

Constitution and Bylaws 2018
St. John's Evangelical Lutheran Church
470 South Gebhart Church Road
Miamisburg, OH 45442
937-866-3780

Constitution Table of Contents

| | |
|------------|--|
| Preamble | |
| Chapter 1 | NAME AND INCORPORATION |
| Chapter 2 | CONFESSION OF FAITH |
| Chapter 3 | NATURE OF THE CHURCH |
| Chapter 4 | STATEMENT OF PURPOSE |
| Chapter 5 | POWERS OF THE CONGREGATION |
| Chapter 6 | CHURCH AFFILIATION |
| Chapter 7 | PROPERTY OWNERSHIP |
| Chapter 8 | MEMBERSHIP |
| Chapter 9 | THE PASTOR |
| Chapter 10 | CONGREGATION MEETING |
| Chapter 11 | OFFICERS |
| Chapter 12 | CONGREGATION COUNCIL |
| Chapter 13 | CONGREGATION COMMITTEES |
| Chapter 14 | ORGANIZATIONS WITHIN THIS CONGREGATION |
| Chapter 15 | DISCIPLINE OF MEMBERS |
| Chapter 16 | BYLAWS |
| Chapter 17 | AMENDMENTS |
| Chapter 18 | CONTINUING RESOLUTIONS |
| Chapter 19 | INDEMINIFICATION |
| Chapter 20 | PARISH AUTHORIZATION |

Bylaws Table of Contents

- Chapter 1 DUTIES OF CONGREGATION OFFICERS AND SUPPORT OFFICERS
- Chapter 2 DUTIES AND RESPONSIBILITIES OF CONGREGATION COMMITTEES
- Chapter 3 CHURCH PROPERTY USE
- Chapter 4 ENDOWMENT FUND
- Chapter 5 MEMORIAL FUNDS
- Chapter 6 WILLS AND INSURANCE

Constitution

St. John's Evangelical Lutheran Church

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 St. John's Evangelical Lutheran Church.
- C1.02.** For the purpose of this constitution and the accompanying bylaws, the congregation of St. John's Evangelical Lutheran Church is hereinafter designated as "this congregation."
- C1.03.** This congregation shall be incorporated on June 19, 1862. The records were filed on July 2, 1862, in Volume A of the Record of Incorporation, Montgomery County, Ohio, recorder's office in Dayton, Ohio.
- C1.04.** The seal of this congregation presents the Holy Bible open to John 1:290 under which is inscribed "organized July 30, 1819" encircled by the words "St. John's Evangelical Lutheran Church, Miamisburg, Ohio."
- C1.05.** This congregation shall be incorporated under the laws of the State Ohio.

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

* if a constitutional provision is mandatory, it will be preceded by an asterisk, "*C."

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. This church, 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 and justice for all people, working for peace and reconciliation among the nations, standing with the poor and powerless, and committing itself to their needs.
 - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- *C4.03.** To fulfill these purposes, this congregation shall:
 - a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
 - b. Provide pastoral care and assist all members to participate in this ministry.
 - c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
 - d. Teach the Word of God.
 - e. Witness to the reconciling Word of God in Christ, reaching out to all people.
 - f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
 - g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
 - h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.

- i. Foster and participate in ecumenical relationships consistent with churchwide policy.
- *C4.04.** This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational group and shall review their actions.
- *C4.05.** This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.
- *C4.06.** References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 5.

POWERS OF THE CONGREGATION

- *C5.01.** The powers of this congregation are those necessary to fulfill its purpose.
- *C5.02.** The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.
- *C5.03.** Only such authority as is delegated to the Congregation Council or other organizational units in this congregation’s governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:
 - a. call a pastor as provided in Chapter 9;
 - b. terminate the call of a pastor as provided in Chapter 9;
 - c. call a minister of Word and Service;
 - d. 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 bylaws, as specified in Chapter 17, and continuing resolutions, as provided in Chapter 18;
 - f. approve the annual budget;
 - g. acquire real and personal property by gift, devise, purchase, or other lawful means;
 - h. hold title to and use its property for any and all activities consistent with its purpose;
 - i. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
 - j. elect its officers, and Congregation Council, and require them to carry out their duties in accordance with the constitution and bylaws; and
 - k. 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 Southern Ohio Synod of the Evangelical Lutheran Church in America.

