

**St Paul Lutheran Church  
December Congregational Meeting  
Index Of Documents To Be Presented At Meeting  
Sunday, December 3, 2017 @ 10:30am**

<b><u>Documents In This Packet</u></b>	<b><u>Starting Page</u></b>
<b><i>This Index Page</i></b>	<b>1</b>
<b>Meeting Agenda</b>	<b>2</b>
<b>Approval Of Previous Minutes</b>	
January 2017 Meeting Minutes	<b>3</b>
June 2017 Meeting Minutes	<b>5</b>
<b>Council Candidate Bios <i>(Alphabetical)</i></b>	<b>6</b>
<b>Proposed Constitution Changes</b>	
Executive Summary	<b>10</b>
Proposed Constitution	<b>11</b>

# **St. Paul Lutheran Church**

Westerville, Ohio 43081

## **Annual December Congregational Meeting**

Sunday, December 3, 2017 @ 10:30am

### **Agenda**

#### **Call to Order**

**Opening Prayer - Pastor Jon**

**Establishment of a Quorum**

#### **Approval of Minutes**

January 29, 2017 - January Congregational Meeting

June 4, 2017 - Special Congregational Meeting To Call Pastor Grate

#### **Council Elections**

4 of 8 Positions Being Elected - Term Is From 2018 Through 2019

Candidates (Alphabetical By Last Name):

**Julian Bell**

**Melissa Castor**

**Amy Drake**

**Doug Krisop**

**Judy McLeod**

**Andy Schall**

**Stephen Schindehette**

**Deb Wallace**

#### **Vote On Proposed Constitution Changes**

**Endowment**

**Other Business**

**Move To Adjourn**

**St. Paul Lutheran Church**  
Westerville, Ohio 43081

**Annual January Congregational Meeting**  
Sunday, January 29, 2017 @ 10:30am

**Agenda**

**Call to Order (10:41am)**

**Opening Prayer - Pastor Jon**

**Thank You - Members Concluding Their Council Service To The Congregation**

**Phil Baden** - Served As Vice President and Council Liaison

**Lisa Michaels** - Served Council Liaison

**Peg Kennedy** - Served Council Liaison

**Introduction of current Church Council members and officers**

Scott Beckett

Amy Drake -- Secretary

Jean Forsythe

Karla Kruse -- Vice President

Tom Michael

Ryan Rackley -- President

Andy Schall --Treasurer

Gretchen Zody

**Establishment of a Quorum**

**Approval of Minutes**

December 4, 2016 - Congregational Meeting & Council Elections approved.

- Mike Roberts Moved and Bil Lyons second, motion carried.

**2017 Budget**

Review - Dennis Shreve reviewed the budget for 2017.

- Ron Haseley moved and Jack Chenoweth second, motion carried.

**Lomo Partnership**

- Presentation of partnership was removed from the agenda by Pastor Jon. St. Paul will continue to partner with LOMO and their programs in a participatory manner.

**Endowment - Steve Moyer**

First endowments have been given. By-law Changes to be voted on include:

- Taking away percentages of gifts give, but keeping categories. Committee determines the amount and distribution
- Member term limits have also been eliminated.
- Bil Lyons moved to accept changes, Dennis Shreve second, motion carried.

**Thank you - Ryan Rackley**

- Dennis Shreve for many years of service leading the Stewardship committee, Bil Lyons for many years as Treasurer, Dan Shively for his great work as Financial Secretary, and Mike Roberts for his many years for service as Property Committee chair. Thank you good and faithful servants.
  
- Thank you to our members for their willingness to run and serve on council if so called by the congregation; Tammi Baden, Erin Bopp, Melissa Castor, and Robert McFarling.

**Adjournment - Lord's Prayer (11:03 am)**

- Bil Lyons so moved, Mike Roberts second and motion carried.

**St. Paul Lutheran Church**  
Westerville, Ohio 43081

**Congregational Meeting- Associate Pastor Call and Compensation**  
Sunday, June 4, 2017 @ 10:30am

**Agenda**

**Call to Order (10:35am)**

**Opening Prayer – welcome Pastor Katie Kerrigan, Director of Evangelical Mission for the Southern Ohio Synod**

**Establishment of a Quorum – confirmed**

**Recognize Call Committee**

Tom Michaels (Chair)  
Allison Michaels  
Becki Wilke  
Harold Kruse  
Pastor Jon

Julie Jantz  
Lori Keyser  
Steve Baden  
Trevor Long

**IF There Are No Questions, We Will Proceed To Motion**

**Motion to call Pastor Rebecca Grate as Associate Pastor To St. Paul**

Vote > Motion by Scott Beckett, with Steve Sidebottom second. Ballot vote 96% approval. 169 Approve/6 blank and 7 reject.

**Playground, Roof, Website, Rummage Sale  
Other Business?**

**Upon Passage of Call – Motion to Accept Proposed Compensation Package.**

Vote> Motion by Judy McLeod and second by Marlene Scheiffer. Motion passed, not unanimous.

**Motion to Adjourn –(10:55 am)**

Vote> Dennis Shreve moved to adjourn and Ron Haesely second, unanimous vote. Closing Prayer and allow the candidate to inform her congregation.



**JULIAN BELL:** A little more than 11 years ago, my wife Robin, a lifelong Lutheran, was in search of a welcoming and dynamic Lutheran church for our family, in particular for our only child, Mackenzie, then a rising sixth grader about to begin her Confirmation journey. After just one visit and

prayerful discernment, Robin knew that St. Paul was the perfect place for us – and she was absolutely right. For me, St. Paul has provided a spiritual anchor at so many levels, not only in the best of times but also in the most challenging of times. I recall with a very grateful heart the time I experienced a life-threatening health crisis and was hospitalized for more than three weeks and experienced months of recovery: Pastor Charlie Woodward was there day one and the outpouring of prayers and support from the congregation was inspirational and uplifting. Through all of this I have grown as a Christian and in my faith. When Pastor Jon recently asked me to consider placing my name on the Church Council ballot, I was first and foremost incredibly humbled. After all, I have not been involved in many church activities other than Sunday or holiday services, the Spoke Folk Christian Music event and those activities associated with Mackenzie’s St. Paul experience. But without hesitation I knew that this was an opportunity to give back and to perhaps apply my background in administration and finance for the benefit of the church. Currently, and for almost 20 years, I have served as Chief Financial Officer of the OSU James Cancer Hospital. Prior

***(Julian Bell Continued)***

healthcare administration experience included positions with Mount Carmel Health, OhioHealth and Mercy Health System-Greater Cincinnati. A West Virginia native, I received my Master of Health Administration degree from OSU and an undergraduate degree in accounting from Marshall University. About my family – Robin is the Director of Marketing and College Relations at Mount Carmel College of Nursing and serves on the board for First Night Columbus. Mackenzie, who recently graduated from Macalester College in St. Paul, MN, now lives and works as an education consultant in Beijing, China. Thank you for your consideration and I welcome the opportunity to serve on the Council and to give back to our St. Paul community and to those we serve.



**MELISSA CASTOR:** I grew up in a Christian family and was baptized at Grace Lutheran Church. I attended church there for several years before my family joined Peace Lutheran Church. I was confirmed at Peace. When my parents, Dave and Judy Castor, joined St. Paul in 2008, I decided to start attending and felt so at home here that I joined myself in 2011. I currently work at Huntington National Bank where I have worked for 8 years, now at the Gateway Operations Center. I graduated with an Associate's degree in office administration from Bradford School in 2007. This past year, I was elected secretary of my

[Continue To Next Page](#)

***(Melissa Castor Continued)***

Home Owners Association where I am responsible for agendas and quarterly meeting minutes. At St. Paul, I have been involved in Triangles, Dinners Out, served at the food pantry, participated in God's Work Our Hands, helped with the mother/daughter events, and attend the Kerygma adult Bible study. In my spare time, I enjoy reading, puzzles, and cross stitch projects. I would be honored to serve our congregation and God by being elected to council.



