

St. Paul Lutheran Church Proposed Constitution and By-laws Changes/Comparison

Two options are presented to aide the congregation in reviewing changes.

- The first chart on pages 1-3 is designed for the user to have the 1999 Constitution/by-laws and the Proposed Constitution/by-laws documents available for comparison. This table guides the user to the sections that are different for personal comparison.
- The remainder of the document, pages 4-35, is a side-by-side comparison of the changes. NOTE: the full documents are not included, only the sections that have changed. Sometimes it may be helpful to review the full chapter for context.

	Required to include chapter completely as in model (exceptions noted)	Proposed Constitution and Bylaws
Title		Name change to “St. Paul Lutheran Church” – NOTE: Congregation history and legal name on file with state being consulted to clarify.
Preamble	Yes	No changes
Chapter 1. Name and Incorporation		Name change to “St. Paul Lutheran Church” - ” – NOTE: Congregation history and legal name on file with state being consulted to clarify. C1.11 wording change
Chapter 2. Confession of Faith	Yes	No changes
Chapter 3. Nature of the Church	Yes	Required additions: C3.04 and C3.05
Chapter 4. Statement of Purpose	Yes	C4.03(g) - Minor wording change C4.04 – item in [] was removed. C4.05 – Minor wording change. C4.06 – added – relationship between congregation, synod and churchwide organization.
Chapter 5. Powers of the Congregation	Yes	C5.03 Similar with minor wording changes and new letters C5.03(e) was added C5.04 minor change to spell out synod name
Chapter 6. Church Affiliation	Yes	C6.03(c) wording changed from the “clergy roster” to “roster of Ministers of Word and Sacrament” An additional sentence was added to C6.03 C6.03(d) – updated terminology

		<p>C6.04(c) added C6.04(d) added C6.05. Section was completely updated with the new procedure for a congregation to terminate its relationship with the Evangelical Lutheran Church in America: C6.06. Minor wording change C6.07. added</p>
Chapter 7. Property Ownership	Yes	<p>C7.02. <i>part of sentence added.</i> C7.03. Updated wording C7.04. Updated wording in section and a sentence was added C7.05. added</p>
Chapter 8. Membership	Yes	<p>C8.02. Updated – Clarification of membership classification including addition of 3. C8.05(d). – change to disciplinary action</p>
Chapter 9. Rostered Minister	Yes	<p>C9.01 – C9.08 – major revisions to include updated language C9.09 – no changes C9.10 – no number in either document C9.11 – C9.14 - no changes The remainder of Chapter 9 is new – numbers in the document are: C9.15, C9.16, C9.21- C9.29, C9.30</p>
Chapter 10. Congregation Meeting	No	<p>C10.01 - Changed from two (2) to one (1) regular meeting of the congregation. C10.02 – sentence added C10.03- updated wording C10.04 – changed from 10 percent to <i>20 percent</i> of the voting members shall constitute a quorum. C10.06. – Updated wording C10.08. – Added</p>
Chapter 11. Officers	No	<p>The word “senior” now precedes the word “officers” throughout this chapter. C11.01(c) - updated 11.02 and 11.03 have been revised into C11.01(d), C11.02. and C11.03. Additional clarification regarding the treasurer and voting has been added. C11.04. – added</p>
Chapter 12. Congregation Council	No	<p>C12.03. - added C12.04(h). – minor wording change C12.05(c) and (d). – revised amount for contracts above budget. An additional sentence was added to C12.05(d).</p>

		C12.05(e) - minor wording change C12.06. – wording added C12.08. – minor wording change and added sentence C12.13 – added
Chapter 13 Congregation Committees	No	Complete revision of Chapter 13 – Congregation Committees
Chapter 14. Organizations within the Congregation	No	C14.02. – wording added
Chapter 15. Discipline of Members and Adjudication	Yes	Complete revision of Chapter 15 – Discipline of Members and Adjudication
Chapter 16. Amendments (chapter 17 in old)	See C16.01 about being required.	Revised process for amendments to the constitution.
Chapter 17 Bylaws (Chapter 16 in old)	Yes	C17.02. – updated to quorum two-thirds from “majority” C17.03. – minor wording change. Added sentence. C17.04. – wording change
Chapter 18. Continuing Resolution	Yes	Revised - Continuing Resolutions may be made by the Council or by the Congregation Meeting instead of only by council.
Chapter 19. Indemnification	Yes	unchanged
Chapter 20. Parish Authorization	Yes, if we could consider forming a parish at some time in the future	Revised chapter regarding a parish.

