

PEACE LUTHERAN CHURCH CONSTITUTION

240 West Ninth Avenue

OSHKOSH, WI. 54902

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

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. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- *C3.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its

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

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

Chapter 4.

STATEMENT OF PURPOSE

- *C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- *C4.02. To participate in God's mission, this congregation as a part of the Church shall:
 - a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
 - d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed and committing itself to their needs.
 - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- *C4.03. To fulfill these purposes, this congregation shall:
 - a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
 - b. Provide pastoral care and assist all members to participate in this ministry.
 - c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
 - d. Teach the Word of God.
 - e. Witness to the reconciling Word of God in Christ, reaching out to all people.
 - f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
 - g. Motivate its members to provide financial support for this congregation's ministry and the ministry of other 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 Leadership Mission Team shall prepare descriptions of the responsibilities of each core mission team, task force, or other organizational group and shall review their actions. [Such descriptions shall be contained in continuing resolutions in the section on the Congregation Committees.]

*C4.05. This congregation shall adopt and periodically review a mission statement which will provide specific direction for its programs.

*C4.06. References herein to the nature of the relationship between the three expressions of this church — congregations, synods, and the churchwide organization — as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 5.

POWERS OF THE CONGREGATION

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

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

*C5.03. Only such authority as is delegated to the Leadership Mission Team or other organizational units in this congregation’s governing documents is recognized. All remaining authority is retained by this congregation. This congregation is authorized to:

- a. call a pastor as provided in Chapter 9;
- b. terminate the call of a pastor as provided in Chapter 9;
- c. call a minister of Word and Service;
- d. terminate the call of a minister of Word and Service in conformity with the constitution of the Evangelical Lutheran Church in America;
- e. adopt amendments to the constitution, as provided in Chapter 16, amendments to the bylaws, as specified in Chapter 17, and continuing resolutions, as provided in Chapter 18;
- f. approve the annual budget;
- g. acquire real and personal property by gift, devise, purchase, or other lawful means;
- h. hold title to and use its property for any and all activities consistent with its purpose;
- i. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
- j. elect its Leadership Mission Team, boards, and committees, and require them to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and
- k. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

*C5.04. This congregation shall 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 East Central Synod of Wisconsin 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.

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 East Central Synod of Wisconsin 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 East Central Synod of Wisconsin 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 Leadership Mission Team. Unless the bishop and/or the bishop's designees are voting members of this congregation, they 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 the bishop and/or the bishop's designees are voting members of this congregation, they 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 East Central Synod of Wisconsin 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 East Central Synod of Wisconsin.

*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 East Central Synod of Wisconsin —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.
 - 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 Lutheran or 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 Leadership Mission Team 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 Leadership Mission Team 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 Leadership Mission 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 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.

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 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 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, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
- 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 Leadership Mission Team;
 - 4) with the Leadership Mission Team, administer discipline.
 - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of the East Central Synod of Wisconsin; 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 any of the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in this congregation in view of local conditions;
 - 4) inability to conduct the pastoral office effectively in view of disability or 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 disability or 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, who has 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 Leadership Mission Team 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 disability or 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 resumption of the ability to conduct the office effectively, 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 Leadership Mission Team.
- *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 the Leadership Mission Team. 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 Leadership Mission Team, 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 records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;
 - b. shall submit a summary of such statistics annually to the synod; and
 - c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- *C9.13. The pastor(s) shall submit a report of ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- *C9.14. The 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 the secretary's 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.
- C9.15. 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 this congregation 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, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
 - 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 any of 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) inability to conduct the office effectively in view of disability or 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 disability or 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, who has 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 Leadership Mission Team 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 disability or 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 resumption of the ability to conduct the office effectively, 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 Leadership Mission Team, 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 ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 10.

CONGREGATION MEETING

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

C10.02. A special Congregation Meeting may be called by the pastor, the Leadership Mission Team, or the president of this congregation, and shall be called by the president of the congregation upon the written request of fifty [50] voting members. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.

