

**DRAFT**  
**CONSTITUTION**  
**for**  
**IMMANUEL LUTHERAN CHURCH OF PALM CITY, INC.**  
**of the**  
**EVANGELICAL LUTHERAN**  
**CHURCH IN AMERICA®**  
Revised as of December 10, 2018  
Revised 9-21-2020 Approved by council 10-29-20

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**\*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.

By-Laws are written and adopted as provided for in Chapter C4.04 and Chapter C17 of the Constitution of Immanuel Lutheran Church of Palm City, Florida, dated May 28, 2017. The purpose of these By-Laws is to further define certain Chapters of that Constitution and to outline the operational procedures and practices of this congregation. By-Laws are differentiated from the Constitution by the addition of a two-digit number (*for example*, the Constitution provision related to Endowment is C5.05. The By-Law provision related to Endowment is C5.05.01.). This is the numbering scheme recommended by the ELCA Model Constitution.

**Chapter 1.**  
**NAME AND INCORPORATION**

- C1.01.** The name of this congregation shall be **Immanuel Lutheran Church of Palm City, Inc.**
- C1.02.** For the purpose of this constitution and the accompanying bylaws, the congregation of **Immanuel Lutheran Church of Palm City, Inc.** is hereinafter designated as "this congregation."
- C1.11.** This congregation shall be incorporated under the laws of the State of **Florida**

**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.

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\* Required provision

- \*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, 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 this congregation's ministry and the ministry of ~~other parts~~ the other expressions of the Evangelical Lutheran Church in America.
  - h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
  - i. Foster and participate in ecumenical relationships consistent with churchwide policy.
- \*C4.04. This congregation shall develop an organizational structure to be described in the 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 **bylaws** in the section on the Congregation Committees.]
- \*C4.05. This congregation shall, adopt and periodically review a mission statement which will provide specific direction for its programs.
- \*C4.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God's mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

## Chapter 5.

### 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 this congregation. This congregation is authorized to:
- a. call a pastor as provided in Chapter 9;
  - b. terminate the call of a pastor as provided in Chapter 9;
  - c. call a minister of Word and Service;
  - d. terminate the call of a minister of Word and Service in conformity with the constitution of the Evangelical Lutheran Church in America;
  - e. adopt amendments to the constitution, as provided in Chapter 16, amendments to the 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 the members of the council 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.
- \*C5.04. This congregation shall ~~choose~~ elect from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by this congregation and other qualifications shall be as prescribed in guidelines established by the **Florida Bahamas Synod** of the Evangelical Lutheran Church in America.
- C5.05. This congregation shall have an endowment fund that will operate as specified in this congregation's bylaws and continuing resolutions. The purpose of the endowment fund is to provide for work beyond the operational budget of this congregation.
- C5.05.01. The **Endowment Fund**, established by special resolution and adopted on April 30, 1989, by the Congregation, shall be managed and administered as follows:
- A. **Management.** A committee, known as the Endowment Fund Management Committee (hereinafter called the "Committee"), shall be responsible for making recommendations to the Congregation Council and implementing same concerning management, disbursements, gift counseling and communications. The Committee shall consist of the Pastor(s), President of the Congregation Council, the church Treasurer, and five Voting Members elected by the Congregation Council for six-year terms. The Committee shall

initially have one member elected for a two-year term, two members elected for four-year terms and two members elected for six-year terms. When vacancies occur, the Committee will propose Voting Member(s) for election by the Congregation Council. The chairperson of the Committee shall be elected annually by the Committee. The Committee shall meet as determined by the chairperson or by a call of the majority of the Committee. The Chairperson of Finance shall be the liaison between the Committee and the Congregation Council.

- B. **Investment Manager.** The Committee shall select and recommend to the Congregation Council a local bank or professional investment firm to manage the investment of the Endowment Fund (after it reaches \$50,000). The Committee shall establish guidelines as to the kinds of investments, proportions of equities and fixed income, etc., to determine benchmarks for evaluating performance, and recommend appropriate changes.
- C. **Disbursements.** Only income shall be disbursed from the Endowment Fund except in an emergency, when principal may be spent with approval of a two-thirds vote of the Congregation Council. The Committee shall recommend to the Congregation Council on a regular basis how the income shall be spent. Any income not disbursed in any given year may be carried over to the following year.
- D. **Unrestricted Funds.** The income from unrestricted funds shall be disbursed, as recommended by the Committee and approved by the Congregation Council, to programs such as:
1. SPECIAL MINISTRIES (examples)

