

The
Constitution,
Bylaws, and
Continuing Resolutions
of
Lutheran Church of Our Redeemer
of the
Evangelical Lutheran Church in America

Fort Morgan, Colorado
Founded 1963

Revised 2016

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Arrangement and Codification of Congregation's Governing Documents

1. All provisions in the Constitution of the Lutheran Church of Our Redeemer are prefaced with “C” to distinguish these provisions from comparable ones in the synodical and churchwide constitutions.

a. Provisions marked with an (*) indicate the provision is required to be in all ELCA congregation constitutions. These sections must be used without alteration or amendment of the text in any manner (neither additions nor deletions).

b. The asterisk must be retained in the duplication of the congregation's constitution to indicate that the provision is required.

2. The provisions of the constitution, the bylaws, and the continuing resolutions that pertain to the same subject matter are placed together for clarity in use.

3. The numerical codification indicates (a) general subject, (b) constitutional provisions, (c) bylaws, and (d) continuing resolutions.

a. Major sections are designated as **chapters**. The chapter designation is the first number in the codification sequence and is followed with a period. Example: “Chapter 8. Membership,” the designation “*C8.” precedes each required provision.

b. **Constitutional provisions** are codified with *two sets of numbers*: the chapter number and a two-digit number preceding the second period in the codification. Thus, one constitutional provision related to “Membership” is codified *C8.02

c. **Bylaws** are codified with *three sets of numbers*: the chapter number, the related constitutional provision number, and a two-digit number. Thus, a bylaw related to “Membership” would be codified C8.02.01

d. **Continuing resolutions** are also codified with *three sets of numbers, except that the third set is preceded by a capital letter*. A continuing resolution might be numbered C13. to designate the chapter: C13.07 to designate the subject matter within the chapter; and the third set might be numbered A05. in the codification C13.07.A05. to indicate by the “A” that it is the first continuing resolution regarding that subject and by the “05” that it was adopted in 2005. For a continuing resolution adopted in A.D. 2005 under C14.01., for instance, the citation would be C14.01.A05.

**Lutheran Church of Our Redeemer
of the
Evangelical Lutheran Church in America
Fort Morgan, Colorado**

2016

C O N S T I T U T I O N

***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

C1.01. The name of this congregation shall be Lutheran Church of Our Redeemer.

C1.02. For the purpose of this constitution and accompanying bylaws, the Lutheran Church of Our Redeemer congregation, may hereinafter be referred or designated as “this congregation”.

C1.11. This congregation shall be incorporated under the laws of the State of Colorado.

Chapter 2. Confession of Faith

*C2.01. This congregation confesses the Triune God, the Father, the Son and the 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 the 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 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 and Savior 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 and 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 churchwide organization of the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with churchwide policy.

*C4.04. This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational groups 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, from time to time, adopt a mission statement which will provide specific direction for its programs.

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

Chapter 5. Powers of the Congregation

- *C5.01. The powers of this congregation are those necessary to fulfill its purpose.
- *C5.02. The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.
- *C5.03. Only such authority as is delegated to the Congregation Council or other organizational units in this congregation's governing documents is recognized. All remaining authority is retained by 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 call of associates in ministry, deaconesses, and diaconal ministers in conformity with the applicable policy of the Evangelical Lutheran Church in America;
 - d. adopt amendments to the constitution, as provided in Chapter 17, amendments to the bylaws, as specified 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 Congregation Council and require the members of the Council to carry out their duties in accordance with the constitution and bylaws and continuing resolutions; and
 - 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 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 the congregation and other qualifications shall be as prescribed in guidelines established by the Rocky Mountain Synod of the Evangelical Lutheran Church in America.

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 Rocky Mountain 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 America officially has established a relationship of full communion.
 - d. This congregation agrees to consider associates in ministry, deaconesses, and diaconal ministers for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
 - 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 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. A congregation may terminate its relationship with this church by the following procedure:
- a. A resolution indicating the intent to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds vote 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 the 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 consultation, still seeks to terminate its relationship, 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 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 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 that 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 this 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 be 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 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 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 to undisposed property shall pass to the Rocky Mountain 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 at a legally called and conducted special meeting of the 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 Rocky Mountain 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 the 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 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.