C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail to all [voting] members at least 10 days in advance of the date of the meeting. The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.

C10.04. Fifty [50] voting members shall constitute a quorum.

C10.05. Voting by proxy or by absentee ballot shall not be permitted.

C10.06. All actions by the congregation shall be by majority vote except as otherwise provided in this constitution.

C10.07. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

Chapter 11. OFFICERS

- C11.01. The officers of this congregation shall be a president, vice president, secretary, member at large, and treasurer.
- a. Duties of the officers shall be specified in the bylaws.
 - b. The officers shall be voting members of the congregation. The president, vice president, secretary and member at large shall be selected from the elected membership of the Leadership Mission Team.
- C11.01.01.** The duties of the officers of the congregation are as follows:
- a. The President shall conduct all meetings of the Leadership Team as well as all meetings of the congregation. He or she shall provide oversight to all aspects of congregational life and will advise church staff.
 - b. The Vice-president shall perform the duties of the President in his or her absence.
 - c. The Secretary shall take minutes of all Leadership Team meetings as well as meetings of the congregation and will keep all official records of the congregation.
 - d. The Treasurer shall keep financial records, pay bills which are authorized by the congregation, and provide reports to the Support Mission Team, the Leadership Mission Team, and to the congregation.
 - e. The Member at Large shall chair the nominating committee.
- C11.02. The Leadership Mission Team shall elect its officers and they shall be the officers of the congregation. The officers shall be elected by 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.

Chapter 12. THE LEADERSHIP MISSION TEAM

- C12.01. The voting membership of the Leadership Mission Team shall consist of the Sr. Pastor and nine [9] members of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Leadership Mission Team shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from three successive regular meetings of the Leadership Mission Team without cause. Consistent with the laws of the state in which the congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Leadership Mission Team in other circumstances.
- C12.02. The members of the Leadership Mission Team, except the pastor, shall be elected by written ballot to serve for two years or until their successors are elected. Such members shall be eligible to serve no more than three full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected. Newly elected Leadership Mission Team members shall be installed at a Sunday worship service.
- C12.03. Should a member's place on the Leadership Mission Team be declared vacant, the Leadership Mission Team shall elect, by majority vote, a successor until the next annual meeting of the congregation.
- C12.04. The Leadership Mission 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 duties of the Leadership Mission 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 encourage members to discover their God-given gifts and to develop personal mission statements to better carry out their ministry in this congregation and in the wider community.
 - c. To encourage members to grow continuously in their faith and to involve all members of this congregation in worship, learning, witness, service, and support.

- d. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- e. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.
- f. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- g. To promote a congregational climate of peace and goodwill, and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- h. To arrange for pastoral service during the sickness or absence of the pastor.
- i. To emphasize partnership with the synod and church-wide 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.
- j. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- k. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.
- l. To give members the freedom to do ministry so long as it does not conflict with this constitution or this congregation's Mission, Vision, or Core Values statements.
- m. To be the primary keeper of the vision of this congregation.

C12.04.A96. This congregation will be guided by the following mission statement: "Called to Make Disciples, Sent to Share Christ."

C12.04.B96. This congregation will be guided by the following vision statement:
Peace Lutheran Church is a gathering of diverse people united through
The love of Jesus and His command to make disciples.

We intentionally reach out into our neighborhoods to invite others:

- To celebrate Jesus through joyous worship
- To learn how to become disciples of Jesus
- To serve others as the voice and hands of Jesus.

We intentionally reach out into the world by inviting others:

- To fight world hunger and poverty
- To be advocates for justice and peace
- To make Jesus known in the world.

