

**CONSTITUTION AND BYLAWS OF
CHRIST THE KING LUTHERAN CHURCH OF DELAFIELD, INC.
DELAFIELD, WISCONSIN
VER. FINAL2 11/14/2011/**

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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.

c. The canonical Scriptures of the authors, they record and announce, sustain Christian faith and fellowship.

***C2.03.** This congregation accepts the canon and norm of its proclamation, faith, and life.

***C2.04.** This congregation accepts the Apostles' Creed.

***C2.05.** This congregation accepts the Unaltered doctrine all churches that likewise accept.

***C2.06.** This congregation accepts the other Smalcald Articles and the Treatise on the faith of the Church.

***C2.07.** This congregation confesses the Gospel writings, as the power of God to create and sustain life.

Chapter 3.

NATURE OF THE CHURCH

***C3.01.** All power in the Church belongs to God and authority.

***C3.02.** The Church exists both as an inclusion and their fulfillment in the universal communion of the Lutheran Church in America, therefrom its inherent nature as an expression of the communion of saints; in breaking bread.

Chapter 4.

STATEMENT OF PURPOSE

***C4.01.** The Church is a people created by God and sanctifying activity in the world.

***C4.02.** To participate in God's mission, this congregation shall:
a. Worship God in proclamation of the Gospel and service.

b. Proclaim God's saving Gospel of the Kingdom in Scripture, preserving and transmitting the faith.

***C4.04.** This congregation shall develop an organizational structure to be described in the Bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational group and shall review their actions. Such descriptions shall be contained in the congregation's Council Handbook or the Council Organizational Manual.

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

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:

- call a pastor as provided in Chapter 9;
- terminate the call of a pastor as provided in Chapter 9;
- 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;
- adopt amendments to the constitution, as provided in Chapter 17, and amendments to the Bylaws, as specified in Chapter 16.
- approve the annual budget;
- acquire real and personal property by gift, devise, purchase, or other lawful means;
- hold title to and use its property for any and all activities consistent with its purpose;
- sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
- elect its Congregation Council, and require the members of the council to carry out their duties in accordance with the constitution and Bylaws; and
- terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

***C5.04.** This congregation shall choose from among its voting member 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 Greater Milwaukee Synod of the Evangelical Lutheran Church in America.

C5.05. This congregation shall have a mission endowment fund that will operate as specified in this congregation's Bylaws. The purpose of the mission endowment fund is to provide for mission work beyond the operational budget of this congregation.

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 Greater Milwaukee 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:

- This congregation agrees to be responsible for its life as a Christian community.
- This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
- 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.
- 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.
- 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:

- This congregation takes action to dissolve.
- This congregation ceases to exist.
- 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.
- 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 resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of this congregation by a two-thirds majority of the voting members present. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.
- The secretary of this congregation shall submit a copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of this congregation. This notice shall be submitted within ten days after the resolution has been adopted.
- The bishop of the synod shall consult with this congregation during a period of at least ninety days.
- If this congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majority of the voting members present, at which meeting the bishop of the synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.
- A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop, at which time the relationship between this congregation and the Evangelical Lutheran Church in America shall be terminated.
- Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.

***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 program 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 program 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 Greater Milwaukee Synod of the Evangelical Lutheran Church in America.
- ***C7.02.** If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.
- ***C7.03.** If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Greater Milwaukee Synod.
- ***C7.04.** If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body, 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 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 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 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; 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 by the Congregation Council; or
 - 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(S)

- ***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) Support 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 of the Evangelical Lutheran Church in America (ELCA) and of the Greater Milwaukee 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, except in the case of the death of the pastor, shall be terminated only following consultation with the synodical bishop and for the following reasons:
 - 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, thirty days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions, without reflection on the competence or the moral and spiritual character of the pastor;
 - 4) the physical or mental incapacity of the pastor;
 - 5) disqualification of the pastor through discipline on grounds of doctrine, morality, or