**AMY DRAKE:** My family and I joined St Paul's in 2006. My husband, Marshall, my two children, Cameron and Kaitlyn, and I have enjoyed many activities and groups that our church has to offer. I served as the Sunday School Coordinator for 3 years. I have also supported the Vacation Bible School as a teacher and author. Cameron was confirmed here in 2017. He has also volunteered as a lector, communion assistant, and member of the youth group. Kaitlyn is currently in the confirmation classes. She has also participated in Operation Christmas Child, making food for the Y, and assisting in the preschool Sunday school class. I worked for Lutheran Outdoor Ministries of Ohio for 6 years in the capacity of registrar, bookkeeper, and office assistant. I also volunteered for LOMO's apple butter festival and maple syrup festivals. As a family, we have been camping at Camp Luther every summer since I was 5 years old. I was also a counselor

***(Amy Drake Continued)***

there for 4 summers. My parents are also life-long Lutherans. Currently, I work as a senior accounting assistant at Battelle Memorial Institute. During the summer of 2016, I was appointed to Council and would be honored to be elected and continue serving St Paul's.



**DOUG KIRSOP:** Born as the eldest of four to a Presbyterian couple, Doug knows about the care of large churches starting with his first part-time job as a church maintenance person at Bay Presbyterian (membership of 1800). As an adult, he served as Elder and Deacon, chairing the Building and Grounds Committee (and leading the church-wide self-study prior to getting a new pastor) at Valley Presbyterian Church near Chagrin Falls, Ohio, where a delightful single lady Lutheran pastor working with youth caught his attention. They formed a new blended family with Denise's God-children Tristan and Natalie, Doug's children Jenny and John, and then welcomed together, Andrew, and God-child, Leah. They also sponsor two native children in northeastern India, Roshan and Susmita. After marriage, Doug served as Chair of the Stewardship and Finance committee at The Church in Aurora (membership of 950) affiliated with the International Council of Community Churches. With a job move to Dallas, Texas, Doug served as Chair of the Stewardship Committee at Lake Highlands United

Continue To Next Page

***(Doug Kirsop Continued)***

Methodist Church (membership of 1500). This background plus interwoven Lutheranism helps Doug maintain ecumenical perspective on strong Christian practices. As a member of Christ Lutheran Church in Bexley, Doug participated in the men's early morning Bible Study. He and Denise joined St. Paul in the fall 2017 membership class. Doug has already enjoyed serving communion and is looking forward to helping with the live nativity then other roles as the Holy Spirit leads, believing fully that stewardship is all of what we do with our time and resources. Currently Doug serves as System Director of Healthcare Technology Management at OhioHealth where his team maintains medical and imaging equipment. He has volunteered with Scouts, United Way and Habitat for Humanity. In his current spare time, Doug maintains his and Denise's home as well as Denise's parents' home, involving him in landscape design, electrical, plumbing and light carpentry, plus grilling and smoking some delicious foods for family and friends.



**JUDY MCLEOD:** I am a life-long member of SPLC and the daughter of Galen McLeod, also a life-long member. I graduated from Capital University with a Public Relations degree, spent 23 years at Borden, Inc. and after 13 years as store administrator retired from Nordstrom. In addition, I maintain an active real estate license. As a teenager

***(Judy McLeod Continued)***

I was active in Luther League and then Young Adults. Over the years just to mention a few, I have sung in the choir, taught Sunday School, served on council and as President of WELCA, organized a Circle, and currently attend and serve as leader of Rachel Circle. In 1993, when the handbells were purchased, I learned to ring and direct so the handbells could be rung. The Bells of St. Paul now ring every third Sunday, Christmas Eve, Holy Week and other celebrations when appropriate. The handbells remain one of my passions. Over the years, I've been involved in many changes at St. Paul. It is very exciting to think about serving the congregation as we prepare for the future and go forth to "Make Disciples, Live Faithfully and Serve Others!"



**ANDY SCHALL:** My wife, Chrissy, and I have been members of St. Paul since 2009. We have been married for 13 years and have one daughter, Ella. I graduated from Penn State University and the University of Maryland with degrees in engineering and currently serve as director of engineering for an architectural and engineering firm in Columbus. At St. Paul, I serve on the Stewardship & Finance Committee and as Treasurer. Previously, I served as Assistant Treasurer. Additionally, Chrissy and I volunteer our time helping with the SPYKids Sunday School program. My hobbies include playing golf, biking and reading. My family and I are very blessed to be a part of the St. Paul family. It would be an honor to

Continue To Next Page

***(Andy Schall Continued)***

continue to serve as one of your Council members, representing our congregation as we continue to grow our ministries within the community.



**STEPHAN SCHINDEHETTE:** I have been a member of St. Paul since 2006, when my family and I moved to Westerville from Texas. My wife, Debbie, and I have been married since 1988 and have three children: Scott, Brian and Sarah. I'm a Technical Product Manager at OCLC, a non-profit library cooperative in Dublin.

Over the years, I have been very active at St. Paul: teaching in the the SPYKids program, serving on the church council, acting in the live nativity, and singing in the adult choir. I have participated in men's Bible study, men's breakfast, served at the YWCA family shelter, God's Work Our Hands projects, and gone on two ASP trips. I was also blessed to be part of the call committees that brought in Pastor Aaron and Pastor Jonathan. In 2010, I worked with the Worship and Music Committee to establish the Audio/Video Ministry Team. As A/V Coordinator, I have helped to manage and upgrade the audio and video equipment for both the traditional and contemporary services, and have a wonderful group of volunteers that help make every Sunday run smoothly. I worked with church council in 2013 to establish the Technology Committee and have seen it grow to become a significant part of St. Paul's ministry and mission. As Committee Chair, I have helped the

***(Stephan Schindehette Continued)***

technology teams upgrade our telecommunication and network systems, implement new products and services, and establish policies and procedures for using technology in the church. I look forward to continuing to work for the congregation in the many ministries of St. Paul.



**DEB WALLACE:** A life-long Lutheran, I joined St. Paul in 2008. Here at St. Paul, I have served as a Stephen Minister and Chair of Altar Guild for a number of years. I am also blessed to make a joyful noise with our hand bell choir, the Bells of St. Paul. I am a graduate of The Ohio State University, and Capital University Law School. As a

trial attorney, I represented families, individuals, and the underserved including victims of discrimination and fraud. In 2011, I "un-retired" myself and went to work at WARM, where I started the Westerville Area Kids Lunch Club, the Mobility Mentoring program, and served as the Programs and Projects Manager. My husband, Chris, and I have two adult children and three big dogs. The Lord gives each of us different gifts and talents, and I seek to use the few that I have been given with excellence. I would be honored and blessed to serve St. Paul on church council.

