

Revised & Restated
CONSTITUTION
ST. JOHN EVANGELICAL LUTHERAN CHURCH
ROANOKE, VIRGINIA

PREAMBLE

We, baptized disciples of Jesus Christ, and members of His Holy Church, responding in faith to the call of the Holy Spirit through the Gospel, giving thanks for God's continual faithfulness, and desiring to unite together to proclaim the Word, to administer the sacraments, and to carry out God's mission, adopt this Revised and Restated Constitution and pledge ourselves to be governed by its provisions, in the name of God, the Father, Son and Holy Spirit.

Chapter 1. NAME

1.01. The name of this church shall be ***St. John Evangelical Lutheran Church, Roanoke, Virginia***. The church may also at times refer to itself by the shortened name of St. John Lutheran Church, or in this Constitution as the "Church."

1.02. For the purpose of this Constitution, the congregation of St. John Evangelical Lutheran Church is hereinafter designated as the or this "Congregation," or the or this "Church."

1.03. This Church shall be incorporated as a non-stock, non-profit corporation under the laws of the Commonwealth of Virginia, and shall have and maintain a seal for use as deemed necessary or appropriate on official records.

Chapter 2. CONFESSION OF FAITH

2.01. This Congregation believes and confesses the Triune God - Father, Son, and Holy Spirit.

2.02. This Congregation believes and 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, now carried forward by the One, Holy and Apostolic Church.

c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God the Holy Spirit speaking through their authors, they record and announce God the Father's revelation centering in God the Son, Jesus Christ. Through the Holy

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Scriptures, God speaks to us to create and sustain Christian faith and fellowship for service in the world.

2.03. This Congregation believes, teaches, and accepts the canonical Scriptures of the Old and New Testaments as the inspired and infallible Word of God and the final authoritative source and norm of its proclamation, faith, doctrine and life.

2.04. This Congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the Scriptural faith and the apostolic church that this Congregation believes, teaches and confesses.

2.05. This Congregation accepts the confessional documents of the Book of Concord (1580) as bearing a true witness to the Holy Scriptures, and the teaching of the apostolic church. We acknowledge that this Congregation is one in faith and doctrine with all churches that likewise accept the teachings of the Unaltered Augsburg Confession and the other confessional writings in the Book of Concord.

2.06. This Congregation confesses God's whole Word of Law and Gospel, recorded in the Holy Scriptures and affirmed in the ecumenical creeds and Lutheran confessional writings, as the power of God to transform lives, and create and sustain the church universal and this Congregation for God's mission in the world.

2.07. This Congregation believes and confesses that all human beings are sinners, and that sinners are redeemed by the death and resurrection of Jesus Christ. God alone justifies human beings by faith in Christ - a faith that God creates through the message of the Gospel of Jesus Christ. As ambassadors for Christ, God uses us to speak His Word and build His kingdom.

2.08. This Congregation believes and confesses that the Holy Spirit makes all who believe in Jesus Christ to be priests for service to others in Jesus' name, and that God desires to make use of the spiritual gifts He has given through the priesthood of all believers.

2.09. This Congregation believes and confesses that the church is the assembly of believers called and gathered about Word and Sacrament, and that the mission and ministry of the church are carried out within the context of individual congregations, which are able to work together locally and globally.

Chapter 3. NATURE, PURPOSE, AND MISSION OF THE CHURCH

3.01. All power in the church universal and this Congregation belongs to our Lord Jesus Christ, its Head. All actions of this Congregation are to be carried out under His rule and authority, in accordance with the Word He has spoken to us in the Holy Scriptures and interpreted and preserved by the historic, apostolic church.

3.02. The church of the Lord Jesus Christ 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 local congregations. Any denomination or association with whom this Congregation may affiliate or join,

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therefore, derives its character and powers both from the sanction and representation of its member congregations and from its inherent nature as an expression of the broader fellowship of the faithful in the historic and apostolic continuity of the communion of saints.

3.03. This Congregation is committed to meeting people where they are on their faith journeys and to welcoming all who seek after God. We value being a congregation where all people might become disciples of Jesus Christ rather than a congregation simply striving for new members. At all times, we honor everyone by never pressuring individuals in this process of discipleship and congregational connection but allowing the Holy Spirit to lead at every step.

3.04. Within the universal community of the church, this Congregation understands its purpose is to worship and serve God in love and obedience, bearing witness to God's creative, redeeming, and sanctifying activity in the world in His Holy Name. Thus, this Congregation shall:

a. worship God, the Father, Son, and Holy Spirit, in praise and thanksgiving, filled with passion for the proclamation and teaching of the Word of God and drawing upon God's gifts of the sacraments;

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 in every nation in word and action to bring them to faith in Jesus Christ;

d. serve in response to God's Great Commandment to love all people by every means possible, including meeting basic human needs, caring for the sick and the aged, promoting dignity and justice for all people, working for peace and reconciliation among people, calling all people into God's loving and righteous holiness, standing with the poor and powerless, and advocating for the sanctity of all human life from conception to death;

e. nurture its members in obedience to 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 discipleship, and to use the gifts of the Holy Spirit for their life together and for their calling in the world;

f. confess, teach, and practice that the marriage of male and female is an institution created and blessed by God, and that sexual activity belongs exclusively within the Biblical boundaries of a faithful marriage between one man and one woman; and

g. manifest the unity given to the people of God by living together in the love and truth of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Holy Spirit gives.

3.05. To fulfill these purposes, the mission of this Congregation shall include:

a. providing services of worship at which the Word of God is preached and the sacraments are administered;

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- b. providing pastoral care with the aim to equip others to participate in this ministry;
- c. challenging, equipping, and supporting all members to identify and carry out their calling in their daily lives, in this Congregation, and in the various venues in which they live, work and serve;
- d. teaching the Word of God and investing in opportunities for children, youth and adults to be immersed in and come to know the Holy Scriptures, so as to pass on the faith from generation to generation;
- e. witnessing to the grace and truth of Jesus Christ for the sake of reconciliation with God and with one another and by living in a way that draws our neighbor to the Savior;
- f. responding to human need, working for justice and peace, caring for the sick and the suffering, and participating responsibly in society;
- g. cultivating a genuine sense of Christian community through the formation and support of small group ministries;
- h. encouraging Biblical stewardship so that members might have a proper understanding of their need to give and thus to be motivated to participate in and provide financial support for this Congregation and its mission; and
- i. fostering and participating in interdependent relationships with sister congregations and church associations, bodies, and denominations who share our doctrinal and missional convictions.