Bylaws – please review the supplied old by-laws and the new by-laws. The numbering does not allow for a direct comparison chart.

The following pages compare the CHANGES side by side (1999 on the left and Proposed on the right). This is NOT the complete 1999 constitution or Proposed Constitution

Title -

St. Paul Evangelical Lutheran Church	Name change to "St. Paul Lutheran Church" - NOTE: Congregation history and legal name on file with state being consulted to clarify.
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Preamble - Required

No changes	No changes
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Chapter 1. Name and Incorporation

<p>St. Paul Evangelical Lutheran Church</p> <p>C1.11 This congregation shall be incorporated under the laws of the state of West Virginia.</p>	<p>Name change to "St. Paul Lutheran Church" - NOTE: Congregation history and legal name on file with state being consulted to clarify.</p> <p>C1.11 This congregation shall maintain appropriate legal standing as permitted under the laws of the State of West Virginia</p>
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Chapter 2. Confession of Faith – Required

No changes	No changes
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Chapter 3. Nature of the Church - Required

	<p>Required additions:</p> <p>*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.</p> <p>*C3.05. The name Evangelical Lutheran Church in America (ELCA or</p>
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	<p>“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.</p>
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Chapter 4. Statement of Purpose – Required

<p>C4.03 g. Motivate its members to provide financial support for this congregation’s ministry and the ministry of other parts of the Evangelical Lutheran Church in America.</p> <p>C4.04 ... [Such descriptions shall be contained in continuing resolutions in the section on the Congregation Council]</p> <p>C4.05 This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.</p>	<p>C40.03g. Motivate its members to provide financial support for this congregation’s ministry and the ministry of the other expressions of the Evangelical Lutheran Church in America.</p> <p>C4.04 – item in [] was removed.</p> <p>C4.05 – reworded as follows: *C4.05. This congregation shall adopt and periodically review a mission statement which will provide specific direction for its programs.</p> <p>ADDED - *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.</p>
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Chapter 5. Powers of the Congregation – Required

<p>C5.03 was revised Only such authority as is delegated to the Congregation Council or other organizational units in this congregation’s governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:</p> <ul style="list-style-type: none"> a. Call a pastor as provided in Chapter 9; b. Terminate the call of a pastor as provided in Chapter 9; c. Call or terminate the call of associates in ministry, deaconesses, and diaconal ministers 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; h. Elects its [officers,] Congregation Council, [boards, and committees,] and require them [the members of the council] to carry out their duties in accordance with the constitution[,], [and] bylaws [,] [and continuing resolutions]; and i. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6. <p>C5.04 Last sentence said “this synod”</p>	<p>*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:</p> <ul style="list-style-type: none"> 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; <p>added e.</p> <ul style="list-style-type: none"> 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 Congregation Council and require the members of the council to carry out their duties in accordance with the constitution, and bylaws, and continuing resolutions; and k. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6. <p>C5.04 Last sentence spells out West Virginia-Western Maryland Synod of the Evangelical Lutheran Church in America.</p>
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Chapter 6. Church Affiliation – Required

<p>C6.03</p> <p>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.</p> <p>d. This congregation agrees to consider associates in ministry, deaconesses, and diaconal ministers for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.</p> <p>C6.04</p> <p>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.</p> <p>C6.05 This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:</p>	<p>C6.03 changed:</p> <p>c. This congregation agrees to call pastoral leadership from the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. ADDED: 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.</p> <p>d. 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.</p> <p>C6.04</p> <p>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</p> <p>ADDED: or in accordance with provision 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America.</p> <p>ADDED: d. The West Virginia-Western Maryland 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.</p> <p>*C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:</p>
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- 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 this congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a 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, at which time the relationship between this congregation and the Evangelical Lutheran Church in America shall be terminated.
- 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.
- g. If this congregation was a member of the Lutheran Church in America, it shall be required, in addition to the foregoing provisions in C6.05., to receive synodical approval before terminating its membership in the Evangelical Lutheran Church in America.
- h. If this congregation was established by the Evangelical Lutheran Church in America, it shall be required, in addition to the foregoing provisions in C6.05., to receive synodical approval before terminating its membership in the Evangelical Lutheran Church in America.

- a. 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.
- b. Within 10 days after the resolution has been voted upon at the first meeting, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to voting members of this congregation.
- c. 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.
- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless 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 the two-thirds vote was not achieved.

