

# Constitution and Bylaws of St. John American Lutheran Church

(Constitution update approved \_\_\_\_\_, ratified \_\_\_\_\_)

(Bylaws update approved \_\_\_\_\_)

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## **\*PREAMBLE**

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

## **Chapter 1.**

### **NAME AND INCORPORATION**

**C1.01.** The name of this congregation shall be St. John American Lutheran Church.

**C1.02.** For the purpose of this constitution and the accompanying bylaws, the congregation of St. John American Lutheran Church is hereinafter designated as "this congregation."

**C1.11.** This congregation shall be incorporated under the laws of the State of South Dakota, as a corporation for non-profit.

## **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 Scripture and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

## **Chapter 3.**

### **NATURE OF THE CHURCH**

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

**\*C3.02.** This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.

**\*C3.03.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations

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Required provision

and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

- \*C3.04. This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.
- \*C3.05. The name Evangelical Lutheran Church in America (ELCA or "this church") as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

#### **Chapter 4.**

#### **STATEMENT OF PURPOSE**

- \*C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- \*C4.02. To participate in God's mission, this congregation as a part of the Church shall:
  - a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
  - b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
  - c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
  - d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, standing with the poor and powerless, and committing itself to their needs.
  - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
  - f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- \*C4.03. To fulfill these purposes, this congregation shall:
  - a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
  - b. Provide pastoral care and assist all members to participate in this ministry.
  - c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
  - d. Teach the Word of God.
  - e. Witness to the reconciling Word of God in Christ, reaching out to all people.
  - f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
  - g. Motivate its members to provide financial support for this congregation's ministry and the ministry of the other expressions of the Evangelical Lutheran Church in America.
  - h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
  - i. Foster and participate in ecumenical relationships consistent with churchwide policy.
- \*C4.04. This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational group and shall review their actions.
- \*C4.05. This congregation shall adopt and periodically review a mission statement which will provide specific direction for its programs.
- \*C4.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God's mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

## Chapter 5.

### POWERS OF THE CONGREGATION

- \*C5.01. The powers of this congregation are those necessary to fulfill its purpose.
- \*C5.02. The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.
- \*C5.03. Only such authority as is delegated to the Congregation Council or other organizational units in this congregation's governing documents is recognized. All remaining authority is retained by this congregation. This congregation is authorized to:
- call a pastor as provided in Chapter 9;
  - terminate the call of a pastor as provided in Chapter 9;
  - call a minister of Word and Service;
  - terminate the call of a minister of Word and Service in conformity with the constitution of the Evangelical Lutheran Church in America;
  - 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;
  - approve the annual budget;
  - acquire real and personal property by gift, devise, purchase, or other lawful means;
  - hold title to and use its property for any and all activities consistent with its purpose;
  - sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
  - elect its officers, Congregation Council, boards, and committees, and require them to carry out their duties in accordance with the constitution and bylaws; and
  - terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.
- \*C5.04. This congregation shall elect from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by this congregation and other qualifications shall be as prescribed in guidelines established by the South Dakota Synod of the Evangelical Lutheran Church in America.
- C5.05. This congregation shall have a mission endowment fund that will operate as specified in this congregation's bylaws. The purpose of the mission endowment fund is to provide for mission work beyond the operational budget of this congregation.
- C5.05.01 The purpose of this Endowment Fund (hereafter referred to as the Fund) established March 14, 1993 is to enhance the mission outreach of St. John American Lutheran Church apart from the general operation of the congregation; that no portion of the income generated by the Fund shall be used for the annual operating budget of the congregation; that, except where authorized otherwise in terms of the gift, all principle amounts will be retained and only income expended.
- C5.05.02 The Endowment Committee
- The Endowment Committee (hereafter referred to as the Committee) shall consist of five members, all of whom shall be voting members of St. John American Lutheran Church.
  - The members shall serve three year terms staggered such that one or two are elected each year.
  - No member shall serve more than two consecutive three year terms. After lapse of one year, former Committee members may be re-elected.
  - A pastor of the congregation and the president of the Congregation Council shall be advisory members of the Committee.
  - The Congregation Council shall nominate for the Committee, from a list compiled by the Stewardship Board, and report at the annual congregational meeting in the same manner as other offices and committees.
  - In the event of a vacancy on the Committee, the Congregation Council shall appoint a member to fill the vacancy until the next annual meeting of the congregation, at which time the congregation shall elect a member to fulfill the term of the vacancy.
  - The Committee shall meet at least quarterly, or more frequently as deemed by it in the best interest of the Fund.
  - A quorum shall consist of three members. When only three are present, a unanimous vote is required to carry any motion or resolution.
  - The Committee shall elect from its membership annually a chairperson, financial secretary and recording secretary.
  - The chairperson, or member designated by the chairperson, shall preside at all Committee meetings.

