

THE BY-LAWS OF RESURRECTION LUTHERAN CHURCH

Article 1: CONGREGATIONAL MEMBERSHIP

Section 1: Acceptance into Communicant Membership

A. All applicants for membership in this congregation shall consult with the Pastor who shall determine whether such applicants are eligible for membership in accordance with Article IV of the Constitution. Applicants who are not familiar with the doctrine and Confessions of the Evangelical Lutheran Church shall be required to attend a course of instruction in the faith and practice of the Evangelical Lutheran Church and this congregation; to make profession of their faith either before the congregation, or at the discretion of the Pastor, privately.

B. Applicants from other Evangelical Lutheran Churches shall submit a letter of transfer from their former congregation to establish their eligibility for membership. Such applicants are normally expected to complete the adult membership course to become familiar with this congregation and for review of denominational beliefs. If the previous membership of such applicants shall have lapsed, the Pastor may, at his discretion, arrange for a period of re-instruction prior to reaffirmation of faith.

C. Applicants who have affirmed their baptismal faith through the Rite of Confirmation in this congregation shall have fulfilled all eligibility requirements for communicant membership and shall be received into membership. Before acceptance into communicant membership, all applicants shall receive a copy of and agree with the constitution and By-Laws of this congregation, and affix their signature to a congregational membership covenant. The roster of members shall be available to the congregation upon request.

Section 2: Privileges and Duties of Communicant Members

It shall be the privilege and duty of communicant members of this congregation to:

A. Grow in Christian faith and life through the faithful use of the Means of Grace, the diligent use of the Scriptures, both individually and in fellowship with other members of this congregation, and the regular reception of the Lord's Supper.

B. Lead a Christian life, with the help of God, abstaining from open works of the flesh (Galatians 5:18-21) and conducting themselves as to reflect their Christian faith.

C. Provide for the proper Christian training of their children by instruction at home and through the agencies of the Church.

D. Support the work of the Lord in this congregation by contributing regularly and proportionately as God has prospered them and their conscience dictates for the extension of the Kingdom of God at home and abroad.

E. Participate in the life and ministries of the congregation and give of their talents and abilities to the work of the congregation as they are able, so that the purpose and function of the congregation may be effectively implemented.

Section 3: Release or Removal of Communicant Membership

- A. Transfer to Other Evangelical Lutheran Churches: Communicant members desiring to join another Lutheran congregation shall apply to the Senior Pastor for a letter of transfer. Upon approval by the Senior Pastor, a letter of transfer shall be issued and the member released (indicating such on our membership list) by either notification of their acceptance into membership by the congregation receiving the transfer, or within 30 days of our sending the letter of transfer, whichever comes first.
- B. Joining Non-Lutheran Congregations: A communicant member desiring to join a non-Lutheran congregation may apply for a release of their membership. In cases where communicant members have already joined another congregation, they by their own action, shall have terminated their membership.
- C. Whereabouts Unknown/Moved Without Transfer: The names of communicant members whose whereabouts are unknown and cannot be established within a period of one year, or who have moved from the area without transferring membership to another congregation, shall be removed from membership upon approval of the Senior Pastor. This action shall be indicated on our membership list.
- D. Forfeit of Rights and Claims: Release of, or removal from, communicant membership for any reason will result in the forfeit of all rights of membership in this congregation and all claims upon the property of this congregation, unless they have been reinstated into communicant membership.

