

CONSTITUTION OF GRACE LUTHERAN CHURCH WENATCHEE, WASHINGTON

PREAMBLE

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

Chapter 1. NAME AND INCORPORATION

- C1.01. The name of this congregation shall be Grace Lutheran Church of Wenatchee, Washington.
- C1.02. For the purpose of this constitution and the accompanying bylaws, the Grace Lutheran congregation is hereinafter designated as "this congregation".
- C1.03-10 Reserved
- C1.11. This congregation shall be incorporated under the laws of the state of Washington.

Chapter 2. CONFESSION OF FAITH

- C2.01. This congregation confesses the Triune God, Father, Son and Holy Spirit.
- C2.02. This Congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
 - a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death and resurrection God fashions a new creation.

- b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel and centering in all its fullness in the person and work of Jesus Christ.
- c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

- C2.03. This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith and life.
- C2.04. This congregation accepts the Apostles', Nicene and Athanasian Creeds as true declarations of the faith of this congregation.
- C2.05. This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- C2.06. This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism and the Formula of Concord as further valid interpretations of the faith of the Church.
- C2.07. This congregation confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 3. NATURE OF THE CHURCH

- C3.01 All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.

- C3.02. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the church, and the universal church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

Chapter 4. STATEMENT OF PURPOSE

- C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative redeeming and sanctifying activity in the world.
- C4.02. To participate in God's mission this congregation as a part of the Church shall:
 - a. Worship God in proclamation of the Word and administration of the sacraments and through the lives of prayer, praise, thanksgiving, witness and service.
 - b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - c. Carry out Christ's Great commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer and Sanctifier of all.
 - d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations and standing with the poor and powerless and committing itself to their needs.
 - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life

as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling 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. Responding to human need, work for justice and peace, care for the sick and the suffering and participate responsibly in society.
- g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with other congregations, the synod and the church-wide organization of the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with church-wide policy.

C4.04 This congregation shall develop an organizational structure to be described in the bylaws. The Church Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational

groups and shall review their actions. Such descriptions shall be contained in continuing resolutions of the Church Council.

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

Chapter 5. POWERS OF THE CONGREGATION

C5.01. The powers of this congregation are those necessary to fulfill its purpose.

C5.02. The powers of this congregation are vested in the Congregational Meeting called and conducted as provided in this constitution and bylaws.

C5.03 Only such authority as is delegated to the Church Council or other organizational units in this congregation's governing documents is recognized by the congregation. The congregation is authorized to:

- a. call a pastor as provided in Chapter 9;
- b. terminate the call of a pastor as provided in Chapter 9;
- c. appoint or terminate the appointment of associates in ministry in conformity with the applicable policy of the Evangelical Lutheran Church in America;
- d. approve the annual budget;
- e. acquire real and personal property by gift, devise, purchase, or other lawful means;
- f. hold title to and use its property for any and all activities consistent with its purpose.
- g. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means; further real property shall not be purchased disposed of, or encumbered in any manner except by resolution adopted by not less than a two-thirds majority ballot vote of the members present and voting at a legally called meeting of the congregation;

h. elect its officers, Church Council, boards and committees and require them to carry out their duties in accordance with the constitution, bylaws and continuing resolutions; and

i. terminate its relationships with the Evangelical Lutheran Church in America as provided in Chapter 6.

Chapter 6 CHURCH AFFILIATION

C6.01 This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the Eastern Washington-Idaho Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.

C6.02. This congregation accepts the Confession of Faith and agrees to the Purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.

C6.03 This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:

- a. This congregation agrees to be responsible for its life as a Christian community.
- b. This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America
- c. This congregation agrees to call pastoral leadership from the clergy roster of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod.
- d. This congregation agrees to consider associates in ministry for appointment to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
- e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical

Lutheran Church in America and with the constitution of the synod.

at which time the relationship between this congregation and ELCA shall be terminated.

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.

C6.04 Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:

f. Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.

- a. This congregation takes action to dissolve.
- b. This congregation ceases to exist.
- c. This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
- d. This congregation follows the procedures outlined in C6.05.