Missionary support	Ministry for Wellness
Gifts to seminaries and colleges	Seed money for congregations
Intern sponsorships	Student scholarships and loans
Hunger relief	Assistance for sister churches
  2. COMMUNITY AND EMERGENCY APPEALS (examples)

Community agency requests	Relief shelters
Refugee family support	Building fund appeals
Food pantry programs	Pastor's discretionary fund
  3. SPECIAL CONGREGATIONAL PROJECTS (examples)

Unbudgeted new person-centered ministries
Unbudgeted building, equipment or property needs
- Other items beyond the scope of the annual budget
- E. **Restricted Funds.** The income from restricted gifts shall be disbursed in accordance with the wishes of the donor.  
Additional restricted endowment funds may be established, if approved by the Committee, providing a minimum of ten thousand dollars (\$10,000) in gifts has been received.
- F. **Acknowledgement.** Upon receipt of a minimum of one thousand dollars (\$1,000), a brass plate acknowledging the one memorialized or the donor(s) shall be added to the *Immanuel Forever* board located at the rear of the sanctuary.
- The Committee shall ensure that acknowledgements of Endowment Fund donations are sent to:
1. Donors, with the amount of the donation indicated.
  2. Family of the deceased person, providing the name of the donor but not the amount contributed.
- G. **Gift Counseling.** A resource team consisting of persons with special knowledge such as an attorney, accountant, tax expert, stock broker, etc., appointed and instructed by the Committee, shall assist and advise interested persons on the various means of making gifts to the Church.
- H. **Communication.** A brochure shall be maintained for circulation among congregation members describing the Endowment Fund, its purposes and goals, and the various ways of making a gift.
- Regular reports shall appear in the "Good News" (or similar monthly publication of the Church) concerning receipts and disbursements of the Endowment Fund with names of donors when appropriate.
- I. **Amendment.** Any amendments to this section of the By-Laws, which will change, alter or amend the purpose for which the Endowment Fund is established shall be adopted by a two-thirds vote of the members present at an annual meeting of the Congregation or a special meeting called specifically for the purpose of amending this resolution.
- J. **Disposition.** In the event that Immanuel Lutheran Church ceases to exist either through merger or dissolution, disposition or transfer of the Endowment Fund shall be at the discretion of the Congregation Council in conformity with the approved congregation constitution and in consultation with the Bishop of the Synod to which this congregation belongs at such time.

**C5.05.02. MEMORIAL FUND.** We believe that the memory of the blessed dead may be served by a living memorial that contributes to the ongoing welfare of the Church and of the Kingdom of God. Accordingly, the Memorial Fund of Immanuel Lutheran Church of Palm City, Florida has been established. It is intended that the Memorial Fund be used to acquire tangible assets suitable for the commemoration of those memorialized.

The procedures and guidelines for the administration of this Memorial Fund are as follows:

- A. **Management.** A committee, known as the Memorial Fund Committee, shall be responsible for communications and for making recommendations to the Congregation Council and implementing same concerning disbursements. The committee shall consist of the Pastor(s) and four Voting Members elected by the Congregation Council for four-year terms. The Memorial Fund Committee shall initially have one member elected for a one-year term, one member for a two-year term, one member for a three-year term and one member for a four-year term. When vacancies occur, the Memorial Fund Committee will propose Voting Member(s) for election by the Congregation Council. The Memorial Fund committee chairperson shall be elected annually by the committee. The committee shall meet as determined by the chairperson or by a call of the majority of the committee. The Chairperson of Finance shall be the liaison between the Memorial Fund Committee and the Congregation Council.
- B. **Designated Memorial Gifts List.** Annually, on or before the first day of November, the Memorial Fund committee shall present to the Congregation Council, for their approval, a list of recommended designated items as the Designated Memorial Gifts List for the coming calendar year. Prior to the first day of October, Congregation Council members may provide the Memorial Fund committee with requests for designated items, together with their estimated cost, for committee consideration.
  1. The Designated Memorial Gifts list shall always include "Memorial Gardens" (to provide for the maintenance, repair and/or enhancement of Immanuel's memorial gardens). The Memorial Fund committee shall ensure that Immanuel's memorial gardens are properly and timely maintained, repaired or enhanced using these designated funds.
  2. The Designated Memorial Gifts list shall always include "Undesignated Memorial Gifts" for donors not wishing to direct contributions to a designated gift item.
  3. Items from the prior year's Designated Memorial Gifts list may be carried over to the next year.
  4. The approved Designated Memorial Gifts list shall be communicated to the congregation by the Memorial Fund Committee.
- C. **Disbursements.** Throughout the year, the committee may make recommendations to the Congregation Council for disbursement of funds to acquire designated gift items or other items using undesignated gift funds. Upon Congregation Council approval, the committee shall ensure that such items are acquired and publicize such to the congregation.
  1. Once sufficient amounts have been donated for a designated gift item, the committee shall make a recommendation to the Congregation Council for the purchase of such item.
  2. Undesignated gift funds may be used to supplement the purchase of a designated gift item if designated donations are not sufficient to acquire the item.
  3. Undesignated gift funds may be used to purchase food or refreshments for funeral or memorial service receptions held on the congregation campus. Reimbursements or donations from family members for such expenditures shall be returned to the Undesignated Memorial Gifts fund account. Such disbursements shall be requested by the chairperson of the Memorial Fund Committee and authorized by the Finance Committee Chairperson.
- D. **Acknowledgement.** The committee shall ensure that acknowledgements of Memorial Fund donations are sent to:
  1. Donors, with the amount of the donation indicated.
  2. Family of the deceased person, providing the name of the donor but not the amount contributed.
- E. **Amendment.** Any amendments to this section of the By-Laws, which will change, alter or amend the purpose for which the Memorial Fund is established, shall be adopted by a two-thirds vote of the members present at an annual meeting of the congregation or at a special meeting called specifically for the purpose of amending this By-Law.
- F. **Disposition.** In the event that Immanuel Lutheran Church ceases to exist either through merger or dissolution, disposition or transfer of Memorial Funds shall be at the discretion of the Congregation Council in conformity with the approved congregation constitution and in consultation with the Bishop of the Synod to which the congregation belongs at such time.

## 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 **Florida Bahamas Synod** of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.
- \*C6.02.** This congregation accepts the Confession of Faith and agrees to the purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.
- \*C6.03.** This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:
- This congregation agrees to be responsible for its life as a Christian community.
  - This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
  - This congregation agrees to call pastoral leadership from the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. These special circumstances are limited either to calling a candidate approved for the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.
  - This congregation agrees to consider ministers of Word and Service for call to other staff positions in this congregation according to the procedures of the Evangelical Lutheran Church in America.
  - This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution of the synod.
- \*C6.04.** Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:
- This congregation takes action to dissolve.
  - This congregation ceases to exist.
  - This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America or in accordance with provision 9-23 of the constitution and bylaws of the Evangelical Lutheran Church in America.
  - The Florida Bahamas Synod takes charge and control of the property of this congregation to hold, manage, and convey the same on behalf of the synod pursuant to ¶S13.24. of the synod constitution. This congregation shall have the right to appeal the decision to the next Synod Assembly.
  - This congregation follows the procedures outlined in \*C6.05. **\*C6.05.** This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:
    - A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a voting member of this congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the first meeting.
    - Within 10 days after the resolution has been voted upon at the first meeting, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to voting members of this congregation.
    - If the resolution was adopted by a two-thirds vote of the voting members present at the first meeting the bishop of the synod and this congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the bishop of the attestation and certification as specified in paragraph b. above.
    - If this congregation, after such consultation, is still considering termination of its relationship with this church such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10

days in advance of the meeting. Unless he or she is a voting member of this congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the second meeting.

- e. Within 10 days after the resolution has been voted upon, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the second special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to the voting members of the congregation. If the resolution was adopted by a two-thirds vote of the voting members present at the second meeting, the relationship between the congregation and this church shall be terminated subject to Synod Council approval as required by paragraphs f. and g. below.
- f. Unless this notification to the bishop also certifies that this congregation has voted to affiliate with another Lutheran denomination, this congregation shall be deemed an independent or non-Lutheran church, in which case \*C7.04. shall apply.
- g. This congregation shall abide by these covenants by and among the three expressions of this church:
  - 1) Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in \*C6.05. 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 synod approval before terminating their membership in this church.
  - 3) Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.
- h. If this congregation fails to achieve the required two-thirds vote of voting members present at this congregation's first meeting as specified in paragraph a. above, or fails to achieve the required two-thirds vote of voting members present at this congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of \*C6.05. and may begin no sooner than six months after the meeting at which two-thirds vote was not achieved.