<p>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 effected.</p>	<p>*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.</p> <p>ADDED: *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.</p>
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Chapter 7. Property Ownership – Required

<p>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.</p> <p>C7.03 <i>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.</i> Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the West Virginia/Western Maryland Synod.</p>	<p>*C7.02. part in bold was added</p> <p>If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline <i>or pursuant to 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America,</i> title to property shall continue to reside in this congregation.</p> <p>*C7.03 Updated wording</p> <p><i>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.</i> Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the West Virginia-Western Maryland Synod.</p> <p>*C7.04. Updated wording in <i>bold italics</i></p>
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<p>C7.04 <i>If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body</i>, title of property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.</p>	<p><i>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.,</i> 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. ADDED: In neither case does title to this congregation's property transfer to the synod.</p> <p>Added: *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 West Virginia-Western Maryland Synod—reconvey and transfer all right, title, and interest in the property to the synod.</p>
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Chapter 8. Membership – Required

<p>C8.02 Members shall be classified as follows:</p>	<p>*C8.02. Updated Members shall be classified as follows:</p>
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- 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 Lutheran [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 Congregation Council of this congregation.***

- a. Baptized members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
- b. Confirmed members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
- c. Voting members are confirmed members. ***Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of this congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws. They shall not have voted as a seasonal member of another congregation of this church in the previous two calendar months.***
- 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.***
- Added e.
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

<p>C8.05 d. disciplinary action by the Congregation Council; or</p>	<p><i>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 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.</i></p> <p>*C8.05 – changed d. disciplinary action in accordance with Chapter 20 of the constitution and bylaws of the Evangelical Lutheran Church in America; or</p>
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Chapter 9. – Rostered Minister – Required

<p>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] [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 clergy roster of the Evangelical Lutheran Church in America or a candidate for the roster or ordained ministers</p>	<p>This whole chapter was revised to include updated language and a section about deacons.</p> <p>*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 Meeting 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</p>
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<p>who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.</p> <p>C9.03 Consistent with the faith and practice of the Evangelical Lutheran Church in America,</p> <p>a. Every ordained minister shall:</p> <ol style="list-style-type: none"> 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. <p>b. Each ordained minister with a congregational call shall, within the congregation:</p> <ol style="list-style-type: none"> 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 Congregation Council; and 4) with the Council, administer discipline. <p>c. Every pastor shall:</p> <ol style="list-style-type: none"> 1) Strive to extend the Kingdom of God in the community, in the nation, and abroad; 2) seek out and encourage qualified persons to prepare for the ministry of the Gospel; 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and 4) endeavor to increase the support given by the congregation to the work of the churchwide organization of the Evangelical Lutheran Church in America (ELCA) and of the West Virginia/Western Maryland Synod of the ELCA. <p>C9.04 The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a</p>	<p>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.</p> <p>*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 of the West Virginia-Western Maryland Synod; and 6) encourage adherence to covenantal relationship with this church as expressed in the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.</p> <p>*C9.04. The specific duties of the pastor, compensation, and other</p>
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<p>letter of call, which shall be attested by the bishop of the synod.</p> <p>C9.05 1. 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:</p> <ol style="list-style-type: none"> 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. <p>b. When allegations 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 congregation '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 layperson.</p> <p>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</p>	<p>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.</p> <p>*C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:</p> <ol style="list-style-type: none"> 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: <ol style="list-style-type: none"> 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
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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 proceedings described in C9.05.d., 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(s) 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(s) without prejudice and with pay provided through a joint synodical and churchwide fund and with housing provided by the congregation(s).

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

<p>C9.06 no changes</p> <p>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 ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor.</p> <p>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.</p> <p>C9.09 – no changes</p> <p>C9.10 – no number in either document</p> <p>C9.11 – C9.14 - no changes</p>	<p>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.</p> <p>*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.</p> <p>*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. ADDED: Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.</p> <p>*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.</p> <p>The remainder of Chapter 9 is new – numbers in the document are: C9.15, C9.16, C9.21- C9.29, C9.30</p> <p>C9.15. Under special circumstances, subject to the approval of the synod bishop and the concurrence of this congregation, a minister of</p>
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Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between this congregation and the pastor in a form proposed by the synod bishop and approved by this congregation.