Section 4: Church Discipline of Communicant Members

- A. **In accordance with Article 1, Section 2-A of these By-Laws**, if a communicant member of Resurrection Lutheran Church has not attended worship and/or communed for three months, he/she shall be contacted by a congregational representative to express concern, to encourage more frequent participation, and to offer assistance where possible. If such inactivity continues for an additional 3 months, he/she shall be contacted by a congregational representative designated by the Senior Pastor, to express additional concern and encouragement. If, after a total of nine months, such member has not communed and is not attending worship, he/she shall be visited by a representative of the congregation. Concern and encouragement shall be expressed and the member reminded of the privileges and duties of communicant membership. Such indifference to church membership, with its privileges and duties shall be interpreted as self-exclusion should it continue three more months. If, after twelve months, such member has not responded to the pastoral and fraternal concern of the congregation, he/she shall be informed that, by his/her own actions, he/she has excluded himself/herself from the life and fellowship of the congregation. Such self-exclusion, unless followed by a request for reinstatement, shall release the individual from the duties of communicant membership and exclude the individual from the privileges of such membership and any claim against the properties of the congregation. The names of self-excluded members shall be transferred to the Elders who shall continue to call upon them.
- B. Excommunication: Excommunication is understood to be the removal from membership of any communicant member who persistently conducts himself/herself in an unchristian manner despite the admonition and counsel of the Church according to the process outlined in Matthew 18:15-20. Unchristian conduct shall include open adherence to and promotion of false doctrine, evidence of an immoral or scandalous life, or wilfully despising the preaching of the Gospel and the Holy Supper of our Lord. Excommunication shall be administered by the Senior Pastor and the Elders acting on behalf of the congregation. Excommunication releases the individual from duties of communicant membership and excludes the individual from the privileges of such membership and any claim against the properties of this congregation. Persons who have been removed from communicant membership, for these reasons, may be restored with all rights and privileges when they repent and request forgiveness through the Senior Pastor and the Elders. Acts of discipline and restoration shall be reported to the congregation or the appropriate congregational entity (as determined by the Senior Pastor) as soon as such decisions occur.

Article 2: ORGANIZATIONAL STRUCTURE OF THE CONGREGATION

Preface: It is the purpose of this article to provide a stable, effective and efficient organizational structure to aid this congregation in accomplishing its mission. The sections that follow specify a model that distinguishes the roles of Voters' Assembly, Board, Senior Pastor, Ministry Staff, and Ministry Groups and Teams. This structure is designed for flexibility and on-going church health, church growth, and for the planting of new churches, within a framework of accountability.

Section 1: Overview of Organizational Entities and Their Roles

Jesus Christ – Ownership (see Mission, Preamble, and Purpose, Constitution pgs. 1 & 2)

The Voters Assembly – Representation of congregation (see Section 2)

The Board – Governance (see Section 3)

The Senior Pastor – Leadership (see Sections 5)

The Ministry Staff - Management (see Section 6)

Ministry Teams, Groups, and Members – Ministry (see Section 7)

A sample Organizational Chart of the above designations is provided in Appendix A.

Section 2: Voters Assembly

Preface: The role of the Voters Assembly is to represent the congregation and administer its affairs, as delineated in Article 2, Section 2-C of these By-Laws.

A. Voting Membership:

Voting Membership is extended to all Communicant Members of this congregation who are at least eighteen (18) years of age. Applications for Voting Membership are submitted to the Voter's Assembly at any Voter's meeting. Upon approval by the voting membership at that meeting, the applicant shall be received as a voting member with all rights and privileges pertaining thereto, at the next voters' meeting. The Recording Secretary shall keep a current list of the voting membership of the congregation and a record of each voting member's attendance at voters' meetings.

B. Privileges and Duties of Voting Membership:

1. Conscientiously and prayerfully exercise his/her right of suffrage in the work of Christ's Kingdom.
2. Willingly serve in any capacity for which he/she is gifted and equipped.
3. Faithfully attend all meetings of the voting membership. Should a voting member fail to attend without excuse four (4) consecutive meetings, he/she shall forfeit all rights and privileges of voting membership. If a voting member desires reinstatement, he or she shall make application at a voters meeting.

C. Rights and Powers of the Voters Assembly:

This congregation, acting through its voting membership, shall have supreme power in the custody of its real and personal property and in the administration of its affairs, subject to this Constitution and its By-Laws and the applicable Religious Corporation Law Chapter 51 of the Laws of the State of New York. No officers shall have any power or authority beyond that conferred upon them by the congregation acting through its voting membership and as prescribed in these By-Laws.

The Voters Assembly delegates its powers to the Board, except in the following designated areas:

1. Calling or removal of the Senior Pastor or other called church workers.
2. Amending the Constitution and/or By-laws.
3. Affirmation of long-range ministry plans (two years or more).
4. Election of Board members.
5. Merger or dissolution of the congregation.