Chapter 6.

CHURCH AFFILIATION

- *C6.01.** This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the Southern Ohio 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 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.
 - d. This congregation agrees to consider ministers of Word and Service for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
 - e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution of the synod.
- *C6.04.** Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:
 - a. This congregation takes action to dissolve.
 - b. This congregation ceases to exist.
 - c. This congregation is removed from membership in the Evangelical Lutheran

Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.

d. This congregation follows the procedures outlined in *C6.05.

***C6.05.**

This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the intent to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds vote of the voting members present. Such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time the congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.
- b. The secretary of the congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod and the congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the synod of the notice as specified in paragraph b. above.
- d. If the congregation, after such consultation, still seeks to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the meeting shall be mailed to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.
- e. A copy of the resolution, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, shall be sent to the bishop within 10 days after the resolution has been adopted, at which time the relationship between the congregation and this church shall be terminated subject to paragraphs g., h., and i. below. Unless this notification to the bishop also certifies that the congregation has voted by a two-thirds vote to affiliate with another Lutheran denomination, the congregation will be conclusively presumed to be an independent or non-Lutheran church.
- f. Notice of termination shall be forwarded by the bishop to the secretary of the ELCA, who shall report the termination to the Churchwide Assembly.
- g. This congregation shall abide by these covenants by and among the three expressions of this church:
 - 1) Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in *C6.05. shall be required to receive Synod Council approval before terminating their

membership in this church.

2) Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to receive synodical approval before terminating their membership in this church.

3) Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.

h. If this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's first meeting as specified in paragraph a. above, another special meeting to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of *C6.05. and may begin no sooner than six months after that second meeting.

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

***C6.07.** If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate 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 Southern Ohio 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 two-thirds of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in *C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Southern Ohio Synod.

***C7.04.** If two-thirds of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for

termination of relationship in *C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.

- *C7.05.** Notwithstanding the provisions of *C7.02. and *C7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, this congregation accepts such restrictions and:
- a. Shall not transfer, encumber, mortgage, or in any way burden or impair any right, title, or interest in the property without prior approval of the Synod Council.
 - b. Shall—upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the Southern Ohio 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 the congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
 - d. **Associate** members are persons holding membership in other Christian

congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. 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 ELCA congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:

- 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
- 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
- 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with the ELCA;
- 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
- 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
- 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.

***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 ELCA constitutional provision 20.41. and the accompanying bylaws; or
- e. removal from the roll due to inactivity in accordance with the provisions of this constitution and its bylaws.

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

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 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 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 distribution of its communications and publications;
 - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of this congregation;
 - 3) install regularly elected members of the Congregation Council;
 - 4) with the Council, administer discipline; and
 - 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of the Southern Ohio 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.** 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 death or, following consultation with the synodical bishop, for the following reasons:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions;
 - 4) physical disability or mental 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 the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the 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 as disabled. Upon removal of the disability and the restoration of the pastor to health, 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 the 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 the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by

the pastor, if appropriate. If 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, the 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 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 rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

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

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

***C9.11.** 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 records 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.

***C9.15.** Under special circumstances, subject to the approval of the synodical 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 the congregation and the pastor in a form proposed by the synodical bishop and approved by the congregation.

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

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

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

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

- i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- *C9.24.** The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.
- *C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:
 - a. The call of a congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the deacon;
 - 5) suspension of the deacon through discipline for more than three months;
 - 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement;
or
 - 9) suspension of this congregation through discipline for more than six months.
 - b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service as disabled. Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the

congregation last served or in another appropriate call.