C12.04.C96. This congregation will be guided by the following core values:

- a. A commitment to relevant biblical preaching: We are committed to equipping Christians, through the preaching and teaching of God's Word, to follow Christ in every sphere of life.
- b. A commitment to the Body of Christ: We are committed to collaborative networks of autonomous people and groups using their spiritual gifts for the common good of the Body of Christ, especially helping members in need.
- c. A commitment to lay ministry: Whenever possible, the ministries of this church will be carried out by lay people through training opportunities and through practices that encourage lay initiative, leadership, responsibility, and authority in the various ministries of the church.
- d. A commitment to the value of every person: We are committed to love all people just as Jesus loves us, without regard for race, faith, culture or lifestyle. We value the dialogue and friendship between people of differing perspectives.
- e. A commitment to small groups: We are committed to small group ministry because it is where most individual transformation, conversion, and leadership development takes place.
- f. A commitment to prayer and the Holy Spirit: We are committed to spiritual creativity and innovation. We rely on prayer to guide all aspects of our ministry and our life. We are open to continual evaluation of our mission because we are more concerned with effectiveness in ministry than with adherence to tradition or efficiency.
- g. A commitment to Biblical stewardship: All we have is a gift from God. We are committed to share our God-given gifts to support our ministry through our time, talents, tithes and offerings.

- h. A commitment to growth and excellence: We will pursue attitudes which lead us to share Christ with others and joyfully invite and include them in our faith community. Further, we will seek to be innovative and carry out our ministry with a high standard of excellence.
- C12.05. The Leadership Mission Team shall be responsible for the financial and property matters of this congregation.
- a. The Leadership Mission 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 Wisconsin, except as otherwise provided herein.
 - b. The Leadership Mission 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 Mission Team shall prepare an annual spending plan for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations of more than \$ 5,000 in excess of the anticipated receipts only after approval by a Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.
 - d. The Leadership Mission 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.
 - e. The Leadership Mission Team shall be responsible for this congregation's investments (except for that under the jurisdiction of the Peace Lutheran Church Endowment Committee) and its total insurance program.
- C12.06. The Leadership Mission Team shall see that the provisions of this constitution, bylaws, and continuing resolutions are carried out.
- C12.07. The Leadership Mission Team shall provide for an annual review of the membership roster.
- C12.08. The Leadership Mission Team shall be responsible for the employment and supervision of the salaried lay workers of this congregation.
- C12.09. The Leadership Mission Team shall submit a comprehensive report to this congregation at the annual meeting.
- C12.11. The Leadership Mission Team shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.
- C12.12. A quorum for the transaction of business shall consist of a majority of the members of the Leadership Mission Team, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Leadership Mission Team, following consultation with the synodical bishop.

Chapter 13.

CONGREGATION COMMITTEES

- C13.01. The officers of this congregation and the Sr. Pastor shall constitute the Executive Committee.
- C13.02. A Nominating Committee of six voting members of this congregation, two of whom are the member at large and one other member of the Leadership Mission Team, shall be elected at the annual meeting for a term of one year. Members of the Nominating Committee are not eligible for consecutive reelection.
- C13.03. An Audit Committee of three voting members shall be elected by the Leadership Mission Team. Audit Committee members shall not be members of the Leadership Mission Team. The term of office shall be three years, with one member elected each year. Members shall be eligible for reelection.
- C13.04. A Mutual Ministry Committee of six voting members shall be appointed jointly by the president and the rostered staff. The term of office shall be two years, with three members to be appointed each

successive year.

- C13.05. When a pastoral vacancy occurs, a Call Committee of at least six voting members shall be elected by this congregation. Their terms of office will terminate upon installation of the newly called pastor.
- C13.06. Core Mission Teams of this congregation may be formed to carry out the ministry of this congregation: Worship, Learning, Outreach, Youth and Family, Care of Congregation, and Support. Additional Core Mission Teams may be formed as the need arises, by decision of the Leadership Mission Team.
- C13.06.01.** A Peace Lutheran Mission Endowment Fund, whose purpose, governance, and operational procedures shall be defined by special resolution adopted by the congregation, shall be established."