- continued neglect of duty;
- 6) the dissolution of the congregation or the termination of a parish arrangement; or
- 7) suspension of the congregation as a result of discipline proceedings.
- b. When allegations of physical or mental incapacity of the pastor or ineffective conduct of the pastoral office have come to the attention of the bishop of the synod, the bishop in his or her sole discretion may, or when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop shall, investigate such conditions personally in company with a committee of two ordained ministers and one layperson.
- c. In case of alleged physical or mental incapacity, competent medical testimony shall be obtained. When such disability is evident, the bishop of the synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the bishop of the synod shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another field of labor.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, all concerned persons shall be heard, after which the bishop of the synod together with the committee described in C9.05.b. shall decide on the course of action to be recommended to the pastor and the congregation. If they agree to carry out such recommendations, no further action shall be taken by the synod. If either party fails to assent, the congregation may dismiss the pastor 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.
- e. If, in the course of proceedings described in C9.05.d., the committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action to the synodical bishop, who may bring charges in accordance with the provisions of the constitution and Bylaws of the Evangelical Lutheran Church in America and the constitution of this synod.
- f. If, following the appointment of the committee described in C9.05.b. or d., it should become apparent that the pastoral office cannot be conducted effectively in the congregation(s) being served by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay provided through a joint synodical and churchwide fund and with housing provided by the congregation(s).
- *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.
- *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:
- shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation;
 - shall submit a summary of such statistics annually to the synod; and
 - shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- *C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least ninety 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.

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 Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of twenty-five percent of the voting members. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.
- *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 congregation website posting and by mail or electronic mail to all voting members at least ten days in advance of the date of the meeting.
- *C10.04.** Five percent of the voting members of the congregation 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 this congregation.
- *C10.08.** A meeting of the congregation may, by majority vote, recess to reconvene at a specified time and place. A meeting may also recess to reconvene upon call; provided, however, that the time and place of such a reconvened meeting is announced at a public service of the congregation, or by congregation website posting and by mail or electronic mail at least ten days in advance of the date of the special Congregation meeting.

Chapter 11.

OFFICERS

- C11.01.** The officers of this congregation shall be a president, vice president, secretary, and treasurer.
- Duties of the officers shall be specified in the Bylaws.
 - The officers shall be voting members of the congregation.
 - Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
 - The Congregation Council shall elect its officers, the president, vice president, and secretary who shall be selected from the elected membership of the Congregation Council. The Treasurer shall be appointed by the Congregation Council and shall have full Council member responsibilities.
- C11.02.** The Congregation Council shall elect its officers and they shall be the officers of the

congregation. The officers shall serve for one year or until their successors are elected. Their terms shall begin at the first Council meeting of the fiscal year.

C11.03. No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office.

Chapter 12.

CONGREGATION COUNCIL

***C12.01.** The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, and not more than sixteen or fewer than eight 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 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(s) shall be elected to serve for two years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the first Congregation Council meeting of the fiscal year. An unexpired term of less than one year shall not be considered a term of office.

***C12.03.** Should a member's place on the Congregation Council be declared vacant, the President shall appoint, with majority approval by the Congregation Council, a successor until the next congregational meeting at which council members are elected.

***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:

- 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.
- To seek to involve all members of this congregation in worship, learning, witness, service, and support.
- To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.
- To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- To promote a congregational climate of peace and goodwill, and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- To arrange for pastoral service during the sickness or absence of the pastor.
- 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.
- To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- 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.

- The Congregation Council 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.
- 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.

- The Congregation Council may enter into expenditures that do not exceed the total budget by five percent for items not included in the budget.
- The Congregation Council shall prepare an annual budget for adoption by this congregation and shall supervise the expenditure of funds in accordance therewith following its adoption. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.
- 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.
- The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

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

***C12.07.** 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 the all lay employees of this congregation.

***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 shall be called by the president at the request of at least fifty percent 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.

Chapter 13.

CONGREGATION COMMITTEES

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

***C13.02.** A **Nominating Committee** of three to five voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council, shall be appointed by the Congregation Council.

