

GUIDE TO THE PROPOSED CONSTITUTION AND BYLAWS OF CHRIST LUTHERAN CHURCH

- This proposed document brings the current 1988 Constitution and Bylaws of Christ Lutheran Church into alignment with the ELCA using the *Model Constitution for Congregations of the ELCA*. The committee followed the current edition of the *Model Constitution*, which contains changes adopted at all churchwide assemblies, including the recent 2016 Churchwide Assembly.
- The constitution, bylaws and continuing resolutions of CLC are combined in one document for easy reference and use.
- An * denotes chapters or provisions **required** by the ELCA. These sections, no matter what color, must be used without alteration or amendment of the text in any manner.
- “Church” with a capital letter refers to the one, holy, catholic, and apostolic Church. The words “church” or “this church” in lowercase letters refer to the ELCA. Christ Lutheran Church is identified as “this congregation”.
- Missing numbers or blank sections are intentional and not the work of this committee. They have been reserved by the Office of the Secretary of the ELCA for possible use as section headings in future editions.
- “C” on a section heading indicates CONSTITUTION provisions, “BL” indicates a BYLAW, and “CR” indicates a CONTINUING RESOLUTION.
- An explanation of the color coding is found at the bottom of each page. The original Constitution of Christ Lutheran Church is in black font. **The Model Constitution is shown in red font where it differs or is in addition to CLC’s current constitution. CLC’s current bylaws and continuing resolutions are in purple font. Green font signifies the Constitution Review Committee’s recommendations.**
- Proposed amendments to the current constitution and bylaws must be approved by a majority vote of those present and voting at a legally called meeting of the congregation. (See current constitution C17.02.a.) Discussion and voting will occur on Sunday, December 11, 2016 immediately following the worship service. It is possible that two meetings will be held on that day with a short break between meetings in order to comply with ratification requirements.

The proposed document must then be ratified **without change** at the annual meeting on Sunday, January 29, 2017 by a two-thirds majority vote of those present and voting. (See current constitution C17.02.b.)

- As required by the ELCA, all proposed changes to the constitution of Christ Lutheran Church must be referred to the EWAID Synod. The synod will 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.
- As recommended by the ELCA, this document was submitted to a synod representative for review prior to approval by the Congregation Council. The synod representative’s response was that this is an “insanely clean” document.

QUESTIONS or COMMENTS: Please contact the following committee members:

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PROPOSED FINAL DOCUMENT

THE CONSTITUTION, BYLAWS AND CONTINUING RESOLUTIONS for CHRIST LUTHERAN CHURCH WALLA WALLA, WASHINGTON of the EVANGELICAL LUTHERAN CHURCH IN AMERICA®

*PREAMBLE

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

Chapter 1.

NAME AND INCORPORATION

- C1.01.** The name of this congregation shall be Christ Lutheran Church of Walla Walla, Washington.
C1.02. For the purpose of this constitution and bylaws, the congregation of Christ Lutheran Church is hereinafter designated as "this congregation."
C1.03. This congregation shall be incorporated under the laws of the State of Washington.

Chapter 2.

CONFESSION OF FAITH

- *C2.01.** This congregation confesses the Triune God, Father, Son, and Holy Spirit.
***C2.02.** This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.
***C2.03.** This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
***C2.04.** This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.
***C2.05.** This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.

* REQUIRED PROVISION - BOTH BLACK AND RED PRINT **CAN NOT** BE CHANGED.