3.06. The Congregational Council (the “Council”), with input from and participation by the Congregation, shall from time to time adopt Mission and/or Vision statements which will provide direction to the ministry and values of this Congregation.

Chapter 4. CHURCH AFFILIATION

4.01. This Congregation shall be a member of Lutheran Congregations in Mission for Christ (“LCMC”). As such, this Congregation subscribes to the constitution of LCMC and supports the life and work of the association.

4.02. This Congregation may terminate its relationship with LCMC by the following procedure:

- a. The Council shall consider any proposal to terminate the relationship with LCMC at one or more Council meetings. The Council must approve a specific recommendation to the Congregation to terminate the relationship with LCMC prior to any further action.
- b. Upon Council recommendation, a resolution indicating the desire of the Congregation to terminate its relationship with LCMC must be adopted at a legally called and conducted Congregational Meeting by at least a two-thirds majority of the Voting Members present and

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voting. The meeting held to consider this resolution must be preceded by written notice to all members sent at least forty (40) days prior to the meeting. This written notice shall include the place, date and time of the Congregational Meeting, a copy of the proposed resolution, and an explanation of Council's recommendation.

c. Prior to the Congregational Meeting where a vote is taken on termination of the relationship with LCMC, the Council shall hold one or more open forums to fully inform the Congregation on all related issues and answer any questions. The written notice of the Congregational Meeting shall include the place(s), date(s), and time(s) of all open forums on the Council recommendation.

d. If the resolution is adopted, then the President of Council shall submit a certified copy of the resolution to the Chairman of the Board of Trustees of LCMC and shall mail a copy of the resolution to all Voting Members of this Congregation. This notice shall be submitted and mailed within 10 days after the resolution has been adopted, at which time the relationship between this Congregation and LCMC shall be terminated.

4.03. Membership in LCMC is not exclusive and this Congregation may, in the future, decide to become a member of some other church body, consistent with the Confession of Faith, as set forth in Chapter 2, in addition to LCMC. The decision to become a member of another church body in addition to LCMC shall be made in accordance with the following procedure:

a. When requested by the Pastor(s) or as otherwise deemed appropriate, the Council shall evaluate the opportunities available to the Congregation, and the requirements and expectations of the Congregation should it become a member of another church body in addition to LCMC, and make a recommendation to the Congregation.

b. In conducting its evaluation, the Council shall appoint a Committee of not less than four Voting Members, including at least one Council member, and the Pastors to gather and assess information relevant to establishing an additional membership.

c. This Committee shall make its report and recommendation to the Council and Council shall consider this recommendation at one or more regular or specially-called meetings of Council. The Council must approve a resolution recommending to the Congregation that it affiliate with another specifically identified church body before further action is taken.

d. Upon Council recommendation, a resolution indicating the desire of the Congregation to affiliate with a specifically identified church body in addition to LCMC must be adopted at a legally called Congregational Meeting by a vote of at least a two-thirds majority of the Voting Members present and voting. The Congregational Meeting held to consider this resolution must be preceded by written notice to all members sent at least forty (40) days prior to the Meeting. This written notice shall include the place, date and time of the Congregational Meeting, a copy of the proposed resolution, and an explanation of Council's recommendation.

e. Prior to the Congregational Meeting where a vote is taken on the proposed additional membership, the Council shall hold one or more open forums to fully inform the

Congregation on all issues and answer any questions on the proposal. The written notice of the Congregational Meeting shall also state the place(s), date(s) and time(s) of all open forums on the Council recommendation.

f. If the resolution is adopted, then the President of Council shall take such steps as are necessary to establish the Congregation's membership in the new church body and shall mail a copy of the resolution to all Voting Members of this Congregation. The mailing shall be made within 10 days after the resolution has been adopted.

4.04. Any proposal to both terminate the relationship of this Congregation to LCMC and affiliate with another church body shall follow the procedures set forth in both Sections 4.02 and 4.03 above.

Chapter 5. POWERS OF THE CONGREGATION

5.01. The powers of this Congregation are those necessary to fulfill its purpose.

5.02. The powers of this Congregation shall be exercised by votes taken at properly called Congregational Meetings. Except for certain decisions set forth in Section 5.03, the Congregation hereby delegates all other authority, and the right to take actions and make business decisions to the Church's Council, to its Pastors or to such Committees or Ministry Teams as may be appointed, from time to time, by Council to perform certain specified duties and responsibilities.

5.03. The Congregation shall exercise the final decision-making authority on certain items. While the Congregation shall follow the procedures set forth in this Constitution prior to taking a vote, and while it shall receive recommendations for decision on each of these matters, the following decisions must be made by the Congregation by the required vote taken at a properly called meeting:

- a. Call and ordain a Pastor;
- b. Terminate the call of a Pastor, or request the resignation of a Pastor;
- c. Approve the annual spending plan, subject to Council's right to make adjustments as permitted in Section 9.08 below;
- d. Adopt amendments to the Articles of Incorporation or this Constitution;
- e. Authorize Council and/or Officers to purchase, sell, mortgage, lease, transfer, or otherwise dispose of real property in the name of the Church by any lawful means;
- f. Elect the members of Council;
- g. Make the decision and authorize the action(s) required for this Congregation to join or terminate membership in any church body, including without limitation any decision to terminate its relationship with LCMC as set forth in Chapter 4; and
- h. Establish and maintain a mission endowment fund, as set forth in Chapter 15, for the purpose of providing financial support for mission work beyond the operational budget for

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this Congregation.

5.04. As a member of LCMC, we believe in the priesthood of all believers, and intend to equip and support all members of this Congregation for active ministry within and outside this Congregation. We also recognize that God calls some to public ministry of Word and Sacrament, and to other specific ministries. LCMC has established a set of Ministry Standards and Procedures for pastoral candidates who possess the qualities and qualifications for an individual to become a clergy member on its list of those with a certified call. This Congregation may, from time to time, ordain an individual with a certified or contract call as permitted by LCMC procedures and in doing so shall follow any procedures for ordination that may be established from time to time by LCMC.

