



# **The Constitution**

of the congregation of

## **Messiah Lutheran Church**

905 NW 94th Street  
Vancouver Washington 98665

Original Adopted May 19, 1991  
Church-wide amendments included February 2, 1992  
Revised January 12, 2003  
Revised February 8, 2004  
Revised January 26, 2014  
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## **Codification Explanation**

Following the pattern of the ELCA and Southwestern Synod of the ELCA, the Synod requires that application of the 2011 Amendments to the Model Constitution for Congregations be submitted using the following provisions:

The “Required” provisions are indicated by an asterisk (\*). (For the final version and the version that will become the “Official” Constitution, the asterisks will be removed.)

The 2011 Amendments are based upon updating the 2003 Model Constitution. Messiah has not incorporated the 2003 revisions, so there are some changes beyond the 2011 Amendments. Changes or amendments to a constitution requires a lengthy process involving a Congregation Meeting and affirmative majority vote on the proposed changes, and then a ratification vote of two thirds of vote without change at a subsequent meeting of the Congregation, plus a submission to the Synod for approval. There is to be a delay of 120 days following the receipt of the revisions by the Synod before the revisions become effective.

The final document will have the following devices:

- Constitutional provisions are codified with two sets of numbers; the chapter number and two numbers, for example C6.04. This would be Chapter 6.04, with provisions for termination of affiliation with the ELCA.
- The model also uses a codification of 3 set of numbers for Bylaw provisions, which are incorporated into the document (for example C05.01 for the establishment of a Mission Endowment Fund), which was broadly defined as a Bylaw action by Messiah on June 5, 2005. To change a Bylaw, a vote at a Congregation Meeting is required.
- And the model uses a three set of numbers for Continuing Resolutions such a C5.05.B11, which specifies the detailed procedures to be followed by the individuals voted to the Mission Endowment Fund. (The B represents this is the second version of the Resolution, and the 11 represents the year (2011) when it was approved by the Leadership Team). The Leadership Team has oversight of the Fund, and can change the Continuing Resolution at a regular Leadership Team Meeting, with a majority vote. The fund is expected to report at the Annual Meeting of the Congregation.
- The complete Continuing Resolution is not included within the Constitution, only referenced here as C5.05.B11 Operations of the Mission Endowment Fund. The complete Continuing Resolution and others will be written and referenced in this Constitution, and the effective versions of each will be available from the Church Office.

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## ***Constitution for Messiah Lutheran Church***

### **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 Messiah Lutheran Church.
- C1.02.** For the purpose of this constitution and the accompanying bylaws, the Messiah Lutheran congregation is hereinafter designated as "this congregation."
- C1.11.** This congregation shall be incorporated under the laws of the State of Washington.

### **Chapter 2: Confession of faith**

- C2.01.** This congregation confesses the Triune God, Father, Son, and Holy Spirit.
- C2.02.** This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe:
  - a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
  - b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
  - c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

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

### **Chapter 3: Nature of the Church**

- C3.01.** All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.
- C3.02.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- C3.03.** The name Evangelical Lutheran Church in America (ELCA) or “this church” as used herein refers in general references to this whole church, including its three expressions—congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

### **Chapter 4: Statement of purpose**

- C4.01.** The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in

the world.

**C4.02.** To participate in God's mission, this congregation as a part of the Church shall:

- a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
- c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

**C4.03.** To fulfill these purposes, this congregation shall:

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
- b. Provide pastoral care and assist all members to participate in this ministry.
- c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
- d. Teach the Word of God.
- e. Witness to the reconciling Word of God in Christ, reaching out to all people.
- f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with other congregations,

the synod, and the church wide 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 Leadership Team shall prepare descriptions of the responsibilities of each committee, task force or other organizational groups and shall review their actions. (Such description shall be contained in continuing resolutions of the Leadership Team.)