- d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

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

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

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

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

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

***C9.31.** The deacon(s) shall submit a report of his or her ministry to the bishop of the

synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 10.

CONGREGATION MEETING

- C10.01.** The annual meeting of this congregation shall be held on a day within five (5) weeks of the end of the previous calendar year, which date shall be set by the Congregation Council. The primary purpose of the annual meeting is to elect Council members and officers holding Council Secretary, Treasurer, and Financial Secretary positions and to approve an annual operating budget for the calendar year.
- C10.02.** A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of ten percent (10%) of the voting members, as specified in the most recent annual report of this congregation. The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.03.** Notice of all meetings of this congregation shall be given at the services of worship on the preceding two (2) consecutive Sundays and by mail or electronic means, as permitted by state law, to all voting members at least ten (10 days) in advance of the date of the meeting.
- C10.04.** Twenty percent (20%) 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 the congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.
- C10.07.** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of this congregation.
- C10.08.** The president shall appoint a parliamentarian for all Congregation Meetings.

Chapter 11.

OFFICERS

- C11.01.** The officers of this congregation shall be a president and vice president. The support officers shall be the Council secretary, treasurer, and financial secretary. The officers and support officers shall be voting members of the congregation. Officers and support officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
- C.11.01.01.** The president shall be chairperson of this congregation and the Congregation Council. In the event of the president's inability to perform his/her duties, the vice president shall serve in his/her stead. The duties of the president shall include but not be limited to:
 - a. Appoint a chairperson for standing and special committees, as needed, subject to approval by the Congregation Council.

- b. Appoint and/or recruit sufficient personnel for each committee, as needed, so that each committee is staffed with personnel necessary to perform their assigned responsibilities, subject to the approval by the Congregation Council.
- c. Attend committee meetings to provide leadership and encouragement to the various committees; this function may be shared with the vice president.
- d. Be ex-officio member of all standing and special committees.
- e. Other duties and responsibilities that are deemed necessary in this office, or which the Congregation Council may assign.

C.11.01.02. The vice president shall serve as chairperson of this congregation and the Congregation Council in the event of the president's inability to perform his/her duties. The duties and responsibilities of the vice president shall include, but not be limited to:

- a. Serve as chairperson of the Personnel Committee.
- b. Be ex-officio member of all standing and special committees.
- c. Attend committee meetings to provide leadership and encouragement to the various committees; this function may be shared with the president.
- d. Other duties and responsibilities that are deemed necessary in this office, or which the Congregation Council may assign.

C.11.01.03. The duties and responsibilities of the secretary shall include, but not be limited to:

- a. Keep accurate minutes of all meetings of this congregation and the Congregation Council.
- b. Preserve the records and minutes, permanently, in this congregation's archives.
- c. Other duties and responsibilities that are deemed necessary in this office, or which the Congregation Council may assign.

C.11.01.04. The duties and responsibilities of the treasurer shall include, but not be limited to:

- a. Make distribution of this congregation's funds as authorized by the Congregation Council.
- b. Keep financial records of all such transactions.
- c. Preserve these records in accordance with accepted business practices.
- d. Assure adequate levels of corporate surety for handling of money and securities.
- e. Make written monthly reports of transactions to the Congregation Council and an annual report to this congregation at its annual meeting.
- f. Other duties and responsibilities that are deemed necessary in this office, or which the Congregation Council may assign.

C.11.01.05. The duties and responsibilities of the financial secretary shall include, but not be limited to:

- a. Keep records of all income from contributing members and other sources.
- b. Provide contribution statements of offerings received from members and other contributors.
- c. Preserve these records in accordance with accepted business practices.
- d. Provide monthly income reports to the treasurer.
- e. Provide and distribute offering envelopes to members.
- f. Other duties and responsibilities that are deemed necessary in this office, or which the Congregation Council may assign.