6. Purchase, lease, mortgage, sale, or other disposition of real estate with a value of \$20,000 or more.
7. Incurring of indebtedness secured for real or personal property or indebtedness with a term of more than 5 years.
8. The Voters Assembly delegates its authority and the responsibility for daily administration of congregational affairs to the Senior Pastor, acting in accordance with the Guiding Principles.

The above-mentioned decisions shall be made by a majority vote of qualified voting members casting ballots at a properly convened meeting of the Voters Assembly, except as otherwise specified in these By-laws for dealing with situations or matters specified herein.

D. Meetings of the Voting Membership: An annual meeting shall be held on one of the 1st three Sundays in June for the purpose of conducting regular business in accordance with these By-Laws, receiving a report on the ministries of the congregation, electing of Board members and other voting matters.

Non-voting communicant members of the congregation may attend the voters meetings and may submit recommendations or participate in a discussion of any given item of business before the voting membership.

All voters meetings shall be announced at the worship services on the two (2) Sundays preceding the date of the meeting and shall be published in the parish Newsletter where possible. Votes may be cast verbally, visually or in writing.

E. Special Meetings: Special meetings of the voting membership may be called by the Board, the President of the Congregation, or the Senior Pastor. At the written request of any ten (10) voting members of the congregation, a meeting will be called by the Board. Notice of the date and time of the special meeting and the nature of the business to be transacted shall be given at the worship services on the two (2) preceding Sundays.

F. Quorum: The presence of twenty-five percent (25%) of the eligible voting membership shall constitute a quorum to transact business. Passage of all matters shall require a majority of the voting members present, except where otherwise provided in the By-Laws. In matters relative to the purchase or sale or sales of property, the erection of a building, or the calling or removal of a Senior Pastor, called Teacher, or Commissioned church worker from office, forty-five percent (45%) of the eligible voting members must be present to constitute a quorum and a two-thirds majority of voting members present shall be required for adoption of such resolution.

G. Order of Business: All annual voters' meetings shall observe the following order of business:

1. Keeping a record of voting members present
2. Opening devotion
3. Reception of new voting members
4. Minutes of previous meetings (including special meetings)
5. Report of the ministries of the Church
6. Special agenda items.
7. Election of Board members
8. Closing devotion
9. Adjournment

The President may, with the consent of the voting membership, vary the order in the interest of efficiency. In general, for purposes of order, Robert's Rule of Order shall prevail.

The President shall preside over all Voters' meetings and the Secretary shall be responsible for the minutes and clerical work of the Voters' Assembly.

Section 3: The Board

Preface: The Board performs the distinct function of governance, in contrast to leadership, management, and ministry. To accomplish governance, the Board shall be composed of seven (7) members: The Senior Pastor, an ex-officio Board member with full rights and privileges to vote, and six (6) members who are elected in accordance with Article 2, Section 3-D of these By-Laws.

A. Board Members: Elected Board members (Directors in state law) must be voting members, at least 21 years of age, and duly elected by the voting membership. Four (4) officers shall be selected by the Board from among its elected members in July, after elections. Board members not serving as officers shall serve in an at-large capacity.

Responsibilities of the Pastor and the Officers:

1. The Senior Pastor - shall lead the Board in all discussions (except the Accountability Principles, in accordance with Article 2, Section 3-B, #1 & #2 of these By-Laws). The Senior Pastor retains voting rights, except in motions pertaining to his own accountability and compensation.
2. The President - shall ensure that governance takes place in accordance with Article 2, Section 3-B, #1 of these By-Laws, and that the Accountability Principles are enforced. The President shall lead the Board when discussing the Accountability Principles and the Senior Pastor's compensation. This position shall be limited to males.
3. The Vice-President - shall perform all the duties of the President in his absence, his disability, or at his request. In the event of a vacancy in the office of President, the Vice-President shall succeed to the office of President for the remainder of the term. The Board may select another of its members to fill the office of Vice-President/Treasurer for the remainder of the term. This position shall be limited to males. The Vice-President may also hold the office of Treasurer.
4. The Treasurer – shall oversee the annual audit and have access to all financial information in the church. All other financial responsibilities and duties are delegated to the Senior Pastor in accordance with Article 2, Section 3-B, #3 of these By-Laws, to implement according to the Guiding Principles. This position may also be held by the Vice-President.
5. The Secretary - shall be responsible for the minutes of all meetings, and for maintaining and distributing the current edition of the Guiding Principles and other Board documents. A non-board member assistant may be appointed, at the request of the secretary, to perform the secretarial and clerical duties involved.
6. Officer positions (other than President) that are vacated shall be filled by selection of the Board from among its elected members.