Chapter 6. CONGREGATIONAL MEETINGS

6.01. This Congregation shall meet as a community of believers for worship regularly on each Lord's Day, and such other times for prayer, devotions, worship, study, and other liturgical celebrations as the Senior Pastor or Council may deem appropriate.

6.02. The annual business meeting of this Congregation shall be held during the month of May at a time and date determined by Council. At this annual business meeting, the Voting Members shall (i) elect members to Council, (ii) receive year-to-date report from the Treasurer, (iii) receive year-to-date report(s) from the President on the ministries of the Congregation, and (iv) transact such other business as is proper.

6.03. A special business meeting of the Congregation may be called by the Pastor, the President of Council or the Council, and shall be called by the President of Council upon the written request of 10 percent of the Voting Members of the Congregation. The notice and call for each special meeting shall specify the purpose(s) for which it is to be held and no other business shall be transacted.

a. A special business meeting of the Congregation shall be held during the month of November each year to consider and act on Council's recommended spending plan for the next fiscal year, and any other business properly noticed. The date and time for this meeting shall be set by Council.

b. The annual spending plan shall be developed and recommended by Council after receiving input from the Committees, Ministry Teams, and pastoral and lay leadership of the Congregation. The goal of the annual spending plan is to project as accurately as possible the financial needs of the Congregation to support the mission and ministry God has called us to engage in during the coming fiscal year, trusting God's ability to provide the gifts and financial resources sufficient to support this annual plan. In all circumstances, Council will endeavor to be good stewards of the financial resources provided.

6.04. Notice of all business meetings of this Congregation must be given by mail to all Voting Members at least ten (10) days in advance of the date of the meeting, unless otherwise provided in this Constitution. The posting of such notice in the regular U.S. mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient. In the event that a Voting Member has elected to receive notices of meetings of the Congregation by way of electronic means, and has provided the administrative staff of the church with an active electronic address,

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then sending notice of a Congregational Meeting by email in lieu of notice sent by U.S. Mail shall be sufficient. In addition, whenever possible notice of a Congregational Meeting shall be posted on the church website and an announcement will be given at each of the worship services held on the two preceding Sundays.

6.05. Twenty percent (20%) of the Voting Members shall constitute a quorum for transacting business at a Congregational Meeting, subject to the following rules:

a. The number of Voting Members listed on the most recent roll of Voting Members approved by Council shall be the basis on which the decision regarding the required quorum numbers shall be computed.

b. If a quorum of twenty percent (20%) is not present at a Congregational Meeting, then a second meeting for the same purpose shall be properly noticed as required in Section 6.04, and at this second meeting those Voting Members who are present and voting shall constitute the quorum of the membership for the transaction of business. Such meeting shall be held not more than thirty (30) days following the date of the originally scheduled meeting.

6.06. Voting by proxy or by absentee ballot shall not be permitted.

6.07. All actions approved by this Congregation shall be made by majority vote of those Voting Members present and voting, except as otherwise provided in this Constitution or as required by state law.

6.08. Voting at Congregational Meetings shall be by secret ballot when voting on any of the following matters: (i) to call a Pastor, (ii) to terminate the call of a Pastor, or when requesting the resignation of a called Pastor, (iii) to join or become member of a denomination, or other church body, (iv) to terminate membership in LCMC , or any other denomination, or other church body to which this Congregation may belong in the future, (v) to elect members of Council or (vi) to purchase, transfer, sell, or lease real property in the name of the Church, or to borrow money from lender where a mortgage or other lien will be placed against the real property owned by the Church. In addition, the Congregation, on a motion made at the meeting, may vote to hold any other vote by secret ballot.

6.09. The Congregation in a legally called meeting may enact one or more continuing resolutions. No continuing resolution may conflict with the Articles of Incorporation or the Constitution of this Congregation.

6.10. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this Congregation.

6.11. The Council shall review and approve the minutes of each Congregational Meeting at the next scheduled meeting.

6.12. The Congregation shall use a fiscal year for purposes of the budget/spending plan that shall start on January 1 and end on December 31, each calendar year. In contrast, the Congregation

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shall use a July 1 to June 30 Congregational year for ministry purposes.

Chapter 7. MEMBERSHIP

7.01. We are a Church that welcomes all and encourages all to come to know Jesus Christ and to follow Him as a disciple. We are not a congregation simply striving for new members. At all times, while encouraging visitors to become connected within our Congregation, we will honor everyone by never pressuring individuals during this process of discipleship, but will allow the Holy Spirit to lead at every step. Nonetheless, for certain business and administrative purposes, membership is important and necessary.

7.02. 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 maintained their membership in accordance with the provisions of this Constitution.

7.03. Members shall be classified as follows:

a. Baptized Members. Baptized Members are those persons who have been received by the Sacrament of Holy Baptism into this Congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from another Lutheran congregation or by affirmation of faith.

b. Confirmed Members. Confirmed members are baptized persons who have been confirmed into this Congregation, those who have been received by adult baptism or by transfer as Confirmed Members from another Lutheran congregation, or baptized persons received by affirmation of faith.

c. Voting Members. Confirmed Members, who actively exercise the privileges and duties as set forth in Section 7.04, and who are listed on the most current membership roll approved by Council prior the Congregational Meeting as outlined in Section 7.05, are referred to as Voting Members.

d. Associate Members. Associate Members are Confirmed Members who are not listed on the most current list of Voting Members, but who remain members of this Church. Associate Members are welcomed and encouraged to participate fully in the life and mission of the Congregation.

7.04. It shall be the privilege and duty of Confirmed 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

c. support the work of this Congregation, LCMC, and such other Lutheran church bodies with whom this Congregation affiliates or joins, by the contribution of their time, abilities, and financial support as biblical stewards.