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

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

## Chapter 7.

### PROPERTY OWNERSHIP

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

\*C7.02. If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline or pursuant to 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America, title to property shall continue to reside in this congregation.

\*C7.03. If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in \*C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the **Florida Bahamas Synod**.

\*C7.04. If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for termination of relationship in \*C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the process established by the synod, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America. In neither case does title to this congregations property transfer to the synod.

*[The following provision becomes required]*

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 **Florida Bahamas Synod**, re-convey and transfer all right, title, and interest in the property to the synod.

## **Chapter 8. MEMBERSHIP**

- \*C8.01.** Members of this congregation shall be those baptized persons on the roll of this congregation at the time that this constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.
- \*C8.02.** Members shall be classified as follows:
- a. **Baptized** members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
  - b. **Confirmed** members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
  - c. **Voting** members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of this congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
  - 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 congregations of this church who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant 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 this church;
    - 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
    - 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
    - 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.
- \*C8.03.** All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.
- \*C8.04.** It shall be the privilege and duty of members of this congregation to:
- a. make regular use of the means of grace, both Word and sacraments;
  - b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and



- c. support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.
- \*C8.05. Membership in this congregation shall be terminated by any of the following:
  - a. death;
  - b. resignation;
  - c. transfer or release;
  - d. disciplinary action in accordance with 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.
- C8.05.01 Inactivity is defined as failure to attend, commune, or contribute for a period of two years. Exceptions may be requested and approved by majority vote of the Congregation Council.

**Chapter 9.**  
**ROSTERED MINISTER**

- \*C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.
- \*C9.02. Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for this congregation by the synod bishop may be called as a pastor of this congregation.
- \*C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
  - a. Every minister of Word and Sacrament shall:
    - 1) preach the Word;
    - 2) administer the sacraments;
    - 3) conduct public worship;
    - 4) provide pastoral care;
    - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
    - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
    - 7) witness to the Kingdom of God in the community, in the nation, and abroad; 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;
    - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and
    - 6) and encourage adherence to covenantal relationship with the church as expressed in the Constitutions, bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.
- \*C9.04. The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.
- \*C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
  - a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for the following reasons:
    - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
    - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
    - 3) inability to conduct the pastoral office effectively in this 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 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 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 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 pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon 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 this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to this congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
  - e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, this congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
  - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- \*C9.06.** At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.
- \*C9.07.** During the period of service, an interim pastor shall have the rights and duties in this congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.
- \*C9.08.** This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.
- \*C9.09.** When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- \*C9.11.** With the approval of the bishop of the synod, this congregation may depart from \*C9.05.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 this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.05.a.

- \*C9.12. The pastor of this congregation:
  - a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;
  - b. shall submit a summary of such statistics annually to the synod; 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 this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another call or approval a request for change in roster status..
- C9.15. Under special circumstances, subject to the approval of the synod bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between the congregation and the pastor in a form proposed by the synodical bishop and approved by this congregation.
- \*C9.21. Authority to call a deacon shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.
- \*C9.22. Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synod bishop may be called as a deacon of this congregation.
- \*C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:
  - a. Be rooted in the Word of God, for proclamation and service;
  - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
  - c. Speak publicly to the world in solidarity with the poor and oppressed, 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 this church 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 the deacon's death or, following consultation with the synod bishop, for the following reasons:
    - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
    - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
    - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
    - 4) 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 with disability status. 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.** This congregation shall make satisfactory settlement of all financial obligations to a former deacon before calling successor. A deacon shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.
- \*C9.27.** When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- \*C9.28.** With the approval of the bishop of the synod, this congregation may depart from \*C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting 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.** This congregation shall have at least one regular meeting per year. The regular meeting(s) of the congregation shall be held at the time(s) specified in the bylaws. Consistent with the laws of the State of **Florida**, the bylaws shall designate one regular meeting per year as the annual meeting of this congregation.