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- *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 and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
 - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- *C4.03. To fulfill these purposes, this congregation shall:

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
 - b. Provide pastoral care and assist all members to participate in this ministry.
 - c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
 - d. Teach the Word of God.
 - e. Witness to the reconciling Word of God in Christ, reaching out to all people.
 - f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
 - g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
 - h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
 - i. Foster and participate in ecumenical relationships consistent with churchwide policy.
- *C4.04.** This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational group and shall review their actions. Such descriptions shall be contained in continuing resolutions in the section on the Congregation Committees.
- *C4.05.** This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.
- BL4.05.01.** The following statement describes the fundamental mission and vision of this congregation of the Evangelical Lutheran Church in America.
- We are God's people, united by faith in Jesus Christ, forgiven, chosen, and called by him through the Word and Sacraments to make disciples and to serve in the world God loves.
- *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, Congregation Council, boards, and committees, and require them to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and
 - k. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

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- *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 Eastern Washington/Idaho Synod of the Evangelical Lutheran Church in America.
- BL5.04.01. The Congregation Council shall have authority to choose delegates to any group or meetings in which the congregation is entitled to representation.
- C5.05. This congregation may have a mission endowment fund that will operate as specified in this congregation's bylaws 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 Eastern Washington/Idaho 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 Eastern Washington/Idaho 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.

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- *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 Eastern Washington/Idaho 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 *C.7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, this congregation accepts such restrictions and:
- 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.
 - Shall - upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the Eastern Washington/Idaho 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:
- 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.
 - 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.
 - 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.**
 - 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.**
 - 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:

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- 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.

BL8.04.01. This congregation invites all of its members who have been prepared to receive the Sacrament to participate regularly in Holy Communion. Participation in Holy Communion shall be open to all the baptized who believe that Jesus Christ is truly present in the bread and wine. Record of participation in Holy Communion shall be maintained.

***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.

BL8.05.01. Pastoral Care of Members

- a. This congregation shall, in the event a member changes residence from the community it serves, encourage the member to request a transfer to a Lutheran congregation which can effectively serve the member.
- b. A confirmed member in good standing desiring to change his/her membership to another Lutheran congregation shall, upon request, receive a Letter of Transfer.
- c. A confirmed member who does not, for a period of one year, partake of Holy Communion, support the church with his/her offerings, and does not appear to desire to participate in the life and worship of the congregation shall be contacted by the pastor and/or an authorized representative of the congregation and encouraged by them to active membership. If, during the second year, the confirmed member does not actively participate, his/her name shall be removed from the membership roster of the congregation.
- d. A child, whose parent(s) or guardian(s) is (are) not a member(s) of the congregation, who fails to participate in the life and the worship of the congregation, shall be removed from the membership roster.

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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 this congregation 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 Eastern Washington/Idaho Synod of the ELCA.
- BL9.03.01. Clergy qualified according to Chapter 9 of this constitution may occasionally perform pastoral functions in this congregation at the invitation of its pastor, or in case of a vacancy in the pastorate, with the approval of the Congregation Council and bishop of the synod.
- *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.**
- BL9.04.01. When this congregation has voted to call a pastor, it shall issue a letter of call to the pastor-elect, in a form approved by the Evangelical Lutheran Church in America. It shall be signed by the chairperson and the secretary of the meeting at which the call was voted. A call to a minister of Word and Sacrament to be an associate pastor shall be issued only with the concurrence of the pastor of the congregation and in accordance with the provisions of this paragraph.
- BL9.04.02. The call shall normally be for an indefinite time. A call issued to an associate pastor may be for a definite time.
- BL9.04.03. If a pastor receives a call to another ministry, he/she shall consult the Congregation Council, or, if he/she desires, the congregation, before reaching a decision. He/she shall announce his/her decision as quickly as possible, normally within three weeks. He/she shall notify the bishop of the synod of his/her decision. When a call has been accepted, the pastor shall terminate his/her ministry as soon as feasible, normally within one month.
- *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:

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- 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.

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- *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.**
- BL9.14.01. The pastor shall be responsible for the maintenance of the parochial records, except as otherwise provided herein. Upon the termination of his/her service to the congregation, he/she shall have brought the records up to date prior to his/her departure. The records shall consist of:
- a. the membership roster of baptized, confirmed, and voting members;
 - b. official baptism and confirmation records which are permanent records not subject to change;
 - c. the ministerial acts performed by the pastor;
 - d. the minutes of the meetings of the congregation and the Congregation Council, for which the secretary of the congregation shall be responsible;
 - e. the financial records of the congregation, for which the treasurer of the congregation shall be responsible; and
 - f. the pastor shall report to the Secretary of the Evangelical Lutheran Church in America such statistics as may be requested and shall annually report to the congregation a summary of his/her ministerial acts.
- 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 this congregation 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:

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- 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

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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 MEETINGS

C10.01. The annual meeting of this congregation shall be held at a time specified in the bylaws.