- k. The recording secretary shall maintain complete and accurate minutes of all meetings of the Committee and supply a copy thereof to each member of the Committee. The recording secretary shall also supply a copy of the minutes to the Congregation Council.
- l. The financial secretary shall maintain complete and accurate books of accounts for the Fund and shall sign checks and all necessary documents on behalf of the congregation in furtherance of the purposes of the Fund.
- m. The Committee shall report on a quarterly basis to the Congregation Council and, at each annual meeting of the congregation, shall render a full and complete audited account of the administration of the Fund during the preceding year. The Committee may request other members of the congregation to serve as advisory members and, at the expense of the Endowment Fund income, may provide for such professional counseling on investments or legal matters as it deems to be in the best interests of the Fund.
- n. Members of the Committee shall not be liable for any losses which may be incurred upon the investments of the assets of the Fund except to the extent such losses shall have been caused by bad faith or gross negligence. No member shall be personally liable as long as s/he acts in good faith and with ordinary prudence. Each member shall be liable only for his/her own willful misconduct or omissions and shall not be liable for the acts or omissions of any other member. No member shall engage in any self dealing or transactions with the fund in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which his/her personal interests would conflict with the interest of the Fund.
- o. All assets are to be held in the name of the St. John American Lutheran Church Endowment Fund.
- p. Recommendations to hold, sell, exchange, rent, lease, transfer, convert, reinvest and in all other respects to manage and control the assets of the Fund, including stocks, bonds, debentures, mortgages, notes or other securities, as in their judgement and discretion they deem wise and prudent, are to be made by the Committee for approval by the Church Council, with subsequent execution by the delegated member of the Committee. However, it is stipulated that the Fund shall be invested so that, in addition to accruing interest, it works directly to enhance the mission of this congregation (e.g. investment ELCA Mission Fund which loans funds to mission congregations.)

**C5.05.03** Distribution of Income.

- a. The Committee shall determine what is principal and income according to accepted accounting procedures.
- b. Income from the Fund shall be designated annually and such other times as deemed necessary and/or feasible to accomplish the following purposes:
  - 1) One-fourth (1/4) for capital improvements, debt reduction or building program of St. John American Lutheran Church.
  - 2) One-fourth (1/4) for scholarships to members of St. John American Lutheran Church for the purpose of attending higher education (adopted 1/26/2020).
  - 3) One-fourth (1/4) for outreach into the community including, but not limited to, grants to ELCA colleges, seminaries, social service agencies, institutions and agencies to which this congregation relates and to special programs designed for those persons in our parish area who are in spiritual and/or economic need.
  - 4) One-fourth (1/4) for missions of the Evangelical Lutheran Church in America at home or overseas, including, but not limited to, grants to the Evangelical Lutheran Church in America for new mission development in North America, professional leadership, educational ministries, global missions and outreach.
- c. Programs for support shall be recommended by the Committee and approved by the Church Council for funding.

**C5.05.04** In the event St. John American Lutheran Church ceases to exist either through merger or dissolution, disposition or transfer of the Fund shall be at the discretion of the Church Council in conformity with the approved congregational constitution and in consultation with the bishop of the synod to which this congregation belongs at such time for continuation of Endowment Fund obligations.

**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 South Dakota Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.

- \*C6.02. This congregation accepts the Confession of Faith and agrees to the purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.
- \*C6.03. This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:
  - a. This congregation agrees to be responsible for its life as a Christian community.
  - b. This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
  - c. This congregation agrees to call pastoral leadership from the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. These special circumstances are limited either to calling a candidate approved for the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.
  - d. This congregation agrees to consider ministers of Word and Service for call to other staff positions in this congregation according to the procedures of the Evangelical Lutheran Church in America.
  - e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution of the synod.
- \*C6.04. Affiliation with the Evangelical Lutheran Church in America is terminated as follows:
  - a. This congregation takes action to dissolve.
  - b. This congregation ceases to exist.
  - c. This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America or in accordance with provision 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America.
  - d. The South Dakota 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.
  - e. This congregation follows the procedures outlined in \*C6.05.
- \*C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:
  - a. A resolution indicating the intent to terminate its relationship must be adopted at 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.
- \*C6.06.** If this congregation considers relocation, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is taken.
- \*C6.07.** If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

## **Chapter 7. PROPERTY OWNERSHIP**

- \*C7.01.** If this congregation ceases to exist, title to undisposed property shall pass to the South Dakota Synod of the Evangelical Lutheran Church in America.
- \*C7.02.** If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline or pursuant to 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America, title to property shall continue to reside in this congregation.
- \*C7.03.** If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in \*C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the South Dakota Synod.
- \*C7.04.** If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for termination of relationship in \*C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the process established by the synod, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America. In neither case does title to this congregation's property transfer to the synod
- \*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 South Dakota Synod—reconvey and transfer all right, title, and interest in the property to the synod.