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

**C4.06.** References made herein to the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being independent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission in 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 Leadership Team or other organizational units in the congregation’s governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:

- a. Call a pastor as provided in Chapter 9.
- b. Terminate the call of a pastor as provided in Chapter 9.
- c. Call or terminate the appointment of associates, deaconesses, and diaconal ministers in ministry in conformity with the applicable policy of the Evangelical Lutheran Church in America.
- d. Adopt amendments to the constitution as provided in Chapter 17, and amendments to the bylaws, as provided in Chapter 16, and continuing resolutions as provided in Chapter 18.
- e. Approve the annual budget.

- f. Acquire real and personal property by gift, devise, purchase, or other lawful means.
- g. Hold title to and use its property for any and all activities consistent with its purpose.
- h. Sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means.
- i. Elect its officers, Leadership Team, and require them, the members of the Leadership Team, to carry out their duties in accordance with the constitution and bylaws, and any continuing resolutions.
- j. Terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

**C5.04.** This congregation shall choose from among its voting member's laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by the Southwestern Washington 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 and continuing resolutions. The purpose of this mission endowment fund is to provide for mission work beyond the operational budget of this congregation.

**C5.06. Mission Endowment Fund Committee**

The Messiah Lutheran Church Mission Endowment Fund (hereinafter referred to as the Endowment Committee) shall be the custodian of the Mission Endowment Fund. The senior pastor and the president of the Leadership Team or their designated representative shall be advisory members of the Endowment Committee.

- a. The Congregation shall elect 5 members, all of whom shall be voting members, to be the Committee. The terms for these offices shall be 3 years, staggered so that at any time there are experienced members. Members shall be nominated and elected at the same time as members of the Leadership team.
- b. No elected member shall serve more than two (2) consecutive three (3) year terms. After the lapse of one year, former elected Endowment Committee members may again serve.
- c. In the event of a vacancy on the Endowment Committee, the Leadership Team shall appoint a congregation member to fill the vacancy until the next annual meeting of the congregation will fill the vacancy through the election process.



The term of the person so elected shall be the unfilled term of the vacancy member.

- d. The Endowment Committee shall meet at least once a quarter at a date and time fixed by the Committee. A quorum (3 voting Committee members) shall be present to transact business and a minimum affirmative vote of three (3).

**C5.05.B11** (*Operations of the Mission Endowment Fund.*)

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

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

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

- a. This congregation agrees to be responsible for its life as a Christian community.
- b. This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
- c. This congregation agrees to call pastoral leadership from the clergy roster of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. These special circumstances are limited either to calling a candidate approved for the roster of ordained ministers of the Evangelical Lutheran Church in America or to contracting for pastoral services with an ordained minister of a church body with which the Evangelical Lutheran Church in American officially has established a relationship of full communion.
- d. This congregation agrees to consider associates in ministry, deaconesses, and diaconal ministers for all other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
- e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America or with the constitution of the synod.

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

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

**C6.05.** This congregation may terminate its relationship with this church by the following procedure:

- a. A resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds majority of the voting members present. Such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time the congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of consultation shall be determined by the bishop in consultation with the congregation council. Unless he or she is a voting member of the congregation the bishop and the bishop's designees, if any shall have voice but not vote at the meeting.
- b. The secretary of the congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod and the congregation shall continue in consultation, as specified in paragraph a. above during a period of at least 90 days after receipt by the synod of the notice as specified in paragraph b. above.
- d. If the congregation, after such consultation, still seeks to terminate its relationship such action may be taken at a legally called and conducted special meeting by a two-thirds majority of voting members present. Notice of the meeting shall be mailed to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a voting member of the congregation the bishop and the bishop's designees, if any shall have voice but not vote at the meeting.
- e. A copy of the resolution, attesting the special meeting was legally called and conducted and certifying the outcome of the vote, shall be sent to the bishop within 10 days after the resolution has been adopted at which time the relationship between the congregation and this church shall be terminated subject to paragraphs g. h. and i, below. Unless this notification to the bishop also certifies that the congregation has voted by a two-thirds vote to affiliate with another

Lutheran denomination, the congregation will conclusively presumed to be an independent or non-Lutheran church.