Chapter 8. Membership

- *C8.01. Members of the 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 the congregation.
 - d. **Associate** members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, 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 Congregation Council of this congregation.

- *C8.03. All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.
- *C8.04. It shall be the privilege and duty of members of this congregation to:
- a. make regular use of the means of grace, both Word and sacraments;
 - b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran Church;
 - c. and 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;
 - e. removal from the roll due to inactivity as defined in the bylaws.

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

Chapter 9. The Pastor

- *C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting 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 this congregation;
- 3) install regularly elected members of the Congregation Council; and
- 4) with the council, 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 and of the Evangelical Lutheran Church in America (ELCA) and of the Rocky Mountain 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 the 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 congregation council 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 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 which 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 Congregation Council.

*C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. 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 Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

*C9.11. With the approval of the bishop of the synod, 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, or 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. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- *C9.13. The pastor 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 the granting by the synod of retired status to the pastor.
- C9.20. Ecumenical pastoral ministry**
- C9.21. Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, an ordained minister 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 the congregation and the ordained minister in a form proposed by the synodical bishop and approved by the congregation.

Chapter 10. Congregational Meeting

- C10.01. The annual meeting of this congregation shall be held at a time specified in the bylaws.
- C10.02. A special congregational meeting may be called by the pastor, the Congregation Council, or the president of the congregation, and shall be called by the president of the congregation upon the written request of 10 percent of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all voting members at least 10 days in advance of the date of the meeting.
- C10.04. Twenty percent (20%) of voting members shall constitute a quorum.
- C10.05. Voting by proxy or by absentee ballot shall not be permitted.
- C10.06. All actions approved by the congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.
- C10.07. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of the congregation.

Chapter 11. Officers

- C11.01. The officers of this congregation shall be a president, vice president, secretary, and treasurer.
- a. Duties of the officers shall be specified in the continuing resolutions.
 - b. The officers shall be voting members of the congregation.
 - c. Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
 - d. If the Congregation Council elects its officers, the president, vice president, and secretary shall be selected from the elected membership of the Congregation Council. If the treasurer is not selected from the elected membership of the Congregation Council, the treasurer shall have voice but not vote at the meetings of the Congregation Council.
- C11.02. The Congregation Council shall elect its officers and they shall be the officers of the congregation. The officers shall be elected and shall serve for one year or until their successors are elected. Their terms shall begin at the close of the meeting at which they are elected.
- C11.03. No officer shall hold more than one office at a time.

Chapter 12. Congregation Council

- C12.01. The voting membership of the Congregation Council shall consist of the pastor, the officers of the congregation, and not more than 12 nor fewer than 6 members of the congregation, with preference of at least one of whom shall be a youth and at least one of whom shall be a young adult (age 18-30), if available. 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 Congregation Council 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 Congregation Council without cause. Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.
- C12.02. The members of the Congregation Council except the pastor shall be elected by written ballot to serve for three (3) years and not to exceed two consecutive terms. Their terms shall begin at the close of the annual meeting at which they are elected. One-third of the council shall be elected each year by written ballot.
- C12.03. Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.
- C12.04. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- 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 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, if the pastor is unable to do so due to sickness or absence of the pastor.
- h. To emphasize partnership with the synod and churchwide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
- i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.

- a. The Congregation Council shall be the Board of Trustees of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Colorado, except as otherwise provided herein.
- b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
- c. The Congregation Council may enter into contracts of up to \$5,000.00 for items not included in the budget.
- d. The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption and may incur

obligations of more than \$5,000.00 in excess of the anticipated receipts only after approval by a congregational 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 Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer.
- f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

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

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

C12.08. The Congregation Council shall be responsible for the employment and supervision of 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 call of any employees who are on a roster of this church.

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

C12.11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and 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 Congregation Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.

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

Chapter 13. Congregational Committees

C13.01. The officers of this congregation and the pastor shall constitute the *Executive Committee*.