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7.05. It is the responsibility of Council to designate the official roll of Voting Members in February each year. As part of that process, in January, the Senior Pastor shall submit to Council a list of all Confirmed Members who have exercised the privileges and duties of members, have been admitted to new membership in the Church, have attended worship and have made a financial contribution of record to the work of the Church during the prior year. This membership list shall be reviewed, and once approved by Council in accordance with this Section 7.05, the resulting list shall be the official listing of current Voting Members for the remainder of that year, subject to changes as permitted by this Constitution.

a. The purpose of Council's review and approval is to identify those members who have not been actively involved in the life of the Congregation during the past twelve months. In making this review, consideration will be given to a number of factors, including the person's participation in the ministries of the church, attendance at worship and participation in the sacraments, and the making of financial contribution(s) to the Church. The goal is not to look for ways to remove members from the official list of Voting Members, but to identify those persons who have become inactive and may be in need of pastoral care or other support from the Congregation. Council and the Pastors will identify those individuals on the list provided by the Senior Pastor who are to be contacted to determine the issues and needs, if any, and based on the response(s) received, provide appropriate follow-up.

b. If member contacted through the process described in Section 7.05(a) indicates a desire to be inactive, then this person shall not be included on the roll of Voting Members for the current year. Likewise, persons who have been members, but have not been active in the life of the Church and have not communed or made a financial contribution to the Church at all during the prior year shall continue to be listed as members but shall be contacted regarding their status. Members may be placed in a non-voting, or Associate Member status under this Section 7.05 only after there has been communication with the member about their lack of active participation.

c. Based on the information received from the outreach to members, Council may elect to place some members in a non-voting or Associate Member status for the current year. All such decisions shall be handled with discretion, and concern for the member. This decision is not meant to convey or result in any member being excluded from the life of Church, nor will it prevent or limit the member's right to participate in the ministry and work of the Church. The sole purpose of this review is to develop an accurate and current list of active members who are to be considered Voting Members for the purpose of conducting the business affairs of the Church for that year.

d. All applications for Confirmed Membership shall be submitted in writing to any of the Pastors. The Pastor shall consider the application, and if approved, the application shall be forwarded to Council for approval. A Confirmed Member once approved by Council shall be promptly added to the official roll of Voting Members for the current year, and shall be permitted to have voice and vote at any Congregational Meeting that occurs after Council's action.

e. An Associate Member may, at any time, apply to be restored to the status of Voting

Member. The request for reinstatement as a Voting Member shall be made in writing and presented to a Pastor who shall consider the request. If the Pastor approves, the request shall be submitted to Council for consideration. Council shall be required to act on the reinstatement request using the factors set forth in Section 7.05(a). Any Associate Member who is reinstated shall be added to the roll as Voting Member upon Council's action, but shall be ineligible to vote on any issue presented to the Congregation during the first three months following reinstatement.

7.06. Membership in this Congregation shall be terminated by any of the following:

- a. death;
- b. resignation;
- c. transfer or release;
- d. disciplinary action issued in accordance with Chapter 14 below; or
- e. removal from the membership roll (not merely the current list of Voting Members) due to continued inactivity within the Church as set forth in Section 7.07.

7.07. When an Associate Member fails to receive communion and to make a financial contribution of record for two consecutive calendar years, then, in addition to the loss of voting rights, the Associate Member may be removed from the membership roll of the Church by the vote of Council.

- a. This procedure will take place only after the Associate Member has been counseled about the matter, and restoration attempted, if possible, and then shall be given notice of the meeting where Council shall consider the decision to remove the individual from the membership roll.
- b. Each case will be handled with discretion and concern for the individual and his/her family.
- c. Any person who is removed as a member shall continue to remain a person for whom the Congregation has a continuing pastoral concern.
- d. The decision to remove an individual as a member of the Congregation shall be reflected in the minutes of the meeting of Council where the decision is made, shall be duly recorded in the membership roster maintained by or at the direction of the Senior Pastor, and formal notice mailed to the former member.

Chapter 8. PASTORS

8.01. The Pastors of this Church shall be the Senior Pastor, and all other Pastors who are either called by the Congregation for active service pursuant to the provisions of this Constitution, or with whom the Church has made a contract for services to this Congregation.

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- a. All Pastors who serve this Congregation, called or contracted, must be committed to the Confession of Faith and the Purpose and the Mission of this Congregation as described in this Constitution. Each must exemplify the qualifications set forth in Titus 1:7-9, and as such must be a person of good report whose constant goal and effort is that every part of his/her life be above reproach before the Lord and mankind as set forth in Romans 12:9-21.
- b. Each Pastor who is called to serve this Congregation must also be a member of this Congregation and shall serve as a voting member of Council.
- c. Any Pastor serving this Congregation under a contract for services may or may not be a member of this Congregation but in either case will have voice but not be a voting member of the Council.

8.02. The Congregation, at a meeting held pursuant to the provisions of Chapter 6, has the authority to call and ordain an individual to serve as its Senior Pastor or to fill one or more of the other pastoral positions within the Church, provided the issuance of a call to any Pastor shall be approved by at least a two-thirds vote of those Voting Members who are present and voting.

8.03. Before a notice for a Congregational Meeting is issued where a vote will be held on a recommendation to issue a call to a new Pastor, Council shall appoint at least seven (7) Voting Members of this Congregation to serve as a Call Committee.

- a. This Call Committee shall follow the procedures adopted by LCMC, or any other Lutheran church body with which this Congregation is affiliated, that govern the call process, along with any specific instructions for the particular call given by Council. In doing so, the Call Committee shall prayerfully review and evaluate the qualifications of prospective candidates in light of the provisions of Section 8.01.

- b. To be eligible for consideration for a call, the candidate must be: (i) listed on the certified clergy list maintained by LCMC, (ii) previously ordained by and listed on the official clergy roster of another Lutheran church body, (iii) a candidate for certification by LCMC and recommended for certification by the LCMC Ministry Board, or (iv) on the approved list or roster of ordained clergy maintained by any other church body to which this Church is a member of at the time of the call.

- c. The Call Committee shall make its recommendation to Council based on at least a two-thirds vote to approve the candidate, and only if the recommended candidate receives at least a two-thirds majority vote of approval by all members of Council, will the candidate be recommended to the Congregation.