- f. Notice of termination shall be forwarded by the bishop to the secretary of this church, who shall report the termination to the Churchwide Assembly.
- g. 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.
- h. Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in C6.05, to receive synodical approval before terminating their membership in this church.
- i. 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.
- j. If a congregation fails to achieve the required two-thirds vote of voting members present at the congregation's first meeting as specified in paragraph a. above, another special meeting to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If a congregation fails to achieve the required two-thirds vote of voting members present at the congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of C6.05, and may begin no sooner than six months after that second meeting.

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

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

## **Chapter 7: Property ownership**

- C7.01.** If this congregation ceases to exist, title of undisposed property shall pass to the Southwestern Washington Synod of the Evangelical Lutheran Church in America.
- C7.02.** If this congregation is removed from membership in the Evangelical Lutheran church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.
- C7.03.** If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another church body, the 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 Southwestern Washington Synod.
- C7.04.** If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent, or relate to a non-Lutheran church body 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 the congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of the congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.
- C7.05.** Notwithstanding the provisions of C7.02. and 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 congregations 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 Southwest Washington Synod—reconvey and transfer all right, title, and interest in the property of the synod.

## **Chapter 8: Membership**

- C8.01.** Members of this congregation shall be those baptized persons on the roll of this congregation at the time that this constitution is adopted and those who are admitted

thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.

**C8.02.** Members shall be classified as follows:

- a. **Baptized** members are those persons who have been received by the Sacrament of Holy Baptism in this congregation or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
- b. **Confirmed** members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
- c. **Voting** members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation.
- d. **Associate** members are persons holding membership in other Lutheran congregations who wish to retain such membership but desire to participate in the life and mission of this congregation or persons who wish to retain a relationship with this congregation while being members of other congregations. They have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Leadership Team of this congregation.

**C8.03.** All applications for confirmed membership shall be submitted to and shall require the approval of the Leadership Team.

**C8.04.** It shall be the privilege and duty of members of this congregation to:

- a. Make regular use of the means of grace, both Word and sacraments;
- b. Live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
- c. Support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

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

- a. Death;
- b. Resignation;
- c. Transfer or release;
- d. Disciplinary action in accordance with ELCA constitutional provision 20.40. and the accompanying bylaws; or
- e. Removal from the roll due to inactivity as defined in the bylaws.

- C8.05.01** The congregation shall, in the event of the removal of a member from the community it serves, encourage the member to request a transfer to a Lutheran congregation which can serve him/her effectively. Should the member fail to request a transfer, a Lutheran congregation in the community of his/her residence shall be notified.
- C8.05.02** A confirmed member who does not for a period of one year partake of Holy Communion, support the church with his/her offerings, and does not appear to desire to participate in the life and worship of the congregation shall be encouraged to active membership. If, during the second year the confirmed member does not actively participate, his/her name shall be removed from the membership roster of the congregation.
- C8.05.03** A child, neither of whose parents or guardians is a member of the congregation, may be removed from the roster of baptized members if he/she fails to participate in the life and worship of the congregation.

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

## **Chapter 9: The Pastor**

- C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by this congregation to recommend the call shall seek the advice and help of the bishop of the synod.
- C9.02.** Only a member of the clergy roster of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every ordained minister shall:
    - 1) Preach the Word;
    - 2) Administer the sacraments;
    - 3) Conduct public worship;
    - 4) Provide pastoral care; and
    - 5) Speak publicly to the world in solidarity with the poor and oppressed, calling

for justice and proclaiming God's love for the world.