## **St. Paul Lutheran Church - 2017 Constitutional Update Executive Summary**

### **Key Items Of Note In Updated Constitution**

- Last Constitution Update Was In 2009
- \* Symbol Added To Sections To Easily Identify ELCA Required Items
- Most Required Sections Existed In Our Constitution But Needed Updates
- Bylaws Renamed Starting With BL For Easier Identification
- Bylaws Included Within Applicable Sections And At The End In Bylaw Section
- Endowment Bylaws Previously Approved By Congregation Added Appropriately
- Congregational Meetings May Be Announced By Mail/Email
- Congregational Meetings Announced At Church 2 Sundays Prior Rather Than 3
- Meetings Announced By Mail/Email 10 Days Rather Than 12 Prior
- December Meeting Remains First Sunday With Provision To Adapt To Weather
- January Meeting Given Flexibility To Be Held No Later Than February 15th
- Clarified Terms Of Service For Council With Specific Start And End Months
- Council Ballot Moves From Minimum Of 8 Candidates Down To 6
- Quorum Based On Members Present Following All Meeting Communications
- Mutual Ministry Added As Optional Team To Guide/Aid Pastors
- Committee Names Clarified And Combined. Added Missing Committee Names

**Full Text Of Changes Follows This Executive Summary**

**This Effort Would Not Have Been Possible Without The Detailed Work Of The  
Following Constitutional Committee Members**

**Steve Sidebottom**

**Judy Mcleod**

**Bill Schuman**

**Scott Beckett**

**Pastor Jon**

**Ryan Rackley**

## PREAMBLE

We, baptized members of the Church of Christ, responding in faith to the call of the Holy Spirit through the Gospel, desiring to unite together to preach the Word, administer the sacraments, and carry out God's mission, do hereby adopt this constitution and solemnly pledge ourselves to be governed by its provisions. In the name of the Father and of the Son and of the Holy Spirit.

## Chapter 1.

### NAME AND INCORPORATION

- C1.01. The name of this congregation shall be The St. Paul Evangelical Lutheran Church of Westerville, Ohio.
- C1.02. For the purpose of this constitution and the accompanying bylaws, the congregation of The St. Paul Evangelical Lutheran Church of Westerville, Ohio is hereinafter designated as "this congregation".
- C1.11. This congregation shall be incorporated under the laws of the State of Ohio as a non-profit corporation.

## Chapter 2.

### CONFESSION OF FAITH

- \*C2.01. This congregation confesses the Triune God, Father, Son, and Holy Spirit.
- \*C2.02. This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
- a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.

b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.

c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

\*C2.03. This congregation accepts the canonical Scriptures of the Old and ~~the~~ New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.

\*C2.04. This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.

\*C2.05. This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.

\*C2.06. This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.

\*C2.07. This congregation confesses the Gospel, recorded in the Holy Scripture and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

### Chapter 3.

#### NATURE OF THE CHURCH

\*C3.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.

~~C3.02~~ \*C3.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.

\*C3.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

\*C3.04. This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God’s mission in the world.

\*C3.05. The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

#### Chapter 4.

#### STATEMENT OF PURPOSE

\*C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God’s creative, redeeming, and sanctifying activity in the world.

\*C4.02. To participate in God’s mission, this congregation as a part of the Church shall:

a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.

b. Proclaim God’s saving Gospel of justification by grace for Christ’s sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.

c. Carry out Christ’s Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.

d. Serve in response to God’s love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, ~~and~~ standing with the poor and powerless, and committing itself to their needs.

e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.

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

\*C4.03. To fulfill these purposes, this congregation shall:

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

b. Provide pastoral care and assist all members to participate in this ministry.

c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.

d. Teach the Word of God.

e. Witness to the reconciling Word of God in Christ, reaching out to all people.

f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.

g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.

h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.

i. Foster and participate in ecumenical relationships consistent with churchwide policy.

\*C4.04. This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational groups and shall review their actions. ~~-(~~[Such descriptions shall be contained in continuing resolutions in the section on the Congregation ~~Council.)~~Committees.]

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

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

Chapter 5.

POWERS OF THE CONGREGATION

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

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

\*C5.03. Only such authority as is delegated to the Congregation Council or other organizational units in this congregation's governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:

- a. call a pastor as provided in Chapter 9;
- b. terminate the call of a pastor as provided in Chapter 9;

c. call ~~or a minister of Word and Service;~~

d. terminate the call of ~~associates in ministry, deaconesses, and diaconal ministers~~ a minister of Word and Service in conformity with the ~~applicable policy~~ constitution of the Evangelical Lutheran Church in America;

~~d.~~ e. adopt amendments to the constitution, as provided in Chapter 16, amendments to the bylaws, as specified in Chapter 17, and continuing resolutions, as provided in Chapter 18;

f. approve the annual budget;

~~e. Acquire~~ g. acquire real and personal property by gift, devise, purchase, or other lawful means;

~~f.~~ h. hold title to and use its property for any and all activities consistent with its purpose;

~~g.~~ i. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;

~~h.~~ j. elect its Congregation Council, and require the members of the council to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions;

~~i. \_\_\_\_\_~~ k. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6; ~~and.~~

~~\_\_\_\_\_ j. adopt amendments to the Constitution as provided in Chapter 17, and amendments to the by-laws as specified in Chapter 16.~~

\*C5.04. This congregation shall choose from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by the Southern Ohio ~~s~~Synod of the Evangelical Lutheran Church in America.

C5.05. This congregation ~~may~~shall have a mission endowment funds that ~~may~~will operate as specified in this congregation's ~~by-laws~~bylaws or continuing resolutions. The purpose of ~~any~~the mission endowment fund is to provide for ~~works~~mission work beyond the operational budget of this congregation; ~~\_\_\_\_\_~~

BL05.05.01. A Saint Paul Endowment Fund Committee of five voting members of this Congregation shall be elected by the Congregation. The term of office will be three years with the first slate of members serving staggered terms. Each year following the initial election, two members will be elected with one elected every third year. In addition to the elected members, the senior pastor of the Congregation shall be an ex-officio member with voice and vote. The Treasurer of the Congregation shall maintain the account of the Saint Paul Endowment Fund and serve as ~~may be set forth~~an ex-officio member with voice and vote. The purpose of the Committee shall be to implement the guidelines of the Saint Paul Endowment Fund.

BL05.05.02. The duties of the Saint Paul Endowment Fund Committee shall include the following:

a. To fulfill the purpose of the Saint Paul Endowment Fund, that is to provide annual distributions beyond the operating budget of this Congregation to ministries as stated below:

1. to special mission projects within this Congregation such as but not limited to youth ministry, church camps/retreats, family crisis counseling, religious education, staff education, and volunteer mission training;

1-2. to special outreach projects, or ministries, in ~~continuing resolutions or bylaws~~our home community or around the world such as but not limited to Lutheran Social Services, other local hunger relief agencies, other programs that serve the homeless and persons at risk, , and projects that enhance our sense of partnership with Christians throughout our region or the world;