a. COMMITTEE MEMBERSHIP

1. "The ENDOWMENT COMMITTEE shall consist of five members, all of whom shall be voting members of Peace Lutheran Church. Except as herein limited, the term of each member shall be three (3) years. Upon adoption of this resolution by the congregation, it shall elect five (5) members to the ENDOWMENT COMMITTEE: two (2) for a term of three (3) years; two (2) for a term of two (2) years; and one (1) for a term of one (1) year. Thereafter, at each annual meeting, the congregation shall elect from the nominees of the Leadership Team the necessary number for a term of three (3) years. No member shall serve more than two consecutive three (3) year terms. After a lapse of one (1) year, former ENDOWMENT COMMITTEE members may be re-elected. The Senior Pastor and the President of the Leadership Team shall be advisory members of the ENDOWMENT COMMITTEE.
2. If a member has two (2) or more unexcused absences, that member shall be considered to have resigned from this committee. In the event of a vacancy on the ENDOWMENT COMMITTEE, the Leadership Team shall appoint a member(s) to fill the vacancy until the next annual meeting of the congregation at which time the congregation shall elect from the nominees of the church council a member(s) to fulfill the term of the vacancy.
3. The ENDOWMENT COMMITTEE shall meet at least quarterly, or more frequently as deemed by it and/or or the Leadership Team as in the best interest of the congregation.
4. A quorum shall consist of three (3) members. When only three (3) members are present a unanimous vote shall be required to carry any motion or resolution.
5. The distribution plan of the funds from the ENDOWMENT FUND is to be approved by the congregation at the annual meeting, within the guidelines of Section "B" and "C" of this document, as recommended by the ENDOWMENT COMMITTEE and approved by the Leadership Team. The distribution plan is to contain a contingent amount which can be disbursed as required during the year, to fulfill congregational approved allocations.
6. The ENDOWMENT COMMITTEE shall elect from its membership a chairperson, recording secretary and financial secretary. The chairperson, or member designated by the chairperson, shall preside at all committee meetings.
7. The recording secretary of the ENDOWMENT COMMITTEE shall maintain complete and accurate minutes of all meetings and supply a copy thereof to each member of the committee. Each member shall keep a complete copy of the minutes to be delivered to his or her successor. The recording secretary shall also supply a copy of the minutes to the Leadership Team.
8. The financial secretary of the ENDOWMENT COMMITTEE shall work with the Leadership Team Treasurer in maintaining and coordinating complete and accurate accounts and shall authorize all fund transfers to the Leadership Team and co-execute all transactions and/or other necessary documents on behalf of the congregation in furtherance of the purposes of the ENDOWMENT FUND. The books shall be audited annually by a certified public accountant or by a person/persons appointed by the Leadership Team, who are not involved with the ENDOWMENT FUND.
9. The ENDOWMENT COMMITTEE shall report on a quarterly basis to the Leadership Team and, at each annual meeting of the congregation, shall render a full and complete audited account of the administration of the ENDOWMENT FUND during the preceding year.
10. The ENDOWMENT COMMITTEE may request other members of the congregation to serve as advisory members or as members of sub-committees, and with the Leadership Team approval at the expense of the ENDOWMENT FUND income, may provide for such professional

counseling on investments and on legal or financial matters as it deems to be in the best interest of the ENDOWMENT FUND.

