** Only such authority as is delegated to the Congregation Council or other organizational units in this congregation's governing documents are recognized. All remaining authority is retained by this congregation. This congregation is authorized to:

- a. Call a pastor as provided in Chapter 9.
- b. Terminate the call of a pastor as provided in Chapter 9.
- c. Call a minister of Word and Service.
- d. Terminate the call of a minister of Word and Service in conformity with the constitution of the Evangelical Lutheran Church in America.
- e. Adopt amendments to the constitution, as provided in Chapter 16, amendments to the by-laws, as specified in Chapter 17, and continuing resolutions, as provided in Chapter 18.
- f. Approve the annual budget.
- g. Acquire real and personal property by gift, devise, purchase, or other lawful means.
- h. Sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means.
- i. Elect its officers, Congregation Council, boards and committees, and require the members of the council to carry out their duties in accordance with the constitution, by-laws, and continuing resolutions.
- j. Terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

***C5.04** This congregation shall elect 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 this congregation and other qualifications shall be as prescribed in guidelines established by the Northwestern Minnesota (NW MN) Synod of the Evangelical Lutheran Church in America.

- *C5.05** This congregation shall have a mission endowment fund that will operate as specified in this congregation's by-laws and continuing resolutions. The purpose of the mission endowment fund is to provide for mission work beyond the operational budget of this 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 NW 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:
- This congregation agrees to be responsible for its life as a Christian community.
 - This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
 - This congregation agrees to call pastoral leadership from the 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 Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with 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.
 - This congregation agrees to consider ministers of Word and Service for call to other staff position in this congregation according to the procedures of the Evangelical Lutheran Church in America.
 - 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 is terminated as follows:
- This congregation takes action to dissolve.
 - This congregation ceases to exist.
 - 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 or in accordance with provision 9.23 of the constitution and by-laws of the Evangelical Lutheran Church in America.
 - The NW MN Synod takes charge and control of the property of this congregation to hold, manage, and convey the same on behalf of the synod pursuant to †S13.24 of the synod constitution. This congregation shall have the right to appeal the decision to the next Synod Assembly.
 - 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 resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first 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 this 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 that Congregation Council. Unless the bishop and/or the bishop's designees are voting members of this congregation, they shall have voice but not vote at the first meeting.

- b. Within 10 days after the resolution has been voted upon at the first meeting, the secretary of this 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 send copies of the resolution and certification to the voting members of this congregation.
- c. If the resolution was adopted by a two-thirds vote of the voting member present at the first meeting, the bishop of the synod and this congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the bishop of the attestation and certification as specified in paragraph b. above.
- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, 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 second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless the bishop and/or the bishop's designees are voting members of this congregation, they shall have voice but not vote at the second meeting.
- e. Within 10 days after the resolution has been voted upon, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the second special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to the voting members of the congregation. If the resolution was adopted by a two-thirds vote of the voting members present at the second meeting, the relationship between the congregation and this church shall be terminated subject to Synod Council approval as required by paragraphs f. and g. below.
- f. Unless this notification to the bishop also certifies that the congregation has voted to affiliate with another Lutheran denomination, this congregation shall be deemed as independent or non-Lutheran church, in which case *C7.04 shall apply.
- 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, 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 synod 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 this congregation's first meeting as specified in paragraph a. above or fails to achieve the required two-thirds vote of voting members present at this 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 the meeting at which the two-thirds vote was not achieved.

***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 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 taken.

- *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 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 NW MN 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 or pursuant to 9.23 of the constitution and bylaws of the Evangelical Lutheran Church in America, title to property shall continue to reside in this congregation.
- *C7.03 If 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 NW MN Synod.
- *C7.04 If 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 process established by the synod, 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. In neither case does title to this congregation's property transfer to the synod.
- *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 9.71a of the *Constitutions, 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 NW MN 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. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of this congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws. They shall not have voted as a season member of another congregation of this church in the previous two calendar months.

d. *Associate* members are persons holding membership in other congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. These individuals have all the privileges and duties of membership except voting rights 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 congregations of this church 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 season membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved season 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 of 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 this church;
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.