3. to extraordinary initiatives within our Congregation such as but not limited to debt reduction, capital improvement, cemetery improvements, special music/worship opportunities, electronic or other technological opportunities, and other creative ministry initiatives within this Congregation;
- b. To determine how the Fund assets will be invested, including the asset allocation. The investment objective will be to provide long term growth so the annual distribution will keep pace with inflation, i.e. the annual distribution will maintain its purchasing power. All investments shall be invested by outside investors such as in the ELCA Endowment Fund Pooled Trust, the ELCA Mission Investment Fund, Thrivent, Columbus Foundation, or similar institutions. No Committee member shall invest the assets in a way that would bring private inurnment to that individual. The Committee shall report at least quarterly to the Congregation Council on all activity within the Fund. Current balance, additions, distributions, and any other activity should be included with the report. Annual accounting and a report of ministries supported through the Fund shall be distributed to the Congregation at its annual meeting.
- c. As long as the Fund has at least \$25,000.00 in cash and investments based upon the St Paul Lutheran Church Annual report for the preceding year, annual distributions will be based upon that amount. It is anticipated that the initial distribution will be between 4.5% and 6% of the Fund value, at the discretion of the Committee.
- d. To plan and carry out a marketing strategy that promotes the receipt of memorials, bequests, and major lifetime gifts. The plan might include workshops, brochures, news articles, mailings and meetings with potential donors.
- e. To receive and celebrate gifts given for ministry through the Saint Paul Endowment Fund and maintain a permanent book of remembrance of donors to the Fund. The Committee has the discretion to decline acceptance of a gift if deemed to be in the best interest of the Fund and the Congregation.
- f. To respond to a Congregation request, in an emergency by using the principal of the Fund to help the Congregation overcome an economically devastating situation. In such an emergency, a two-thirds vote of the church Congregation, in accordance with the constitution of the Congregation shall be required to use the principal of the Fund, under this subparagraph.
- g. If the Saint Paul Lutheran Church of Westerville or its successor(s) cease to exist, either through merger or dissolution, then the Saint Paul Endowment Fund shall continue for the benefit of the mission projects previously designated by the Saint Paul Endowment Fund Committee, until all assets are distributed. Under such circumstances, an accelerated distribution of the principal shall be permitted by majority vote of the Committee.
- h. In the event of alleged or reported malfeasance by a Committee member, such member may be removed upon 2/3 majority vote of the Committee not including the member accused of malfeasance. Any Committee member may resign upon thirty (30) days written notice to the chairperson or recording secretary of the Committee. In either event, council shall appoint a replacement who shall serve until the conclusion of the resigned or removed member's term.

## CHURCH AFFILIATION

- \*C6.01. This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the Southern Ohio Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.
- \*C6.02. This congregation accepts the Confession of Faith and agrees to the ~~P~~urposes of the Evangelical Lutheran Church in America and shall act in accordance with them.
- \*C6.03. This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:
- a. This congregation agrees to be responsible for its life as a Christian community.
  - b. This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
  - c. This congregation agrees to call pastoral leadership from the ~~clergy~~ roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. These special circumstances are limited either to calling a candidate approved for the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.
  - d. This congregation agrees to consider ~~associates in ministry, deaconesses, and diaconal~~ ministers of Word and Service for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
  - e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution of the synod.
- \*C6.04. Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:
- a. This congregation takes action to dissolve.
  - b. This congregation ceases to exist.

- c. This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
- d. This congregation follows the procedures outlined in \*C6.05.

\*C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the ~~desire of this congregation~~intent to terminate its relationship must be adopted at a legally called and conducted special meeting of thise congregation by a two-thirds majorityvote of the voting members present.
- ~~b. Such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time the congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.~~
- ~~b. The secretary of thise~~ congregation shall submit a copy of the resolution to the ~~synodical bishop and~~ bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall mail a copy of the resolution to voting members of thise congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod ~~shall consult with this and the~~ congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the synod of the notice as specified in paragraph b. above.
- d. If thise congregation, after such consultation, still ~~desires~~seeks to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majorityvote of the voting members present, ~~at which meeting the bishop of the synod or an authorized representative shall be present.~~ Notice of the meeting shall be mailed to all voting members and to the bishop at least 10 days in advance of the meeting. ~~Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at~~ the meeting.
- e. A ~~certified~~ copy of the resolution ~~to terminate its relationship, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote,~~ shall be sent to the ~~synodical~~ bishop within 10 days after the resolution has been adopted, at which time the relationship between thise congregation and ~~Evangelical Lutheran Church in America shall be terminated~~ this church shall be terminated subject to paragraphs g., h., and i. below. Unless this notification to the bishop also certifies that the congregation has voted by a two-thirds vote to affiliate with another Lutheran denomination, the congregation will be conclusively presumed to be an independent or non-Lutheran church.

f. Notice of termination shall be forwarded by the ~~synodical~~ bishop to the secretary of ~~this church and published in the periodical~~ the ELCA, who shall report the termination to the Churchwide Assembly.

~~g. This congregation shall abide by these covenants by and among the three expressions~~ of this church:

~~g. Since~~ 1) ~~Congregations seeking to terminate their relationship with this congregation was established by the Evangelical Lutheran Church in America, it shall be required, in addition to church which fail or refuse to comply with each of the foregoing provisions in \*C6.05-, shall be required to receive Synod Council approval before terminating their membership in this church.~~

2) ~~Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to receive synodical approval before terminating their membership in Evangelical Lutheran Church in Americathis church.~~

3) ~~Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.~~

h. ~~If this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's first meeting as specified in paragraph a. above, another special meeting to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of \*C6.05. and may begin no sooner than six months after that second meeting.~~

~~\*C6.06.~~ If this congregation considers relocation, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

~~CHAPTER~~ ~~\*C6.07.~~ If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

Chapter 7.

PROPERTY OWNERSHIP

- \*C7.01. If this congregation ceases to exist, title to undisposed property shall pass to the Southern Ohio Synod of the Evangelical Lutheran Church in America.
- \*C7.02. If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.
- \*C7.03. If ~~a two-thirds majority~~ of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in \*C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Southern Ohio Synod.
- \*C7.04. If ~~a two-thirds majority~~ of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body, and have followed the process for termination of relationship in \*C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.

~~CHAPTER~~C7.05. Notwithstanding the provisions of \*C7.02. and \*C7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, this congregation accepts such restrictions and:

- a. Shall not transfer, encumber, mortgage, or in any way burden or impair any right, title, or interest in the property without prior approval of the Synod Council.
- b. Shall—upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the Southern Ohio Synod —reconvey and transfer all right, title, and interest in the property to the synod.

## Chapter 8.

### MEMBERSHIP

- \*C8.01. Members of this congregation shall be those baptized persons on the roll of this congregation at the time that this ~~amended~~ constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.
- \*C8.02. Members shall be classified as follows:
- a. ~~BAPTIZED~~ Baptized members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
  - b. ~~CONFIRMED~~ Confirmed members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
  - c. ~~VOTING~~ Voting members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation ~~during the current or preceding year. Because of legal considerations, voting members who have not attained the age of 18 may not vote on external contractual issues.~~ Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation—as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
  - d. ~~ASSOCIATE~~ Associate members are persons holding membership in other [Christian] congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. These individuals have all the privileges and duties of membership except voting rights or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
  - e. Seasonal members are voting members of other ELCA congregations who wish to retain such membership but desire to participate in the life and mission of this congregation ~~or, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons who wish to retain provided that this congregation is a relationship with congregation while being member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members of other congregations. They shall have all the privileges and duties of membership voting members except voting rights and eligibility for elected offices or membership on the Congregation Council of this congregation that:~~

- 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
- 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
- 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with the ELCA;
- 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
- 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
- 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.

\*C8.03. All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.

\*C8.04. It shall be the privilege and duty of members of this congregation to:

- a. ~~M~~ make regular use of the means of grace, both Word and sacraments;
- b. ~~L~~ live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
- c. ~~S~~ support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

\*C8.05. Membership in this congregation shall be terminated by any of the following:

- a. death;
- b. resignation;
- c. transfer or release;
- d. disciplinary action ~~by in accordance with ELCA constitutional provision 20.41. and the Congregation Council accompanying bylaws;~~  
or
- e. removal from the roll due to inactivity ~~– in accordance with the provisions of this constitution and its bylaws.~~

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

~~C8.06. This congregation shall maintain a record of its members containing the name and address of each member, the date of admission, and, if members are classified, the class to which the member belongs. Upon termination of membership for any cause, such fact and date of termination shall be recorded in the membership records.~~

## Chapter 9.

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### ~~THE PASTOR~~

#### ROSTERED MINISTER

- \*C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds ~~majority ballot~~ vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.
- \*C9.02. Only a member of the ~~clergy~~ roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of ~~ordained ministers~~ Ministers of Word and Sacrament who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- \*C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a) ~~Every~~ ordained minister of Word and Sacrament shall:
- 1) preach the Word;
  - 2) administer the sacraments;

- 3) conduct public worship;
- 4) provide pastoral care; ~~and~~
- 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
- 6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;
- 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each ~~ordained minister-pastor~~ with a congregational call shall, within the congregation:

- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
- 2) ~~supervise~~ relate to all schools and organizations of this congregation;
- 3) install regularly elected members of the Congregation Council; ~~and~~
- 4) with the council, administer discipline.