11. Members of the ENDOWMENT COMMITTEE shall not be liable for any losses which may be incurred upon the investments of the assets of the ENDOWMENT FUND except to the extent such losses shall have been caused by bad faith or gross negligence. No member shall be personally liable unless he/she acts in bad faith or with gross negligence. 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 ENDOWMENT 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 ENDOWMENT FUND.
 12. All assets are to be held in the name of Peace Lutheran Church Mission Endowment Fund of Oshkosh, Wisconsin, 54902, or in the name of the Evangelical Lutheran Church in America (ELCA), as trustee for the benefit of Peace Lutheran Church Mission Endowment Fund.
 13. The ENDOWMENT COMMITTEE with execution by a delegated member of the ENDOWMENT COMMITTEE shall hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other respects manage and control the assets in the ENDOWMENT FUND, including securities, bonds, debentures, mortgages, or notes, as in their judgment and discretion they deem wise and prudent.
 14. Any single investment of an amount greater than \$25,000.00 must be approved or rejected by the Executive Committee of the Leadership Team, on or before ten (10) days from date of written request. If no action is taken by the Executive Committee, the ENDOWMENT COMMITTEE may proceed as if the recommendation is approved.
 15. Neither principal nor income of the ENDOWMENT FUND is intended to be used as a source of personal and/or corporate loans or grants to members of the ENDOWMENT COMMITTEE, employees or members of Peace Lutheran Church, contributors to the ENDOWMENT FUND, or to Peace Lutheran Church, except those consistent with the purpose and object of the ENDOWMENT FUND, in accordance with sections "B" and "C" of this resolution.
- b. DISTRIBUTION OF THE INCOME
1. The ENDOWMENT COMMITTEE shall determine the annual distribution of the Peace Lutheran Church Endowment Fund based on the total value of the fund including all forms of property (at the latest appraised value) whether real or personal, tangible or intangible, and/or domestic or foreign, including but not limited to real estate, oil, gas and other natural resources and/or accounts in the ELCA Mission Investment Funds, certificates of banks or other lending institutions, debentures, mortgages, notes, and securities and bonds (as reported in the Wall Street Journal) priced on the 31st day of October. The Peace Lutheran Church Endowment Fund Committee will determine the market value and will distribute not less than 5%, nor more than 8% of the Peace Lutheran Endowment Fund value on October 31st of each year, which shall be the amount of distribution to be made during the following year.
 2. The ENDOWMENT COMMITTEE shall determine the distribution of the ENDOWMENT FUNDS within the guidelines of Section B.3 a-e, B.3.a-f. Then the Leadership Team will recommend or reject for further ENDOWMENT COMMITTEE study. Upon recommendation, the distribution plan will be voted upon by the congregation at the annual or specially called meeting for final approval.
 - a. All undesignated gifts and bequests to the Peace Lutheran Church therefore, shall at the occurrence of the gift or bequest, transfer to the Leadership Team the first ten (10) percent of that principal for Mission Outreach Ministries, according to the procedure in Section B.1. and Section B.2. a-e, B.3.a-e, outside of the Current Ministry of this congregation. 45 percent shall be transferred to the Capital Fund according to the procedure in section B.1. The remaining 45 percent shall be retained in the Mission Endowment Fund.
 - b. All designated gifts and bequests shall be retained in the ENDOWMENT FUND for a period of Thirty three and one third (33 1/3) years. On the Thirty Three and one third (33 1/3) anniversary of the designated gift or bequest, 100% of the then remaining principal,