- b. Each ordained minister with a congregational call shall, within the congregation:
  - 1) Offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
  - 2) Supervise all schools and organizations of the congregation;
  - 3) Install regularly elected members of the Leadership Team; and
  - 4) With the Leadership Team, administer discipline.
- c. Every pastor shall:
  - 1) Strive to extend the Kingdom of God in the community, in the nation, and abroad;
  - 2) Seek out and encourage qualified persons to prepare for the ministry of the Gospel;
  - 3) Impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and
  - 4) Endeavor to increase the support given by the congregation to the work of the churchwide organization of the Evangelical Lutheran Church in America (ELCA) and of the Southwestern Washington Synod of the ELCA.

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

**C9.05**

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
  - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
  - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
  - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions;
  - 4) physical disability or mental incapacity of the pastor;
  - 5) suspension of the pastor through discipline for more than three months;
  - 6) resignation or removal of the pastor from the roster of ordained ministers of this church;

- 7) termination of the relationship between this church and the congregation;
  - 8) dissolution of the congregation or the termination of a parish arrangement; or
  - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two ordained 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 Leadership Team or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two ordained 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 and the pastor shall be listed on the clergy roster as disabled. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds majority 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 simple 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 disciplinary action, 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 Leadership Team.
- C9.07.** During the period of service, an interim pastor shall have the rights and duties 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 Leadership Team). The interim pastor and any ordained pastor 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 related to the Evangelical Lutheran Church in America.
- C9.09.** When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Leadership Team, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- C9.10.** With the approval of the bishop of the synod, the congregation may depart from C9.05.a and call a pastor for a specific term. Details of such a call shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of C9.05.a.
- C9.11.** With the approval of the bishop of the synod, the congregation may depart from C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of C9.05.a.
- C9.12.** The pastor of this congregation:
- a. Shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, and members

excluded from the congregation;

- b. Shall submit a summary of such statistics annually to the synod; and
- c. Shall become a member of this congregation upon receipt and acceptance of the letter of call.

**C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

**C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or granting by the synod of retired status of the pastor.

**C9.20. Ecumenical Pastoral Ministry**

**C9.21.** Under special circumstances, subject to the approval of the synodical bishop and concurrence of this congregation, an ordained minister of a church body with which the Evangelical Lutheran Church in America officially has established a full communion may temporarily serve as pastor of this congregation under a contract between the congregation and the ordained minister in a form proposed by the synodical bishop and approved by the congregation.

**Chapter 10: Congregation meetings**

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

**C10.01.01** The Annual meeting will be held in late January/early February at a date and time determined by the Leadership Team.

**C10.01.02** A Bi-Annual meeting will be held in June, at a date and time determined by the Leadership Team.

**C10.02.** A special congregation meeting may be called by the pastor, Leadership Team, or the president of this congregation and shall be called by the president upon the written request of five percent (5%) of all voting members. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.

- C10.03.** Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all [voting] members at least 10 days in advance of the date of the meeting.
- C10.04.** Ten percent, (10%), of all voting members shall constitute a quorum.
- C10.05.** Voting by proxy or by absentee ballot shall not be permitted.
- C10.06.** All actions by the congregation shall be by majority vote of those voting members present except as otherwise provided in this constitution or by state law.
- C10.07.** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

## **Chapter 11: Officers**

- C11.01.** The officers of this congregation shall be a president, vice president, secretary, treasurer, and financial secretary.
- a. Duties of the officers shall be specified in the bylaws.
  - b. The officers must be voting members of the congregation.
  - c. Officers of this congregation shall serve similar offices of the Leadership Team and shall be voting members of the Leadership Team.
- C11.01.01** The president shall preside at the meetings of the Leadership Team and of the congregation.
- C11.01.02** The vice president shall preside at the meetings of the Leadership Team and of the congregation in the absence of the president.
- C11.01.03** The secretary shall keep the minutes of the Leadership Team and of the congregation and have custody of the archives of the congregation.
- C11.01.04** The treasurer shall have custody of all deposited funds of the congregation. The treasurer shall receive and disburse such funds in accordance with the decisions of the congregation or the Finance Committee. The treasurer shall be responsible for reporting requirements of the national and state government on a timely basis and for monthly reconciliation of the congregation's banking accounts. The office of the treasurer may be by election of the congregation or by appointment.