***C13.03.** An **Audit Committee** of at least three voting members shall be appointed by the chair of the Audit committee. Audit Committee members, except the chair of the Audit committee, shall not be members of the Congregation Council.

***C13.04.** A **Mutual Ministry Committee** shall be appointed by the Congregation Council.

***C13.05.** When a pastoral vacancy occurs, a **Call Committee** of at least seven voting members shall be elected by this 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 committees of this congregation shall be specified in the Bylaws or The Council Organizational Manual or the Synod Call Process Manual.

***C13.08.** The pastor(s) of this congregation may be ex officio a member of all committees and boards of the congregation. The president of this congregation may 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 Congregational Council oversight and direction.
- *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. This provision does not prohibit use of the church facilities by outside organizations in compliance with the Building Use policy.

Chapter 15.

DISCIPLINE OF MEMBERS AND ADJUDICATION

- *C15.01. Denial of the Christian faith as described in this constitution, conduct grossly unbecoming a member of the Church of Christ, or persistent trouble-making in this congregation are sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:15-17, proceeding through these successive steps: a) private admonition by the pastor, b) admonition by the pastor in the presence of two or three witnesses, and c) citation to appear before the Congregation Council. If, for any reason, the pastor is unable to administer the admonitions required by a. and b. hereof, the president (if not the pastor) or vice president shall administer such admonitions.
- *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 discipline against a member proceeds beyond counseling and admonition by the pastor, charges against the accused member(s) that are specific and in writing shall be prepared by member(s) of the congregation who shall sign the charges as the accuser(s). The written charges shall be filed with the pastor, who shall advise the Congregation Council of the need to issue a written citation to the accused and the accusers that specifies the time and place of the hearing before the Congregation Council. The written charges shall accompany the written citation to the accused. The written citation that specifies the time and place of the hearing before the Congregation Council and requests the presence of a member charged with the offense shall be sent at least ten days prior to the meeting. If the member charged with the offense fails to appear at the scheduled hearing, the Congregation Council may proceed with the hearing and may pass judgment in the member's absence.
- *C15.03. Members of the Congregation Council who participate in the preparation of the written charges or who present evidence or testimony in the hearing before the Congregation Council are disqualified from voting upon the question of the guilt of the accused member. Should the allegations be sustained by a two-thirds majority vote of the members of the Congregation Council who are not disqualified but who are present and voting, and renewed admonition prove ineffectual, the council shall impose one of the following disciplinary actions:
 - a. censure before the council or congregation;
 - b. suspension from membership for a definite period of time; or
 - c. exclusion from membership in this congregation.
 Disciplinary actions b. and c. shall be delivered to the member in writing.
- *C15.04. The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.
- *C15.05. Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of a) evidence that injustice has been done or b) evidence of repentance and amendment.
- *C15.06. For disciplinary actions in this congregation, "due process" shall be observed as specified in 20.41.04. in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.
- *C15.07. No member of a congregation shall be subject to discipline for offenses that the Congregation Council has previously heard and decided, unless so ordered by the Synod Council after an appeal.
- *C15.08. [intentionally left blank]
- *C15.09. [intentionally left blank]

*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 two-thirds majority vote of those voting members present and voting.
- *C16.03. Changes to the Bylaws may be proposed by any voting member provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least sixty days before a regular or special Congregation Meeting called for that purpose. The Congregation Council will notify the voting members of the proposal. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.
- *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 twenty-five percent of the voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council sixty 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 by mail to all voting members at least 10 days in advance of the meeting.
- *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 two-thirds 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 resolution¹ 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 amendment shall become effective within one hundred and twenty days from the date of the receipt of the notice by the synod unless the synod informs this congregation that the amendment is in conflict with the constitution and Bylaws of the Evangelical Lutheran Church in America or the constitution of Greater Milwaukee Synod of the ELCA.
- *C17.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the Model Constitution for Congregations of the Evangelical Lutheran Church in America—as most recently amended by the Churchwide Assembly—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 notified the voting members of the congregation of such an amendment or amendments, together with the council's

¹ Such an effective date must be stated in relation to the requirements of *C17.03. to allow time for synodical review of the amendment.

recommendations, The Congregation Council shall notify the congregation's members by congregation website posting and by mail or electronic mail of the proposal together with the council's recommendations at least ten days in advance of the meeting. Upon the request of twenty-five percent 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.