Officers of the Board shall also serve as officers of the Voters Assembly.

B. Role of The Board:

1. The primary role of the Board shall be to provide accountability and support for the Senior Pastor through development of, and ongoing adjustment to, the concise, relevant policies herein referred to as Guiding Principles. These Guiding Principles are of fundamental importance to this organizational structure and serve to guide the Senior Pastor in his leadership of the congregation in its mission and visions. The Guiding Principles fall into the following three (3) categories:

- Mission Principles – Directed to the Senior Pastor, these guidelines for ministry are based on our mission and visions at any given time in the life of the congregation. They are to be written in general terms, articulating goals to be reached or objectives to be accomplished, by the congregation.

- Boundary Principles – Directed to the Senior Pastor, these guidelines consider the Mission Principles. They define what means the Senior Pastor may not employ in his leadership of the congregation to accomplish its goals and objectives.

- Accountability Principles – Directed to the President (on behalf of the Board), these guidelines consider both the Mission and Boundary principles, while measuring the Senior Pastor's compliance with each as he leads the congregation.

This combination of Mission, Boundary, and Accountability Principles is based on high levels of trust among the Senior Pastor, the Board, the Ministry Staff, and the Congregation. These Guiding Principles are intended to provide freedom and flexibility for the Senior Pastor to accomplish the mission responsibly and efficiently. The current edition of the Guiding Principles shall be made available to voting members upon request.

2. The Board shall determine the Senior Pastor's compensation in consideration of the District guidelines, progress toward the Mission Principles, and respect of the Boundary Principles.
3. The Senior Pastor shall present the annual budget to the Board for approval in June. All other financial and operating decisions will be addressed by the Board through written policy in the Guiding Principles.
4. For financial matters, the Senior Pastor shall appoint at least three (3) members of a Finance Team. This team will include a financial Ministry Staff person, and two (2) support staff people: a Financial Secretary (for accounts receivable) and a Bookkeeper (for accounts payable). All appointments to the Finance Team shall be with the Board's approval.
5. The Board shall leave the leadership of the church to the Senior Pastor to lead according to the Guiding Principles; and shall leave the management of the Church to the Ministry Staff, under the direction of the Senior Pastor.
6. One-half of the total number of board members shall constitute a quorum for action by the Board. Action of the Board shall be by majority of all members (4 of 7), whether or not all are present and voting.
7. Any Officer may sign legal documents on behalf of the congregation, if so requested by the Senior Pastor, in compliance with the Guiding Principles established by the Board and subject to approval by the Voter's Assembly, when required by Article 2, Section 2-C of these By-Laws.
8. The Board shall have no authority on matters listed in Article 2, Section 2-C of these By-Laws, but may bring recommendations (in compliance with the Guiding Principles) to the Voters Assembly.
9. Board meetings shall occur at least quarterly, including June (for budget approval) and July (for selection of officers). The dates of quarterly meetings will be set by the Board. Additional Board meetings will be held as needed, when called by the Senior Pastor, the President, or any three (3) Board members. Other matters may be acted upon by telephone or E-mail.

C. Eligibility: Board members shall be active communicant members in good standing for a minimum of one (1) year, and shall not be paid Ministry Staff members or employees of the church. This does not apply to the Senior Pastor, who is an ex-officio member of the Board. Immediate family members of the

Senior Pastor shall not serve on the Board. Beginning in the year 2013, family members of Ministry Staff, employees, or any current board member, shall not serve on the Board.