BL10.01.01. The annual meeting of this congregation shall be held on the last Sunday of January of each calendar year.

BL10.01.02. The current rosters of voting, confirmed and baptized members shall be available at each meeting of the congregation.

BL10.01.03. The annual meeting shall receive reports from all the organizations of the congregation. Such reports, including the financial statement, shall be submitted in writing to the president of the congregation or his/her designee not less than 21 days before such meeting.

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 of the voting members. The president of the Congregation Council shall call a special meeting upon request of the bishop of the synod. 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 ten days in advance of the date of the meeting.

BL10.03.01. Notice of a congregation meeting shall include date, time and location as well as an agenda of all items of business to be conducted.

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- C10.04.** Ten percent (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.

**Chapter 11.
OFFICERS**

- C11.01.** The officers of this congregation shall be a president, a vice president, **a treasurer** and a secretary.
 - a. Duties of the officers shall be specified in the bylaws.
 - b. The officers shall be voting members of the congregation.
 - c. Officers of this congregation shall serve similar offices of the Congregation Council and, **with the exception of the treasurer**, shall be voting members of the Congregation Council.
- BL11.01.01. The president shall preside at meetings of this congregation and of the Congregation Council.
- BL11.01.02. The vice president (elected **by the Board of Deacons from their own members**) shall preside at the meetings of this congregation and of the Congregation Council in the absence of the president.
- BL11.01.03. The secretary shall keep the minutes of this congregation and of the Congregation Council and shall have custody of the archives of the congregation. A typed copy of the Congregation Council minutes with the signature of the secretary must be on permanent file in the parochial records.
- BL11.01.04. The treasurer shall have custody of all funds of the congregation. He/she shall receive and disburse such funds in accordance with the decisions of the congregation or the Congregation Council.
- C11.02.** The president and secretary shall be elected by this congregation **at a legally called meeting of the congregation during the month of December**. Their term of office shall be for one year, with the term of office beginning on January 1 and ending on December 31. Newly elected officers shall be installed at worship the Sunday prior to the date they assume office.
- C11.03** **The treasurer shall be appointed by the Congregation Council at the January council meeting to a one year term and may be reappointed. The term shall begin on January 1 and end on December 31. The treasurer shall have voice but not vote at the meetings of the Congregation Council. He/she need not be a member of the Congregation Council.**
- C11.04 No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than three consecutive terms in the same office.

**Chapter 12.
CONGREGATION COUNCIL**

- C12.01.** The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, **with the exception of the treasurer**, and not more than eleven members—of the congregation. 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 three successive regular meetings of the Congregation Council without cause. **Consistent with the laws of the state in which this congregation is incorporated, this congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.**
- BL12.01.01. The president of the congregation will **meet with any member of the Congregation Council** who is absent without valid excuse from two consecutive regular meetings **to discuss his/her reasons for the absences**.
- BL12.01.02. Since it is incumbent upon all members of this congregation to make diligent use of the Word of God in public worship and to attend the Lord's Supper, any officer or board member who neglects these privileges shall forfeit the right to serve in his/her elected or appointed capacity.
- C12.02.** The members of the Congregation Council except the pastor(s) shall be elected at a legally called meeting of the congregation during the month of December. Their term of office shall be for two years,

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with the term of office beginning on January 1 and ending on December 31. Newly elected Congregation Council members shall be installed at worship the Sunday prior to the date they assume office.