BYLAWS

Section 1 Congregation

- a. Notice of the time and place of all meetings of the congregation shall be given at the services of worship on the preceding two consecutive Sundays, and by congregation website posting, and by mail or electronic mail to all voting members at least ten days in advance of the date of the meeting.
- b. Annual and special meetings properly called and announced in accordance with the constitution and Bylaws, shall be legal and capable of passing resolutions.
- c. Unless otherwise ordered, parliamentary procedures shall be in accordance with Robert's Rules of Order.
- d. All matters shall be decided by a majority vote of those present and voting, except as otherwise provided in the constitution and Bylaws.
- e. In the following cases at all congregational meetings, voting shall be by written ballot:
 - i. To adopt or amend the articles of incorporation, constitution, or Bylaws of the congregation;
 - ii. To call a pastor or to request his/her resignation;
 - iii. To sever membership in the Evangelical Lutheran Church in America;
 - iv. To dispose of, encumber, or purchase real property;
 - v. When requested by ten or more voting members present.
- f. The annual meeting of the congregation shall be held as soon as possible in the first quarter of the calendar year. The fiscal year shall be from January 1 to December 31. The order of business at the annual meeting shall be:

- i. Opening devotion
- ii. Approval of the minutes of the previous meeting
- iii. Acceptance of reports of Pastor(s), Council, Treasurer, Committees and others, previously distributed to voting members.
- iv. Approval of budget
- v. Old business
- vi. New business
- vii. Closing prayer

Section 2 Membership

- a. Definitions of membership – see Constitution C8.02
- b. The invitation to Communion includes all people who accept Jesus Christ as their Lord and Savior who have received instruction in the meaning of the Sacrament of Communion.
- c. Record of participation in Communion shall be entered upon the books of the congregation. If a member of another congregation communes, notice shall be sent to his/her pastor upon request.
- d. Discontinuance of Membership
 - i. 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. In the event such member leaves no forwarding address and cannot be located, and does not request a Transfer within one year, s/he shall be dropped from the active membership roster.
 - ii. A confirmed member who has not communed in this congregation or made a contribution of record to this congregation during the current or preceding calendar year, and who, in the judgment of the Congregational Council shows no interest in participating in the life of the congregation, shall be presumed no longer to 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 inactive files for a period of two years thereafter. Such a person shall be encouraged to take part in the congregation life; or to transfer elsewhere, as the situation may indicate to be advisable. If s/he resumes activity within the two-year period, s/he shall be restored to the active membership list; if not, s/he may, upon recommendation of the pastor(s) and Council, be dismissed from the congregation and, if possible, shall be notified of this action.
 - iii. Children, neither of whose parents or guardians are active members of the congregation, shall be dropped from the baptized membership roll if they fail to participate, for a period of two years, in any Christian education program of the congregation for which they are eligible.

Section 3 The Congregation Council

- a. Election of the Congregation Council
 - i. The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, and not more than sixteen or fewer than eight members of the congregation.
 - ii. Election of members of the Congregation Council shall take place at a special congregational meeting held in the fourth quarter of the fiscal year.
 - iii. Newly elected members shall officially take office at the first council meeting of the next fiscal year following election.
 - iv. The Treasurer shall be appointed by the president and will have full Council member responsibilities.
- b. Meetings of the Congregation Council
 - i. The Congregation Council shall meet monthly, normally the second Tuesday of the month, or as called by the President or the Pastor. Congregation Council meetings

may be attended by any church member in good standing.