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

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

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

- a. Be rooted in the Word of God, for proclamation and service;***
- b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;***
- c. Speak publicly to the world in solidarity with the poor and oppressed, 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 this congregation shall be as follows:***

a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for the following reasons:

1) mutual agreement to terminate the call or the completion of a call for a specific term;

2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;

3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;

4) 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 a successor. A deacon shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.*

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

**C9.28. With the approval of the bishop of the synod, this congregation may depart from *C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall*

	<p><i>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.</i></p> <p><i>*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.</i></p> <p><i>*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.</i></p>
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Chapter 10. – Congregation Meeting

<p>C10.01 The two (2) regular meetings of this congregation shall be held at a time specified in the bylaws.</p> <p>C10.02. A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of this congregation upon the written request of 10 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.</p> <p>C10.03. The following sentence was removed in the proposed Constitution. <i>The posting of such notice in the regular mail or newsletter with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.</i></p> <p>C10.04. 10% voting members shall constitute a quorum.</p>	<p>Changed from two (2) to one (1). Wording updated.</p> <p>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 West Virginia, the bylaws shall designate one regular meeting per year as the annual meeting of this congregation.</p> <p>C10.02 – sentence added before the last sentence: <i>The president of the Congregation Council shall call a special meeting upon request of the synod bishop.</i></p> <p>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.</p> <p>C10.04. 20 percent of the voting members shall constitute a quorum.</p>
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<p>C10.06. All actions by the congregation shall be by majority vote, except as otherwise provided in this constitution.</p>	<p>C10.06. All actions approved by this congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.</p> <p>Added: 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.</p>
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Chapter 11. – Officers

<p>C11.01 c. If the Congregation Council elects its officers, the president, vice president, and secretary shall be selected from the elected membership of the Congregation Council.</p> <p>11.02 The Congregation Council shall elect its officers and they shall be the officers of the congregation. The officers shall be elected by written ballot and shall serve for one year or until their successors are elected. Their terms shall begin at the close of the Congregational Council Meeting at which they are elected.</p> <p>11.03 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.</p>	<p>The word “senior” now precedes the word “officers” throughout this chapter. Other changes are in bold italics</p> <p>C11.01. c. Senior Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.</p> <p>11.02 and 11.03 have been revised into C11.01.d., C11.02. and C11.03. Additional clarification regarding the treasurer and voting has been added.</p> <p>d. The Congregation Council shall elect its president, vice president, and secretary from the elected membership of the Congregation Council. The Congregation Council may appoint its treasurer from either the elected membership of the Congregational Council or the membership of this congregation. If the treasurer is not appointed from the elected membership of the Congregation Council, the treasurer shall have voice but not vote at the meetings of the Congregation Council.</p>
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	<p><i>C11.02. The Congregation Council shall elect its senior officers and they shall be the senior officers of this congregation. The senior officers shall be elected by written ballot and shall serve for one year or until their successors are elected. Their terms shall begin at the close of the Congregation Council meeting at which they are elected, unless stipulated otherwise at the time of election.</i></p> <p><i>C11.03. No senior officer shall hold more than one senior office at a time. No elected senior officer shall be eligible to serve more than two consecutive terms in the same office with the exception of the treasurer who shall have no term limit.</i></p> <p>Added:</p> <p><i>C11.04. Additional officers may be elected by either the Congregation Meeting or the Congregation Council to support the congregation's work, the duties and terms of such officers being specified in the bylaws and continuing resolutions.</i></p>
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Chapter 12. – Congregation Council

<p>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.</p> <p>C12.04 h. <i>To emphasize partnership with</i> 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.</p> <p>C12.05 c. The Congregation Council may enter into <i>contracts of up to \$3000</i> for items not included in the budget.</p> <p>d. The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of</p>	<p>C12.03. ADDED: <i>In the case of a vacancy election by the annual meeting, the length of term shall be the unexpired portion of the term for the seat vacated.</i></p> <p>C12.04 h. <i>To emphasize support of the synod</i> 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.</p> <p>C12.05 c. The Congregation Council may enter into <i>contracts of up to 5% of the budget</i> for items not included in the budget.</p> <p>d. The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of</p>
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<p>funds in accordance therewith following its adoption, and may incur obligations of more than \$1000 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 collaboration with the synod and churchwide organization.</p> <p>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 synod treasurer.</p> <p>C12.06. The Congregation Council shall see that the provisions of this constitution, its bylaws are carried out.</p> <p>C12.08. The Congregation Council shall be responsible for the employment and supervision of the salaried lay workers of this congregation.</p>	<p>funds in accordance therewith following its adoption, and may incur obligations of more than \$3000 in excess of the anticipated receipts only after approval by a Congregation Meeting,</p> <p>ADDED: except in cases of emergency in which delay would incur greater loss or expose the congregation to greater risk. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in collaboration with the synod and churchwide organization.</p> <p>e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of mission support monies to the synod treasurer.</p> <p>Wording added</p> <p>C12.06. The Congregation Council shall see that the provisions of this constitution, its bylaws, and the continuing resolutions are carried out.</p> <p>C12.08. The Congregation Council shall be responsible for the employment and supervision of the staff of this congregation. ADDED: Nothing in this provision shall be deemed to affect this congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.</p> <p>ADDED: 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.</p>
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Chapter 13. – Congregation Committees