D. Election Process: Board members (other than the Senior Pastor) shall be elected by the following process:

1. In January, a Nominating Committee of three (4) shall be elicited from the Board (including the Senior Pastor) to consider possible candidates who are of good character & commitment to the mission of the church, and who possess the ability to fulfill the responsibilities of a Board member. Every year at least one male must be elected, to fulfill the requirements of Article 2, Section 3-A, #'s 2 and 3.
2. The congregation shall be notified through verbal or written announcements on two (2) consecutive Sundays in January that any voting member may submit a signed letter to the Nominating Committee recommending a potential Board member meeting the qualifications listed in C & D, #1 above.
3. Potential Board members must successfully complete a training course taught by the Senior Pastor covering the mission, vision & structure of the congregation (if not previously taken).
4. At their annual meeting in June the Nominating Committee shall present to the Voters the names of Board candidates for election to the Board.

E. Term of Office

1. Board members shall be elected for a 3-year term. No Board member may be elected to more than three (3) consecutive 3-year terms, or a total of 9 years on the Board. However, a person may serve again after a minimum of one (1) year's absence from the Board.
2. A Board member may run for, and if elected, serve an additional 3-year term, if it is in the best interest of the Church, even if that person has already have served a total of nine (9) years on the Board. This shall be allowed when the Voter's Assembly votes that, in the best interest of the church, the term should be extended.

The extension shall be allowed as follows: The Board, by a 2/3 majority vote, must approve a motion for a 1-term extension of the 9-year limit, which then qualifies that person for re-election by the Voting Membership by majority vote.

3. The term of a Board member may be vacated by resignation, removal from church membership, or by action of the Board. The remainder of a vacated term shall be filled by recommendation of the Senior Pastor and approval of the Board. Fulfilling the remainder of a term is not included in the 9-year maximum service as described in #2 above.
4. Every year two (2) Board members are elected for a 3-year term.
5. Newly-elected Board members shall be installed on the last Sunday in June, normally assuming their duties on July 1 and terminating their term on June 30 of the third (3rd) year of their term.
6. Should a Board member cease to be an active communicant member in good standing, his office shall become vacant by resolution of the Board. Any Board member who is unable to carry out his duties and responsibilities because of illness or any other reason, or fails to attend 3 consecutive Board meetings without excuse, may have his/her office declared vacant by a 2/3 majority vote of the Board.
7. The terms of office for Board members shall be staggered, beginning with the first year of operation under this organizational structure.

Section 4: The Pastor

A. The Office of Pastor

The Office of the Public Ministry, or the Pastoral Office, is distinct from the universal priesthood which belongs to all believers. The Office of Pastor is grounded in the Ministry of Christ and is an extension of the Apostolate established by Him. The Church, guided in prayer and by Holy Spirit,

adjudges a man eligible according to the God-given requirements of the Office [1 Timothy 3; Titus 1] and elects him to the Office of Pastor. Thus the call from God is mediated through the Church. This call is confirmed when, by the laying-on-of-hands and prayer (ordination), the authority to preach the Gospel and administer the Sacraments is conferred to the individual and he is recognized by the Church. The Pastoral Office is the primary office of the Church from which all other offices issue. The Church has the right to distinguish such auxiliary offices, establish as many as its needs require, and determine what functions are assigned to such offices, all of which are responsible to the Pastor. Upon acceptance of the call issued by the congregation and installation into the office, the Pastor is obligated to preach the Word, to administer the Sacraments of the Church, and to oversee the flock committed to his care.

B. The Calling of a Pastor

1. In the event of a vacancy in the Office of Pastor, the Board is empowered to secure an Interim Pastor with the aid and advice of the Circuit Counselor. The Interim Pastor shall be responsible for obtaining Pastors for the conduct of the worship services, marriages, baptisms, confirmation, and funerals, and for general oversight of the ministry of the congregation until a new Pastor has been installed.
2. The Board shall recommend to the voting membership no less than six (6) nominees for a Call Committee which shall represent a cross-section of the congregation and shall include all or some of the following:
 - President of the Congregation (ex officio)
 - Board representative
 - Youth representative
 - Women's representative
 - Education or Sunday School representative
 - Worship or Elders representative
 - Evangelism representative
 - Older member representative

By simple majority vote the voting membership shall approve a Call Committee numbering no less than 6, nor more than 9 from among these nominees.