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

Chapter 7 PROPERTY OWNERSHIP

C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of this congregation by a two thirds majority of the voting members present.
- b. The secretary of this congregation shall submit a copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of this congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod shall consult with this congregation during a period of at least 90 days.
- d. If the congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by two-thirds majority of the voting members present, at which meeting the bishop of the synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.
- e. A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop,

C7.01. If this congregation ceases to exist, title to undisposed property shall pass to the Eastern Washington-Idaho Synod of the Evangelical Lutheran Church in America or its successor or a corporation, trust, foundation or other organization organized and existing for religious and/or charitable purposes which would then qualify under the provisions of section 501 (c) (3) of the Internal Revenue Code, as now enacted or as may hereafter be amended.

C7.02. If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.

C7.03. If a two-thirds majority of the voting members of this congregation present at a regularly called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Eastern Washington-Idaho Synod.

C7.04. If a two-thirds majority of the voting members of this congregation present at a regularly called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body, title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran

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. A person shall not be denied membership, and restrictions shall not be placed on members or on rights of members because of race, color, national origin, or sex.

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 shall have communed and made a contribution of record during the current or preceding year.
- 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. They have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Church Council of this congregation.

C8.03. All applications for confirmed membership shall be submitted to and shall require the approval of the Church 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 church-wide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities and financial support as biblical stewards.

C8.05. Membership in this congregation shall be terminated by any of the following:

- a. death;
- b. resignation;
- c. transfer or release;
- d. disciplinary action by the Church Council; or
- e. removal from the roll due to inactivity as defined in the bylaws.

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

Chapter 9. THE PASTOR

C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting regularly called for that purpose. Before a call is issued, the officers, or a committee elected by this congregation to recommend the call, shall seek the advice and help of the bishop of the synod.

C9.02. Only a member of the clergy roster of the Evangelical Lutheran Church in America or a candidate for the

roster of ordained ministers who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.

C9.03 Consistent with the faith and practice of the Evangelical Lutheran Church in America,

- a. Every ordained minister shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care; and
 - 5) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each ordained minister with a congregational call shall, within the congregation:

- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
- 2) supervise all schools and organizations of this congregation;
- 3) install regularly elected members of the Church Council; and
- 4) with the council, administer discipline.

c. Every pastor shall:

- 1) seek out and encourage qualified persons to prepare for the ministry of the Gospel and strive to extend the Kingdom of God in the community, in the nation and abroad;
- 2) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and

- 3) endeavor to increase the support given by the congregation to the work of the church-wide organization of the Evangelical Lutheran Church in America (ELCA) and the Eastern Washington-Idaho Synod of the ELCA.

C9.04. The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.

C9.05.

a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which, except in the case of the death of the pastor, shall be terminated only following consultation with the synodical bishop and for the following reasons:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term;
- 2) resignation of the pastor, which shall become effective, unless otherwise agreed, 30 days after the date on which it was submitted;
- 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions, without reflection on the competence or the moral and spiritual character of the pastor;
- 4) the physical or mental incapacity of the pastor;
- 5) disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty;
- 6) the dissolution of the congregation; or
- 7) suspension of the congregation as a result of discipline proceedings.

b. When allegation of physical or mental incapacity of the pastor or ineffective conduct of the pastoral

- office have come to the attention of the bishop of the synod, the bishop in his or her sole discretion may, or when such allegations have been brought to the synod's attention by an official recital of allegations by the Church Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop shall, investigate such conditions personally in company with a committee of two ordained ministers and one lay-person.
- c. In case of alleged physical or mental incapacity, competent medical testimony shall be obtained. When such disability is evident, the bishop of the synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the bishop of the synod shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another field of labor.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, all concerned persons shall be heard, after which the bishop of the synod together with the committee described in C9.05.b. shall decide on the course of action to be recommended to the pastor and the congregation. If they agree to carry out such recommendations, no further action shall be taken by the synod. If either party fails to assent, the congregation may dismiss the pastor by a two-thirds majority vote of the voting members present at a regularly called meeting after consultation with the bishop.
- e. If, in the course of the proceedings described in C9.05.b. the committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action to the synodical bishop who may bring charges, in accordance with the provisions of the constitution and bylaws of the Evangelical Lutheran Church in America and the constitution of this synod.
- f. If, following the appointment of the committee described in C9.05.b. or d. it should become apparent that the pastoral office cannot be conducted effectively in the congregation being served by the ordained minister due to local

conditions, the bishop of the synod may temporarily suspend the pastor from service in the congregation without prejudice and with pay provided through a joint church-wide/synod fund and with housing provided by the congregation.