- C11.01.05** The financial secretary shall have custody of all undeposited funds and maintain records of all contributions and make regular reports to the Congregational Council Leadership Team and to the members as required by the Congregation Council Leadership Team. The office of the financial secretary may be by election of the congregation or by appointment.
- C11.01.A12** (Continuing Resolution defining the Authorities of the Treasurer)
- C11.01.B12** (Continuing Resolution defining the Authorities of the Financial Secretary)
- C11.01.C12** (Continuing Resolution defining the Authorities of the Bookkeeper)
- C11.02.** 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 except treasurer and financial secretary.

## **Chapter 12: Leadership Team**

- C12.01.** At its annual meeting the congregation shall elect a Leadership Team of not less than eight or more than eleven members (not including Pastors) for terms of three years each with approximately one-third of the terms expiring annually. The lead pastor(s) shall, also, be voting members of the Leadership Team with one combined vote by virtue of the office. At its first meeting the Leadership Team shall:
- a. Elect from its own membership a president, a vice president, and a secretary, who shall be president, vice president, and secretary of the Congregation. These officers shall be elected by written ballot and shall serve for one year or until successors are elected.
  - b. Appoint a treasurer and a financial secretary of the congregation, who shall be/become members of the Leadership Team.
- C12.01.01** The annual meeting of the congregation shall elect new members of the Leadership Team to fill vacancies from a slate of candidates presented by the Nominating Committee.
- C12.02.** The members of the Leadership Team, except the pastor(s), shall be elected by written ballot to serve for three years, or until successors are elected. Elected members shall be eligible to serve no more than two full terms consecutively.
- C12.02.01** The terms of all officers and elected members shall begin May 1 following the annual meeting.

- C12.03.** Should a member's place on the Leadership Team be declared vacant, the Leadership Team shall appoint a successor to serve the remainder of that term.
- C12.04.** The Leadership Team 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 Leadership Team shall have all duties, and exercise all authority, reserved to a Congregation Council under the required provisions of the applicable *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, as now in force or hereafter amended. Additionally, the duties of the Leadership Team shall include the following:
- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
  - b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.
  - c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
  - d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment.
  - e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
  - f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
  - g. To arrange for pastoral service during the sickness or absence of the pastor.
  - h. To emphasize partnership with the synod and churchwide units 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 Leadership Team shall be ultimately responsible for the financial and property matters of this congregation.

- a. The Leadership Team shall be the board of directors of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Washington, except as otherwise provided herein.
- b. The Leadership Team shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
- c. The Leadership Team may enter into contracts of up to five percent (5%) of current annual budget for items not included in the budget.
- d. The Leadership Team shall prepare a fiscal year budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption and may incur obligations more than five percent (5%) of current annual budget in excess of the anticipated receipts only after the approval by a congregation meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.
- e. The Leadership Team shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer.
- f. The Leadership Team shall be responsible for this congregation's investments and its total insurance program.
- g. The Leadership Team shall annually appoint an audit team of not less than two members to audit the books.

**C12.05.B01** Real property shall not be purchased, disposed of, or encumbered in any manner except by resolution adopted, by not less than a two-thirds majority vote of the members present and voting at a legally called meeting of the congregation.

**C12.06.** The Leadership Team shall see that the provisions of this constitution and its bylaws and any continuing resolutions are carried out.