BL12.02.01. Congregation Council members shall be nominated and elected for specific positions identified as follows:

- a. Board of Education:
 - 1) Youth Program
 - 2) Youth Education
 - 3) Adult Education and Library
- b. Board of Deacons:
 - 1) Worship
 - 2) Evangelism
 - 3) Outreach
 - 4) Fellowship
- c. Board of Trustees:
 - 1) Property and Management
 - 2) Personnel
 - 3) Finance and Budget
- d. Stewardship Director

BL12.02.02. The Board of Education, in addition to carrying out other duties and responsibilities as outlined in their job descriptions, shall:

- a. develop an effective teaching ministry which includes the training of teachers and leaders, and provide opportunity for study by every member of the congregation through its teaching agencies;
- b. coordinate and maintain an active youth program; and
- c. maintain the church library.

BL12.02.03. The Board of Deacons, in addition to carrying out other duties and responsibilities as outlined in their job descriptions, shall:

- a. prior to the first Congregation Council meeting in January following the annual election, elect from its own membership a person to serve as the vice president of the congregation;
- b. develop a program of evangelism;
- c. initiate and implement witness and service in the community;
- d. consider matters related to the worship of the congregation;
- e. oversee fellowship life of the congregation;
- f. review and revise the membership roster and responsibility list on an annual basis; and
- g. provide a ministry of special care and concern in prayer and counsel to inactive members on the responsibility list.

BL12.02.04. The Board of Trustees, in addition to carrying out other duties and responsibilities as outlined in their job descriptions, shall:

- a. be authorized to spend up to five hundred dollars (\$500) for unbudgeted items without Congregation Council approval; and
- b. be responsible to the Congregation Council for all expenditures of budgeted items.

BL12.02.05. The Stewardship Director, in addition to carrying out other duties and responsibilities as outlined in the job description, shall be responsible for coordinating and implementing the stewardship program of the congregation.

BL12.02.06. Congregation Council members shall report activities to the annual meeting of the congregation and at such other times as the congregation may decide.

BL12.02.07. No Congregation Council member shall be eligible to serve more than two consecutive terms in the same office.

BL12.02.08. If a Congregation Council member desires to run for a position other than the one held, the member shall resign from his/her current position prior to accepting a nomination to another Congregation Council position.

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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 election.

BL12.03.01. An unexpired term of one year or less shall not be considered in determining eligibility for succession.

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 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 the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Washington, 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 of up to three thousand dollars (\$3,000) 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 obligations of more than thirty percent (30%) in excess of the anticipated receipts only after approval by a 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.

BL12.05.01 At the first Congregation Council meeting following the election, the Council shall appoint a financial secretary who need not be a member of the Congregation Council. The financial secretary shall maintain records of all contributions and make regular reports to the Congregation Council and to the members as required by the Council.

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- BL12.05.02. The Congregation Council shall receive reports regularly from the treasurer to ascertain that the expenditures are within the budget approved by the congregation. Any expenditures in excess of the total voted budget must be approved by the Congregation Council.
- BL12.05.03. The Congregation Council shall assure itself that the treasurer and others who have access to the funds of the congregation are adequately bonded.
- BL12.05.04. The Congregation Council shall ensure that the Board of Trustees conducts an annual review of all insurance coverage and reports its findings in writing to the annual meeting.
- BL12.05.05. The Congregation Council shall be responsible for the buildings and premises of the congregation so that their use is normally limited to the functions of the congregation. Should groups or individuals not associated with the congregation desire to use such property, application shall be made to the Congregation Council for its approval.
- BL12.05.06. While the buildings of this congregation shall be open to all people to share in its worship, instruction, pastoral care, and fellowship, the congregation rejects all fellowship with organizations, secret or open, which are avowedly religious or which practice forms of religion without confessing faith in the Triune God and in Jesus Christ as the eternal Son of God incarnate to be our only Savior from sin, and which thus teach salvation by works.
- BL12.05.07. Ceremonies of lodges or other such organizations shall not be permitted in the buildings or premises of this congregation.
- C12.06.** The Congregation Council shall see that the provisions of this constitution, its bylaws, and the continuing resolutions are carried out.
- BL12.06.01. The Congregation Council shall maintain job descriptions for each council position. The job descriptions shall be reviewed and updated annually.
- 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.
- BL12.08.01. The Congregation Council shall review annually the salary of the pastor and make adjustments from time to time within the limits of the total budget approved by this congregation.
- BL12.08.02. The Congregation Council shall employ all lay personnel in the service of the church and fix and review annually their salaries.
- 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.
- BL12.11.01. In the absence of both the president and vice president, a quorum shall be ascertained and a president pro-tem elected from those present.
- BL12.11.02. Notice of a special meeting of the Congregation Council shall be given not less than five days prior to the meeting and shall be announced at a worship service if one is held during that period. Written notice of a special meeting shall include date, time and location.
- 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, notice of all meetings may be provided electronically.