- 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 Church Council.
- C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation of Church Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor.
- C9.08. This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation.
- 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 Church Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- C9.10. Reserved.
- C9.11. With approval of the bishop of the synod, the congregation may depart from C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of C9.05.a.
- C9.12. The pastor shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, and shall

submit a summary of such statistics annually to the synod. The pastor shall be a member of the congregation that has extended the letter of call.

- 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.

Chapter 10. CONGREGATION MEETING

- C10.01. The semi-annual meetings of this congregation shall be held at a time specified in the bylaws.
- C10.02. A special Congregation Meeting may be called by the pastor, the Church Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of five (5) percent of the voting members. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.
- C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail to all voting members at least 10 days in advance of the date of the meeting. The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.
- C10.04. Five percent of the voting members shall constitute a quorum.
- C10.05. Voting by proxy or by absentee ballot shall not be permitted.
- C10.06. All actions by the congregation shall be by majority vote except as otherwise provided in this constitution.
- C10.07. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

Chapter 11. OFFICERS

- C11.01. The executive officers of this congregation shall be a president, president elect, secretary, treasurer and immediate past president and ~~treasurer~~.

- a. Duties of the officers shall be specified in the bylaws.
 - b. The officers shall be voting members of the congregation.
 - c. Officers of this congregation shall serve similar offices of the Church Council and shall be voting members of the Church Council.
- C11.02. At an annual meeting the congregation shall elect the following officers:
~~At an annual meeting the congregation shall elect the following officers, each for a term of one year.~~
- a. President; who has served as a member of Grace Lutheran Church Council at least one year, not necessarily the previous year, and who shall serve as president of the congregation, and as a voting member and president of the Church Council, for one year. Upon completion of the president's term of office, he/she shall continue to remain as an executive officer of the congregation, pursuant to paragraph C11.01. for the succeeding year ~~and as a voting member and president of the Church Council.~~
 - b. President Elect; who shall serve as vice president of the congregation and as a voting member and vice president of the Church Council.
 - c. Secretary; who shall serve as secretary of the congregation, and as a voting member and secretary of the Church Council. The secretary's term of office shall be two years, and shall be elected in the alternating year from that of treasurer.
 - d. Treasurer; who shall serve as treasurer of the congregation, and as a voting member and treasurer of the Church Council. The treasurer's term of office shall be two years, and shall be elected in the alternating year from that of secretary.
- ~~C11.03. At said annual meeting the congregation shall also elect as officers of the congregation the chairpersons of those committees which the Church Council deems necessary to properly conduct the business of the congregation.~~

- ~~C11.03. At said annual meeting the congregation shall also elect as officers of the congregation such Members at Large to the Church Council as is necessary to constitute a Church Council of not more than 16 members, including the officers, for alternating terms of two years each, as voting members of the Church Council.~~
- ~~C11.04. At said annual meeting the congregation shall also elect as officers of the congregation such Members at Large to the Church Council as is necessary to constitute a Church Council of not more than 16 members, including the officers.~~
- C11.04. The officers' term shall begin on January 1 of the year following their election, except as otherwise provided herein.
- ~~C11.05. Said chairpersons and Members at Large shall be voting members of the Church Council, shall serve for terms of two years each, but without vote.~~
- C11.05. The pastors shall be advisory members of the Church Council by virtue of their call.
- ~~C11.06. The executive officers shall be elected by the congregation and the Church Council by written ballot and shall serve for one year. The term shall begin on January 1.~~
- C11.06. No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office.
- ~~C11.07. The pastors shall be advisory members of the Church Council by virtue of their call, but without vote.~~
- C11.07. Reserved
- ~~C11.08. No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office.~~
- C11.08. Reserved

Chapter 12. CHURCH COUNCIL

- C12.01. The voting membership of the Church Council shall consist of not more than sixteen (16) members of the congregation including the officers. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous

service permitted in that office. A member's place on the Church 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 Church Council without cause.