- C11.02.** The Congregation Council shall elect its president and vice president by written ballot from the elected membership of the Congregation Council and they shall be the officers of the congregation. The officers shall serve for one year or until their successors are elected.
- C11.03.** The support officers of the congregation (Council secretary, treasurer, and financial secretary) shall be elected for a one year appointment at the annual Congregation Meeting.
- C11.04** Terms of office for all officers and support officers of the Congregation Council shall be February 1 through January 31 of the following year.
- C11.05.** Newly elected members, officers and support officers of the Congregation Council shall be formally installed during a Sunday worship service occurring within two (2) weeks after the annual January congregational meeting. The pastor and the Council president shall jointly determine the installation date.

Chapter 12.

CONGREGATION COUNCIL

- C12.01.** The voting membership of the Congregation Council shall consist of the pastor, the officers and support officers of the congregation, and not more than three (3) adult members of the congregation, at least one of whom shall be a confirmed youth. 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; b) is absent from four successive regular meetings of the Congregation Council without cause; or c) resigns from the Council. Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.
- C12.02.** The members of the Congregation Council except the pastor, treasurer, financial secretary and Council secretary, shall be elected to serve for two (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.
- 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. 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 conflicts arise, to endeavor to foster mutual understanding.
- g. To arrange for pastoral service during the sickness or absence of the pastor.
- h. To emphasize partnership with the synod and churchwide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
- i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

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 Ohio except as otherwise provided herein.
- b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
- c. The Congregation Council may enter into contracts of up to three percent (3%) of the approved annual operating budget for items not included in the budget.
- d. The Congregation Council shall approve an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations of not more than five percent (5%) in excess of the anticipated receipts only after approval by Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.
- e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer.
- f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

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 the congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.
- 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 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.
- C12.12.** A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.
- C12.13.** The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference and, to the extent permitted by state law, notices of all meetings may be provided electronically.
- C.12.14.** The Congregation Council shall oversee and approve use of the church facilities. The guidelines shall be followed according to the following bylaws.
 - C.12.14.01.** All members of the congregation shall be entitled to use the church facilities in the event of a marriage, funeral or baptism in the family. There will be no expense in such cases for the use of the sanctuary.
 - C.12.14.02.** People and organizations not affiliated with the congregation must receive prior approval from the Congregation Council before using church property. Use of the facilities by said may incur a fee, as per current guidelines.
 - C.12.14.03.** People and organizations not affiliated with the congregation may be asked to sign an agreement assuming full responsibility for their use of the church.
 - C.12.14.04.** Any use of the church property (member or non-member) will require that the facilities being used be returned to its original condition including cleaning and replacement of any breakage.
 - C.12.14.05.** Only non-profit use of church property may be approved.
 - C.12.14.06.** Congregation Council shall provide oversight of all people and organizations that use church facilities.
 - C.12.14.07.** All use of the church facilities by congregation members and approved outside groups and individuals must be coordinated through the church secretary.

Chapter 13.