8.04. In addition to Pastors called by the Congregation, the Council may enter into an agreement with one or more individuals to serve as an Associate Pastor who shall, on a contract basis, assist with the providing of pastoral care, preaching the Word, administering the sacraments, and fulfill one or more of the other duties specified in Section 8.07 within this Congregation. To issue a contract to an Associate Pastor, without a call by the congregation, a majority of all members of Council must authorize the contract. If a contract for pastoral services is issued, then upon the recommendation of Council, this Congregation may also ordain this person for pastoral ministry within this

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Congregation in accordance with ministry guidelines and ordination procedures of the LCMC. If this Congregation should affiliate with another church body, the Congregation will follow the ministerial guidelines set forth by that association, church body or denomination.

8.05. The Senior Pastor shall be the shepherd and pastoral leader of this Congregation. The Senior Pastor, in conjunction with Council, shall exercise watchful discernment to insure the integrity of the ministries and mission carried on by the Congregation, shall foster the stability, vision, and growth of the Congregation, and shall oversee the training and equipping of Christians for ministry.

a. The Senior Pastor or a designee shall be responsible to see that the membership roll of the Congregation is kept and letters of transfer are issued as appropriate, and to report thereon periodically to Council.

b. The Senior Pastor shall oversee the keeping and maintenance of the official records of the Congregation, including the granting of certificates for ministerial acts such as baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the Congregation.

8.06. Associate Pastors may be called or contracted with to serve the Congregation when advisable to effectively carry on the work of the Church. Each call or contract issued to a member of the clergy for a pastoral position, other than Senior Pastor, shall be issued only with the concurrence of the Senior Pastor and in accordance with the provisions of this Constitution. All Associate Pastors, whether called or contracted, are responsible to the Senior Pastor and shall be guided by the Senior Pastor and Council in the performance of their duties.

8.07. Consistent with the Confession of Faith and practice of this Congregation, unless otherwise limited in the call or contract, every Pastor called or contracted to serve this Congregation shall: (i) preach the Word, (ii) administer the sacraments, (iii) conduct public worship, (iv) provide pastoral care, and visit the sick and distressed, (v) offer instruction and confirm members, (vi) marry those who have sought counsel and who follow the guidelines for marriage preparation as expected from the Pastors, (vii) bury the dead, (viii) install elected members of Council, and, (ix) with Council administer discipline. In addition, each Pastor shall strive to proclaim in the community locally and globally that the kingdom of God has come near in Jesus Christ and so invite all people to repent of sin and believe the Gospel (Mark 1:15), to seek out and encourage spiritually gifted and qualified persons to prepare for a call into full-time ministry, to speak publicly to the world on behalf of the lost, least, poor, and oppressed, and to proclaim to all God's righteousness, holiness, truth, and love.

8.08. When a Pastor is called or contracted with to serve this Church, the specific duties, the compensation and benefits to be provided and other matters pertaining to the service of the Pastor shall be included either in the terms of the letter of call issued after the Congregational vote, or in the contract authorized by Council. In developing the privileges and responsibilities of an Associate Pastor, whether pursuant to a call or contract, there shall be consultation with and agreement between the Senior Pastor and Council. As occasion requires, the documents may be revised through a similar consultation and agreement. The call letter and/or contract for services, and any accompanying documents, shall be signed by the President and attested to by the Secretary. Pastors serving on a contract basis shall have their contracts reviewed annually in consultation with

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the Senior Pastor and Council at which time the contract may be renewed.

8.09 The tenure of the Senior Pastor, and any other called Associate Pastor shall be for an indefinite time, unless specifically stipulated otherwise as part of the call of this Congregation. Once accepted by a Pastor, a call by the Congregation constitutes a continuing mutual relationship and commitment which, except in the case of the death of the Pastor, shall be terminated only for the following reasons:

- a. the mutual agreement of the Congregation and the Pastor to terminate the call, or the completion of a call which was issued with a specific term;
- b. the resignation of the Pastor, which shall become effective, unless otherwise agreed upon, within sixty (60) days from the date it was submitted;
- c. the inability of the Pastor to conduct the office effectively in the Congregation in view of the circumstances, without reflection on the competence or the moral and spiritual character of the Pastor as determined in accordance with policies and procedures adopted by Council, but which shall, at a minimum, require a two-thirds vote of those Voting Members present and voting at a properly called Congregational Meeting on a resolution requesting the Pastor's resignation or termination on this basis;
- d. the disqualification of the Pastor through discipline on grounds of doctrine, morality, or continued neglect of duty, as determined in accordance with policies and procedures adopted by Council, but which shall, at a minimum require a two-thirds vote of those Voting Members present and voting at a properly called Congregational Meeting on a resolution approving the termination of the Pastor's call; or
- e. the dissolution of the Congregation.

8.10. Council shall establish policies, rules and procedures, consistent with such provisions made available by LCMC, to ensure that appropriate process is afforded should a claim or accusation be made against a Pastor that may trigger the potential termination of a call under the provisions of Section 8.09(c) or (d). These policies, rules and procedures shall expressly address, but not be limited to, the steps to be taken in the event that: (i) there is reason to believe a Pastor is not physically, mentally, psychologically, or emotionally capable of continuing to perform the expected pastoral duties, or (ii) there has been an allegation of sexual or financial impropriety.

8.11. In the event of a vacancy in the office of Senior Pastor, then Council shall have the authority to appoint an Interim Senior Pastor to serve the Congregation. During this period of service, the Interim Senior Pastor shall consult with the President who will keep the Interim Senior Pastor informed regarding pastoral needs in the Congregation, important developments in the life of the Congregation, and of meetings of Council and the Congregation, which the Interim Senior Pastor shall be privileged to attend. In addition, when the Congregation has a Senior Pastor, but the Senior Pastor is unavailable to carry out ministry, the President of the Congregation is responsible to be sure plans made by the Senior Pastor for such emergencies are carried out.

- a. In all cases of a vacancy in the office or unavailability of the Senior Pastor, the President

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with the support of all members of Council shall be responsible for: (1) seeing that worship services are regularly held and properly conducted with qualified worship leaders chosen in consultation with the interim Pastor; (2) seeing that adequate pastoral care is extended to members in need; (3) overseeing the daily administration of the Congregation, the management of resources, and the conduct of its ministries.

b. In cases of a vacancy in the office of Senior Pastor, the Secretary shall be the custodian of and shall insure that accurate records relating to membership, baptisms, confirmations, marriages, deaths in the Congregation are maintained.

c. In cases of a vacancy in the office of the Senior Pastor, all other Pastors under call or contract to the Congregation may continue in their pastoral ministry in the Congregation without interruption at the discretion of Council.

d. The Interim Senior Pastor will have duties and responsibilities to the Congregation as a regularly called Senior Pastor. The Interim Senior Pastor and any other ordained Pastor providing assistance shall refrain from exerting influence in the selection of the new Senior Pastor.