- C12.02. ~~The members of the Church Council shall be elected by written ballot to serve for their respective terms pursuant to Chapter 11, above, or until their successors are elected. The members of the Church Council shall be elected by written ballot to serve for two years or until their successors are elected. Such member shall be eligible to serve no more than three full terms consecutively. Their terms shall begin on January 1, following election. Further, the Council shall elect from the membership of the Council or congregation a secretary and treasurer. They shall serve as secretary and treasurer for both the congregation and Church Council. They shall be voting members of the Church Council.~~
- C12.03. Should a member's place on the Church Council be declared vacant, the Church Council shall elect, by majority vote, a successor until the next semi-annual meeting, a successor until the next annual meeting. The elected person shall take office immediately. Should the unexpired term be one year or less it shall not be considered in determining eligibility for succession.
- C12.04. The Church 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 Church 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. Further, to coordinate the

- activities and functions of all boards and committees;
- d. to maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment;
 - e. to be examples individually and corporately of the style of life and ministry expected of all baptized persons;
 - f. to promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding;
 - g. to arrange for pastoral service during the sickness or absence of the pastor;
 - h. to emphasize partnership with the synod and church-wide units of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to establish 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, and;
 - j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.
- C12.05. The Church Council shall be responsible for the financial and property matters of this congregation.
- a. The Church Council shall be the board of trustees of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the state of Washington, except as otherwise provided herein. All legal documents shall be signed by the president and secretary on behalf of the congregation.
 - b. The Church Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
- c. The Church Council shall prepare an annual budget for adoption by this congregation and shall supervise the expenditure of funds in accordance there with following its adoption. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and church-wide organization.
 - d. The Church Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer.
 - e. The Church Council shall be responsible for this congregation's investments and its total insurance program.
- C12.06. The Church Council shall see that the provisions of this constitution, its bylaws and the continuing resolutions are carried out.
- C12.07. The Church Council shall provide for an annual review of the membership roster.
- C12.08. The Church Council shall be responsible for the appointment and supervision of the salaried lay workers of this congregation.
- C12.09. The Church Council shall submit a comprehensive report to this congregation at the annual meeting.
- C12.10. The above enumerated duties and responsibilities of the Church Council may be delegated from time to time to such committees as constituted by the Church Council for the planning, coordination, scheduling and implementation of the programmatic life of this congregation. ~~Reserved.~~
- C12.11. The Church Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

- C12.12. A quorum for the transaction of business shall consist of a majority of the members of the Church Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda or a subsequent regular or special meeting shall not preclude action by the Church Council, following consultation with the synodical bishop.

Chapter 13. CONGREGATIONAL COMMITTEES

- C13.01. At said annual meeting the congregation shall elect the chairpersons of those committees which the Church Council deems necessary to properly conduct the business of the congregation. Chairpersons shall serve for terms of two years each. ~~The officers of this congregation, the president, the president elect, secretary and treasurer, together with the immediate past president, shall constitute the Executive Committee. The Executive Committee shall make any urgent decisions between Council meetings and shall be directly responsible to the Church Council. The pastors shall be advisory members of the Executive Committee. THE FOLLOWING TEXT WAS MOVED~~ with approximately one-half of the terms expiring annually, and shall not be eligible to succeed themselves more than twice. ~~and shall not be eligible to succeed themselves more than twice; provided, however the secretary and treasurer, hereinafter described may succeed themselves without limitation.~~
- C13.02. A Nominating Committee of five voting members of this congregation, three of whom shall be elected at the annual meeting for a term of two years. ~~three of whom shall be elected at the annual meeting for a term of one year.~~ Members of the Nominating Committee are not eligible for consecutive reelection. In addition, the newly elected president, when he/she assumes office, shall appoint one additional congregational member to the Nominating Committee with the approval of the Council. The immediate past president shall serve as the fifth member of this committee. ~~shall appoint two Council members to the Nominating Committee with the approval of the Council.~~ The pastor shall serve as the convener.