- C10.01.01 a. The annual congregation meeting will be held on or prior to December 15, for the purpose of approving the budget and the election of officers, Congregation Council members, and nominating committee members for the coming year, and other business as it may occur.
- C10.01.02. b. The date of the annual congregation meeting shall be established by the Congregation Council at the September meeting of the Council.
- C10.01.03. c. Installation of Officers and Council members shall take place at the Sunday following the annual meeting.
- C10.02. A special Congregation Meeting may be called by the senior pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of this congregation upon the written request of **10 percent** of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synod bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all **voting** members at least 10 days in advance of the date of the meeting.
- C10.04. **Ten** percent of the voting members shall constitute a quorum.
- C10.04.02. A sign-in sheet listing all eligible Voting Members shall be prepared by the Council Secretary and the Office Administrator prior to any annual or special congregation meeting. Voting Members must sign this sheet upon arrival at the meeting in order to be eligible to vote, and to determine if a quorum is present. Voting Members who have not signed the sign-in sheet are not eligible to vote at that meeting.
- C10.05. Voting by proxy or by absentee ballot shall not be permitted.
- C10.05.01. Printed paper ballots will be distributed to Voting Members at the time of their sign-in.
- 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. This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

## Chapter 11. OFFICERS

- C11.01. The officers of this congregation shall be a president, vice president, secretary, and treasurer.
  - a. Duties of the officers shall be specified in the bylaws.
  - b. The officers shall be voting members of this congregation.
  - c. Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
- C11.02. The **congregation** shall elect its officers and they shall be the officers of this congregation. The officers shall be elected by written ballot and shall serve for **two years** or until their successors are elected. Their terms shall begin at on January 1<sup>st</sup> of the following year.
- C11.03. 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 this congregation, and **10 members** of this 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 four successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.  
The voting membership of the Congregation Council shall consist of the pastor(s)[, Rostered deacon(s),] [~~the~~ officers of this congregation,] and eight members] of this 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 four 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.

- C12.01.01.**
1. Each person elected to the Congregation Council shall serve in a designated office as an Officer of the Congregation Council and congregation or as a Chairperson of a specific committee.
  2. These Officers and Council members are designated as follows:
  3. President
  4. Vice President
  5. Secretary
  6. Treasurer
  7. Chairperson of Worship Committee
  8. Chairperson of Learning Committee
  9. Chairperson of Service Committee
  10. Chairperson of Property Committee
  11. Chairperson of Finance Committee
  12. Chairperson of Stewardship
  13. Chairperson of Fellowship and Small Groups
  14. Chairperson of Evangelism and Communications Committee
- Members to the following positions shall be elected at the annual meeting in odd years:
15. President
  16. Treasurer
  17. Chairperson of Learning
  18. Chairperson of Property
  19. Chairperson of Stewardship
  20. Chairperson of Service
- Members to the following positions shall be elected at the annual meeting in even years:
21. Vice President
  22. Secretary
  23. Chairperson of Worship
  24. Chairperson of Fellowship and Small Groups
  25. Chairperson of Evangelism and Communications Committee
  26. Chairperson of Finance Committee

**C12.02.** The members of the Congregation Council except the pastor(s) and deacon(s) shall be elected by written ballot to serve for **two** years or until their successors are elected. Such members shall be eligible to serve no more than **three** full terms consecutively. (See C11.02).

**C12.02.01** No Council member shall hold more than one position at a time. No elected Council member shall be eligible to serve more than three full consecutive terms in the same position, but can be elected for a different position for one term.

**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. Such successor shall be eligible to serve 3 additional terms.

**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 support of the synod and churchwide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
  - i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
  - j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.
- C12.05.** The Congregation Council shall be responsible for the financial and property matters of this congregation.
- a. The Congregation Council shall be the board of **directors** of this congregation and, as such, shall be responsible for maintaining and protecting its property and managing its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of **Florida**, 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 **5%** of total budgeted expenses.
  - 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 **10%** 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.
- C12.05.01.** The fiscal year shall begin January 1 and end on December 31. The programmatic year shall begin on January 1. All program plans by Council members for the next programmatic year should be completed in writing for the September Council meeting.
- 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 an annual review of the membership roster to determine who is no longer meeting the criteria of Voting Member.
- C12.08.** The Executive Committee of the Congregation Council shall be responsible for the employment of the staff of this congregation. The Administrative Committee of the Congregation Council shall be responsible for the 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.** An annual report will be prepared by each Officer, summarizing what they did over the past year. Additionally, every council chairperson will prepare an annual report, summarizing what their committee did over the past year. All such reports will be submitted to the Council Secretary, with a copy to the President of the Council, before January 15<sup>th</sup> of the following year, with the exception of the Treasurer's final year-end report, which shall be completed and submitted before March 15<sup>th</sup>. The Council Secretary will then combine all of the reports and bind them into one report for the prior year. Such bound report will be made available to this congregation by the end of the first quarter of the year.
- 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. At the first regular meeting following the installation of Congregation Council members, the Council shall set a regular monthly meeting date and time for the coming year.
- C12.12.** A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the senior pastor or interim pastor, except when the senior 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 senior 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 synod bishop.