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Chapter 13.

CONGREGATION COMMITTEES

- C13.01.** The officers of this congregation and the pastor shall constitute the *Executive Committee*.
- BL13.01.01 The Executive Committee may act in place of the Congregation Council between meetings of the Council when actions are required that are time sensitive or when it is impractical or impossible to convene the entire Council. All actions taken on behalf of the Congregation Council by the Executive Committee will be brought to the next Council meeting for review.
- BL13.01.02 Four voting members of the Executive Committee shall constitute a quorum. Action shall be approved by a majority of those members present.
- C13.02.** A *Nominating Committee* of five voting members of this congregation, two of whom shall be members of the Congregation Council, shall be appointed by the council at its October meeting. The committee's sole purpose is to provide a slate of candidates for Council positions that will be voted on at the annual election.
- BL13.02.01. The members of the Nominating Committee may be outgoing members of the Congregation Council.
- BL13.02.02 This committee shall publish candidates' names to the congregation at least two weeks before the election. The congregation has the right to propose additional names.
- C13.03.** An *Audit Committee* of three voting members shall be elected by the Congregation Council. The committee shall provide an annual review of the fiscal records of the congregation and report the findings to the Annual Meeting. Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for re-election.
- C13.04.** *Mutual Ministry Committee(s)* (in the absence of a mutual ministry committee, the duties shall be fulfilled by the executive committee) shall be appointed jointly by the president and the rostered minister for the purpose of encouraging ongoing and open communication. The committee shall consist of no more than six members. Terms of office shall be two years with two members appointed each year. Members shall be eligible for reappointment.
- C13.05. A *Mission Endowment Fund Committee* shall be established by the Congregation Council to oversee the Mission Endowment Fund. The purpose of the committee shall be to implement the guidelines of the Mission Endowment Fund as set forth in a continuing resolution of the Congregation Council¹.
- BL13.05.01. The Mission Endowment Fund shall always be kept separate from any other accounts of Christ Lutheran Church.
- BL13.05.02. The Committee shall have seven voting members. The pastor of the congregation shall be a member of the committee, with voting privileges. The treasurer of the congregation shall maintain the account of the Mission Endowment Fund and serve on the committee, with voting privileges. The remaining five members of this committee shall be appointed at the January meeting of the Congregation Council. At all times at least two members of the committee shall be voting members of the Congregation Council.
- BL13.05.03. The term of office will be three years. Members shall be eligible for reappointment.
- C13.06.** When a pastoral vacancy occurs, a *Call Committee* of six voting members of this congregation shall be elected by the Congregation Council. Term of office will terminate upon installation of the newly called pastor.
- C13.07.** Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.
- C13.08.** Duties of committees of this congregation shall be specified in the bylaws or continuing resolutions.
- C13.09.** The pastor of this congregation shall be an *ex officio* member of all committees and boards of the congregation.

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

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expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its annual 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 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 lay persons 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:
- suspension from the privileges of congregation membership for a designated period of time;
 - suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
 - termination of membership in the congregation; or
 - termination of membership in the congregation and exclusion from the church property and from all congregation activities.

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- *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 ten percent (10%) of the 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 resolution² 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 of the 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.