8.12. 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.

Chapter 9. CONGREGATIONAL COUNCIL

9.01. Council shall be responsible for the religious, spiritual, administrative and business affairs of the Congregation.

9.02. Council shall consist of each of the called Pastors and twelve Voting Members elected at the annual Congregational Meeting as specified in Chapter 6. At its discretion, and with the recommendation of the Senior Pastor, Council may also appoint a youth representative to serve as a Voting Member of Council. Any youth representative must be a Voting Member of the Congregation and nineteen years of age or less at the time of appointment.

9.03. Each person nominated for election to Council must be a man or woman of prayer, committed to the Confession of Faith, and the Purpose and the Mission of this Congregation as described in this Constitution. Each should exemplify the qualifications for serving in a leadership role as set forth in Scripture, and as such must be a person of good report whose constant goal and effort is that every part of his/her life be above reproach before the Lord and mankind as reflected in Romans 12:9-21.

9.04. Members of Council shall be elected by the Congregation by a majority of votes cast at the Congregation's annual meeting. The term of office shall be three years beginning on the first day of the congregational year. Tenure shall be so arranged that one-third of the terms expire annually. Members elected to a three year term may serve only one three year term and may not be re-elected without a break in service. However, members appointed by Council or elected by the Congregation to fill an unexpired term shall not be limited to serving only three years, but may fulfill the unexpired

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term, and may also stand for election and serve a full three year term. At least one year shall elapse after completion of a full three year term until a member of council is eligible for re-election to Council.

9.05. A Council member's position shall be declared vacant by the President if the member (i) resigns as a member of Council, (ii) ceases to be a Voting Member of this Congregation for any reason or (iii) is absent from three successive regular meetings of the Council without cause. Consistent with the laws of the Commonwealth of Virginia, the Congregation may adopt additional procedures for removal of a member of the Council in other circumstances. Should a Council member's position be declared vacant, then Council shall appoint, by majority vote, a successor to fill that position until the next annual meeting.

9.06. Elected members of Council shall be installed by a Pastor as soon after the election as convenient.

9.07. Council shall have general oversight of the life and activities of the Congregation, and in particular its worship life, to the end that everything is done in accordance with the Word of God. The duties of Council shall include the following:

- a. To lead this Congregation in stating its mission, to do long-range planning, to implement the values and purposes as reflected Chapter 3 above, and in such Mission and/or Vision Statements, 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 the Congregation to enable it to fulfill its functions and perform its mission;
- d. To regularly pray with and for the Pastors, and maintain supportive relationships with the Pastors and staff and to help them annually to evaluate the fulfillment of their calling or employment;
- e. To regularly pray for the Church and be examples individually and corporately of the style of life and ministry expected of all baptized believers;
- f. To promote a climate of peace and goodwill within the Congregation, and, as differences and conflicts arise, to endeavor to foster reconciliation and mutual understanding;
- g. To arrange for pastoral service during the sickness or absence of the Pastors;
- h. To emphasize partnership with the LCMC and any other church body with which this Congregation may affiliate; and
- i. To seek out and encourage qualified persons to prepare for the ministry of the Gospel, and to assume leadership roles in this Congregation and in the communities we serve.

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9.08. Council is also responsible for the financial and property matters of this Congregation.

a. Council shall be the administrative board of this Congregation, and as such shall be responsible for maintaining and protecting its property and managing its business and fiscal affairs.

b. Council, in consultation with the Finance Committee and others as spelled out in Section 6.03(b) above, shall cause an annual spending plan to be prepared and submitted to the Congregation for approval. Once approved, Council shall supervise the expenditure of funds in accordance with the annual spending plan. Consistent with 2 Corinthians 8:1-5, the annual spending plan shall include this Congregation's plan for financial contributions to those Christian mission and outreach ministries outside our Congregation. Council shall have the authority to make reductions to the approved spending plan, including reallocations among categories, as required by any revenue shortfalls, and may increase total annual expenditures by a maximum of five percent (5%) of the total annual spending plan as deemed appropriate to meet unanticipated needs. Changes to the annual spending plan, including reallocation among categories, shall be reported to the Congregation by the Treasurer on at least a quarterly basis.

c. Council shall be responsible for this Congregation's investments and its total insurance program.

9.09. Council shall take the steps needed to ensure that the provisions of this Constitution are carried out.

9.10. Council shall receive the report of the Senior Pastor in January each year and thereafter undertake an annual review of the membership information provided, and consistent with Section 7.05, work with the Pastors to identify those members of the Congregation who need outreach, pastoral care and other support, and to work with the Pastors to reach out to those members who have become inactive during the prior year, as part of its responsibility to finalize and designate the official Voting Membership roll for the current year.

9.11. Council shall have the final authority to review and approve all decisions regarding the hiring, compensation, and termination of all paid staff of this Church, unless expressly delegated to others. Council shall also adopt personnel policies to apply to paid staff that will regulate day to day policies and procedures, and allow for oversight of the paid staff by the Personnel Committee.

9.12. Council shall cause an annual report of the life of the Church that includes reports from the Pastors, President of Council, leaders of key ministries, and all standing Committees to be prepared and provided to the Congregation no later than August 15 each year.

9.13. Council shall normally meet at least once a month. Special meetings may be called by the Senior Pastor or the President, and shall be called by the President upon the request of at least twenty percent (20%) of its members. Notice of each special meeting shall be given to all members and to all others required to attend.

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9.14. A quorum for the transaction of business by Council shall consist of a majority of all elected and appointed members of Council.

9.15. Council may enact or amend continuing resolutions by a two-thirds vote of all voting members of Council, provided they do not conflict with this Church's Articles of Incorporation or this Constitution.