C13.02. A *Nominating Committee* of six voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council, 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 Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for reelection.

- C13.04. A **Personnel Committee** (in the absence of a personnel committee, the duties shall be fulfilled by the executive committee) shall be appointed by Congregation Council. Term of office shall be three years, with one member to be appointed each successive year.
- C13.05. When a pastoral vacancy occurs, a **Call Committee** of six voting members shall be elected by the congregation. Term of office will terminate upon installation of the newly called pastor.
- C13.06. Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.
- C13.07. Duties of congregation committees shall be specified in the continuing resolutions.
- C13.08. The pastor of this congregation shall be *ex officio* a member of all committees and boards of the congregation. The president of this congregation shall be *ex officio* a member of all committees and boards of the congregation, except the Nominating Committee.

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 Congregation Council 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 to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.
- *C15.02. The process for discipline of a member of 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 Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three 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 Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then select six members from the Committee on Discipline to decide the case, and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members plus the nonvoting chair comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.
- *C15.04. The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- *C15.05. By the vote of at least two-thirds of the members of the discipline hearing panel who are present and voting, one of the following disciplinary sanctions can be imposed:
- a. suspension from the privileges of congregation membership for a designated period of time;
 - b. suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
 - c. termination of membership in 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 as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.
- *C15.07. No member of 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 Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter 16. Bylaws

- *C16.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- *C16.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.
- *C16.03. Changes to the bylaws may be proposed by any voting member, provided 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 the 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.
- *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 ten (10) voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify 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.
- *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 synod shall notify the 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.
- *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 Congregation Council 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 ten (10) voting members of the congregation, the Congregation Council 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

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

Chapter 19. Indemnification

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

Chapter 20. Parish Authorization

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

- *C20.01. This congregation may unite in partnership with one or more other congregations recognized by the synod named in *C6.01. to form a parish. Except as provided in *C20.02. and *C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to a Parish Council.
- *C20.02. Whenever a letter of call is being recommended for extension to an ordained minister of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended to the congregation by the synodical bishop to serve the congregations of a parish, such letter of call shall be first approved by a two-thirds vote at congregational meetings of each of the congregations forming the parish. If any congregation of the parish should fail to approve extending this call, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.
- *C20.03. Any one of the congregations of a parish may terminate the call of a pastor as provided in †S14.13.d. of the synodical constitution of the synod named in *C6.01. In such case, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.
- *C20.04. Whenever a parish arrangement is terminated, the call of any rostered person serving that parish is terminated. Should any congregation that formerly was part of the parish arrangement desire to issue a new call to that rostered person, it may do so in accordance with the call process of this church.

Adopted January 18, 1963
Revised January 1983
Ratification of amendments by congregation January 30, 1994
Ratification of amendments by congregation August 16, 2005
Approval of amendments by synod September 15, 2005
Ratification of amendments by congregation November 6, 2005
Approval of amendments by synod December 30, 2005
Ratification of amendments by congregation April 5, 2009
Approval of amendments by synod (no approval on file)
Ratification of amendments by congregation January 17, 2010
Approval of amendments by synod March 23, 2010
Ratification of amendments by congregation January 19, 2014
Approval of amendments by synod May 5, 2014
Ratification of amendments by congregation January 17, 2016
Approval of amendments by synod April 21, 2016

**Lutheran Church of Our Redeemer
of the
Evangelical Lutheran Church in America
Fort Morgan, Colorado**

2016

B Y L A W S

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**Membership**

C8.01.01. Any person, without regard to race, color, national origin, place or circumstance of birth, is welcome and eligible for membership within our congregation.

**Admission to Baptized Membership**

C8.02.a.01. Children, one or both of whose parents or guardians are members of this congregation, shall, upon receiving Christian baptism, be received as baptized members of this congregation.

C8.02.a.02. Children neither of whose parents or guardians are members of this congregation shall, upon Christian baptism duly recorded as a ministerial act performed under the auspices of this congregation, be received as baptized members of this congregation unless there is understanding that, for good reason, they will be enrolled as baptized members of another congregation in which the child is to be enrolled as a baptized member.