- may be transferred to the CAPITAL FUND (a separate fund of Peace Lutheran Church, managed by the Peace Lutheran Church Capital Fund Committee), subject to paragraph b.2.e.
- c. Donors may designate that their gifts and/or face value bequests will remain in the ENDOWMENT FUND in perpetuity, with only the earnings being expended.
 - d. The ENDOWMENT COMMITTEE shall encourage the membership of this congregation to place all deferred gifts and/or bequests into the ENDOWMENT FUND. The goal would be to attain a target in the ENDOWMENT FUND of a principal asset balance of a sum certain, that could guarantee an annual earnings equivalent of sixty (60) percent of the Current Ministry of this congregation.
 - e. No distribution of principal shall be made to the CAPITAL FUND that reduces the ENDOWMENT FUND total principal asset balance below the sum of \$1,500,000.00.
3. Income from the ENDOWMENT FUND shall be transferred by voucher to the Leadership Mission Team periodically for the Mission Outreach Ministry to accomplish the following purposes:
 - a. A minimum of ten (10) percent, within the community of this congregation for scholarships; for the purpose of attending a college, university or seminary; for church-related camping or leadership conferences; for the funding of church youth programs outside of the Current Ministry of this congregation; or such other training which enables members of this congregation to grow in the Lutheran faith and service to God's people.
 - b. A minimum of ten (10) percent to social service agencies, institutions and agencies to which this congregation relates and, subject to the counsel of the Senior Pastor for special programs designed for those persons in our community who are in spiritual and/or economic need.
 - c. A minimum of ten (10) percent in grants to the Evangelical Lutheran Church in America (ELCA) for its schools, colleges, seminaries, campus ministries of public universities, and church-related camps.
 - d. A minimum of ten (10) percent for the ministries of the Evangelical Lutheran Church in America (ELCA), and/or the East Central Synod of Wisconsin for world missions, world hunger, educational ministries, TV/radio evangelism, professional leadership, and ecumenism.
 - e. A minimum of ten (10) percent for the expansion of existing ministries of Peace Lutheran Church or the addition of new ministries to Peace Lutheran Church.
 - f. And, sixty (60) fifty (50) percent for any one or all of the above designated areas b.2. a-d, b.3.a-e, in any proportion as decided by the ENDOWMENT COMMITTEE, recommended by the Leadership Team, and approved by the congregation at an annual or specially called meeting.
 4. This income from this ENDOWMENT FUND is to enhance the Mission Outreach Ministry of Peace Lutheran Church apart from the Current Ministry (Annual Operating Budget) of the congregation, and that no portion of the income generated by the Endowment Fund shall be used for the Current Ministry expenses and benevolence. It is not intended to supplement the approved Current Ministry expense and benevolence.
 5. The transfer of income from the ENDOWMENT FUND need not occur annually. However, the earning shall be expended within three (3) years. This would hold true in the event causes and programs have not been decided and/or approved by the congregation sufficient to utilize total income available, or, if in the determination of the ENDOWMENT COMMITTEE and in agreement with the Leadership Team that the complete disbursement of the earnings is not recommended.
 6. Causes and programs for the ENDOWMENT COMMITTEE to consider for Mission Outreach Ministry shall be recommended by the Leadership Team through the advisory capacity of the Leadership Team president, its pastor(s), associates in ministry, other staff personnel, committee chair-persons, and/or individual congregational members.
- c. DISPOSITION OF THE PRINCIPAL TO THE CAPITAL FUND