<p>C13.01 The officers of this congregation and the pastor shall constitute the Executive Committee.</p> <p>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.</p> <p>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 reelection.</p> <p>C13.04 A Staff Support Committee (in the absence of a staff support committee, their duties shall be fulfilled by the executive committee) shall be appointed jointly by the president and the pastor. Terms of office shall be two years, with three members to be appointed each successive year.</p> <p>C13.05 When a pastoral vacancy occurs, a Call Committee of six voting members shall be elected by [the congregation]. Term of office will terminate upon installation of the newly called pastor.</p> <p>C13.06 Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.</p> <p>C13.07 Duties of committees of this congregation shall be specified in the bylaws.</p>	<p>Complete revision of Chapter 13 – Congregation Committees</p> <p>C13.01. Boards of this congregation may be formed by the congregation through this constitution.</p> <p>C13.02. Standing committees of this congregation may be formed by the congregation through either the constitution or the bylaws, the duties of the standing committees of this congregation being specified in the bylaws and continuing resolutions.</p> <p>C13.03. Other committees of this congregation may be formed, in accordance with the parliamentary authority, by either the Congregation Meeting or the Congregation Council.</p> <p>C13.04. When a vacancy occurs in a position for which this congregation calls a rostered minister, a Call Committee of six voting members shall be elected by the Congregation Meeting. Term of office will terminate upon installation of the newly called rostered minister. The pastor shall not be a member of the Call Committee.</p> <p>C13.05. A Mutual Ministry Advisory Board shall be appointed jointly by the president and the pastor. Term of office on the board shall be two years, with three members to be appointed from the voting membership of the congregation each successive year. A member of the Council, appointed by the Council, and the pastor shall be members ex officio of the board; the president shall not be an ex officio member but may server if appointed by the Council. The Mutual Ministry Advisory Board shall function as a board of this congregation, adopting for itself such bylaws (subject to ratification by the Congregation Council) and rules as best facilitate the fulfillment of its purpose. The Mutual Ministry Advisory Board shall</p> <p>a. evaluate how effectively the goals of the congregation are being met for both ministry within the congregation and to the world</p>
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	<p>(including its immediate community);</p> <p>b. make recommendations to the council, other committees, officers (of all classes), and the congregation regarding how congregational goals may be more effectively met and by whom;</p> <p>c. dialogue about perceptions and concerns within the congregation;</p> <p>d. monitor the life of the congregation for the early warning signs of misunderstanding that may eventually lead to difficulty;</p> <p>e. address conflicts among members that may affect the congregation's ministry, as well as between members of the congregation and the pastor and other staff (employed and volunteer);</p> <p>f. serve as a source of support for the pastor and other staff in times of personal or professional stress;</p> <p>g. serve as a focus group, representative of the congregation, as leaders share ideas for ministry and seek to assess how best to accomplish what is being proposed; and</p> <p>h. Support and advocate for the pastor's and other staff's need for spiritual self-care, compensation, family leave, sabbaticals, and continuing education.</p>
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Chapter 14. – Organizations within this Congregation

<p>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.</p>	<p>C14.02. ADDED: <i>and specified in a continuing resolution.</i></p>
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Chapter 15. – Discipline of Members and Adjudication - Required

C15.01 Denial of the Christian faith as described in this 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 Congregation Council.

C15.02 The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the Constitution, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America. A member charged with the offense shall appear before the Congregation Council after having received a written notice, specifying the exact charges that have been made against the member.

*C15.01. Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of this congregation, or willful and repeated harassment or defamation of member(s) of this congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary:

- a) private counsel and admonition by the pastor,
- b) censure and admonition by the pastor in the presence of two or three witnesses,
- c) written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and
- d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.