3. After an extensive analysis of the congregation and following consultation with the District President and Circuit Counselor, the Call Committee shall formulate a Call List from among the names submitted by the District President. This list may also include names which have been submitted by members of the congregation and approved by the District President. This list shall be submitted to the voting membership for approval.
4. At the next regular voters meeting or at a special meeting called for that purpose, the voting membership shall adopt by majority vote all or part of the Call List submitted by the Call Committee. The President of the congregation shall appoint tellers with the approval of the voting membership. Each voting member shall vote for only one candidate on each ballot. Balloting shall continue with the candidate receiving the lowest number of votes being removed from each succeeding ballot until 3 names remain. The three remaining candidates shall be announced to the congregation at the worship service in at least 2 Sundays prior to the announced date of the Call Meeting.
5. At the next regular voters meeting or at a special meeting called for that purpose, the voting membership shall elect the candidate receiving a 2/3 majority of ballots cast to be the Pastor-elect. To facilitate the voting process, the candidate receiving the lowest number of votes shall be removed after the first ballot. If after 2 ballots, one of the two remaining candidates fails to receive a 2/3 majority, the voting membership shall commission the Call Committee to prepare a new Call List from the names approved by the District President.
6. When a candidate receives a two-thirds majority and the President has verified the count, the tellers shall destroy the ballots and the election shall be rendered unanimous by consent of the voting members present. A written Call shall be prepared by the Board with the aid of the Circuit

Counselor and sent to the Pastor-elect no later than one week following the election. The Call shall include at least the following information:

- a. Information on the congregation and community.
 - b. A copy of current constitution and by-laws.
 - c. A list of the responsibilities of the Pastor and congregation toward each other.
 - d. A description of the compensation and housing provided by the congregation.
7. A copy of the written Call shall be forwarded to the District President and Circuit Counselor. Upon acceptance of the Call, the Pastor-elect and the Board shall negotiate the date the Pastor-elect will begin his official duties and be installed into office. In the event that the call is declined, the voting members shall commission the Call Committee to prepare a new Call List.

C. Duties of the Pastor to the Members:

1. To give himself to prayer and the study of the Word of God;
2. To conduct the public worship of the congregation, preach the Gospel, baptize, preside at Holy Communion, absolve the repentant, catechize, comfort the distressed, visit the sick and dying, and admonish the indifferent and erring members in keeping with Article II of the Constitution;
3. To examine and instruct all applicants for membership into the congregation;
4. To conscientiously care for the flock and guide the congregation in the application of the Discipline of the Church;
5. To provide spiritual leadership and oversight in the congregation and the various auxiliary organizations within the congregation;
6. To assist each member in the development and use of his or her spiritual gifts and abilities to further the work of the Kingdom;
7. To keep an accurate record of all ministerial acts in the "Parish Register" provided for the purpose, to supervise the keeping of a current membership list, and to serve as the custodian of the official seal of the congregation.

D. Duties of the Members to the Pastor:

1. To receive the Pastor as a servant of Jesus Christ;
2. To give him the honor, love, and obedience which the Word of God prescribes;
3. To aid him and his ministry by word and deed;
4. To support him and his family with diligent and faithful prayers;
5. To encourage and cooperate with him in the performance of his duties;
6. To encourage his continued growth in his calling as a Pastor;
8. To provide just and fair compensation for him and his family, which compensation shall be reviewed annually.

Section 5: The Senior Pastor

The role of the Senior Pastor is to lead the Church to accomplish its mission by the teaching of biblical truth, casting of vision, and advancing of the mission. The Senior Pastor shall lead Board discussions of the Mission and Boundary principles of the Guiding Principles. The Senior Pastor shall lead the Ministry Staff by directing them in their management of all Church operations.