CONGREGATION COMMITTEES

- C13.01.** There shall be an Executive Committee comprised of officers, support officers, and the pastor.
- C13.01.01.** The Executive Committee shall call to order all regular and special meetings of this congregation and Congregation Council according to an agenda acceptable to the members, upon proper notice to all qualified members.
- C.13.01.02.** The Executive Committee shall conduct meetings according to the Constitution, Bylaws and Robert's Rules of Order.
- C.13.01.03.** The Executive Committee shall conduct emergency business transactions when the Congregation Council or this congregation cannot be called to order in a special meeting to transact business on matters that need immediate attention because of serious conditions. Any such emergency action must be reported to this congregation and/or Congregation Council at the first opportunity possible for concurrence and ratification.
- C.13.01.04.** The Executive Committee shall be responsible for other emergency responsibilities, which may include the specific duties of any officer of this congregation or Congregation Council which are not being completed, and any other special business which may require action by this committee on behalf of this congregation or Congregation Council.
- C.13.01.05.** The Executive Committee shall perform other duties and responsibilities which the Congregation Council may assign.
- C13.02.** There shall be a Standing Committee for Christian Education, hereafter known as the Learning Committee. The Sunday School Superintendent will be the Committee Chair, with teachers and leaders in the learning programs the members of this committee.
- C13.02.01.** Duties and responsibilities of the Learning Committee will include but not be limited to following bylaws:
- C.13.02.02.** Oversight of the conduct and promotion of the education activities within this congregation, including Sunday School, Vacation Bible School, confirmation/catechism and adult Christian Education classes.
- C.13.02.03.** Promote continued adult education.
- C.13.02.04.** Select and train class teachers.
- C.13.02.05.** Assign church school classrooms.
- C.13.02.06.** Select appropriate curriculum for the classes.
- C.13.02.07.** Maintain a library of materials for students and members.
- C.13.02.08.** Oversee and assist with planning, organizing, and supervising the youth group's activities.
- C.13.02.09.** Encourage participation of this congregation's youth in the broader scope of service to the Church.
- C.13.02.10.** Recognize high school and college graduation of this congregation's members.
- C.13.02.11.** Assist and cooperate with other committees in the joint activities of the church school, confirmation, and youth groups.
- C.13.02.12.** Aid in the selection, supervision, and the determination of the responsibilities of the Learning Committee Chairperson.

- C.13.02.13.** Assure that the nursery for infants will be provided and properly staffed as needed.
- C.13.02.14.** Other duties and responsibilities which the Congregation Council may assign.
- C13.03.** There shall be a Standing Committee for Financial Resources, hereafter known as the Financial Management Committee. The treasurer shall chair this committee. The Financial Management Committee may appoint an assistant treasurer and an assistant financial secretary.
- C.13.03.01.** Duties and responsibilities of the Financial Management Committee, which provides management and oversight of routine financial operations of the church to make certain that they are being conducted efficiently and on time, shall include but not be limited to:
- a. Preparation a draft budget for the succeeding year, including this congregation's indicated share in support of the wider ministry being carried on in its behalf by the Evangelical Lutheran Church in America. Submit such draft budget to the Congregation Council for its action, and when approved, make presentation to this congregation at its annual meeting.
 - b. Review the treasurer's and financial secretary's monthly reports of receipts and disbursements; compare the classification of the monthly receipts and disbursements to the approved budget account amounts; and approve the reports to be presented to the Congregation Council and this congregation.
 - c. Review the insurance coverage in cooperation with the Board of Trustees and Congregation Council to assure adequate insurance coverage and to secure proper coverage increases as the need may arise.
 - d. Assure that prompt payment of all obligations is being conducted.
 - e. Provide and maintain employee payroll records required by local, state and federal laws.
 - f. Provide for the timely payment of all taxes applicable to property, ownership, use, revenue, or other; see that the required reports are properly and timely filled on behalf of this congregation.
- C.13.01.02.** The Financial Management Committee shall oversee all aspects of the Endowment Fund, which was established many years ago to provide long term, stable investment capital to perpetuate the mission and outreach of the Congregation. It is established as a haven for undesignated bequests whose principal value shall reside in perpetuity.
- a. Every year in January, the Financial Management Committee shall disburse the total amount earned on the endowment principal in the preceding calendar year as follows: 50% for maintenance, general repairs and upkeep of St John's property and contents; 20% to the Southern Ohio Synod ECLA for benevolence; 20% for special benevolence/outreach in the local community, as determined by the Congregation Council; and 10% reinvested into the balance of the endowment.
 - b. The Financial Management Committee will oversee any loans that may be made from the Endowment Fund. Loans may be made only after approval by the Financial Management Committee, the Congregation Council, and a majority vote of the congregation, for the sole purpose of retiring long-term debt. Long

term debt is defined as any outstanding financial obligation which has been owed (or held) by St John's for a period not less than three years. The amount available to borrow from the Endowment Fund at any one time shall be limited such that the church retains a minimum principal balance of \$25,000 in the Endowment Fund. The loan interest rate shall be set at the US Prime rate plus two percent (Prime+2%), and shall be adjusted in January of each year by the Financial Management Committee. No loan shall have a repayment period exceeding 15 years.