C8.02.a.03. Children baptized in other congregations shall be received as baptized members of this congregation upon admission of one or both parents or guardians to membership or by consent of one or both parents or guardians, or by action of the Congregation Council.

C8.02.a.04. Unbaptized adults who have received instruction and have given evidence of having an adequate understanding and acceptance of the teachings of the Word of God as confessed by the Lutheran Church, shall upon confession of faith and Christian baptism duly recorded as a ministerial act performed under the auspices of this congregation, be received as baptized members of this congregation.

**Admission to Confirmed Membership**

C8.02.b.01. Baptized adults, not previously members of the congregation, who have received instruction and have given evidence of having adequate understanding and acceptance of the teachings of the Word of God as confessed by the Lutheran Church shall be admitted to confirmed membership through the rite of confirmation.

C8.02.b.02. However, adults received as baptized members according to the provisions of C8.02.a.04. of these bylaws, shall be recognized as confirmed members, whether or not, at the discretion of the pastor, they have participated in the rite of confirmation.



- C8.02.b.03. Children who are baptized members of the congregation shall be admitted to confirmed membership through participation of the rite of confirmation.
- C8.02.b.04. Applicants for membership presenting letters of transfer showing them to be confirmed members in good standing in other Lutheran congregations shall be admitted to confirmed membership upon acceptance of their letters of transfer by the Congregation Council and the report of their names to the congregation.
- C8.02.b.05. Applicants for membership who present evidence of confirmation in a Lutheran congregation but do not have letters of transfer shall be admitted to confirmed membership when the Congregation Council has determined that they meet the standards of Christian faith and life indicated in the constitution and bylaws and when they have reaffirmed their faith before the congregation.
- C8.02.c.06. The Congregation Council shall be responsible for determining the voting membership in accordance with the qualifications specified in the constitution. Any doubtful cases shall be decided by the congregation.

### **Termination of Membership**

- C8.04.a.b.c.07. A confirmed member who in the judgment of the Congregation Council has shown no interest in attending church services and does not partake of Holy Communion; and who does not contribute to the congregational treasury according to the congregation's records for a period of two years, shall be presumed to no longer desire membership, shall lose the right to vote, and shall not be counted in the membership statistics of the congregation. However, his/her name and record shall be kept in the files for a period of five years thereafter. Such a person shall be encouraged to take part in the congregational life, or to transfer elsewhere, as the situation may dictate to be advisable. If s/he resumes activity within the five year period, s/he shall be restored to the active membership list; if not, s/he shall be dismissed from the congregation and, if possible, shall be notified of this action.
- C8.05.c.08. Members who move away shall be encouraged to transfer their membership. A confirmed member in good standing desiring to change his/her membership to another Lutheran congregation shall, upon request, receive a letter of transfer.
- C8.05.d.09. Members who have been excommunicated or dismissed, or who have resigned and members who have transferred to other Lutheran congregation, or who are definitely known to have become members of other congregations without transfer, have thereby terminated their membership in the congregation and have surrendered all membership rights.

### **The Annual Meeting**

- C10.03.02.01. Announcement of the time and place of the annual meeting of the congregation shall be made at two public services immediately preceding the meeting, said services to be at least a week apart, and in such publications as the congregation or the pastor may periodically issue, or by written notice to the voting members mailed at least ten days in advance of the meeting. Annual meetings will be held during the month of January.
- C10.03.02.02. The current roster of voting, confirmed, and baptized members shall be determined prior to each annual meeting.

C10.03.02.03. The order of business at the annual meeting shall be:

- a. Opening devotions
- b. Approval of the minutes of the previous meeting
- c. Reports of pastor, Congregation Council, treasurer, committees, and others
- d. Elections
- e. Approval of budget
- f. Unfinished business
- g. New business
- h. Closing prayer

C11.02.02.04. In the following cases voting shall be written ballot:

- a. To elect the members of the Congregation Council
- b. To adopt or amend the articles of incorporation
- c. To call a pastor or to request his/her resignation
- d. To excommunicate a member from the congregation, or to remove a member from office in the congregation
- e. To sever membership in the Evangelical Lutheran Church in America
- f. To dispose of, encumber or purchase real property

### **The Congregation Council Membership and Meetings of the Congregation Council**

C12.01.03.01. If a member of the Congregation Council is absent from three consecutive regular meetings without an excuse acceptable to the council, membership is forfeited. A member having two consecutive unexcused absences from regular meetings shall be notified thereof by the secretary. Since it is incumbent upon all members of the congregation to make diligent use of the Word of God in public worship, and to attend the Lord's Supper, any officer or board member who neglects these privileges shall forfeit the right to serve as an officer or board member.