- C12.13.** The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference and, to the extent permitted by state law, notice of all meetings may be provided electronically.

### **Chapter 13.**

#### **CONGREGATION COMMITTEES**

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

**C13.01.01. EXECUTIVE COMMITTEE.** The Executive Committee will act only upon those items that occur and require action before the next regularly scheduled Council meeting. Minutes will be recorded for these actions and reported to the Congregation Council for recording in the official minutes.

**C13.02.** A *Nominating Committee* of six voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council, shall be elected at the annual meeting for a term of one year. Members of the Nominating Committee are not eligible for consecutive re-election.

**C13.02.01. NOMINATING COMMITTEE.** The Nominating Committee is responsible for seeking out candidates for election to the Congregation Council. All candidates must be Voting Members. Every attempt shall be made to include youth and young adults as candidates. Each candidate shall be made aware that he or she will be nominated to serve either as an Officer or as a Chairperson of a committee and will be presented with a job description.

At the annual congregation meeting, this congregation may make additional nominations from the floor. All floor nominations shall have prior approval of the nominee and he or she must have been informed of the specific area of service in which he or she will be expected to participate.

Oversight of the Nominating Committee shall be the responsibility of the Vice President of the Congregation Council.

The Nominating Committee shall be composed of six Voting Members of the congregation, two of whom, if possible, shall be outgoing members of the Congregation Council. The President of the Congregation Council may not serve on the Nominating Committee. The term of office of the Nominating Committee shall end at the conclusion of the annual meeting when elections are held.

**C13.03.** An *Audit Committee* of three voting members shall be elected by the Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for re-election.

**C13.03.01. AUDIT COMMITTEE.** The Audit Committee shall be composed of three Voting Members of the congregation, proposed by the Chairperson of Finance and elected by the Congregation Council. Audit Committee members may not be members of the Congregation Council or staff of the church or school. Term of office shall be three years, with one member elected each year. Members shall be eligible for re-election. Oversight of the Audit Committee shall be the responsibility of the Chairperson of Finance.

The Audit Committee shall meet prior to the annual meeting of the congregation, or at any other time deemed necessary by the Congregation Council, to audit the financial records and procedures of the church Treasurer and all other organizations of the congregation for the prior fiscal year or for any other time frame designated by the Congregation Council. If there are no qualified persons within the congregation to perform the audit, the Audit Committee may work with an outside auditor or auditing firm in order to have the audit performed, subject to prior approval by the Congregation Council. The Audit Committee will prepare an annual report with appropriate recommendations to the Congregation Council. Upon request, a copy of the audit will be made available to any Voting Member making such request.

**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. Term of office shall be two years, with three members to be appointed each successive year as provided for in the bylaws.

**C13.04.01. MUTUAL MINISTRY COMMITTEE.** The Mutual Ministry Committee is composed of six Voting Members of the congregation. They shall be appointed jointly by the President of the Congregation Council and the Pastor(s). Every effort shall be made to have members on this committee representing all worship services of the congregation. Mutual Ministry Committee members may not be members of the Congregation Council or staff of the church or school. Term of office shall be two years, with three members to be appointed each successive year. Members are eligible for reappointment.

The purpose of the Mutual Ministry Committee is to provide a convenient, uniform and confidential way for members of the congregation to make their ideas and concerns known to the Congregation Council and Pastor(s) and for the Pastor(s) to have a sounding board for their ideas and concerns regarding this congregation. Members of the Mutual



Ministry Committee shall be listed in the various weekly and monthly publications of the congregation, along with their contact information, so that all members of the congregation are aware of them and their purpose.

**C13.05.** When a pastoral vacancy occurs, a **Call Committee** of six voting members shall be elected by the **Congregation Council**. Term of office will terminate upon installation of the newly called pastor.

**C13.05.01. CALL COMMITTEE.** Up to two (2) Members of the Congregation Council may serve on the Call Committee. Every effort shall be made to select Voting Members representing all worship services and all age groups of the congregation. The President of the Congregation Council will oversee the Call Committee.

**C13.06.** Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.

**C13.07. COUNCIL COMMITTEES** Duties of committees of this congregation shall be specified as follows:

**C13.07.01** All Congregation Council committees have designated duties as defined herein and as further defined in the job descriptions of the various chairpersons. If needed, Committee Chairpersons will choose additional committee members for their committees.