Chapter 10. OFFICERS

10.01. The Officers of this Congregation shall be a President, Vice-President, Secretary, Treasurer and Financial Secretary.

a. The Officers shall be Voting Members of the Congregation. If any of them ceases to be a Voting Member, or should a vacancy occur as a result of death, resignation, removal, or otherwise, then Council shall fill the vacancy for the unexpired term.

b. Officers of this Congregation shall serve in similar offices of Council. The President, Vice President and Secretary shall be elected members of Council. The other Officers, if not members of Council, shall be accorded the privilege of voice without vote in all meetings of Council.

c. The Officers shall meet and consult with the Senior Pastor as necessary between meetings of Council, and shall regularly pray with and for the Pastors and the mission of this Congregation

10.02. Prior to July 1, when a new congregational year begins, the members of the Council who will serve during that year shall convene to elect Officers. Officers shall be elected by written ecclesiastical ballot and shall serve for a term of one year. Their terms shall begin on the first day of the new congregational year.

10.03. No Officer shall hold more than one office at a time. No Officer shall be eligible to serve more than two consecutive terms in the same office except for the Treasurer and the Financial Secretary.

10.04. The President shall lead all meetings of the Congregation and shall preside over all meetings of Council. The President shall be an ex-officio member of all Committees or Ministry Teams appointed by Council. The President shall perform such other duties as may be necessary in the performance of this official capacity.

10.05. The Vice-President shall assume the responsibilities of the President in the event of death, incapacity or absence, and preside over meetings in the absence of the President. The Vice-President shall assist the President in the performance of his/her duties, and discharge such other duties as may be assigned by Council from time to time.

10.06. The Secretary shall be responsible for keeping up-to-date and accurate records of all meetings of the Congregation and Council, and of all resolutions approved or official actions taken by the Congregation and Council. The Secretary shall cause minutes of each meeting to be

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submitted to the Council for approval on a monthly basis, and to the Congregation as appropriate. Further, the Secretary shall be responsible to make sure that notices of all business meetings of the Congregation are sent in a timely manner and shall be responsible for safekeeping the seal of the church.

10.07. The President and Secretary are authorized to sign all contracts that bind the Congregation. Additionally, Council may also authorize, by continuing resolution or otherwise, any of the other officers, or one or more paid staff of the Congregation to enter into any contract in the name of and on behalf of the Church.

10.08. The Treasurer shall be responsible for keeping up-to-date and accurate records of the income and expenditures of the Congregation and for submitting monthly reports to the Council. The Treasurer shall be responsible for ensuring the prompt and accurate payment of all expenses and obligations of the Congregation by those individuals authorized by Council to issue and sign checks on behalf of the Church. The Treasurer shall submit an annual financial report on the financial affairs of the Congregation in which actual receipts and expenses are compared to the approved budget/spending plan for the fiscal year. This annual report shall be presented to Council in February, and once this financial report is approved, it shall be made available to the Congregation.

10.09. The Financial Secretary shall ensure that full, accurate and up-to-date records of all contributions and gifts made to and accepted by the Church are kept, and shall ensure that statements of giving by members and others are prepared and made available on a quarterly basis. The Financial Secretary is also responsible for ensuring that accurate and up-to-date records are maintained on all pledges made to the Church.

10.10. The Church shall pay the premiums required to secure a corporate security/fidelity bond that will cover all officers of the Congregation and all employees who have access to or responsibility for the depositing of cash, signing checks, or the banking or financial records of the Church.

Chapter 11. COMMITTEES AND MINISTRY TEAMS

11.01. There shall be such committees as the Council shall determine necessary but shall in any event include an Audit Committee, a Nominating Committee, a Finance Committee, a Personnel Committee, a Columbarium Committee and a Property Committee. There shall also be such Ministry Teams appointed as the Council shall determine are necessary from time to time to carry out the purpose and mission of this Church.

11.02. Council shall appoint a Chairperson for each Committee and Ministry Team annually. Council shall also annually appoint the members of all Committees and Ministry Teams which shall include at least one member of Council. The remaining members of the Committees and Ministry Teams shall be appointed from the Voting Members of the Congregation. The President and at least one Pastor shall serve as ex officio members of each Committee and Ministry Team. Members of a Committee or Ministry Team may be re-appointed for more than one year of service on the same Committee or Ministry Team; however, while the Chairperson may be re-appointed, in no event shall he or she serve more than five (5) consecutive years as the Chairperson.

11.03. Council shall adopt a charter for each Committee and Ministry Team which shall set forth

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the authority and responsibilities delegated to that Committee or Ministry Team.

11.04. The Committees and Ministry Teams established by Council shall be recognized as representatives of the interests of, and performing essential services for, the Congregation as a whole. All actions of the Committees and Ministry Teams shall be subject to review by Council. Council retains the right to make final decisions on all actions or recommendations by a Committee or Ministry Team as it determines may be appropriate.

11.05. Each Committee and Ministry Team shall provide regular reports to Council on its activities and actions, and shall prepare a written report of its activities during the previous Congregational Year for inclusion in the annual report to the Congregation.

11.06. When a pastoral vacancy occurs, a Call Committee of seven Voting Members of the Congregation shall be appointed by Council pursuant to Section 8.02. The Call Committee shall be given written instructions from Council outlining the work to be done and the required reporting to the Council and the Congregation. Upon installation of the newly called Pastor that Call Committee shall dissolve.

Chapter 12. PROPERTY OWNERSHIP

12.01. Title to all property of this Congregation shall be held in the name of the Church in accordance with its Articles of Incorporation, this Constitution and the statutes of the Commonwealth of Virginia.

Chapter 13. CONFLICTS OF INTEREST

13.01. Any transaction between the Church and one or more of members of Council, the Pastors, an Officer, or family members thereof ("Interested Parties"), or an entity where an Interested Party has a financial interest, shall be voidable at the sole discretion of Council, unless all of the following preconditions are satisfied:

- a. The Church entered into the transaction for its own benefit to fulfill its purpose or mission;
- b. After a reasonable investigation, Council concludes that the transaction is fair and reasonable to the Congregation, and is in furtherance of its purposes at the time the transaction was entered into;
- c. Council, prior to voting to authorize, approve or ratify the transaction, had full knowledge of all material facts concerning the proposed transaction and the Interested Party's interest in the transaction;
- d. After making full disclosure to Council, the Interested Party shall not be present for or participate in the deliberations of Council where the merits of the transaction to the Congregation, the impact of the transaction on the Congregation's ability to fulfill its purpose and mission, and the fairness and reasonableness of the transaction to this Congregation are discussed and debated, or when the Council votes on the transaction; and

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e. The transaction is approved in good faith by majority vote of those members of Council present (not including those who have an interest in the transaction).