### **Communion Participation**

1. Participants in Holy Communion shall be those baptized persons who have received instruction in the Word and Sacraments and believe, understand, and have faith in the Real Presence of Christ with His Body and Blood within the Sacrament.

### **Procedure for Remodeling, Altering, and/or Changing Building and/or Grounds of the Church**

1. Any individual, group, or committee of people seeking to alter, remodel, and/or change the appearance of the property and/or buildings of the congregation would first have to present a plan of action, estimated costs, and funding sources to the appropriate committee(s) for discussion, advice, and approval.
2. The committee(s) will offer any help and guidance that is appropriate.

3. The committee(s) will present the project to the Congregation Council with its recommendations for approval or denial of the project.
  4. The Congregation Council will then take one of the three (3) following actions:
    - a. Grant permission for the project
    - b. Deny permission for the project, or
    - c. Send the project back to the committee for further planning and study
- Any decision may be appealed to the congregation at an officially called congregational meeting.
5. It is then the responsibility of the person, group, and/or committee to complete the project as planned. Any modifications to the plan would need council approval.
  6. Any project significantly altering the structure or the grounds will require the permission of the council.

### **Pastoral Call**

1. The call shall normally be for an indefinite time.
2. If the pastor receives a call to another congregation, s/he shall consult with his/her present congregation, or at least with the Congregation Council, before coming to a decision. S/he should attempt to reach a decision as quickly as possible, normally within three (3) weeks. S/he shall thereupon notify his/her present congregation and the bishop of the synod. When a release has been granted and the call accepted, the pastor shall terminate his/her ministry and transfer to his/her new field of service as quickly as feasible, normally within one (1) month.
3. A desire for a change in pastorate by either congregation or pastor shall be brought to the attention of the bishop of the synod, who shall advise in the matter in accordance with this constitution and with the established procedures of the Evangelical Lutheran Church in America.
4. The congregation requires that its pastor shall be loyal to the faith and purpose of the congregation, as stated in this constitution.
5. Clergy qualified according to this constitution may occasionally perform pastoral functions in this congregation with the approval of the congregation and its pastor, or in case of a vacancy in the pastorate, with the approval of the congregation and the bishop of the synod.

**Lutheran Church of Our Redeemer  
of the  
Evangelical Lutheran Church in America  
Fort Morgan, Colorado**

**2016**

**Continuing Resolutions**

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**C13.06.A05 Other Congregation Committees**

- a. Reachout/Evangelism
- b. Worship and Music
- c. Christian Education
- d. Stewardship Ministry
- e. Building and Grounds
- f. Finance
- g. Personnel
- h. Memorial Committee
- i. Long Range Planning
- j. Altar Guild
- k. Library
- l. Mutual Ministry

At least one member of the council shall be appointed to each of these committees and shall have authority to appoint such other sub-committees as may from time to time be necessary or advisable. The Congregation Council shall have authority to appoint or elect additional congregational members who are not members of the council as members on its regular committees.

**C13.07.B05 Duties of Officers and Committees of this Congregation**

1. The president shall preside over meetings of the Congregation Council and of the congregation unless the meeting decides otherwise.
2. The vice president shall preside in the absence of the president, unless the council decides otherwise.
3. The secretary shall keep the minutes of the council and of the congregation and shall preserve its archives.
4. The treasurer may be bonded and shall be custodian of all funds of the congregation; and shall disburse all such funds in accordance with the decisions of the congregation or the Congregation Council. He/she shall present a report to the annual congregational meeting and such other reports to the Congregation Council as may be required.