**Chapter 8.  
MEMBERSHIP**

- \*C8.01. Members of this congregation shall be those baptized persons on the roll of this congregation at the time that this constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.
- \*C8.02. Members shall be classified as follows:
  - a. **Baptized** members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
  - b. **Confirmed** members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
- C8.02.01 Baptized adults, not previously confirmed members of a Lutheran congregation, shall become confirmed members of this congregation after receiving instruction, giving evidence of adequate understanding of the teachings of the Word of God as confessed by the Lutheran Church, and publicly affirming their faith.
- C8.02.02 Applicants for membership who present evidence of confirmation in a Lutheran congregation but do not have a Letter of Transfer shall be admitted to confirmed membership when the Congregation Council and/or pastor(s) have determined that the applicants meet the standards of Christian faith and life indicated in the constitution and bylaws and when the applicants have reaffirmed their faith before this congregation.
- \*C8.02.
  - 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.
  - e. **Seasonal** members are voting members of other congregations of this church who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:
    - 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
    - 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
    - 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with this church;
    - 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
    - 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
    - 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.

- \*C8.03. All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.
- \*C8.04. It shall be the privilege and duty of members of this congregation to:
  - a. make regular use of the means of grace, both Word and sacraments;
- C8.04.01 This congregation encourages all of its members who have been prepared to receive the Sacrament to participate regularly in Holy Communion.
- C8.04.02 Preparation for Holy Communion will normally be provided for persons in grade five.
- C8.04.03 Participation in Holy communion is open to all. Holy Communion is the Lord's Supper. The Table is his. He is the host. And we are his welcome guests. Principal rationale for Christ's condemnation and crucifixion, leveled as it was by the religious elite of Jesus' day, was that he was always eating and drinking with tax collectors, always keeping company with sinners. In Holy Communion, Jesus makes room at Table for us; surely he must, then, make room at Table for all. The Table does not belong to the priest, the pastor, the church, the "biggest giver," the guy with the loudest voice, the "saint"... If the Table belongs to anyone but Christ, someone somewhere will not be welcome. If the Table belongs to Christ, no one will be excluded. If anyone disapproves of the company he's asked to keep as he takes his place at the rail, he may decline to come, that's as far as his freedom goes, but he cannot hijack the guest list to make it suit his agenda. The Table belongs to Jesus – a more generous and gracious host than anyone else will ever be. Surely, we can all thank God for this.
- C8.04.04 Record of participation in Holy Communion shall be maintained. If members of another congregation commune and request that notice be sent to their home congregation, it shall be sent.
- \*C8.04.
  - b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
  - c. support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.
- \*C8.05. Membership in this congregation shall be terminated by any of the following:
  - a. death;
  - b. resignation;
  - c. transfer or release;
- C8.05.01 The pastor(s) may present or send a Letter of Transfer to members who are planning to move or have moved from the community which this congregation serves. Such transfer is to be blank concerning the name of the new congregation and to be given with a list of names of other Lutheran congregations and their pastors in the new community. The members will be encouraged to select a new congregation in their new community and present the transfer to its pastor as soon as possible after moving.
- C8.05.02 Confirmed members desiring to transfer to another Lutheran congregation shall, upon request, receive a Letter of Transfer.
- \*C8.05.
  - d. disciplinary action in accordance with Chapter 20 of the constitution and bylaws of the Evangelical Lutheran Church in America; or
  - e. removal from the roll due to inactivity in accordance with the provisions of this constitution and its bylaws. Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.
- C8.05.03 Confirmed members who do not, for a period of one year, partake of Holy Communion, support the church with their offerings, and do not appear to desire to participate in the life and worship of this congregation shall be contacted by a pastor or representative of the Congregation Council and encouraged by them to active membership. If, during the second year, the confirmed members do not actively participate, their names shall be placed on the inactive membership roster of this congregation.
- C8.05.04 Children, neither of whose parents or guardians is a member of this congregation, may be removed from the roster of baptized members if they fail to participate in the life and worship of this congregation.