~~c. Every pastor shall:~~

~~1) seek out and encourage qualified persons to prepare for the ministry of the Gospel and strive to extend the Kingdom of God in the community, in the nation, and abroad;~~

~~2) impart knowledge of this church and its wider ministry through distribution of its periodicals; and other publications; and~~

~~3) \_\_\_\_\_~~ 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of the Southern Ohio Synod of the ELCA.

\*C9.04. The specific duties of the pastor, compensation, ~~and~~ other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.

~~C9.05. a. The call of a~~\*C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:

~~a. The call of this~~ congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which, ~~except in the case of the death of the pastor,~~ shall be terminated only by death or, following consultation with the synodical bishop ~~and,~~ for the following reasons:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term;
- 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
- 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions, ~~without reflection on the competence or the moral and spiritual character of the pastor;~~;
- 4) ~~—the~~ physical disability or mental incapacity of the pastor;
- 5) ~~—Disqualification~~ suspension of the pastor through discipline ~~on grounds for more than three months;~~

~~6) resignation or removal of the pastor from the roster of doctrine, morality, or continued neglect~~Ministers of duty, ~~or~~Word and Sacrament of this church;

~~6) the~~ 7) termination of the relationship between this church and the congregation;

~~8) dissolution of the congregation,~~ or the termination of a parish arrangement; or

~~7)–9) suspension of the congregation~~ as a result ofthrough discipline ~~proceedings~~for more than six months.

b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of the is synod,

~~1) the bishop,~~ in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

~~2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council,~~ or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall, investigate such conditions personally in company together with a committee of two ~~ordained~~rostered ministers and one layperson.

c. In case of alleged physical disability or mental incapacity, under paragraph a.4) above, the bishop's committee shall obtain and document competent medical ~~testimony shall be obtained.~~ opinion concerning the pastor's condition. When ~~such a~~ disability or incapacity is evident to the committee, the bishop of the ~~is~~ synod ~~with the advice of the committee shall~~ may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament as disabled. Upon removal of the disability and the restoration of ~~a disabled~~ the pastor to health, the bishop ~~of the synod~~ shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another ~~field of~~ labor appropriate call.

d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons ~~shall be heard~~, after which the bishop ~~of the synod~~ together with the committee ~~described in C9.05.b. shall decide on the course of action to be recommended~~ present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If they ~~the~~ pastor and congregation agree to carry out such recommendations, no further action ~~shall~~ need be taken by the synod.

e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds ~~majority~~ vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a ~~simple~~ simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

~~e.~~ f. If, in the course of proceedings described in ~~C9.05.paragraph c. or paragraph d.,~~ above, the bishop's committee concludes that there may be grounds for ~~disciplinary action~~ discipline, the committee shall make recommendations concerning disciplinary action ~~to the synodical bishop, who may bring charges~~ in accordance with the provisions of ~~the~~ this church's constitution ~~and,~~ bylaws ~~of the Evangelical Lutheran Church in America and the constitution of this synod, and continuing resolutions.~~

~~f.~~ If, following the appointment of the committee described ~~C9.05.b. or d.,~~ it should become apparent that the pastoral office cannot be conducted effectively in the congregation(s) being served by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay provided through a joint synodical and churchwide fund and with housing provided by the congregation(s).

~~g. The foregoing procedure shall never be invoked when questions of doctrine, morality, or continued neglect of duty are involved, all such cases being treated as disciplinary matters.~~

\*C9.06. At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.

\*C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ~~ordained pastor~~ rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

\*C9.08. This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting related to the Evangelical Lutheran Church in America.

\*C9.09. When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

\*C9.11. With the approval of the bishop of the synod, the congregation may depart from \*C9.05.a. and call a pastor for a specific term— Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.05.a.

\*C9.12. The pastor of this congregation:

a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, ~~and;~~

b. shall submit a summary of such statistics annually to the synod. ~~The pastor; and~~

c. shall become a member of the is congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

\*C9.13. The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

\*C9.14. The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of retired status to the pastor.

#### ~~C9.20. Ecumenical pastoral ministry~~

~~C9.21. 15.~~ Under special circumstances, ~~as determined by Congregation Council,~~ subject to the approval of the synodical bishop and the concurrence of ~~a majority vote of~~ this congregation, ~~an ordained~~ a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between the congregation and the ~~ordained minister~~ pastor in a form proposed by the synodical bishop and approved by ~~this~~ e congregation.

\*C9.21. Authority to call a minister of Word and Service shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.

\*C9.22. Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synodical bishop may be called as a deacon of this congregation.

\*C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

a. Be rooted in the Word of God, for proclamation and service;

b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;

c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;

d. Equip the baptized for ministry in God's world that affirms the gifts of all people;

e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;

f. Practice stewardship that respects God's gift of time, talents, and resources;

g. Be grounded in a gathered community for ongoing diaconal formation;

h. Share knowledge of the ELCA and its wider ministry of the gospel and advocate for the work of all expressions of this church; and

i. Identify and encourage qualified persons to prepare for ministry of the gospel.

\*C9.24. The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.

\*C9.25. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

a. The call of a congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:

1) mutual agreement to terminate the call or the completion of a call for a specific term;

2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;

3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;

4) physical disability or mental incapacity of the deacon;

5) suspension of the deacon through discipline for more than three months;

6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;

7) termination of the relationship between this church and this congregation;

8) dissolution of this congregation or the termination of a parish arrangement; or

9) suspension of this congregation through discipline for more than six months.

b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service as disabled. Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.

e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

\*C9.26. The deacon shall make satisfactory settlement of all financial obligations to a former congregation before:

a. installation in another field of labor, or

b. the issuance of a certificate of dismissal or transfer.

- \*C9.27. When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- \*C9.28. With the approval of the bishop of the synod, this congregation may depart from \*C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.25.a.
- \*C9.29. The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.
- \*C9.31. The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

## Chapter 10.

### CONGREGATION MEETING

C10.01. Two regular meetings of this congregation shall be held at a time specified in the bylaws.

BL10.01.01 The first regular meeting shall be held ~~during~~ no later than the fourth week of January for the third Sunday in February. The main purpose of ~~discussion of this meeting is to discuss~~ the Mission and Ministry of ~~St. Paul Congregation~~ this congregation and ~~approving the Church~~ approve its annual budget ~~for the coming year.~~

BL10.01.02 ~~A~~The second regular meeting shall be held on the first Sunday in December ~~for the~~(weather permitting). The main purpose of ~~ratifying this meeting is to ratify~~ and modify~~ing~~ nominations for Congregation Council and elect~~ing~~ Congregation Council members.

C10.02. A special Congregation Meeting may be called by the pastor,~~(s)~~, the Congregation Council, the president of this congregation, or shall be called by the president of the congregation at the written request of six (6) voting members. The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The notice for each special meeting shall specify the purpose for which it is to be held, as well as the place, day, and hour of the meeting. No other business shall be transacted.

C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding ~~three~~two consecutive Sundays ~~or~~and by mail or electronic means, as permitted by state law, to all voting members at least ~~12~~10 days in advance of the date of the meeting. ~~The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.~~

C10.04. ~~Twenty five percent (25%) of the~~The voting members present shall constitute a quorum at any congregational meeting.