*C15.02. The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on 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

<p>C15.03 Members of the Congregation Council who participate in the preparation of the written charges or who present evidence or testimony in the hearing before the Congregation 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 Congregation 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:</p> <ul style="list-style-type: none"> 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. <p>Disciplinary actions b. and c. shall be delivered to the member in writing.</p> <p>C15.04 The member against whom disciplinary action has been taken by the Congregation 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.</p> <p>C15.05 Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of a) evidence that injustice has been done or b) evidence of repentance and amendment.</p>	<p>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.</p> <p>*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.</p> <p>*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.</p> <p>*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:</p> <ul style="list-style-type: none"> 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;
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<p>C15.10 Adjudication</p> <p>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.</p>	<p>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.</p> <p>*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.</p> <p>*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.</p> <p>*C15.10. Adjudication</p> <p>*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.</p>
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Chapter 16. - Amendments (chapter 17 in old) - See C16.01 about being required.

<p>C17.01 Amendments to this constitution by be proposed by at least</p>	<p>*C16.01. Unless provision *C16.04. is applicable, those sections of</p>
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10% of the voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at its regular or special meeting called for that purpose. The Congregation 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.

17.03 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 West Virginia/Western Maryland Synod of the ELCA.

C17.04 Whenever the Model Constitution for Congregations is amended by the Churchwide 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 Congregation 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.

this constitution that are not required, in accord with the Model Constitution for Congregations of the Evangelical Lutheran Church in America, may be amended in the following manner. Amendments may be proposed by at least 10% of the voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this congregation's members of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.

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

- a. be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting;
- b. be ratified without change at the next regular meeting of this congregation held pursuant to C10.01 by a two-thirds vote of those voting members present and voting; and
- c. have the effective date included in the resolution and noted in the constitution.***

*C16.03. Any amendments to this constitution that result from the processes provided in *C16.01. and *C16.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify this congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.

*C16.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the Model Constitution for Congregations of the Evangelical Lutheran Church in America as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without

	<p>presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least 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.</p>
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Chapter 17. - Bylaws (Chapter 16 in old) – Required

<p>C16.02. Bylaws may be adopted or amended at any legally called meeting of this congregation <i>with a quorum present by a majority vote</i> of those voting members present and voting.</p> <p>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 <i>purpose and that the Congregation Council notify the members of the proposal with the recommendations at least 30 days in advance of the Congregation Meeting.</i></p> <p>C16.04. <i>Approved changes to the bylaws</i> shall be sent by the secretary of this congregation to the synod.</p>	<p>*C17.02. Bylaws may be adopted or amended at any legally called meeting of this congregation <i>with a quorum present by a two-thirds vote</i> of those voting members present and voting.</p> <p>*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. <i>The Congregation Council shall notify this congregation's members of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting.</i> <i>ADDED: Notification may take place by mail or electronic means, as permitted by state law.</i></p> <p>*C17.04. <i>Adopted or amended bylaws</i> shall be sent by the secretary of this congregation to the synod.</p>
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Chapter 18. – Continuing Resolutions - Required

	<p>REVISED – Continuing Resolutions may be made by the Council or by</p>
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<p><i>C18.01 The Congregation Council may enact continuing resolutions which describe the function of the various committees or organizations of this congregation.</i></p> <p>C18.02 Continuing resolutions shall be enacted or amended <i>by a two-thirds vote of all voting members of the Congregation Council.</i></p>	<p>the Congregation Meeting</p> <p><i>*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.</i></p> <p><i>*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.</i></p> <p>Added</p> <p><i>*C18.03. Adopted or amended continuing resolutions shall be sent by the secretary of this congregation to the synod.</i></p>
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Chapter 19. – Indemnification – Required

No changes	No changes
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Chapter 20. – Parish Authorization – If consider forming a parish, it would be worth adding this section that would be required if we are a parish.

<p>C20.01 This congregation may unite in partnership with one or more other congregations recognized by the synod named in C6.01. to form a parish. Except as provided in C20.02. and C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to a Parish Council.</p> <p>C20.02. Whenever a letter of call is being recommended for extension to an ordained minister to serve the congregations of a</p>	<p><i>*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.</i></p> <p><i>Added: 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.</i></p> <p><i>*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</i></p>
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parish, such letter of call shall be first approved by a two-thirds vote at congregational meetings of each of the congregations forming the parish. If any congregation of the parish should fail to approve extending this call, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.

C20.03. Any one of the congregations of a parish may terminate the call of a pastor as provided in +S14.13.d. of the Synod Constitution of the synod named in C6.01. In such case, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.

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 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.**

Added:

***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.**

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