- C.13.01.03.** The Financial Management Committee will oversee the receipt and use of memorial donations. Memorial donations shall be categorized as follows: Designated, where a specific use has been indicated by the donor; Pending Family Designation, where the donor wishes the family to select a use for the funds; or Undesignated, where no selection was made.
- a. The Financial Management Committee will disburse Designated memorial donations according to the donor's request.
 - b. The Financial Management Committee will track all Pending Family Designation memorial funds. Within three (3) months of receipt of the earliest donation, a congregation member who is the closest relative of the person named on the memorial donation will receive a letter acknowledging the donation and asking that a purpose be designated for the funds or request a three (3) month deferral on such a decision. Any Pending Family Designation funds will be reclassified as Undesignated if the family, after receiving notification by letter to clarify a purpose, has not responded to requests for selecting a purpose after multiple requests and a time period of at least three (3) months has elapsed from the initial contact. Any memorial funds will also be reclassified as Undesignated if there are no longer any relatives who are current members of the congregation.
 - c. The Financial Management Committee will track all Undesignated Memorial donations. Memorial donations that total \$100 or more within a three (3) month period that were given without the request for the family to designate a use will be placed in a Pending Family Designation fund and handled according to the guidelines shown in **C.13.01.03.b.** above.
 - d. The Financial Management Committee will place all memorial donations received in memory or honor of a congregation member that total less than \$100 in any three (3) month period in an Undesignated Memorial Fund. These donations will be disbursed annually at the end of every calendar year, with 20% of the Undesignated Memorial balance placed in the Endowment Fund and 80% made available for the Congregation Council's direction.
- C.13.01.04.** The Financial Management Committee will oversee the proper use of any estate proceeds from wills, trusts, or insurance policies. Funds received without a designation for use will be placed in the Endowment Fund or used to pay off any existing long term debt as defined in **C.13.01.02.b.** For the purpose of paying off long-term debt, if either the Congregation Council or members of the congregation vote to not use apply the funds to existing loans, the proceeds will be placed in the Endowment Fund. The Congregation Council will honor as closely as possible

any requested designation for use of funds received from an estate, but has the option to refuse an estate payment if the purpose or designation of such a gift is found to be objectionable by a majority vote of the Congregation Council.

C13.04. There shall be a Standing Committee for Church Property, hereafter known as the Board of Trustees. The committee shall elect its Chairperson from its own membership.

C.13.04.01. Duties and responsibilities of this committee shall include but not be limited to:

- a. Maintain and protect all property of this congregation, to assure that all property is kept in good repair and is adequately insured.
- b. Examine and maintain the building structure, components and contents; provide for needed repair and/or replacement.
- c. Maintain the grounds such as lawns, parking areas, sidewalks, and fences.
- d. Assist in the selection; determine the duties and responsibilities; and supervise the janitorial personnel and/or services.
- e. Other duties and responsibilities which the Congregation Council may assign.

C13.05. There shall be a Standing Committee for Worship and Music. Duties and responsibilities of this committee shall include, but not limited to:

- a. Assist the pastor and the Congregation Council to assure services in God's house are conducted regularly and in accordance with the liturgy of the Evangelical Lutheran Church in America.
- b. Supervise the effective service of the choir at this congregation.
- c. Arrange and supervise the care and maintenance of paraments and robes of the choirs, acolytes, and confirmands.
- d. Furnish music supplies appropriate for use in the worship service of this congregation in cooperation with the pastor, choir director, and organist/pianist.
- e. Recruit and train competent ushers.
- f. Oversee the Alter Guild volunteers who provide alter preparations before worship services.
- g. Coordinate any seasonal decorations related to the liturgical church year (Christmas, Epiphany, Lent, Easter, Pentecost and Advent).
- f. In cooperation with the pastor and Learning Committee, promote the education and instruction in the meaning of worship and the appreciation of the liturgical and musical heritage of the Evangelical Lutheran Church in America.
- g. Assist the Personnel Committee in recruiting personnel to serve as director of music, choir director, and organist/pianist, as well as assist in defining the duties and responsibilities of these positions in appropriate employment contracts.
- h. Supervise and coordinate lay persons' participation in regular, special, and communion services, such as lesson readers, greeters, communion, preparation, social gatherings, and acolytes.
- i. In cooperation with the Board of Trustees Committee, care for the physical property necessary for the conduct of worship, such as the organ, other musical instruments, the sacristy, and the sanctuary and its furnishings.
- j. Other duties and responsibilities which the Congregation Council may assign.

- C.13.06. Nominating Committee:** A Nominating Committee shall be appointed by the Congregation Council.
- a. The nominating Committee shall consist of two (2) voting members of this congregation, one (1) of which, if possible, shall be an out-going member of the Congregation Council.
 - b. The president of the Congregation Council and the pastor(s) shall serve as ex-officio members. The one (1) additional member of this committee shall be elected by the Congregation Council at least two (2) months in advance of the annual congregation meeting. Members of the Nomination Committee are not eligible for consecutive re-election.
 - c. Duties and responsibilities of this committee shall include, but not be limited to, submitting a slate of candidates eligible to serve on the Congregation Council, and submit a slate of candidates eligible to serve on the Congregation Council officer candidates eligible for the successive Congregation Council's election.
 - d. Other duties and responsibilities which the Congregation Council may assign.
 - e. In the absence of a Nominating Committee, the duties shall be fulfilled by the Executive Committee.
- C.13.07. Audit Committee:** An Audit Committee of not less than three (3) voting members shall be appointed by the Congregation Council when an audit conducted. Audit Committee members shall not be members of the Congregation Council. Term of office shall be one year or for the duration of the audit. Duties and responsibilities of this committee shall be in accordance with the latest issue of the Southern Ohio Synod's Congregational Audit Guide.
- C.13.08. Personnel Committee:** There shall be a standing committee for Personnel. This committee shall consist of the Congregation Council officers and support officers (president, vice president, secretary, treasurer, financial secretary) and any other member(s) that may be appointed by Council. The Congregation Council vice president shall act as chairperson. This committee shall administer the personnel policies of the Congregation Council and this congregation. Duties and responsibilities of this committee shall include, but not be limited to:
- a. Recruit salaried personnel.
 - b. Hire and/or fire paid staff personnel with the specific authority of the Congregation Council.
 - c. Negotiate, write, sign, and administer appropriate employment contracts applicable to each of the paid staff employees of this congregation; defining their specific duties, responsibilities, and authority; establishing salaries and benefits.
 - d. Review and update these contracts with the employees on an annual basis.
 - e. Act as liaison between paid staff employees and the Congregation Council on behalf of this congregation.
 - f. Other duties and responsibilities which the Congregation Council may assign.
 - g. In the absence of a Personnel Committee, the duties shall be fulfilled by the Executive Committee.
- C.13.09. Mutual Ministry Committee:** A Mutual Ministry Committee may be formed at

the request of the pastor. This committee shall have a relational rather than a functional obligation. As such, all discussion at their meetings will be kept in confidence and only those matters deemed necessary to promote pastoral/congregational relations shall be brought before the Congregation Council. The committee shall consist of the pastor and a minimum of three (3) voting members. No meeting shall be conducted without the pastor being present. In the absence of a Mutual Ministry committee, the duties shall be fulfilled by the Executive Committee. Committee members shall be appointed jointly by the president and the rostered minister. Term of office shall be two years with staggered terms among its members.