5. The Reachout/Evangelism Committee shall work with the pastor in developing a sound program of evangelism, reach out to new members, potential new members and newcomers to the community, seek to strengthen the outreach of the members, and be responsible for the general spiritual care of the congregation. It also shall:
  - a. be responsible for greeters and fellowship hosts
  - b. consist of several members including a chairperson and a representative to the congregation council
  - c. meet as often as necessary to accomplish their objectives
  - d. make reports to the Congregation Council on the activities and needs of the committee
  - e. annually submit a statement of budget needs to the Finance Committee
  - f. maintain a file of activities and information to pass on to the next committee
  - g. create an awareness of the missions, activities, and needs of local, district, and synodical programs
  - h. oversee the planning and upkeep of the prayer chain
  
6. The Worship and Music Committee, in support of the Mission Statement of the LCOR, shall:
  - a. work together with the pastor for the worship life of the congregation, in order that the Word be proclaimed and the sacraments administered.
  - b. proclaim the gospel through innovative and traditional forms of worship services. This includes but is not limited to recruiting, scheduling, and training all worship assistants, including communion assistants, assisting ministers, acolytes, ushers, and readers.
  - c. oversee the recruiting, training, encouragement, and nurturing of musicians of all kinds for the church.
  - d. consist of several members including a chairman and the Congregation Council representative. The representative will report the actions and intentions of the committee to the Congregation Council.
  - e. meet as often as necessary to fulfill their duties and submit a statement of budget needs to the Finance Committee at the appropriate time.
  - f. maintain a file of activities and information to pass on to future committees.
  
7. The Education Committee shall:
  - a. work with the pastor in developing and offering Christ-centered educational opportunities within the church.
  - b. consist of several members including a chairperson, secretary, and liaison to the council
  - c. encourage all members to become involved in the educational programs of the church
  - d. meet as often as necessary to accomplish their objectives
  - e. survey the congregation to find areas of educational interest and need
  - f. assist in enlisting teachers for all programs and develop teacher training programs
  - g. assist in the selection and screening of materials
  - h. develop the vacation Bible school program by selecting a director, setting dates, etc.
  - i. make reports to Congregation Council on the activities and needs of the committee
  - j. annually submit a statement of budget needs to the Finance Committee
  - k. maintain a file of activities and information to pass on to the next committee
  
8. The Stewardship Ministry Committee shall:
  - a. work with the pastor in carrying out the congregation's development of stewardship in accordance with scriptural principles

- b. educate and motivate the members of the congregation as to the privileges and responsibilities of using their time, talents, and treasures in response to their blessings
- c. encourage giving of our first fruits, proportionately, cheerfully, and voluntarily
- d. encourage congregational membership to reflect, rejoice, and respond to God's first fruits
- e. gather suggestions from congregation members and make recommendations for mission and benevolence projects to the Congregation Council
- f. maintain a stewardship opportunities folder for the purpose of enlisting individuals for service in the church
- g. report the actions and intentions of the committee to the Congregation Council
- h. consist of at least three members; a chairperson, secretary (both to be selected by the committee), and council representative
- i. meet at least monthly
- j. maintain a file of activities and information to pass on to the next committee

9. The Building and Grounds Committee shall:

- a. consist of an undetermined number of volunteers - the elected chairman, a representative to the Congregation Council, and other members
- b. see to the maintenance of all church properties
- c. seek the assistance of members of this congregation in the maintenance of the church property
- d. be responsible for the employment and supervision of all personnel needed to maintain the property, including all custodians or cleaning services
- e. be limited to maintenance expenditures of \$500.00 per project without approval of the congregation council unless an emergency exists
- f. report all work done and work needed to council
- g. annually submit a statement of budget needs to the Finance Committee
- h. maintain a file of activities, information, and standard operating procedures to pass on to the next committee
- i. meet as often as necessary to accomplish their objectives