***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 in accordance with Chapter 20 of the constitution and bylaws of the Evangelical Lutheran Church in America.
- e. Removal from the roll due to inactivity in accordance with the provision 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.

Chapter 9

ROSTERED MINISTER

- *C9.01 Authority to call a pastor 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.
- *C9.02 Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for this congregation by the synod 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 Minister of Word and Sacrament shall:
 - 1. Preach the Word.
 - 2. Administer the sacraments.
 - 3. Conduct public worship.
 - 4. Provide pastoral care.
 - 5. Seek out and encourage qualified persons to prepare for the ministry of the Gospel
 - 6. Impart knowledge of this church and its wider ministry through available channels of effective communication.
 - 7. Witness to the Kingdom of God in the community, in the nation, and abroad
 - 8. Speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
 - b. Each pastor with a congregational call shall, with the congregation:
 - 1. Offer instruction, confirm, marry, visit the sick and distressed, and bury the dead.
 - 2. Relate to all schools and organizations of this congregation.
 - 3. Install regularly elected members of the Congregation Council.
 - 4. With the council, administer discipline.
 - 5. Endeavor to increase the support given by the congregation to the work of the churchwide organization and of the NW MN Synod; and
 - 6. Encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- *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 The provisions for termination of the mutual relationship between a minister of Word and Sacrament

and this congregation shall be as follows:

- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod 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 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 pastor office effectively in this congregation in view of local conditions.
 4. Inability to conduct the pastoral office effectively in view of disability or incapacity of the pastor.
 5. Suspension of the pastor through discipline for more than three months.
 6. Resignation or removal of the pastor from the roster of Ministers of Word and Sacrament 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.
 9. Suspension of this congregation through discipline for more than six months.
- b. When allegations of disability or 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 this synod.
 1. The bishop, who has 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 disability or incapacity under paragraph a.4. above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the pastor 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 pastor and then to this 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 this congregation and by the pastor, if appropriate. If the pastor 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 pastor's call, this congregation may dismiss the pastor 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.

- *C9.06** 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 this 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 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.
- *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, this congregation may depart from C9.05 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 this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of C9.05.a.
- *C9.12** The pastor of this congregation:
- a. Shall keep accurate records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation.
 - b. Shall submit a summary of such statistics annually to the synod.
 - 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 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 records of this congregation shall be maintained by the pastor and shall remain the property of this 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 call or approval of a request for change in roster status.
- *C9.15** Under special circumstances, subject to the approval of the synod bishop and the concurrence of this congregation, 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 this congregation and the pastor in a form proposed by the synod bishop and approved by this congregation.
- *C9.21** Authority to call a deacon 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 synod 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, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
 - 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 this church and its wider ministry of the gospel and advocate for the work of all expressions of this church.
 - 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 this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod 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. Inability to conduct the office effectively in view of disability or 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 disability or 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, who has 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 disability or 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 with disability status. Upon resumption of the ability to conduct the office effectively, 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** This congregation shall make satisfactory settlement of all financial obligations to a former deacon before calling a successor. A deacon 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.
- *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 for 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 the 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** This congregation shall have at least one regular meeting per year. The regular meeting(s) of the congregation shall be held at the time(s) specified in the bylaws. Consistent with the laws of the State of MN, the bylaws shall designate one regular meeting per year as the annual meeting of this congregation.
- C10.02** A special Congregation meeting may be called by the pastor, the Congregation Council, or the president of the Congregation Council, and shall be called by the president of the Congregation Council upon the written request of 10% of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synod 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.
- C10.04** 10% of the voting members shall constitute a quorum
- C10.05** Voting by proxy or by absentee ballot shall NOT be permitted
- C10.06** All actions approved by this congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.
- C10.07** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of this congregation.
- C10.08** This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 11

OFFICERS

- C11.01** The officers of this Congregation Council shall be a president, vice presidents, secretary, and treasurer.
- Duties of the officers shall be specified in the bylaws.
 - The officers shall be voting members of this congregation.
 - These officers shall be elected by elected Congregation Council members.
 - If the treasurer is not selected from among the Congregation Council members, the treasurer shall have a voice but not a vote at the meetings of the Congregation Council.
- C11.02** The Congregation Council shall elect its officers and they shall be the officers of this congregation. The officers shall be elected and shall service 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.
- C11.03** No officer shall hold more than one office at the same time.