C10.05. Voting by proxy or by absentee ballot shall not be permitted. ~~Council may, but shall not be required to, provide that voting at elections, or on other matters can be conducted by use of authorized communication equipment, for voting members who are not physically present at such meeting.~~

C10.06. All actions approved by the congregation shall be by majority vote of those voting members present and voting except as otherwise provided in this constitution or by state law.

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

## Chapter 11.

### OFFICERS

C11.01. The officers of this congregation shall be a president, vice-president, secretary and treasurer.

a. Duties of the officers shall be specified in the bylaws.

b. The President, Vice-President and Secretary shall be voting members of the congregation.

c. Officers of Congregation Council when elected shall also serve as officers of the congregation and shall be voting members with the exception of the Treasurer, who may or may not be a member of Council.

d. If the treasurer is not selected from the elected membership of the Congregation Council, the treasurer shall have voice, but not vote at the meetings of Congregation Council.

BL11.01.01 (a) The President shall preside at the meetings of the Congregation Council and of the Congregation and prepare agendas for such meetings.

(b) The Vice-President shall preside at the meetings of the Congregation Council and of the Congregation in the absence of the president

(c) The Secretary shall keep the minutes of the meetings of the Congregation Council and of the Congregation and shall be responsible for duties usually incumbent upon the office. This shall include preparation and posting of continuing resolutions as adopted by Congregation Council.

(d) The Treasurer shall:

- 1) Keep records of individual member contributions;
- 2) give to each member a quarterly report of his/her contribution;
- 3) shall pay all expenses and benevolences upon an order of the Congregational Council.
- 4) shall make a full report at the annual meeting of the Congregation and at such other times as the Congregation or Congregation Council may request such a report.
- 5) With the approval of Council, appoint a financial secretary and/or an assistant treasurer to assist in the fulfillment of the duties set forth in (1) through (4) above. They need not be members of the congregation

C11.02. The Congregation Council shall elect its officers and they shall be the officers of the congregation. The officers shall be elected by written ballot at the regular council meeting in January and shall serve for one year. Their terms shall begin as soon as elected and shall end when their successors are installed. The incumbent president of council shall preside over and conduct the installation meeting electing new officers. The new president shall take office as soon as elected. Such meeting shall take place before the council meeting in January.

C11.03. No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office with the exception of Treasurer who may serve unlimited terms.

Chapter 12.

#### CONGREGATION COUNCIL

C12.01. The voting membership of the Congregation Council shall consist of the ~~Pastor-pastor(s)~~ and ~~eight-8-voting8~~ members of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting

member of this congregation or b) is absent from four successive regular meetings of the Congregation Council ~~and such absences are unexcused, as determined by majority vote of Council, without cause.~~ Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

C12.02. The members of the Congregation Council except the ~~P~~pastor(s) shall be elected ~~by written ballot to serve at a legally called meeting of the congregation during the month of December. Their term of office shall be for two (2) years or until their successors are elected., with the term of office beginning on 01/01 and ending on 12/31.~~ Such members shall be eligible to serve no more than two full terms consecutively. ~~Their terms shall begin when they are declared elected by the proper counting of ballots~~Newly elected Congregation Council members shall be installed at worship. One-half (½) of the terms shall expire annually.

BL12.02.01 The Congregation Council, at its October meeting, shall nominate at least ~~eight (8)~~<sup>six (6)</sup> candidates for the four (4) vacant Council seats to be filled at the Congregation's annual election. All nominations shall be made with the consent of the person nominated. The nominations shall then be announced to the Congregation ~~on at least three~~accompanied by a candidate summary on the preceding two consecutive Sundays prior to the annual election or by mail ~~12~~or other electronic means 10 days in advance of the meeting.

BL12.02.02 The election of Council members shall take place on the first Sunday in December and must be by ballot. The Congregation Council shall have charge of the election. The four (4) candidates receiving the highest plurality of the votes cast shall be deemed elected. In case of a tie vote (or votes) the Council shall decide by ballot. ~~Their terms shall begin when they are declared elected by the proper counting of ballots, which ballots shall be counted by the end of election day.~~

BL12.02.03 The Council President shall be responsible for immediately notifying all nominees of the election results and request those elected to be present on the formal day of installation, which date shall be established by Congregation Council.

C12.03. Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor to serve out the member's term. Any successor member elected to fill out an unexpired term of less than one year

shall not be considered a "term of office", provided however, that under no circumstances may a successor member serve more than five (5) years consecutively.

C12.04. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a) To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- b) To seek to involve all members of this congregation in worship, learning, witness, service, and support.
- c) To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- d) To maintain supportive relationships with the ~~pastor~~ rostered minister(s) and staff and help ~~them~~ am annually to evaluate the fulfillment of their calling, ~~appointment~~, or employment.
- e) To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- f) To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- g) To arrange for pastoral service during the sickness or absence of the pastor.
- h) To emphasize partnership with the synod and churchwide units organization of the Evangelical Lutheran ~~Church~~ Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
- i) To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- j) To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

BL12.04.01 The members of this Congregation Council shall give a good and Christian example to the other members of the Congregation by regular participation in divine services on Sundays and festivals, by hearing and doing God's word, and by frequently partaking of the Lord's Supper.

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

a) The Congregation Council shall be the board of directors of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Ohio except as otherwise provided herein.

b. The Congregation Council shall not have the authority to buy, sell, or encumber real property (except assignment of cemetery plots) unless specifically authorized to do so by a meeting of the congregation and approved by two-thirds (2/3) majority ballot of those voting members constituting a quorum.

c) The Congregation Council may ~~not~~ enter into ~~any single contract that exceeds two percent (contracts of up to 2%)~~ of the annual ~~expense~~ budget for items not included in the budget.

d)The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations ~~of~~ more than ~~two per cent (2)~~ five percent (5%) in excess of the ~~reasonably~~ anticipated receipts only after approval by a Congregation Meeting. In preparation of its budget, Council shall make reasonable attempts to include this congregation's full indicated share in support of the majority of those members present and voting at ~~wider ministry being carried on in partnership with the Congregational Meetings~~ synod and churchwide organizations.

e) The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical

treasurer. ~~In preparation of its budget, Council shall make reasonable attempts to include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organizations.~~

f) The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

BL12.05.01 In addition to the duties and responsibilities provided in the Constitution, the Congregation Council shall:

- a) Review and recommend staff and pastors' salaries annually for budget approval by the Congregation.
- b) Receive reports regularly from the Treasurer and the audit committee to ascertain that expenditures are within the budget approved by the Congregation.
- c) Prepare a budget for submission to the Congregation at the annual meeting.
- d) Assure itself that the Treasurer and others who have access to the funds of the Congregation are adequately bonded.
- e) Provide necessary assistance in the distribution of Communion.
- f) Approve or disapprove applications for use of Church facilities by groups or individuals associated or not associated with the Congregation.
- g) At times of unexpected need, may approve assignments of cemetery lots for the burial of a member, or a member's relative such as a parent, grandparent, son, daughter, or other lineal descendants.

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

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

C12.08. The Congregation Council shall be responsible for the ~~appointment~~employment and supervision of the ~~salaries~~lay workersstaff of this congregation. Nothing in this provision shall be deemed to affect the congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

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

C12.11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

C12.12. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the [senior] pastor or interim pastor, except when ~~such person~~ the [senior] pastor or interim pastor requests or consents to be absent and has given prior approval to ~~an~~ the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of routine matters ~~the [senior] pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.~~

~~which shall be the only business of the meeting. In the event of a vacancy on Council, a majority of members on Council constitutes a quorum for purposes of filling such vacancy.~~

~~C12.13. The Congregational Council may appoint a Financial Secretary and/or an Assistant Treasurer of the Congregation. They need not be members of Congregational Council or members of the Congregation.~~

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

Chapter 13.