Chapter 14. DISCIPLINE OF MEMBERS AND ADJUDICATION

14.01. This Congregation, its Pastors, Council members, Officers, lay leaders, paid staff and members believe that the Bible commands we make every effort to live at peace with one another, and to resolve disputes in private or within the Christian community in conformity with Matthew 5:22-24, Matthew 18:15-20, I Corinthians 6:1-8, and Galatians 6:1-5.

14.02. A member of this Congregation may be subject to discipline if a process of reconciliation does not restore the member to a right relationship. Grounds for discipline of a member shall include: (i) denial of the Christian faith as described in this Constitution, (ii) conduct grossly unbecoming a member of Christ's church, or (iii) persistent trouble-making in this Congregation. Prior to formal disciplinary action, the process of reconciliation set forth in Matthew 18:15-17 will be attempted utilizing the following steps: (a) private admonition by a Pastor, (b) admonition by a Pastor in the presence of two witnesses, and (c) citation to appear before a Disciplinary Committee appointed by Council. If for any reason, one of the Pastors is unable to administer the admonitions required by (a) and (b), then the President or Vice President shall administer such admonitions.

14.03. If the process of reconciliation is unsuccessful, then Council shall establish the rules and procedures for disciplining a member, but at a minimum, the following rules shall apply:

a. Any member charged with an offense that could lead to discipline shall be requested to appear at a hearing before a Disciplinary Committee appointed by the Council by way of a written notice setting forth the time and place of the hearing. This notice shall be provided at least 10 days prior to the hearing, and shall specify the exact reason for possible discipline. If the member charged with the offense fails to appear at the scheduled hearing, the Disciplinary Committee may proceed with the hearing and may pass judgement in the member's absence.

b. Any Officer, Council member or member who participates in the making of the charges or who shall present evidence or testimony in the hearing before the Disciplinary Committee shall be disqualified from serving on the Disciplinary Committee or voting upon the question of whether the member is deserving of discipline.

c. The Disciplinary Committee appointed by Council shall consist of four (4) Voting Members, at least one shall be a current Council member and all shall have been a Voting Member of this Congregation for at least three full years. A Voting Member shall be disqualified to serve as a member of the Disciplinary Committee if there is a chance that a family member (or the spouse of a family member) may present information in connection with the proceeding, or was directly affected by the event(s) leading to the charges to be addressed at the hearing ("Family Disqualification"). The Senior Pastor shall serve as an ex-officio member of the Disciplinary Committee, and shall have voice, but no vote.

d. Should the member be found deserving of discipline by a three-fourths majority vote of the members of the Disciplinary Committee and renewed admonition proves ineffectual, then

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the Disciplinary Committee shall recommend that Council impose one of the following disciplinary actions: (i) censure before the Council or Congregation, (ii) suspension from membership for a definitive time or until proof is given of sufficient repentance and amendment of behavior, or (iii) exclusion from membership and denial of the Sacraments. Should discipline in the form of (i) or (ii) be issued, it shall be delivered to the member in writing.

e. A member who is recommended for discipline by a Disciplinary Committee shall have the right to appeal the decision to Council. For any appeal to be taken to Council the member must serve a copy of the notice of appeal on the President by delivering same to the Church office within five (5) days of being notified of the Disciplinary Committee's recommendation. If no appeal is filed, then the Council shall act on the Disciplinary Committee's recommendation without a further hearing. Any action taken by Council shall be final, subject to Section 14.04.

f. Should a timely appeal be taken, then a hearing before Council shall be scheduled. Any member of Council who participated in the hearing as a witness or representative, who served as a Voting Member of the Disciplinary Committee or who has a Family Disqualification, shall not participate in the appeal hearing. On appeal, the decision of the Disciplinary Committee will only be modified or overturned if after considering the matter, there is a vote by at least three-quarters majority of the remaining eligible Council members to modify or reverse the disciplinary action taken.

g. Subject to Section 14.04, the decision of the Council shall be final, unless the member makes a written request that the matter be taken to the Congregation for a decision. The member shall have five (5) days to provide a written request to the President at the Church office that a Congregational Meeting be held to consider the recommended disciplinary action.

h. If a Congregational Meeting is held, those Voting Members who have participated in the bringing or defending of the charges, who provide testimony or evidence to be considered at the Congregational Meeting, and who have a Family Disqualification shall be disqualified from and ineligible to vote at the Congregational Meeting. There shall be no appeal or right action with respect to the disciplinary action once the Congregation acts on the member's request for a hearing.

14.04. Any disciplinary actions may be reconsidered, modified and/or revoked by Council upon receipt of (i) evidence that injustice has been done or (ii) evidence of repentance and amendment.

Chapter 15. ST. JOHN MISSION ENDOWMENT FUND

15.01. The St. John Mission Endowment Fund ("Endowment Fund") was established by Resolution of the Congregation on May 16, 2000. This Endowment Fund shall continue to exist and shall be administered and managed in accordance with a Plan Document which shall be adopted by a Continuing Resolution by a two-thirds vote of the Voting Members present and voting at a regular or specially called Congregational Meeting.

15.02. The Endowment Fund Plan Document shall provide that it may be amended only by a two-

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thirds vote of the members present and voting at a regular or specially called Congregational Meeting.

Chapter 16. AMENDMENTS

16.01. This Constitution may be amended in the following manner. Amendments may be proposed by two or more members of Council or by at least twenty-five (25) Voting Members. Proposals must be filed in writing with Council. Only if the proposal receives a two-thirds majority vote of all members of Council shall the proposed amendment be forwarded to the Congregation for action. If approved by Council, then the Council shall notify the Congregation's Voting Members by mail of the proposal and shall include with the notice the Council's recommendations on the proposed amendment at least forty (40) days in advance of the meeting.

16.02. An amendment to this Constitution shall be approved at a legally called and noticed Congregational Meeting, where a quorum is present, by a majority vote of those present and voting, and shall have the effective date included in the resolution and noted in the Constitution.