Chapter 12

CONGREGATION COUNCIL

- C12.01** The voting membership of the Congregation Council shall consist of the pastor(s) and not more than 12 nor fewer than 10 members of this congregation, at least one of whom may be a youth. Any voting member of this 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 of MN, this congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

C12.02 The members of the Congregation Council except the pastor(s) shall be elected by oral or written ballot to serve for 2 years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected. Newly elected Congregation Council members shall be installed at worship at a time appointment by the Congregation Council.

C12.03 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.

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 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 conflict arise, to endeavor to foster mutual understanding.
- g. To arrange for pastoral service during the sickness or absence of the pastor.
- h. To emphasize support of the 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.

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 directors of this congregation and, as such, shall be responsible for maintaining and protecting its property and managing its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of MN, 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 this congregation.
- c. The Congregation Council may enter into contracts or expenditures of up to 2.5% of the annual budget for items not included in the budget.
- 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, and may incur unbudgeted obligations of more than 5% of the total budget only after approval by a congregation

meeting. The budget shall include this congregation's share in support of the wider ministry being carried on in collaboration 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 mission support monies to the synod treasurer.
- f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

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 staff of this congregation. Nothing in this provision shall be deemed to affect this congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

C12.09 The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.

C12.11 The Congregation Council shall normally meet no less than 4 times per year. 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.

C12.12 A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor except when the 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 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 synod 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 officers of this congregation and the pastor shall constitute the Executive Committee.

C13.02 The Nominating Committee may consist of 5 voting members of this congregation, 3 of whom shall be outgoing members of the council. Members of the Nominating Committee are not eligible for consecutive re-election.

C13.03 An Audit Committee shall be appointed by the Congregation Council. The committee shall be defined in the bylaws.

C13.04 The Mutual Ministry Committee shall be appointed jointly by the Congregation Council and the rostered minister. Term of office shall be two years for 4-6 members, with 2-3 members to be appointed each successive year.

C13.05 When a vacancy occurs in a position for which this congregation calls a rostered minister, a Call Committee of not less than 6 or more than 8 voting members shall be elected by this congregation. Term of office will terminate upon installation of the newly called rostered pastor.

C13.07 Duties of committees of this congregation shall be specified in the bylaws.

C13.08 The pastor of this congregation shall be ex officio a member of all committees and board of this

congregation. The president of the Congregation Council shall be ex officio a member of all committees and boards of this congregation, except the Nominating Committee.

Chapter 14

ORGANIZATIONS WITHIN THIS 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** 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 this congregation, or willful and repeated harassment or defamation of member(s) of this 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 this congregation shall be governed as prescribed by the chapter on the 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 laypersons and two 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** If the consultation panel fails to resolve the matter, that panel shall refer the case in writing, including the written charges and the accused members reply, to the Committee on Discipline of the synod of 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 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** 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 this congregation.
- d. Termination of membership in this congregation and exclusion from the church property and from all congregation activities.

***C15.06** The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused members(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 this 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.

***C15.10** **Adjudication**

***C15.11** When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Chapter 16

AMENDMENTS

***C16.01** Unless provision *C16.04 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 10% of the voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before the formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this 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.

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

- a. Be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting.

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

***C16.03** Any amendments to this constitution that result from the processes provided in *C16.01 and *C16.02 shall be sent by the secretary of this congregation to the synod. The synod shall notify this 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.