**Chapter 9.  
ROSTERED MINISTER**

- \*C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.
- \*C9.02.** Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for this congregation by the synod bishop may be called as a pastor of this congregation.
- \*C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
    - 1) preach the Word;
    - 2) administer the sacraments;
    - 3) conduct public worship;
    - 4) provide pastoral care;
    - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
    - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
    - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
    - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
  - b. Each pastor with a congregational call shall, within the congregation:
    - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
    - 2) relate to all schools and organizations of this congregation;
    - 3) install regularly elected members of the Congregation Council;
    - 4) with the council, administer discipline;
    - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of the South Dakota 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*.
- \*C9.04.** The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.
- \*C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for the following reasons:
    - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
    - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
- C9.05.01** Upon receiving a Call to another ministry, the pastor shall consult the Congregation Council (or this congregation) and the synod bishop before reaching a decision. The pastor shall announce a decision as quickly as possible, normally within three weeks. The pastor shall notify the synod bishop of his or her decision. When a call has been accepted, the pastor shall terminate his or her ministry as soon as feasible, normally within a month.
- \*C9.05.**
- 3) inability to conduct the pastoral office effectively in this congregation in view of local conditions;
  - 4) physical disability or mental incapacity of the pastor;
  - 5) suspension of the pastor through discipline for more than three months;
  - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
  - 7) termination of the relationship between this church and this congregation;
  - 8) dissolution of this congregation or the termination of a parish arrangement; or
  - 9) suspension of this congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
  - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
  - d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to this congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
  - e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, this congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
  - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- \*C9.06.** At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.
- \*C9.07.** During the period of service, an interim pastor shall have the rights and duties in this congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.
- \*C9.08.** This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.
- \*C9.09.** When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- \*C9.11.** With the approval of the bishop of the synod, this congregation may depart from \*C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.05.a.
- \*C9.12.** The pastor of this congregation:
- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;
  - b. shall submit a summary of such statistics annually to the synod; and

- C9.12.01** The pastor(s) shall report to the secretary of the Evangelical Lutheran Church in America and to the bishop of the South Dakota Synod such statistics as may be requested.
- C9.12.02** The pastor(s) shall report to this congregation a summary of ministerial acts performed each year.
- \*C9.12.** c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- \*C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- \*C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.
- C9.14.01** The **Parish** Records shall consist of:
- a. the roster of baptized, confirmed, and voting members.
  - b. the ministerial acts performed by the pastor(s).
  - c. the minutes and reports of the synod and the Handbook of the Evangelical Lutheran Church in America.
  - d. the minutes of the meetings of this congregation and the Congregation Council.
  - e. the financial records of this congregation.
  - f. the current congregational constitution, bylaws, and policies.
  - g. **the Endowment Committee minutes.**
- C9.14.02** Should this congregation be dissolved, the official record of this congregation shall be deposited in the archives of the Evangelical Lutheran Church in America or its successor.
- C9.15.** **Under special circumstances, subject to the approval of the synod bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between 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 meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.25.a.
- \*C9.29. The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.
- \*C9.31. The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

## **Chapter 10.**

### **CONGREGATION MEETING**

- C10.01. This congregation shall have at least one regular meeting per year. The regular meeting(s) of the congregation shall be held at the time(s) specified in the bylaws. Consistent with the laws of the State of South Dakota, the bylaws shall designate one regular meeting per year as the annual meeting of this congregation.
  - C10.01.01 The annual meeting of this congregation shall be held during the month of January, the date to be set by the Congregational Council.
  - C10.01.02 Announcement of the time and place of the annual meeting of this congregation shall be made:
    - a. at two public services immediately preceding the meeting, said services to be at least a week apart, and in such publications as this congregation or the pastor(s) may periodically issue, and
    - b. by written notice to the voting members mailed at least ten days in advance of the meeting.
  - C10.01.03 The current rosters of voting, confirmed, and baptized members shall be available at each meeting of this congregation.
  - C10.01.04 Reports from all the Boards and organizations of this congregation shall be presented at the annual meeting. Such reports, including a financial statement, shall be submitted to the church office at least thirty days prior to the annual meeting. If the Congregation Council chooses to set another deadline, the new deadline shall be in effect.
  - C10.01.05 The list of nominees submitted by the nominating committee shall be announced in conjunction with the announcements of the meeting of this congregation at which the elections are to take place. Additional nominations may be made from the floor of the meeting with prior consent of the nominee(s).
- 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 5% of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synod bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all voting members at least 10 days in advance of the date of the meeting.
- C10.04. 5% of the voting members shall constitute a quorum.
- C10.05. Voting by proxy or by absentee ballot shall not be permitted.
- C10.06. All actions approved by this congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.
- C10.07. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of this congregation.
- C10.08. This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

## **Chapter 11.**

### **OFFICERS**

- C11.01. The officers of this congregation shall be a president, vice president, secretary, and treasurer.
  - a. Duties of the officers shall be specified in the bylaws.
- C11.01.01 The president shall:
  - a. preside at the meetings of the Congregation Council and of this congregation.
  - b. annually appoint two members of the Congregation Council to serve on the Nominating Committee.