1. At the end of a period certain, that being Thirty Three and one third (33 1/3) years from the date of receipt, the remainder of the principal of undesignated gifts or bequests will be transferred from the Peace Lutheran Church ENDOWMENT FUND, to the Peace Lutheran Church CAPITAL FUND subject to paragraph b.2.e.
 2. These assets will then be managed, with approval from the Leadership Team, by the Peace Lutheran Church CAPITAL FUND COMMITTEE.
 3. The purpose for the transfer of these assets from the ENDOWMENT FUND to the CAPITAL FUND, is that the funds will be used for the building and programmatic ministries. These funds are not intended to be used for the Current Ministry program.
- d. AMENDING THE RESOLUTION
- Any amendment to this resolution, which will change, alter or amend the purpose for which the ENDOWMENT FUND is established shall be adopted by a two-thirds (2/3) vote of the voting membership present at an annual meeting of the congregation. The decision must be ratified by a two thirds (2/3) vote at a subsequent annual meeting before it is put into effect. Administrative processes, apart from purpose, may be amended by a two thirds (2/3) majority vote of a single annual meeting.
- e. DISPOSITION OR TRANSFER OF FUND
- In the event Peace Lutheran Church ceases to exist either through merger or dissolution, disposition or transfer of the ENDOWMENT FUND shall be at the discretion of the Leadership Team in conformity with the congregation constitution and in consultation with the bishop of the synod to which this congregation belongs at such time. Discussion with the Evangelical Lutheran Church in America (ELCA), may be desirable for continuation of the ENDOWMENT FUND obligations.
- C13.06.01. Core Mission Teams are accountable to the Leadership Mission Team by regularly sharing their ministry with the Leadership Mission Team at least once per year.
- C13.06.02. Each Core Mission Team shall consist of six [6] members. Initially, the Leadership Mission Team shall appoint all members of the mission teams. Each member shall be appointed to serve a two-year term, except initially when half will be appointed to serve a one year term. Each member may be re-appointed to serve two additional terms. After the initial team is formed, members of the team may nominate to the Leadership Mission Team their replacements.
- C13.06.03. Each Core Mission Team shall elect from within its membership a Leader, and Assistant Leader and a Secretary. Every effort shall be made to continually develop persons for leadership.
- C13.06.04. Each Core Mission Team is charged with the responsibility of encouraging members of the congregation to use their gifts in the ministry of this congregation.
- C13.06.05. Each Core Mission Team may set up as many task groups as necessary to carry out the ministry with which it is charged. Each group shall be held accountable to the Core Mission Team which set it up.
- C13.06.06. Individuals or groups of individuals are encouraged to take ministry initiatives which are not in conflict with this constitution, the congregation's Mission, Vision or Core Value Statements. Such individuals or groups need to communicate with the appropriate Core Mission Team what they are doing.
- C13.07. Duties of Core Mission Teams of this congregation shall be specified in the continuing resolutions.
- C13.07.A96.** There shall be a Worship Mission Team. Responsibilities include, but are not limited to: Oversight of all worship services, worship planning, choirs, instruments, directors and decorations.
- C13.07.96.** There shall be a Learning Mission Team. Responsibilities include, but are not limited to: Oversight of all educational programs, including, Nursery Roll, Sunday Church School, LOGOS, Confirmation, Day Camp, Adult Education, Small Groups
- C13.07.C96.** There shall be an Outreach Mission Team. Responsibilities include, but are not limited to: Inviting and integrating new members, outreach to inactive members, identifying and meeting community needs, promoting the ELCA World Hunger program and advocating for justice.
- C13.07.D96.** There shall be a Caring for Congregation Mission Team. Responsibilities include but are not limited to: caring for home-bound members, Stephen Ministry, Care Team Ministry, support groups for specific needs, Prayer Team Ministry and possibly a Parish Nurse Program.
- C13.07.E96.** There shall be a Youth and Family Life Mission Team. Responsibilities include, but are not limited to: ministry to youth of all ages and family life issues and fellowship opportunities.

C13.07.F96. There shall be a Support Mission Team. Responsibilities include, but are not limited to: care of all the property of the congregation, providing resources, in time, talent and money to support the ministry of this congregation using Biblical principles, recommending a spending plan to the Leadership Mission Team for presentation to the congregation, monitoring finances, lifting up the ministries of this congregation, the synod and the ELCA, monitoring the use of church property and recommending contracts for those who use the church building to the Leadership Mission 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 the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Leadership Mission 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 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 Leadership Mission 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 Mission Team.
- *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 Leadership Mission 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 laypersons and two rostered ministers). 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 Mission 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 Mission 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 Mission Team 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 Leadership Mission 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 Mission Team 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 fifty [50] voting members or by the Leadership Mission Team. Proposals must be filed in writing with the Leadership Mission Team 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Leadership Mission Team shall notify this congregation's members of the proposal together with the Leadership Mission Team'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; and
 - b. be ratified without change at the next regular meeting of this congregation by a two-thirds vote of those voting members present and voting.
- *C16.03. Any amendments to this constitution that result from the processes provided in *C16.01. and *C16.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify this congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- *C16.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the Model Constitution for Congregations of the Evangelical Lutheran

Church in America as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Leadership Mission Team 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 Leadership Mission Team's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Leadership Mission Team 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 the congregation's 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 Leadership Mission Team 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 Leadership Mission Team.
- *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 Leadership Mission 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.