## CONGREGATION COMMITTEES

C13.01. Intentionally left blank.

C13.02. Intentionally left blank.

~~C13.03. —An audit committee shall be appointed by the president of Congregation Council with the approval of Council. The audit committee shall consist of three (3) members of the Congregation. Committee members shall not be members of council. This committee shall review past and current financial records of the congregation. In furtherance of the committee's duties in this regard it may contract with outside professionals to assist it in accomplishing its duties. This committee shall issue a yearly report of its findings to Council, who in turn, shall report these findings to the congregation. Committee members shall serve three (3) year terms on the committee. Immediately after adoption of this committee, to insure continuity and experience, the first such appointments shall consist of staggered terms of one (1), two (2), and three (3) year terms. Each new appointment thereafter shall be for three (3) years. Council shall appoint members when vacancies occur to serve the remainder of that particular member's term.~~Intentionally left blank.

~~C13.04. —Intentionally left blank.~~

~~C13.04. Mutual Ministry Committee(s) shall be appointed jointly by the president and the rostered minister. Term of office shall be two years, with three members to be appointed each successive year.\*\*~~

C13.05. When a pastoral vacancy occurs, a Call Committee of eight (~~8~~<sup>6</sup>) voting members shall be elected by the Congregation Council. Term of office will terminate at installation of the newly-called pastor.

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<sup>1</sup> For use if the pastor is president of the congregation under two of the options in C11.02.

C13.06. Other congregation committees may be formed as the need arises, by decision of the Congregation Council.

C13.07. Duties of congregation committees shall be specified in the bylaws and continuing resolutions.

BL13.07.01 Organization of Standing committees:

- a) A Congregation Council member shall be appointed by Council as liaison member to each of the committees of the Congregation.
- b) Each committee will elect a chair-person from its membership.
- c) Each committee shall meet regularly, normally once each month.
- d) Committee members shall serve two years with approximately one-half of the terms expiring annually. Committee members may succeed themselves.
- e) Each committee shall report regularly to the Congregation Council.

BL13.07.02 There shall be the following Standing Committees:

- a) Worship ~~and~~ / Music
- b) Inreach/Outreach
- c) Property
- ~~d) / Cemetery~~

- d) Technology
- e) Stewardship ~~and~~ / Finance
- f) Education ~~and~~ / Youth
- g) Personnel/Administration

C13.08. The senior pastor of the congregation shall be an ex-officio member of all committees of the congregation. A member of Council shall act as liaison to each standing committee as set up in the bylaws.

#### Chapter 14.

#### ORGANIZATIONS WITHIN THE CONGREGATION

C14.01 All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregations's life, the organizations are subject to oversight and direction. The Congregation Council shall approve their policies, guide their activities, and receive reports concerning their membership, work, and finances.

C14.02. Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been give by the Congregation Council and specified in a continuing resolution.

#### Chapter 15.

#### DISCIPLINE OF MEMBERS AND ADJUDICATION

~~\*C15.01.—Denial Persistent and public denial~~ of the Christian faith ~~as described in this constitution,~~ willful or criminal conduct grossly unbecoming a member of the Church of Christ, ~~or persistent trouble-making in this continual and intentional interference with the ministry of the congregation—~~are, or willful and repeated harassment or defamation of member(s) of the congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, ~~and c) citation to appear before c) written referral of the matter by the Congregation Council—~~ to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, ~~the president (if not those steps may be performed by another pastor) or vice president shall administer such admonitions~~ chosen by the Executive Committee of the Congregation Council.

~~\*C15.02.~~ The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If ~~discipline against a member proceeds beyond the~~ counseling, censure, and admonition by the pastor admonitions pursuant to \*C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing shall may be prepared by member(s) of the congregation who shall sign the charges as the accuser(s). The written charges shall be filed with the pastor, who shall advise the the Congregation Council, signed, and submitted to the vice president of the ~~need to issue a written citation to the accused and the accusers that specifies the time and place~~synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three laypersons and two ministers of Word and Sacrament). A copy of the hearing before the Congregation Council. The written charges shall accompany the written citation be provided to the consultation panel and the accused. A member charged with the offense shall appear before the Congregation Council(s). The consultation panel, after having received requesting a written citation, at least ten days prior reply to the meeting. If the member charged with the offense fails charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to appear at the scheduled hearing, the Congregation Council may proceed with the hearing and may pass judgment in the member's absence. reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.

~~C15.03.—Members of the Congregation Council who participate in the preparation of the written charges or who present evidence or testimony in the hearing before the Congregation Council are disqualified from voting upon the question of the guilt of the accused member. Should the allegations be sustained by two-thirds majority vote of the members of the Congregation Council who are not disqualified but who are present and voting, and renewed admonition prove ineffectual, the council shall impose one of the following disciplinary actions:~~

- a. ~~censure before the council or congregation;~~
  - b. ~~suspension from membership for a definite period of time; or~~
  - c. ~~exclusion from membership in this congregation.~~
- ~~—Disciplinary actions b. and c. shall be delivered to the member in writing.~~

~~C15.04.—The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.~~

~~C15.05.—Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of a) evidence that injustice has been done or b) evidence of repentance and amendment.~~

~~C15.06.—For disciplinary actions in this congregation, “due process” shall be observed as specified in 20.41.04.\*C15.03. If the consultation panel fails to resolve the matter, that panel shall refer the case in writing, including the written charges and the accused member’s reply, to the Committee on Discipline of the synod for a hearing. A copy of the panel’s written referral shall be delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then select six members from the Committee on Discipline to decide the case and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members, plus the nonvoting chair, comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.~~

~~\*C15.04. The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.~~

~~\*C15.05. By the vote of at least two-thirds of the members of the discipline hearing panel who are present and voting, one of the following disciplinary sanctions can be imposed:~~

- ~~a. suspension from the privileges of congregation membership for a designated period of time;~~

b. suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;

c. termination of membership in the congregation; or

d. termination of membership in the congregation and exclusion from the church property and from all congregation activities.

\*C15.06. The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused member(s), and the Congregation Council as required by the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.

\*C15.07. No member of a the congregation shall be subject to discipline a second time for offenses that the Congregation Council a discipline hearing panel has heard previously heard and decided, unless so ordered by the Synod Council after an appeal. pursuant to this chapter.

\*C15.10. Adjudication

\*C15.11. When there is disagreement among factions within this congregation on a substantive issue that cannot be resolved by the parties, members of this congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter ~~17~~16.

AMENDMENTS

~~\*C17.01. Those~~\*C16.01. Unless provision \*C16.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church of in America*, may be amended in the following manner. Amendments ~~to this constitution~~ may be proposed by at least six (6) voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at ~~its~~a regular or special ~~meeting~~Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members ~~by mail~~ of

the proposal together with ~~their~~the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.

~~\*C176.02.~~A proposed An amendment to this constitution, proposed under ~~\*C176.01.~~7.2 shall:

- a. be approved at a legally called Congregation Meeting according to this constitution by a majority vote of those voting members present and voting;
- b. be ratified without change at the next annual meeting by a two-thirds ~~majority~~ vote of those voting members present and voting; and
- c. have the effective date included in the resolution<sup>2</sup> and noted in the constitution.~~\*\*\*~~

~~C17~~\*C16.03. Any amendments to this constitution that result from the processes provided in \*C176.01. and \*C176.02. shall be sent by the secretary of this congregation to the synod. The ~~amendments~~synod shall ~~become effective within 120 days from~~notify the ~~date of the receipt of the notice by the synod unless the synod informs this~~ congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the ~~amendment is in conflict with the constitution and bylaws~~synod has approved them.