**A. WORSHIP COMMITTEE**

- a) This committee shall assist the Congregation Council in seeing that the services of God's house are conducted regularly and in accordance with the liturgy of the Evangelical Lutheran Church in America, that competent ushers are recruited and trained, and that hymnals and other devotional materials are provided and properly cared for. This committee shall also supervise and strive to advance the welfare and effective service of the choirs of the congregation. It shall arrange for the care of paraments, vestments and musical instruments, and, in consultation with the Pastor(s), shall arrange for the organist and the choir director(s). It shall furnish music supplies appropriate for use in the worship of a congregation of the Evangelical Lutheran Church in America and seek to introduce the church's periodicals and books of family devotion into the homes of the congregation.
- b) Membership of this committee and the duties of this position are defined further in the job description for this position. The Pastor(s) and the President are ex officio members of this committee.
- c) The committee shall meet on a regular basis, as determined by the Chairperson.

**B. LEARNING COMMITTEE**

- a. This committee, in association with the Pastor(s), shall oversee the conduct and promotion of the school(s) and the activities of all learning organizations within the congregation. The Chairperson of the Learning Committee shall be the liaison between the Pre-School and the Congregation Council. This committee shall encourage the use of teaching and worship materials published or approved by the Evangelical Lutheran Church in America. One of the primary aims of the Learning Committee shall be to bring the call of the ministry of the Gospel and other full-time church vocations to the attention of qualified persons in the congregation. Within this charge, a youth ministry committee will be established to oversee the organized activities for the youth of the congregation.
- b. Membership of this committee and the duties of this position are defined further in the job description for this position. The Pastor(s) and the President are ex officio members of this committee.
- c. The committee shall meet on a regular basis, as determined by the Chairperson.

**C. SERVICE COMMITTEE**

- a) The purpose of this committee shall be to extend Christian compassion and helpfulness to the ill, the aged, the orphaned, the underprivileged, the imprisoned and, in general, to persons of all ages in need of aid in body or soul. It shall strive to enlist in these efforts as many as possible of the individual members and organizations of the congregation. This committee shall further have the duty to study social conditions, primarily in the local community, in order to bring the cleansing and healing light of Christian truth to bear upon critical problems through thoughtful Christian discussion of facts and issues.
- b) Membership of this committee and the duties of this position are defined further in the job description for this position. The Pastor(s) and the President are ex officio members of this committee.
- c) The committee shall meet on a regular basis, as determined by the Chairperson.

**D FELLOWSHIP/SMALL GROUP MINISTRIES**

- a. **This committee shall stimulate and lead all members of the congregation in continuous and concerted endeavors to develop and enhance the spiritual growth and development of all members. It shall also minister to the needs of the various church member groups including women, men, retired persons, couples, singles, and other common interest groups, where each with a common bond may meet and foster goals as adopted.**
- b. **Membership of this committee and the duties of this position are defined further in the job description for this position. The Pastor(s) and the President are ex officio members of this committee.**
- c. **The committee shall meet on a regular basis, as determined by the Chairperson.**

**D. PROPERTY COMMITTEE**

- a. This committee shall see to the proper maintenance and protection of all property of the congregation, and shall take care that the same is kept in good repair and is adequately insured.
- b. Membership of this committee and the duties of this position are defined further in the job description for this position. The Pastor(s) and the President are ex officio members of this committee.
- c. The committee shall meet on a regular basis, as determined by the Chairperson.

**E. EVANGELISM AND COMMUNICATION COMMITTEE**

- a) **This committee shall envision and stimulate plans for continual growth of the congregation with the objective of improving the quality of the congregation, its resources and its services to the community. It shall also be responsible for internal and external communications required to pass the Word to our community.**
- b) **Membership of this committee and the duties of this position are defined further in the job description for this position. The Pastor(s) and the President are ex officio members of this committee.**
- c) **The committee shall meet on a regular basis, as determined by the Chairperson.**

**F. FINANCE COMMITTEE**

- a. The Finance Chairperson and committee shall oversee all the cash management and investment activities of the congregation to make sure they are being conducted efficiently. The committee shall, subject to the approval of the Congregation Council, be responsible for the congregation's investments, and shall also provide for annual audits of the accounts of the church, school(s) and organizations within the congregation.
- b. The Finance committee will oversee the Audit Committee and the Tellers.
- c. The Finance committee is the liaison between the Congregation Council and the Endowment Fund Committee and the Memorial Fund Committee and may chair these committees.
- d. The Finance Chairperson shall receive and keep records of all income from contributing members and other sources.
- e. Membership of this committee and the duties of this position are defined further in the job description for this position. The Treasurer is a member of this committee. The Pastor(s) and the President are ex officio members of this committee.
- f. The committee shall meet on a regular basis, as determined by the Chairperson.