- c. consult with the pastor when setting the agenda for Congregation Council and congregation meetings.
  - d. serve as advisory member of the Endowment Committee.
  - e. appoint an Auditing Committee each year to be ratified by the Congregation Council.
- C11.01.02** The vice-president shall:
- a. preside at the meetings of the Congregation council and of this congregation in the absence of the president.
  - b. serve on the Staff Support Committee.
  - c. appoint members to the Staff Support Committee each year as terms expire.
- C11.01.03** The secretary shall:
- a. record the minutes of the Congregation Council and of this congregation and submit them to the church secretary for distribution.
  - b. submit Congregation Council meeting highlights to the newsletter.
- C11.01.04** The treasurer shall have custody and management of the current funds of this congregation, receiving and disbursing such funds in accordance with the decisions of this congregation and the Board of Finance.
- C11.01.**
- b. The officers shall be voting members of this congregation.
  - c. Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
  - d. If the Congregation Council elects its officers, the president, vice president, and secretary shall be selected from the elected membership of the Congregation Council. [If the treasurer is not selected from the elected membership of the Congregation Council, the treasurer shall have voice but not vote at the meetings of the Congregation Council.]
- C11.02.** The congregation shall elect its officers and they shall be the officers of this congregation. The officers shall be elected by written ballot and shall serve for one year or until their successors are elected. Their terms shall begin at the close of the annual meeting at which they are elected.
- C11.03.** 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.

## **Chapter 12.**

### **CONGREGATION COUNCIL**

- C12.01.** The voting membership of the Congregation Council shall consist of the officers of this congregation and the elected Chairs of the Boards defined in the bylaws. The pastor(s) shall serve as advisory members. Any voting member of this congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state in which this congregation is incorporated, this congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.
- C12.01.01** A member of the Congregation Council who is absent from two consecutive regular meetings shall be consulted by the president of this congregation.
- C12.02.** The Chairs of the Boards shall be elected by written ballot to serve for three years or until their successors are elected. One-third of the Board Chairs shall be elected at each annual meeting of this congregation. Board Chairs shall be eligible to serve no more than two full terms consecutively as chairs of the same Board. Their terms shall begin at the close of the annual meeting at which they are elected.
- C12.03.** Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.
- C12.03.01** Should a vacancy occur where the unexpired term is one year or less, that term shall not be considered in determining the eligibility for self-succession for the successor.
- C12.04.** The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- C12.04.01** The Congregation Council shall consult with donors of special gifts to advise them on the designation of their gifts in order that the best interest of this congregation be served.
- C12.04.**
- 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.
- C12.04.02** The Congregation Council shall:
- a. have authority, between meetings of this congregation, to choose delegates to any group or meeting in which this congregation is entitled to representation.
  - b. fill any vacancies on the Nominating Committee or Endowment Committee.
- C12.04.**
- d. To maintain supportive relationships with the rostered minister(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.
  - e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
  - f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
  - g. To arrange for pastoral service during the sickness or absence of the pastor.
  - h. To emphasize support of the synod and churchwide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
  - i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
  - j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.
- C12.05.** The Congregation Council shall be responsible for the financial and property matters of this congregation.
- a. The Congregation Council shall be responsible for maintaining and protecting its property and managing its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of South Dakota except as otherwise provided herein.
- C12.05.01** The Congregation Council shall be responsible for the buildings and premises of this congregation so that their use is normally limited to the functions and purposes of this congregation. (Groups or individuals not associated with his congregation desiring to use such property shall apply to the Congregation Council for approval.)
- C12.05.**
- b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of this congregation.
  - c. The Congregation Council may enter into contracts over and above the budget only as specified in the bylaws.
  - d. The Congregation Council shall prepare an annual budget for adoption by this congregation and shall supervise the expenditure of funds in accordance therewith 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.
- C12.05.02** The Congregation Council shall:
- a. annually review the salary of the pastor(s) and lay staff and make recommendations for salary changes for the annual budget to be approved by this congregation.
  - b. review the budget prepared by the Board of Finance not later than the December meeting of the Congregation Council and submit it to this congregation at the annual meeting.

**C12.05.** 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.

**C12.05.03** The Congregation Council shall:

- a. receive reports monthly from the treasurer to ascertain that the expenditures are within the budget approved by this congregation. Any expenditure in excess of 5% over the total budget must be approved by this congregation.
- b. make sure that the treasurer and others who have access to the funds of this congregation are adequately bonded. This is usually accomplished through Blanket Bond Coverage insurance.
- c. annually, nominate Endowment Committee members from a list compiled by the Board of Stewardship.

**C12.05.** f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

**C12.06.** The Congregation Council shall see that the provisions of this constitution and its bylaws are carried out.

**C12.06.01** The Congregation Council shall exercise discipline in accordance with the provisions of this constitution and its bylaws.

**C12.07.** The Congregation Council shall provide for an annual review of the membership roster.

**C12.08.** The Congregation Council with the help of the Staff Support Committee shall be responsible for the appointment and supervision of the salaried lay workers of this congregation.

**C12.09.** The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.

**C12.09.01** The Congregation Council shall report its activities to this congregation through the regular newsletter and a summary of its activities at the annual meeting.

**C12.11.** The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

**C12.11.01** Notice of special meetings of the Congregation Council shall be given at least five days prior to the meeting and shall be announced at a public service if one is held during that period.