ii. In the event of the need for an immediate decision, the Congregation Council members may discuss the issue(s) electronically and/or by telephone conference and make a decision or conduct a vote without physically meeting. The Secretary shall indicate the manner of meeting and the decision in special minutes that shall be subject to approval at the next regularly scheduled Congregation Council meeting and kept in the minutes of Congregation Council.

c. Committees of the Congregation Council

i. The Congregation Council may create such committees as seem necessary and make provisions for the appointment of chairpersons of such committees. The Congregation Council may also make provisions for the appointment of a financial secretary and a recording secretary, who need not be members of the Congregation Council.

ii. Duties of Officers and Committees of the Congregation Council

a. The president shall preside over meetings of the Council, the Executive Committee, and congregation; shall assign duties and responsibilities to carry out the decisions of the congregation and Council; shall review the reports of all committees' work; and shall sign all documents and securities of the congregation.

b. The vice-president shall preside in the absence of the president. The secretary shall preside in the absence of the vice-president.

c. The secretary is responsible for recording all transactions and correspondence of the congregation and Congregation Council, and for the preservation of all congregation and Congregation Council documents.

d. The treasurer shall be custodian of all funds of the congregation, and shall disburse all such funds in accordance with the decisions of the congregation or Congregation Council. The treasurer shall present monthly reports to the Congregation Council and an audited report at annual congregational meeting, and such other reports to the Congregation Council as may be required.

e. The required duties and responsibilities of the officers, Boards and Committees are as defined in the Council Organizational Manual.

d. Other responsibilities of the Congregation Council

i. The Congregation Council shall be empowered to employ support staff as is needed to carry on the work of the congregation. The required duties and responsibilities of the employees are defined in the Personnel Policies and Position Guides.

ii. Adjustments in the salary of the pastor(s) and employees shall be the responsibility of the Congregation Council, subject to the congregation's approval of the budget.

iii. The Congregation Council shall, as far as possible, operate within the limits of the approved budget of the congregation. Any expenditure that exceeds the total budget by five percent must be approved by the congregation.

e. Other Committees and Committee Responsibilities

i. Nominating Committee

a. The committee is chaired by the Vice President.

b. The committee members will serve for one year.

c. The duties of the Nominating Committee are to receive recommendations of potential council members, and to prayerfully discern the slate of candidates to present to the congregation for an election.

d. In addition to the candidates submitted by the nominating committee, additional nominations may be made from the floor. Such nominations shall be returned to the Nominating Committee for recommendation.

ii. Audit Committee

a. The committee is chaired by the elected Congregational Council representative assigned to the Audit Committee.

b. The duties of the Audit Committee are to audit all financial records of the congregation and include its findings in the annual report to the congregation.

iii. Mutual Ministry Committee

a. Term of office shall be two years, with three members to be appointed each successive year.

b. Mutual ministry is a mission-oriented enterprise that is characterized by a broad vision of ministry and a healthy practice of mutuality. The Mutual Ministry Committee gathers an overall sense of life in the congregation, shares observations with the pastor and Congregational Council, and works to build a healthy mutuality between pastor and congregation.

iv. Call Committee – The duties and responsibilities are as defined in the synod Call Process Manual.

v. Other committees and interest groups of this congregation may be formed, as the need arises, by decision of the Congregation Council.

a. All committees and interest groups of the congregation will report to a Congregation Council chairperson.

b. Duties of all committees and interest groups of this congregation shall be specified in the Bylaws or The Council Organizational Manual.

Section 4 Use of the church and auxiliary properties

a. The property of the congregation shall be for the use of the congregation in its normal functions as a Lutheran Church and shall not be used in any way not in harmony with the mission, vision and values of the congregation.

b. Buildings which are the property of the congregation shall be used in accordance with the Use of Church and Auxiliary Facilities policy.

Section 5 Endowment Fund

a. The congregation will establish and manage a separate fund to be known as the “Christ the King Lutheran Church Mission Endowment Fund.”

b. Operation of the “Christ the King Lutheran Church Mission Endowment Fund” shall be governed by the “Operating Charter for the Christ the King Lutheran Church Mission Endowment Fund.”