***C16.04** This constitution may be 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* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this 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 (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

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 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. The Congregation Council shall notify this congregation's members 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** Adopted or amended bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 18

CONTINUING RESOLUTIONS

***C18.01** This 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 this congregation or a two-thirds vote of all voting members of the Congregation Council.

***C18.03** Adopted or amended continuing resolutions shall be sent by the secretary of this congregation to the synod.

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 members 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.

BYLAWS
BETHANY LUTHERAN CHURCH

Communion Participation

Bethany Lutheran Church practices open hearts, open minds, and an open table. All are welcome to participate in Holy Communion no matter their religious affiliation. We believe that worthy participation requires sincere repentance, faith in Jesus Christ as Savior, and an earnest desire to amend one's sinful life, as well as acceptance of the scriptural teaching regarding the real presence of Christ with his body and blood in the Sacrament.

Conflicting Loyalties

1. 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.
2. This congregation rejects all fellowship and 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 thus teach salvation by works.
3. Ceremonies of lodges or other such organizations shall not be permitted in the church or on the church premises of this congregation.
4. The pastor of this congregation shall take no part in any such ceremonies, even if they are conducted outside of the church premises.

The Annual Meeting

1. Announcement of the time and place of the annual meeting of the congregation shall be made at two public services immediately preceding the meeting, said services to be at least a week apart, and in such publications as the congregation or the pastor may periodically issue; or by written notice to the voting members mailed at least ten days in advance of the meeting.
2. The current roster of voting, confirmed, and baptized members shall be determined prior to each annual meeting.
3. A quorum for the conduct of business at annual and special congregational meetings shall consist of 10% of the voting members.
4. The order of business at the annual meeting shall be:
 - a. Opening devotions.
 - b. Approval of the minutes of the previous meeting.
 - c. Reports of pastor, church council, treasurer, committees, and others.
 - d. Elections.
 - e. Approval of budget.
 - f. Unfinished business.
 - g. New business.

- h. Closing prayer.
-
- 5. In the following cases, voting shall be by written ballot:
 - a. To elect the members of the church council,
 - b. To adopt or amend the articles of incorporation,
 - c. To call a pastor or to request their resignation,
 - d. To excommunicate a member from the congregation or to remove a member from office in the congregation,
 - e. To sever membership in the Evangelical Lutheran Church in America,
 - f. When requested by ten or more voting members present.
 - 6. Except as otherwise provided in the constitution and bylaws, all matters shall be decided by majority vote of those present and voting.
 - 7. No one shall be declared elected unless they have received a majority of the votes cast.
 - 8. If more than one ballot is required in an election, a motion shall be in order 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.

The Congregation Council

- 1. Membership and Meeting of the Church Council
 - a. The church council shall consist of no more than 12 and no less than 10 members, elected each for a term of two years. Members shall be elected in rotation to have half of the members as new each year.
 - b. Council members may serve up to two terms consecutively. Council members may serve additional terms following a lapse of one full year off the council.
 - c. The Congregation Council shall designate at least 1 - 2 members to sit on each:
 - 1. Board of Trustees - including the President and Secretary of the Congregation Council, and Treasurer of the Congregation
 - 2. Board of Education
 - 3. Fellowship and Outreach Committee
 - 4. Worship Committee
 - 5. Church Building & Grounds
 - 6. Parsonage Committee
 - d. In addition to the requirements of congregational membership stated in Article VI of the constitution, qualifications for membership on the church council shall include such practical ability as is needful in promoting the various interests of the congregation as outlined in the duties of the various committees of the council.
 - e. An unexpired term of less than one year shall not be considered a term of office.
 - f. The Congregation Council shall be seated at the next council meeting following the annual meeting. At this meeting, the Congregation Council shall elect the officers and designate the committee members.