**C12.07.** The Leadership Team shall provide for an annual review of the membership roster.

- C12.08.** The Leadership Team shall be responsible for the employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect the congregation's responsibility for the call, terms of call, or termination of any employees who are on a roster of this church.
- C12.08.A12** (Continuing Resolution regarding staff employees.)
- C12.09.** The Leadership Team shall be responsible for the formation and supervision of all committees provided for in Chapter 13.
- C12.10.** The Leadership Team shall submit a comprehensive report to this congregation at the annual meeting.
- C12.11.** The Leadership Team shall normally meet once a month. Special meetings may be called by the pastor(s) or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.
- C12.12.** A quorum for the transaction of business shall consist of a majority of the members of the Leadership Team, including the pastor(s), or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to an agenda for a particular regular or special meeting, which shall be the only business considered at the meeting. Chronic or repeated absence of the pastor, or interim pastor, who has refused approval of the agenda of a subsequent regular or special meeting, shall not preclude action by the Leadership Team, following consultation with the synodical bishop.

### **Chapter 13: Congregational committees**

- C13.01.** The officers of this congregation and the Lead pastor(s) shall constitute the executive committee. The executive committee is empowered to make urgent decisions between monthly meetings, each occurrence is to be reported to the Leadership Team.
- C13.01.01** All committees will conduct meetings at such time, frequency, and location as the committee may determine.
- C13.01.02** All committees will prepare a budget of its expenses and submit it to the Treasurer for review and inclusion in the budget of the church.
- C13.01.03** All committees will elect from its own membership a chairperson to report to the Leadership Team.
- C13.02.** All committees of the congregation will conduct their business in accordance with the bylaws.

**C13.03.** Four voting members of this congregation will constitute the Nominating Committee. Two members shall be appointed by the Leadership Team, and two shall be elected at the annual meeting. The term for all members shall be one year.

**C13.03.01** The Lead Pastor(s) shall serve as convener and as an advisory member of the Nominating Committee.

**C13.03.02** The Nominating Committee shall nominate one or more candidates for each office to be filled, including the Nominating Committee and the Endowment Committee for the following year. The consent of each candidate shall be secured before presenting candidates to the congregation.

**C13.03.03** The Nominating Committee shall identify candidates who are members in good standing with demonstrated leadership capability for the Leadership Team. The committee shall, also, consider the following desirable attributes when selecting candidates.

- a. Regular worship attendance
- b. Involvement in Christian education growth opportunities
- c. Involvement in Christian service opportunities
- d. Faith builder in self and others

All potential candidates shall prayerfully consider their own commitment to the following before accepting nomination as a candidate.

- a. Regular worship attendance
- b. Commitment to tithing growth
- c. Involvement in Christian education growth opportunities
- d. Involvement in Christian service opportunities
- e. Faith builder in self and others

**C13.03.04** The Leadership Team shall fill vacancies on the Nominating Committee.

**C13.04** (Dealt with the Mutual Ministry Committee—Deleted 2012)

**C13.04.01** (Ditto above)

**C13.05.** When a pastoral vacancy occurs, a Call Committee of at least six voting members shall be appointed by the Leadership Team. Term of office will terminate at installation of the newly called pastor.



- C13.06.** A Finance Committee of at least three voting members shall be appointed by the Leadership Team annually.
- C13.06.01** The duties and responsibilities of the Finance Committee shall be to provide guidelines for control of the church expenditures, and assist the treasurer in disbursement of funds.
- C13.07.** Other congregational committees and ministry teams may be formed as the need arises.
- C13.07.01** A Personnel Committee shall consist of at least four voting members of the congregation. The Personnel Committee shall:
- a. Be appointed by the Leadership Team.
  - b. Develop and support annual reviews process and affirmation of staff.
  - c. Provide a confidential listening source for congregation members to present concerns over staff.
  - d. Complete and review the accuracy of all job descriptions for all staff positions.
  - e. Recruit, interview, and make recommendations to the Leadership Team for hiring staff.
  - f. Develop and communicate personnel policies and monitor all policies for compliance with applicable laws and standards.
  - g. Report regularly to the Leadership Team on its activities while maintaining necessary confidentiality on matters and submit a written summary of financial activities to be included in the annual report.
- C13.07.02** (Relates to a Property Committee-deleted 2012)
- C13.07.03** A Preschool Board shall exist to provide coordination, leadership and guidance to the preschool program. It shall consist of five to seven members, and at least three of these must be voting members of the congregation. Term of office shall be two years with at least two members appointed each year. The Preschool Committee shall:
- a. Elect from its membership a chairperson and vice chairperson. These persons must be members of the congregation.
  - b. Prepare, and periodically review, the mission statement for the preschool that supports the mission of the congregation.
  - c. Assist the preschool in meeting its mission goals and objectives.
  - d. Adopt administrative and educational policies for the preschool.