**G. COMMUNICATIONS COMMITTEE**

- a) This committee shall be responsible for internal and external communications required to pass the Word to our community. The committee shall manage the preparation and distribution of the monthly newsletter and will establish advertising (essential to our growth) in local newspapers and/or other media. This committee shall interface with other committees as required for the fulfillment of its responsibility.
- b) Membership of this committee and the duties of this position are defined further in the job description for this position. The Pastor(s) and the President are ex officio members of this committee.
- c) The committee shall meet on a regular basis, as determined by the Chairperson.

**H. STEWARDSHIP COMMITTEE**

- a. It shall be the function of this committee to evoke and promote the expression of Christian faith in daily living, to teach the Christian use of money, to diffuse knowledge of the congregation's local, national, and world-wide ministries, and to lead its members to higher levels of proportionate giving for the Lord's work. This committee shall also be responsible for the annual organized stewardship program and other congregational efforts which lead to informed and grateful giving.
- b. Membership of this committee and the duties of this position are defined further in the job description for this position. The President, the Treasurer, the financial assistant and the Pastor(s) are ex officio members of this committee.
- c. The committee shall meet on a regular basis, as determined by the Chairperson.

**I J ADMINISTRATIVE COMMITTEE**

- A. This committee, consisting of the Vice President, Treasurer, Chairperson of Finance, Chairperson of Property, Chairperson of Stewardship, the Office Manager (as a non-voting member) and the Pastor(s), shall prepare a draft budget for the succeeding year, including this congregation's full indicated share in support of the wider ministry being carried on its behalf by the Evangelical Lutheran Church of America and the synod, and shall submit such a draft budget to the Congregation Council for its action and later presentation to the congregation at its annual meeting. This committee shall give particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synod. The Vice

President shall be the chair of this committee and insure minutes of any actions are recorded. The President is an ex officio member of this committee.

- B. The budget process shall start in September, when Council Members are asked to submit their budget requirements at or before the September Council meeting. The Administrative Committee will prepare a draft budget and present it to the Council for discussion and amendment at the October Council meeting. The Administrative Committee will make the requested changes and present the draft budget to the Council for their final approval at the November Council meeting. Upon Council approval, the proposed budget will be distributed by paper or electronic means to all Voting Members by December 1st. The proposed budget will then be voted upon at the annual congregation meeting.
- C. The Administrative Committee shall be responsible for staff supervision including advising and directing of the Office Manager duties, overseeing staff reviews and salary changes, overseeing payroll, and suggesting changes to the Employee Handbook and personnel policies. Meetings shall be monthly, or as requested by the Vice President or the Office Manager. Capital or special expenses shall be presented to the Administrative Committee and approved by the Congregation Council prior to incurring the expense.

**C13.08.** The senior pastor of this congregation shall be *ex officio* a member of all committees and boards of the congregation. The president of this congregation shall be *ex officio* a member of all committees and boards of the congregation, except the Nominating Committee.

#### **Chapter 14.**

#### **ORGANIZATIONS WITHIN THIS CONGREGATION**

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

#### **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 this congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, c) written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.
- \*C15.02.** The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on 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 this congregation; or
  - d. termination of membership in this congregation and exclusion from the church property and from all congregation activities.
- \*C15.06. The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused 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 this congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.
- \*C15.10. **Adjudication**
- \*C15.11. When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

## Chapter 16.

### AMENDMENTS

- \*C16.01. Unless provision \*C16.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments may be proposed by at least 20 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 any legally called meeting pursuant to C10.01 by a two-thirds 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<sup>2</sup> and noted in the constitution.
- \*C16.03. Any amendments to this constitution that result from the processes provided in \*C16.01. and \*C16.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify this congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- \*C16.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those

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

voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to 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 this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

## **Chapter 17.**

### **BYLAWS.**

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

## **Chapter 18.**

### **CONTINUING RESOLUTIONS**

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

## **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]*

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- \*C20.01. This congregation may unite 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 synod 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

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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 synod 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 synod 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 synod 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.