- g. A vacancy on the church council shall be filled by action of the church council.
- h. The pastor shall be ex-officio a member of the church council.
- i. A quorum for the conduct of business at Congregation Council meetings shall be greater than 50% of the Council membership.
- j. Meetings of the church council shall be held no less than four times a year.
- k. A special meeting of the church council may be called by notice given at a public service or personal notice to each member in advance. A special meeting may be called by the pastor or the president or by any three members of the church council.
- l. If a member of the church council is absent from four consecutive regular meetings without an excuse acceptable to the council, they have forfeited their council membership.
- m. A member's place on the church council shall be declared vacant if the member ceases to be a voting member of the congregation.

2. Committees of the Church Council

- a. The Congregation Council shall designate 1 - 2 members to sit on each of the following:
 - 1. Board of Trustees - shall include the President and Secretary of the Church Council, and the Treasurer of the Congregation. They shall have responsibility, under the supervision of the Pastor, for the following and shall make recommendations on these to the Congregation Council:
 - i. The congregation's development in accordance with scriptural principles of stewardship.
 - ii. The management of congregation funds.
 - iii. The raising of funds.
 - iv. The care of congregation property.
 - v. The preparation / review of the congregation budget. (March / June / September)
 - 2. Board of Education - shall have responsibility, under the supervision of the pastor, for the following and shall make recommendations on these to the Congregation Council;
 - i. To operate the Sunday School and other schools of the congregation.
 - ii. To promote adult education.
 - iii. To develop the youth program in the congregation.
 - 3. Fellowship and Outreach Committee - shall have responsibility, under the supervision of the pastor, for the following and shall make recommendations on these to the Congregation Council;
 - i. Outreach to the community to grow the congregation.
 - ii. To promote the Christian faith within the congregation and community.
 - iii. To promote fellowship among all members of the congregation.
 - iv. To promote leadership within the congregation.

4. Worship Committee - shall provide guidance and support to the pastor on all aspects of Bethany's church services including technology, music, and programs / settings.
 5. Church Building & Grounds - shall provide guidance and organization to maintain / update or enhance / service the church building (equipment / appliances) and surrounding exterior property, including lawn care, snow removal, garage, etc.
 6. Parsonage Committee - shall provide guidance and organization to maintain / update / service the parsonage house (equipment / appliances) and surrounding exterior property, including lawn care, snow removal.
 7. Mutual Ministry Committee - the Congregation Council will ensure the development of this committee, but will not maintain a member on this committee with the exception of the first 2 years of its existence. This initial involvement in the committee will be solely to ensure that the committee is established and supports the Pastor. Please see below for the definition of this committee.
 8. and shall have authority to appoint such other committees that may be necessary or advisable.
- b. The Congregation Council shall have authority to appoint or elect additional congregational members who are not members of the council as members on its regular committees.
 - c. The Congregation Council may, at least once a year, invite the full membership to its regular committee meeting together with representatives chosen by the organizations of the congregation to review the entire program of the congregation.

3. Duties of Officers of the Congregation Council

- a. The President shall preside over meetings of the Congregation Council and of the congregation unless the meeting decides otherwise.
- b. The Vice-President shall preside in the absence of the president, unless the meeting decides otherwise.
- c. The Secretary shall keep the minutes of the Congregation Council and of the congregation and shall preserve its archives.
- d. The Treasurer shall be bonded and shall be custodian of all funds of the congregation and shall disburse all such funds in accordance with the decisions of the congregation or the church council. The treasurer shall present an audited report at the annual meeting and such other reports to the Congregation Council as may be required.

4. Other Responsibilities of the Congregation Council

- a. The Congregation Council shall be empowered to secure such help as is needed to carry on the work of the congregation, such as organist, office manager, intern, custodian, etc., and shall fix their salaries.
- b. Adjustments in the salary of the pastor shall be the responsibility of the Congregation Council, subject to the congregation's approval of the budget.
- c. The Congregation Council may enter into contracts of up to 2.5% of the annual budget for items not included in the congregation budget.
- d. An Audit Committee composed of three persons shall be appointed by the president with the approval of the Congregation Council. This committee shall audit all financial records of the congregation proper, and shall present its report to the annual meeting in writing. This committee shall carefully examine all

insurance policies to determine the amount and kind of insurance in force and include this report in this statement.

e. Use of property.