- C.13.10. Call Committee:** When a pastoral vacancy occurs, a Call Committee comprised of voting members shall be elected by the Congregation Council. Term of office will terminate upon installation of the newly called pastor. Duties of the Call Committee shall be defined by this congregation as the committee is formed.
- C.13.11. Discipleship Committee:** There shall be a Standing Committee for Discipleship. Duties and responsibilities of this committee shall include, but not be limited to:
- Promote and sponsor community outreach programs in support of the congregation's mission.
 - Arrange activities that foster Christian fellowship through participation in various activities appropriate for all age groups.
 - Other duties and responsibilities which the Congregation Council may assign.
- C13.12.** The pastor of this congregation shall be ex officio a member of all committees and boards of the congregation.
- C13.13.** Other congregation committees may be formed as the need arises by decision of the Congregation Council, with their duties defined in the Bylaws.

Chapter 14.

ORGANIZATIONS WITHIN THE CONGREGATION

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

Chapter 15.

DISCIPLINE OF MEMBERS

- *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 the congregation, or willful and repeated

harassment or defamation of member(s) of the congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, c) written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.

- *C15.02.** The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. If 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 member's reply, to the Committee on Discipline of the synod for a hearing. A copy of the panel's written referral shall be delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then select six members from the Committee on Discipline to decide the case and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members, plus the nonvoting chair, comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.
- *C15.04.** The 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 the congregation; or
- d. termination of membership in the 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 member(s), and the Congregation Council as required by the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next Council meeting.

***C15.07.** No member of the congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.

***C15.10.** 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.

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 three voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members of the proposal together with the Council's recommendations at least 30 days in advance of the meeting.

Notification may take place by mail or electronic means, as permitted by state law.

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

- a. be approved at a legally called Congregation Meeting according to this constitution by a majority vote of those voting members present and voting;
- b. be ratified without change at the next annual meeting by a two-thirds 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 the congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- *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 the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the Council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of the congregation, the Congregation Council shall submit such notice. 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 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 the 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.** Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 18.

CONTINUING RESOLUTIONS

- *C18.01.** The congregation in a legally called meeting or the Congregation Council may

* Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for synodical review of the amendment.

enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.

- *C18.02. Continuing resolutions shall be enacted or amended by a majority vote of a meeting of the congregation or a two-thirds vote of all voting members of the Congregation Council.

Chapter 19

INDEMNIFICATION

- *C19.01. Consistent with the provisions of the laws under which this congregation is incorporated, this congregation may adopt provisions providing indemnification for each person who, by reason of the fact that such person is or was a Congregation Council member, officer, employee, agent, or other member of any committee of this congregation, was or is threatened to be made a party to any threatened, pending, or completed civil, criminal, administrative, arbitration, or investigative proceeding.

Chapter 20.

PARISH AUTHORIZATION

** Required provisions when congregation is part of a parish]*

- *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 the Parish Council. The Parish Agreement shall identify which congregation of the parish issues calls on behalf of the member congregations or shall establish a process for identifying which congregation issues calls on behalf of the member congregations.
- *C20.02. One congregation of a parish shall issue a call on behalf of the member congregations to a minister of Word and Sacrament or a candidate for the roster of Ministers of Word and Sacrament who has been recommended by the synodical bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- *C20.03. One congregation of a parish may issue a call on behalf of the member congregations to a minister of Word and Service or a candidate for the roster of Ministers of Word and Service who has been recommended by the synodical bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- *C20.04. Any one of the congregations of the parish may terminate their relationship with the pastor as provided in †S14.18.d. of the synodical constitution of the synod named

in *C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.

***C20.05.** Any one of the congregations of the parish may terminate their relationship with a minister of Word and Service as provided in †S14.43.d. of the synodical constitution of the synod named in *C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.

***C20.06.** Whenever a parish agreement is terminated, the call of any rostered minister serving that parish is terminated. Should any congregation that was formerly part of the parish agreement desire to issue a new call to that rostered minister, it may do so in accordance with the call process of this church.