**C12.12.** A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synod bishop.

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

### **Chapter 13.**

#### **CONGREGATION COMMITTEES**

**C13.01.** Standing committees of this congregation shall be: the Executive Committee, the Auditing Committee, the Staff Support Committee, and the Nominating Committee. Other congregational committees may be formed as the need arises, by decision of the Congregation Council.

**C13.01.01** The pastors shall be advisory members of all boards and committees.

**C13.02.** Membership and duties of the standing committees of this congregation shall be specified in the bylaws.

**C13.02.01** Membership and Meetings of the Boards of the Congregation

- a. Only voting members of this congregation shall be eligible for membership on the Boards of this congregation.

- b. Members of each Board shall be appointed by the Board Chair, assisted by the pastor(s) if desired, for a term of one year.
  - c. Each Board shall:
    - 1) hold regular meetings to carry out long and short range planning for this congregation and report such plans to the Congregation Council for review or approval.
    - 2) for the purpose of budget planning, submit their fiscal needs for the coming year to the Board of Finance before the October Congregation Council meeting.
- C13.02.02** Duties and Responsibilities of the Board of Worship and Music
- a. All choir directors and church organists shall be encouraged to be members of this Board.
  - b. This board shall have an Ushering Committee whose chair shall be encouraged to be a member of this Board.
  - c. This Board shall have an Altar Guild Committee whose co-directors shall be encouraged to be members of this Board.
  - d. This Board shall:
    - 1) together with the pastor(s), be responsible for planning all worship and special services of this congregation.
    - 2) be in charge of any special decoration and/or banners for the sanctuary.
    - 3) seek to establish choirs for all ages and encourage their participation at worship services.
    - 4) arrange for special music for worship services.
- C12.02.03** Duties and Responsibilities of the Board of Education
- a. This Board shall have a Library Committee, and, in consultation with the Congregation Council, shall appoint a Head Librarian to direct this committee. The Head Librarian shall be a member of this Board.
  - b. This Board, together with the pastor(s), is responsible for the entire program of education in this congregation, including:
    - 1) providing opportunity for study for every member of this congregation.
    - 2) procuring and training staff and teachers for all areas of study.
    - 3) procuring and maintaining audio-visual equipment and other equipment necessary for good teaching.
    - 4) ordering the curriculum materials for the schools.
    - 5) purchase books for the library and pay appropriate library association membership fees.
- C13.02.04** Duties and Responsibilities of the Board of Fellowship
- a. This Board shall:
    - 1) plan, promote, and foster fellowship within this congregation. Fellowship opportunities include, but are not restricted to, banquets, potluck dinners, picnics, and coffee hours, which may be regularly planned or special occasions.
    - 2) provide greeters for regular worship services.
    - 3) coordinate its activities with other congregational organizations such as St. John Women of ELCA, Men of St. John, etc.
- C13.02.05** Duties and Responsibilities of the Board of Visitation
- a. This Board shall:
    - 1) concern itself with member families of this congregation including, but not limited to, hospitalized, homebound, bereaved, and inactive members.
    - 2) together with the pastor(s), plan and carry out programs of visitation; to the end that individuals and families are strengthened in their relationship with Christ, or come to know him as their Lord and Savior.
- C13.02.06** Duties and Responsibilities of the Board of Outreach.
- a. This Board shall be responsible for:
    - 1) New Member Sponsorships
    - 2) St. John Neighborhood Outreach
  - b. This Board, together with the pastor(s), shall plan and carry out programs of outreach; to the end that individuals and families are strengthened in their relationship with Christ, or come to know him as their Lord and Savior.
- C13.02.07** Duties and Responsibilities of the Board of Youth.
- a. Membership of this Board shall consist of at least 3 youth representing both the Junior and Senior Leagues, and at least 3 adults in addition to the Board Chair.
  - b. The **Family and Youth Director** shall be an advisory member of this Board.
  - c. This Board shall:

- 1) set the goals for the youth groups within this congregation and provide general oversight for the total youth program.
  - 2) work with assigned staff to accomplish the goals this Board sets for the youth program.
- C13.02.08** Duties and Responsibilities of the Board of Public Relations.
- a. This Board shall:
    - 1) be responsible for the commercial advertising of this congregation through the local paper, mail, and/or telephone directories, regularly or at special times.
    - 2) when appropriate, provide information to the local paper and to church publications such as The Lutheran and Synod Scene concerning this congregation's programs and ministry.
    - 3) update St. John's social media and web pages regularly.
- C13.02.09** Duties and Responsibilities of the Board of Social Concerns.
- a. This Board shall:
    - 1) seek ways to carry out our Lord's will as we find it in Matthew 25:31-46.
    - 2) inform this congregation of needs within the community and encourage members to become involved.
- C13.02.10** Duties and Responsibilities of the Board of Stewardship.
- a. This Board shall:
    - 1) encourage all members of this congregation to tithe their time and talents in the work of this congregation and in the community and to tithe their income as the Lord has blessed them.
    - 2) tabulate the time and talents of members and make them available to all Boards and organizations of this congregation to help them find resources for meeting the needs of this congregation.
    - 3) plan and carry out the stewardship emphasis throughout the year.
    - 4) coordinate this congregation's activities with mission partners and World Mission emphases.
    - 5) annually, compile a list of people from which the Congregation Council will nominate Endowment Committee members.
- C13.02.11** Duties and Responsibilities of the Board of Finance.
- a. The treasurer shall be a member of this Board.
  - b. This Board shall be responsible for all the financial transactions of this congregation including:
    - 1) preparation of the annual budget.
    - 2) seeing that all offerings received are counted and recorded.
    - 3) paying all the expenses of this congregation.
    - 4) keeping adequate records.
    - 5) caring for all matters relating to the indebtedness of this congregation.
    - 6) investing such congregational funds as may be advisable.
    - 7) maintaining proper insurance on all congregational property.
    - 8) appointing an assistant treasurer if deemed necessary.
- C13.02.12** Duties and Responsibilities of the Board of Properties.
- a. This Board shall:
    - 1) provide for the proper care and maintenance of the church buildings and properties.
    - 2) act on any requests for the use of the church property under the direction of the Congregation Council.
- C13.02.13** Executive Committee.
- a. This committee shall consist of the president, vice-president, secretary, and treasurer.
  - b. Duties of this committee shall be:
    - 1) to act on emergency matters between Congregation Council meetings.
    - 2) to act on tasks assigned to it by the Congregation Council.
  - c. This committee shall have only the powers delegated to it by the Congregation Council.
- C13.02.14** Nominating Committee.
- a. This committee shall consist of three members elected by this congregation and two members from the Congregation Council appointed by the president.
  - b. The members shall serve a one year term.
  - c. The pastor(s) shall serve as convener.
  - d. Duties of this committee shall be:
    - 1) nominate at least one candidate for each Congregation Council position to be filled and secure the consent of each candidate.
    - 2) submit its slate of candidates to the church office early enough to allow compliance with C10.01.01 of the bylaws concerning prior notice of the annual meeting.

- e. The Congregation Council shall fill vacancies on the nominating committee by appointment.
- C13.02.15 Auditing Committee.**
- a. This committee shall have three members appointed by the Congregation Council **president**.
  - b. Duties of this committee shall be:
    - 1) audit the fiscal records of this congregation.
    - 2) examine the existing insurance coverage.
    - 3) report its findings in writing to this congregation at the annual meeting. The report shall be submitted to the church office early enough to allow compliance with C10.01.01 of the bylaws concerning prior notice of the annual meeting.
- C13.02.16 Staff Support Committee.**
- a. This committee shall normally consist of 5 members: the Congregation Council Vice-President, the immediate past president of this congregation, and three other congregational members. The three congregational members shall serve three year terms staggered such that one is appointed each year.
  - b. Committee members, except the Vice-President and the immediate past president of this congregation shall be appointed by the Congregation Council **vice president**.
  - c. The duties of this committee shall be:
    - 1) prepare and periodically revise a personnel policy manual.
    - 2) prepare and maintain a list of and written position descriptions for the **compensated church staff**.
    - 3) create an arena in which each staff member can share and discuss professional and personal matters confidentially as well as test new ideas.
    - 4) conduct an annual review of the Ministerial staff and **compensated church staff**. These reviews are to be based on clearly stated goals and expectations and are to provide opportunities for discussing compensation, housing benefits, working conditions, and goals for the coming year.
    - 5) develop open communications about expectations, attitudes, and concerns within the congregation and the staff.
    - 6) consult on planned sabbaticals and educational leaves to ensure that it will benefit both the congregation and the ministry of the staff. This committee shall make appropriate recommendations for Congregation Council approval.
    - 7) report to the Congregation Council as requested and bring their recommendations requiring Congregation Council approval.
    - 8) supply the rationale to the Finance Board concerning salaries for the aforementioned staff prior to the October Congregation Council meeting.
    - 9) select the chair from their membership. The Committee chair will maintain and secure the minutes for the Staff Support Committee meetings.
- C13.02.17 Ushering Committee.**
- a. This committee shall serve under the Board of Worship and Music and the chair of this committee shall be encouraged to be a member of the Board of Worship and Music.
  - b. Duties of this committee shall be:
    - 1) provide ushers for all worship and special services in this congregation.
    - 2) seek to involve all **confirmed members** of this congregation.
  - c. **The chair shall ensure there are ushers for each service and provide training.**
- C13.02.18 Altar Guild Committee.**
- a. This Committee shall serve under the Board of Worship and Music and the co-directors of this committee shall be encouraged to be members of the Board of Worship and Music.
  - b. Membership of this committee shall consist of 24 lay members, 12 new members to be chosen in October of each year by the pastor(s) and co-directors for a term of two years.
  - c. Duties of this committee shall be:
    - 1) provide and arrange flowers for worship and special services and dispose of them after services.
    - 2) care for the linens and paraments and change them as appropriate for the church season.
    - 3) make preparations for Baptisms and take care of the baptismal font.
    - 4) make preparations for Holy Communion and take care of the sacramental vessels.
    - 5) take care of the candles and order supplies as necessary.
    - 6) take care of vestments for acolytes and communion assistants.
    - 7) care for and clean the chancel area, sacristy, and altar room (carpet, furniture, candle holders, missal stand, etc.)
    - 8) assist pastor(s) in the instruction of acolytes, if requested.
- C13.02.19 Library Committee**
- a. This committee shall serve under the Board of Education.