- C13.03. An Audit Committee of three voting members shall be elected by the Church Council. Audit Committee members shall not be members of the Church Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for reelection.
- C13.04. A Staff Support Committee shall be appointed jointly by the president and the pastors. The president shall appoint the chairman of the Committee and each pastor shall select one person for the Committee. Term of office shall be two years. Committee members will hold no other office in the congregation during their term.
- C13.05. When a pastoral vacancy occurs, a Call Committee of six voting members shall be elected by this congregation. Term of office will terminate upon installation of the newly called pastor.
- C13.06. Other congregation committees may be organized which the Church Council deems necessary to properly conduct the business of the congregation. The pastors may be advisory members of all committees.
- C13.07. Duties of congregation or Church Council committees shall be specified in the bylaws or continuing resolutions.

Chapter 14. ORGANIZATIONS WITHIN THE CONGREGATION

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

Chapter 15. DISCIPLINE OF MEMBERS AND ADJUDICATION

- C15.01. Denial of the Christian faith as described in the constitution, conduct grossly unbecoming a member of the Church of Christ, or persistent trouble-making in this congregation are sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:15-17, proceeding through these successive steps: a) private admonition by the pastor, b) admonition by the pastor in the presence of two or three witnesses, and c) citation to appear before the Church Council.
- C15.02. The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. A member charged with the offense shall appear before the Church Council having received a written notice, specifying the exact charges that have been made against the member, at least 10 days prior to the meeting.
- C15.03. Members of the Church Council who participate in the preparation of the written charges or who present evidence or testimony in the hearing before the Church Council are disqualified from voting upon the question of the guilt of the accused member. Should the allegations be sustained by a two-thirds majority vote of the members of the Church Council who are not disqualified but who are present and voting and renewed admonition prove ineffectual, the council shall impose one of the following disciplinary actions:
- a. Censure before the council or congregation;
 - b. suspension from membership for a definite period of time; or
 - c. exclusion from membership in this congregation.
- Disciplinary actions b. and c. shall be delivered to the member in writing.
- C15.04. The member against whom disciplinary action has been taken by the Church Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.

- C15.05. Disciplinary actions may be reconsidered and revoked by the Church Council upon receipt of a) evidence that injustice has been done or b) evidence of repentance and amendment.

C15.06-C15.09. Reserved

- C15.10. Adjudication
- C15.11. When there is disagreement among factions within this congregation on a substantive issue that cannot be resolved by the parties, members of this congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter 16. BYLAWS

- C16.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- C16.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.
- C16.03. Changes to the bylaws may be proposed by any voting member provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose and that the Church Council notify the members of the proposal with its recommendations at least 30 days in advance to the Congregation Meeting.
- C16.04. Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 17. AMENDMENTS

- C17.01. Amendments to this constitution may be proposed by at least 5% of the voting members or by the Church Council. Proposals must be filed in writing with the Church Council 60 days before formal consideration by this congregation at its regular or special meeting called

for that purpose. The Church Council shall notify the members of the proposal with the council's recommendations at least 30 days in advance of the meeting.

- C17.02. A proposed amendment to this constitution shall:
- a. be approved at a properly called meeting according to this constitution by a majority vote of those present and voting;
 - b. be ratified without change at the next annual meeting by a two-thirds majority vote of those present and voting; and
 - c. have the effective date included in the resolution and noted in the constitution.
- C17.03. Any amendments to this constitution shall be sent by the secretary of this congregation to the synod. The amendment shall become effective within 120 days from the date of the receipt of the notice by the synod unless the synod informs this congregation that the amendment is in conflict with the constitution and bylaws of the Evangelical Lutheran Church in America or the constitution of the Eastern Washington-Idaho Synod.
- C17.04. Whenever the Model Constitution for Congregations is amended by the Church-wide Assembly, this constitution may be amended to reflect any such amendment by a simple majority vote at any subsequent meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Church Council has submitted by mail notice to the congregation of such an amendment or amendments at least 30 days prior to the meeting. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod, consistent with C17.03.

Chapter 18. CONTINUING RESOLUTIONS

- C18.01. The Church Council may enact continuing resolutions which describe the function of the various committees or organizations of this congregation.
- C18.02. Continuing resolutions shall be enacted or amended by a two-thirds vote of all voting members of the Church Council.