- e. Recruit students.
- f. Determine the budget for the preschool and establish fees and tuition. Tuition and budgets are to be submitted to the Leadership Team for approval.
- g. Hire school personnel with cooperation and support of the Personnel Committee and approved by the Leadership Team.
- h. Propose school employee salary and benefit programs with cooperation and support of the Personnel Committee for approval by the Leadership Team.

#### **Chapter 14: Organizations within the congregation**

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

#### **Chapter 15: Discipline of members and adjudication**

- C15.01.** Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of the congregation, or willful and repeated harassment or defamation of member(s) of the congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, c) written referral of the matter by the Congregation Council Leadership Team 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 Leadership Team.
- C15.02.** The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing*

*Resolutions of the Evangelical Lutheran Church in America.* If the counseling, censure, and admonitions pursuant to C15.01 do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Leadership Team, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three lay persons and two clergy). 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 Leadership Team, 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 Leadership Team 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 Leadership Team receive evidence, satisfactory to them, of repentance and amendment of life;
  - c. termination of membership in the congregation; or
  - d. termination of membership in the 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 (Leadership Team) 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 Leadership Team and recorded in the minutes of the next council meeting.

**C15.07.** No member of the congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.

**C15.10. Adjudication**

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

**Chapter 16: Bylaws**

**C16.01.** This congregation may adopt bylaws. No bylaw may conflict with this constitution.

**C16.02.** Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.

**C16.03.** Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Leadership Team at least 60 days before a regular or special Congregation Meeting called for that purpose. The Leadership Team shall notify the congregation's members of the proposal with the Leadership Team'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.

**C16.04.** Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

## Chapter 17: Amendments

- C17.01.** Unless provision C17.04. 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 5% voting members or by the Leadership Team. Proposals must be filed in writing with the Leadership Team 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Leadership Team shall notify the congregation's members of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.
- C17.02.** An amendment to this constitution, proposed under C17.01 shall:
- a. Be approved at a legally called Congregation Meeting according to this constitution by a majority vote of those present and voting;
  - b. Be ratified without change at the next annual meeting by a two-thirds majority vote of those present and voting, and;
  - c. Have the effective date included in the resolution and noted in the constitution. (Such an effective date must be stated in relation to the requirements of C17.03 to allow time for synodical review of the amendment.)
- C17.03.** Any amendments to this constitution that result from the processes provided in C17.01 and C17.02 shall be sent by the secretary of this congregation to the synod. The amendment shall become effective within 120 days from the date of the receipt of the notice by the synod unless the synod informs this congregation that the amendment is in conflict with the constitution and bylaws of the Evangelical Lutheran Church in America, or the constitution of the Southwestern Washington Synod of the ELCA.
- C17.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a simple majority vote of those voting members present and voting at any legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Leadership Team has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of 5% voting members of the congregation, the Leadership Team shall submit such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

**Chapter 18: Continuing resolutions**

- CI8.01.** The congregation in a legally called meeting or the Leadership Team may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.
- CI8.02.** Continuing resolutions shall be enacted or amended by a two-thirds vote of all voting members of the Leadership Team.

**Chapter 19: Indemnifications**

- 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 Leadership Team 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.

Approved by a majority vote of Messiah Congregation at an Annual Meeting June 3, 2012 and again at the Congregation Meeting January 26, 2014, and again at the Congregation Meeting January 18, 2016.

\_\_\_\_\_  
Congregation Secretary

Effective Date \_\_\_\_\_