² Such an effective date must be stated in relation to the requirements of *C17.03. to allow time for synodical review of the amendment.

- *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 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.
- BL18.02.01 Any continuing resolution passed before this Constitution was ratified, with the exception of CR13.05A08, shall be considered void. This congregation or the Congregation Council shall create new Continuing Resolutions to replace any that they believe should remain in effect.

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.

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APPENDIX #1 - CR13.05A08 CONTINUING RESOLUTION: GUIDELINES FOR CHRIST LUTHERAN CHURCH MISSION ENDOWMENT FUND

Whereas, whole-life Christian stewardship involves management of all assets God has entrusted to His people, including abilities, time, income, appreciated assets and possessions; and whereas, members of this congregation have the privilege and duty to support the work of the congregation, the Eastern Washington-Idaho Synod, and the Evangelical Lutheran Church in America through contributions of time, abilities and financial support as stewards of God's gifts; and whereas, members of this congregation can fulfill their privilege and duty by giving to the work of the church through, for example, bequests in wills, assignment of life insurance, charitable remainder trusts, assignment of certificates of deposit, transfers of property such as cash, stocks, bonds and real estate, etc.; and whereas, this congregation would like to encourage and receive these gifts to be administered or utilized for ministry through its Mission Endowment Fund; therefore be it resolved, that the Congregation Council of Christ Lutheran Church states the ongoing responsibilities of the Mission Endowment Fund Committee as follows:

- a. The purpose of the Mission Endowment Fund is to provide annual distributions from income beyond the operating budget of this congregation to ministry expressions as stated below:
 1. Minimum of twenty percent (20%) for outreach into the local community or synod as the Committee determines;
 2. Minimum of twenty percent (20%) for ELCA Churchwide ministries as the Committee determines;
 3. Minimum of twenty percent (20%) for extraordinary programs/capital improvement or other ministry initiatives within this congregation;
 4. Remaining forty (40%) percent distributed through any of the above categories.
 5. Any portion of the Endowment Fund that is subject to restrictions or reservations established by either the donor or by the Congregation Council will continue to be so limited.
- b. The Mission Endowment Fund will make annual distributions of one-half of the annual income until the Fund reaches one hundred thousand dollars (\$100,000), after which point all income will be available for annual distribution. Any income not distributed in a year shall be added to and become part of the principal of the Fund. Annual distributions may include interest and dividends received, realized gains, and/or unrealized gains.
- c. The Committee shall determine how the Fund assets will be invested. The Committee shall report at least quarterly to the Congregation Council on any and all activity within the Fund. Current balance, additions, distributions and any other activity should be included with the report. Annual accounting and a report of ministry support through the Fund shall be distributed to the Congregation at its annual meeting. All investments shall be invested by outside investors such as in the Blue Mountain Community Foundation and/or the ELCA Mission Investment Fund. No committee member shall invest the assets in a way that would bring private inurement to that individual.
- d. Should the Committee determine that the congregation is in dire need of the assets in the Fund or has an emergency of such a nature that the future of the congregation is at stake, and the only recourse is to use the Fund assets, the Committee may, upon a two-thirds majority vote, recommend such authorizing action to the Congregational Council for recommendation to the congregation. The congregation must then approve such use by two-thirds majority vote at a properly called congregational meeting.
- e. Gifts such as bequests, life insurance proceeds and remainders from life income agreements that are otherwise undesignated shall be automatically placed in the Mission Endowment Fund. Up to ten percent (10%) of each such gift may be distributed immediately beyond the operating budget. The remaining portion of the gift will be added to the Mission Endowment Fund.
- f. The Committee shall have the authority to recommend to the Congregation Council that a gift be declined if it creates a potential liability for the Church, if it is not consistent with the mission of Christ Lutheran Church, if attached conditions are onerous, or for any other reason based upon the best interests of Christ Lutheran Church.
- g. Anything that cannot be resolved by the Committee within these guidelines shall be determined by the Congregation Council, upon recommendation by the Committee.

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