1. The property of the congregation shall be for the use of the congregation at its normal functions as a Lutheran church and shall not be used in any way not in harmony with the purpose of the congregation.
2. Buildings which are the property of the congregation shall not be lent or rented to any group or individual not affiliated with the congregation or with the Evangelical Lutheran Church in America unless application for such use has been approved by the trustees by a majority vote in the case of a request for occasional use, or by a majority vote of the council in the case of a request for regular use.

Nominating Committee

1. The nominating committee shall be composed of five members, two of whom shall be elected by the Congregation Council from its own membership and three of whom shall be appointed by the council, selected from the congregation.
2. The members of the nominating committee shall serve for the year following their appointment. They shall nominate one or more candidates for each office to be filled and shall notify each nominee of his candidacy.
3. The candidates of the nominating committee shall be made known to the congregation in conjunction with the announcements of the special or annual meeting at which the election is to take place.
4. In addition to the candidates submitted by the nominating committee, additional nominations may be made from the floor.

Call Committee

1. The call committee shall work with the Bishop of the Synod.
2. The call committee shall be composed of not less than 6 or more than 9 members.
3. These committee members shall be approved at a Congregation meeting.
4. Term of office shall terminate upon installation of the newly called rostered Pastor.

Mutual Ministry Committee

1. The mutual ministry committee will provide guidance, feedback, and support to the Pastor in their ministry in the congregation and how their ministry is perceived.
2. This committee offers the pastor an opportunity to reflect on their ministry as they see it.
3. Members of this committee shall serve as an advocate for the pastor before official boards and committee of the congregation to bring about the initiation of change or the beginning of new programs where they appear to be needed.
4. This committee provides members of the congregation an avenue where they can communicate specific needs and concerns as well as positive feedback to the pastor.
5. Term of office shall be two years for 4-6 members, with 2-3 members to be appointed each successive year. Half of the members shall be selected by the pastor, half selected by the Congregation Council and approved by both.
6. The Mutual Ministry Committee shall be appointed jointly by the Congregation Council and the rostered minister.

7. For the first 2 years of its existence, one of the members shall be from the Congregation Council to ensure the establishment of the committee and its role. The Congregation Council member's role shall solely be to initiate the meetings and ensure they take place.
8. No minutes shall be taken for these meetings, unless necessary to document tasks for completion of the wishes of the group.
9. Upon establishment of the committee, the committee shall appoint its own chairperson to arrange for the meetings and maintain focus.
10. The committee shall report to the Congregation Council.
11. The committee shall have no authority to initiate policy or introduce programs, rather to make recommendations to the Congregation Council.
12. The committee will meet every other month. They should meet even when there is no specific concerns to address. Additional meetings may be called as needed.
13. The pastor's spouse / significant other shall be invited to participate in these meetings.
14. Topics to be included in bi-monthly meetings:
 - a. Prayer for the pastor, congregation, and the mutual ministry.
 - b. Review annual continuing education plan of the pastor.
 - c. 2 times per year provide sermon critique.
 - d. 1 time per year discuss pastor's teaching ministry.
 - e. 1 time per year discuss pastor's approach to caring / counseling.
 - f. 1 time per year discuss pastor's administrative work.
 - g. Assist the pastor in prioritizing various ministries.
 - h. Listen carefully, critically to feedback about the pastor's ministry and their own self-reflection in ministry.
 - i. Follow up with congregation members that offer feedback or raise questions about the pastor's ministry.
15. Committee members must commit to absolute confidentiality, what is shared within the committee must remain there.

Reports of Organizations

All committees and organizations handling funds within the congregation shall submit accounts to the treasurer or the church office at least 14 days prior to the annual meeting, and the treasurer shall include such accounts in his/her report to the meeting.