The Senior Pastor shall himself hire, direct, evaluate, set compensation, and dismiss any and all Ministry Staff, in compliance with the Guiding Principles established by the Board. The Senior Pastor, or his designee, shall do the same for support staff. Any dismissals of ministry or support staff must have prior approval by a majority of the Board.

Section 6: The Ministry Staff

A Ministry Staff person appointed by the Senior Pastor shall manage each major area of Church operation, including property and finance. The term "Ministry Staff" shall apply to all ministry leaders appointed for this management purpose, whether they are paid, unpaid, full-time or part-time.

Ministry Staff positions shall be created, filled, vacated, or discontinued based on how effectively they accomplish designated parts of the Mission Principles within the means allowed by the Boundary Principles. All such decisions are the responsibility and prerogative of the Senior Pastor, who is accountable to the Board for the effectiveness of the Ministry Staff.

Any support staff for ministry areas shall be hired and/or appointed by the Senior Pastor or his designee.

Section 7: Ministry Teams, Groups, and Members

The members of the congregation shall serve on Ministry Teams, Groups, and at times individually, as established by the Senior Pastor or the Ministry Staff, to carry out the ministries and work of the congregation. Each Team, Group, or Member serves under the leadership of a Ministry Staff person with responsibility for that area of ministry.

Ministry Teams, Groups, and areas of ministry may fall into these and other categories: educational ministries, outreach ministries, social ministries, fellowship teams, property teams, spiritual care teams, elders, worship-related teams, musical groups, youth groups.

Section 8: Auxiliary Organizations

Organizations may be formed within the congregation with the approval of the Board, upon recommendation of the Senior Pastor. All such organizations shall be overseen by the Senior Pastor or Ministry Staff leader responsible for that area of ministry. Any decisions, enactments, or activities of such organizations shall be in accord with the church's mission, vision, Constitution and By-laws.

Section 9 Interim Ministry Leadership Team

In a Senior Pastor vacancy or absence for an extended period of time, or if the Senior Pastor is unable to fulfill his duties, an Interim Ministry Leadership Team shall assemble. This Interim Ministry Leadership Team shall work in conjunction with the appointed Interim Pastor (in accordance with Article 2, Section 4-B, # of these By-Laws) to oversee the Ministry Staff and lead the ministries of the congregation. The Interim Ministry Leadership Team shall consist of the President of the Board or his designee, and at least one member of the Ministry Staff appointed by the President and approved by the Board.

Article 3: Changes To The By-Laws

Section 1:

These by-laws may be changed or amended with the exception of the article(s) listed in Section 2 (below), by a simple majority of the votes cast at a regular or special meeting of the voting membership, provided that the proposed change or amendment has been published to the congregation on the 2 Sundays preceeding the Voter's meeting.

Section 2:

Article 2, Section 4 may be changed or amended only when such change is required by the Synod or District in which the congregation is a member.

Adoption, Amendment and Revisions of this Constitution & By-Laws:

1. Constitution and By Laws Adopted September 21, 1986.
2. Article 4, Section 6 of By-Laws amended by Voters on March 17, 1991.
3. Article 4, Section 5 of By-Laws amended by Voters on June 9, 1991.
4. Article 4, Section 5 of By-Laws amended by Voters on March 19, 1995.
5. A major revision of this Constitution and By-Laws was temporarily adopted by Voters in November, 2007, and then formally adopted by Voters on June 14, 2009. Those Articles designated as irrevocable or unchangeable in the previous rendition (adopted 9/21/86) remain so in this rendition, as listed below:

In the Constitution:

ARTICLE II	Confessional Standard
ARTICLE III	Synodical Membership
ARTICLE IV	Membership in the Congregation
ARTICLE VIII	Property Rights

In the By-Laws:

Article 2, Section 4 The Office of Pastor

Notes:

The following resources were especially helpful in the design of this Constitution and By-Laws:

Winning On Purpose by John Edward Kaiser

Hit the Bullseye by Paul D. Borden

Flexible, Missional Constitutions/By-Laws by Alan C. Klaas and Cheryl D. Klaas