- b. The Head Librarian shall be appointed by the Board of Education in consultation with the Congregation Council and be a member of the Board of Education.
- c. This committee shall consist of a Head Librarian and **as many other members as the Head Librarian may need.**
- d. Duties of this committee shall be:
  - 1) select and order books.
  - 2) prepare books for circulation (e.g., classify and accession books, label spines and cover books with clear contact, put pockets and cards in books, type cards, etc.)
  - 3) maintain a card file for books checked out including checking cards for due date and notifying patrons of overdue books.
  - 4) prepare book lists for the congregational monthly newsletter.
  - 5) promote the library by appropriate use of bulletin boards and posters and by periodic activities involving this congregation (e.g. the Summer Reading Program).
  - 6) help patrons check out books.

#### **Chapter 14.**

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

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

#### **Chapter 15.**

#### **DISCIPLINE OF MEMBERS AND ADJUDICATION**

- \*C15.01.** Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of 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 by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.
- \*C15.03.** If the consultation panel fails to resolve the matter, that panel shall refer the case in writing, including the written charges and the accused member's reply, to the Committee on Discipline of the synod for a hearing. A copy of the panel's written referral shall be delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then select six members from the Committee on Discipline to decide the case and shall appoint a member of the Synod Council

to preside as nonvoting chair. Those six members, plus the nonvoting chair, comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.

- \*C15.04. The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- \*C15.05. By the vote of at least two-thirds of the members of the discipline hearing panel who are present and voting, one of the following disciplinary sanctions can be imposed:
  - a. suspension from the privileges of congregation membership for a designated period of time;
  - b. suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
  - c. termination of membership in this congregation; or
  - d. termination of membership in this congregation and exclusion from the church property and from all congregation activities.
- \*C15.06. The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused member(s), and the Congregation Council as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.
- \*C15.07. No member of this congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.
- \*C15.10. **Adjudication**
- \*C15.11. When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

## **Chapter 16.**

### **AMENDMENTS**

- \*C16.01. Unless provision \*C16.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments may be proposed by at least 10 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<sup>1</sup> and noted in the constitution.
- \*C16.03. Any amendments to this constitution that result from the processes provided in \*C16.01. and \*C16.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify this congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- \*C16.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be

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<sup>1</sup> Such an effective date must be stated in relation to the requirements of C16.03. to allow time for synod review of the amendment.

approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to 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.

## **Chapter 17. BYLAWS**

- \*C17.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- \*C17.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a two-thirds vote of those voting members present and voting.
- \*C17.03. Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this congregation's members of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.
- \*C17.04. Adopted or amended bylaws shall be sent by the secretary of this congregation to the synod.

## **Chapter 18. CONTINUING RESOLUTIONS**

- \*C18.01. This congregation in a legally called meeting or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.
- \*C18.02. Continuing resolutions shall be enacted or amended by a majority vote of a meeting of this congregation or a two-thirds vote of all voting members of the Congregation Council.
- \*C18.03. Adopted or amended continuing resolutions shall be sent by the secretary of this congregation to the synod.

## **Chapter 19. INDEMNIFICATION**

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

## **Chapter 20. PARISH AUTHORIZATION**

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

- \*C20.01. This congregation may unite with one or more other congregations recognized by the synod named in \*C6.01. to form a parish. Except as provided in \*C20.02. and \*C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to the Parish Council. The Parish Agreement shall identify which congregation of the parish issues calls on behalf of the member congregations or shall establish a process for identifying which congregation issues calls on behalf of the member congregations.
- \*C20.02. One congregation of a parish shall issue a call on behalf of the member congregations to a minister of Word and Sacrament or a candidate for the roster of Ministers of Word and Sacrament who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.

- \*C20.03.** One congregation of a parish may issue a call on behalf of the member congregations to a minister of Word and Service or a candidate for the roster of Ministers of Word and Service who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- \*C20.04.** Any one of the congregations of the parish may terminate their relationship with the pastor as provided in †S14.18.d. of the synod constitution of the synod named in \*C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.
- \*C20.05.** Any one of the congregations of the parish may terminate their relationship with a minister of Word and Service as provided in †S14.43.d. of the synod constitution of the synod named in \*C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.
- \*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.