10. The Finance Committee shall:

- a. consist of several members including the treasurer, the financial secretary, and the council representative
- b. appoint a teller and an assistant to prepare the offerings for deposit and record all monies received
- c. have the financial secretary send semi-annual statements to each member as to their giving including a total report at the end of the year
- d. begin soliciting budget requests from other committees in early autumn
- e. present the proposed annual budget to the congregation prior to the annual meeting
- f. report in the Sunday bulletin weekly contributions/budget needs
- g. provide a quarterly year-to-date report of the total contributions and expenditures to be published in the church newsletter
- h. be responsible for the total insurance program of this congregation, making sure that this congregation is adequately insured
- i. make special appeals to the congregation by whatever means necessary when a budget shortfall exists
- j. make records available for audit
- k. maintain a file of activities, information, and procedures to pass on to the next committee
- l. meet as often as necessary to accomplish their goals

11. The Personnel Committee shall:

- a. be responsible for giving care to the caregivers in the congregation
- b. communicate with staff members, affirming and strengthening their ministry
- c. through careful listening and prayerful sharing, contribute to the cleansing, filling, and renewing of the “earthen vessels” which empty themselves on behalf of the congregation and the community and treat such communication with strict confidentiality
- d. have three members which includes a representative of the Congregation Council
- e. Term of office shall be three years, with one member to be appointed each successive year.
- f. meet as often as necessary

12. The Memorial Committee shall:

- a. consist of three volunteer members
- b. receive all designated and undesignated memorial gifts given to this congregation, maintaining an accurate book of accounts of all transactions
- c. report to the Congregation Council and submit a report for the church’s annual report
- d. maintain a record book of all contributions
- e. meet as often as necessary to fulfill these responsibilities

13. The Long Range Planning Committee shall continually evaluate the needs of the congregation. It shall plan for the future, and continually update its plans. The committee shall annually request information on long range issues from each of the other congregation committees.

14. The Altar Guild shall:

- a. work with the pastor to take proper care of the chancel area of the church sanctuary
- b. make sure all linens used on the altar are spotless, wrinkle free, and placed appropriately
- c. change paraments according to church year schedule
- d. assist with the changing of banners as desired
- e. make sure the chancel light is illuminated at all times, leaving a filled alternate candle in the closet
- f. check the level of oil in the altar candles, filling when necessary
- g. clean the acolyte’s lighter and make sure it’s full of oil
- h. urge congregation members to contribute floral offerings for altar beautification
- i. prepare communion for worship and clean vessels after Holy Communion service
- j. meet once a year to schedule monthly responsibilities
- k. treat all altar duties with proper dignity and reverence

15. The Library Committee shall:

- a. have at least two volunteer members and be responsible for updating and maintaining the library materials
- b. annually submit a statement of budget needs to the Finance Committee
- c. meet as often as necessary

16. The Mutual Ministries Committee shall:

- a. meet as often as necessary
- b. go over the praises and pinches that have been submitted
- c. praises will be submitted to the church newsletter each month
- d. decide, as a committee, the response for each pinch that will be submitted in the church newsletter
- e. decide if a pinch shall be given to the appropriate committee, and then that committee will submit the response to the pinch in the church newsletter
- f. if a pinch was submitted with a name, the Mutual Ministry Committee shall contact that person directly with a response to the pinch
- g. have six members which include a representative to the Congregation Council

**C12.04.C05. Other Responsibilities of the Congregation Council**

1. The Congregation Council shall be empowered to secure such help as is needed to carry on the work of the congregation, such as organist, choir director, parish worker, pastor's secretary, office secretary, intern, custodian, etc., and shall fix their salaries.
2. Adjustment in the salary of the pastor shall be the responsibility of the Congregation Council, subject to the congregation's approval of the budget.
3. Any expenditures in excess of \$5,000 must be approved by the congregation.

**C12.05.C05. Use of property:**

- a. The property of the congregation shall be for the use of the congregation in its normal function as a Lutheran church and shall not be used in any way not in harmony with the purpose of the congregation.
- b. Buildings which are the property of the congregation shall not be lent or rented to any group or individual not affiliated with the congregation or with the Evangelical Lutheran Church in America unless application for such use has been approved by the Congregation Council.

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