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<sup>2</sup> Such an effective date must be stated in relation to the requirements of \*C16.03. to allow time for synodical review of the amendment.

~~\*C16.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations* of the Evangelical Lutheran Church in America, or the constitution of the Southern Ohio Synod.~~

~~C17.04. Whenever the *Model Constitution for Congregations* is as most recently amended by the Churchwide Assembly, this constitution. Such amendments may be amended to incorporate any such amendment approved by a simple majority vote of those voting members present and voting at any legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of the congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.~~

Chapter ~~16~~17.

## BYLAWS

~~\*C167.01.~~ This congregation may adopt bylaws. No bylaw may conflict with this constitution.

~~\*C167.02.~~ Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a ~~majority~~two-thirds vote of those voting members present and voting.

~~\*C167.03.~~ Changes to the bylaws may be proposed by any voting member, provided, ~~however,~~ that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose ~~and that the.~~ The Congregation Council shall notify the congregation's members ~~by mail~~ of the proposal with ~~its~~the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.

~~\*C167.04.~~ Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 18.

CONTINUING RESOLUTIONS

\*C18.01. The congregation in a legally called meeting or the Congregation Council ~~or the congregation~~ may enact continuing resolutions ~~which describe the function of the various committees or organizations of this congregation.~~ Such continuing resolutions may not conflict with the constitution or ~~the~~ bylaws of this congregation.

\*C18.02. Continuing resolutions shall be enacted or amended by a majority vote of a meeting of the congregation or a two-thirds vote of all voting members of the Congregation Council ~~or by majority vote of a meeting of the congregation.~~

Chapter 19.

INDEMNIFICATION

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

Pursuant to Section C19.01 of the Constitution

BL19.01.01 Pursuant to the authority of Chapter 19, section C19.01 of the Constitution, the Congregation hereby adopts the indemnities that it is authorized to adopt pursuant to Ohio Revised Code Section 1702.12(E)(1) through (E)(9), both inclusive

It is the intention of this indemnification policy that the Church provide all of the indemnities that it may provide under this section of Ohio law, subject to the restrictions and right of repayment set forth therein. It is also the intention of this indemnification policy that it shall incorporate all further amendments to Ohio Revised Code Section 1702.12 (E) so that the policy consistent with the then current law.

SPLC not part of a parish

ST. PAUL EVANGELICAL LUTHERAN CHURCH

of

WESTERVILLE, OHIO

BY-LAWS

POWERS OF THE CONGREGATION (CHAPTER 5)

BL05.05.01. A Saint Paul Endowment Fund Committee of five voting members of this Congregation shall be elected by the Congregation. The term of office will be three years with the first slate of members serving staggered terms. Each year following the initial election, two members will be elected with one elected every third year. In addition to the elected members, the senior pastor of the Congregation shall be an ex-officio member with voice and vote. The Treasurer of the Congregation shall maintain the account of the Saint Paul Endowment Fund and serve as an ex-officio member with voice and vote. The purpose of the Committee shall be to implement the guidelines of the Saint Paul Endowment Fund.

BL05.05.02. The duties of the Saint Paul Endowment Fund Committee shall include the following:

- a. To fulfill the purpose of the Saint Paul Endowment Fund, that is to provide annual distributions beyond the operating budget of this Congregation to ministries as stated below:
  1. to special mission projects within this Congregation such as but not limited to youth ministry, church camps/retreats, family crisis counseling, religious education, staff education, and volunteer mission training;
  2. to special outreach projects, or ministries, in our home community or around the world such as but not limited to Lutheran Social Services, other local hunger relief agencies, other programs that serve the homeless and persons at risk, , and projects that enhance our sense of partnership with Christians throughout our region or the world;
  3. to extraordinary initiatives within our Congregation such as but not limited to debt reduction, capital improvement, cemetery improvements, special music/worship opportunities, electronic or other technological opportunities, and other creative ministry initiatives within this Congregation;
- b. To determine how the Fund assets will be invested, including the asset allocation. The investment objective will be to provide long term growth so the annual distribution will keep pace with inflation, i.e. the annual distribution will maintain its purchasing power. All investments shall be invested by outside investors such as in the ELCA Endowment Fund Pooled Trust, the ELCA Mission Investment Fund, Thrivent, Columbus Foundation, or similar institutions. No Committee member shall invest the assets in a way that would bring private inurnment to that individual. The Committee shall report at least quarterly to the Congregation Council on all activity within the Fund. Current balance, additions, distributions, and any other activity should be included with the report. Annual accounting and a report of ministries supported through the Fund shall be distributed to the Congregation at its annual meeting.
- c. As long as the Fund has at least \$25,000.00 in cash and investments based upon the St Paul Lutheran Church Annual report for the preceding year, annual distributions will be based upon that amount. It is anticipated that the initial distribution will be between 4.5% and 6% of the Fund value, at the discretion of the Committee.
- d. To plan and carry out a marketing strategy that promotes the receipt of memorials, bequests, and major lifetime gifts. The plan might include workshops, brochures, news articles, mailings and meetings with potential donors.
- e. To receive and celebrate gifts given for ministry through the Saint Paul Endowment Fund and maintain a permanent book of remembrance of donors to the Fund. The Committee has the discretion to decline acceptance of a gift if deemed to be in the best interest of the Fund and the Congregation.
- f. To respond to a Congregation request, in an emergency by using the principal of the Fund to help the Congregation overcome an economically devastating situation. In such an emergency, a two-thirds vote of the church Congregation, in accordance with the constitution of the Congregation shall be required to use the principal of the Fund, under this subparagraph.
- g. If the Saint Paul Lutheran Church of Westerville or its successor(s) cease to exist, either through merger or dissolution, then the Saint Paul Endowment Fund shall continue for the benefit of the mission projects previously designated by the Saint Paul

Endowment Fund Committee, until all assets are distributed. Under such circumstances, an accelerated distribution of the principal shall be permitted by majority vote of the Committee.

h. In the event of alleged or reported malfeasance by a Committee member, such member may be removed upon 2/3 majority vote of the Committee not including the member accused of malfeasance. Any Committee member may resign upon thirty (30) days written notice to the chairperson or recording secretary of the Committee. In either event, council shall appoint a replacement who shall serve until the conclusion of the resigned or removed member's term.

#### NOMINATION AND ELECTION OF CONGREGATION COUNCIL (CHAPTER 12)

EBL12.02.01 The Congregation Council, at its October meeting, shall nominate at least ~~eight (8)~~<sup>six (6)</sup> candidates for the four (4) vacant Council seats to be filled at the Congregation's annual election. All nominations shall be made with the consent of the person nominated. The nominations shall then be announced to the Congregation on at least three Sundays prior to the annual election or by mail 12 days in advance of the meeting.

EBL12.02.02 The election of Council members shall take place on the first Sunday in December and must be by ballot. The Congregation Council shall have charge of the election. The four (4) candidates receiving the highest plurality of the votes cast shall be deemed elected. In case of a tie vote (or votes) the Council shall decide by ballot. Their terms shall begin when they are declared elected by the proper counting of ballots, which ballots shall be counted by the end of election day.

EBL12.02.03 The Council President shall be responsible for immediately notifying all nominees of the election results and request those elected to be present on the formal day of installation, which date shall be established by Congregation Council.

## DUTIES AND RESPONSIBILITIES OF THE CONGREGATION COUNCIL (CHAPTER 12)

### General Duties

EBL12.04.01 The members of this Congregation Council shall give a good and Christian example to the other members of the Congregation by regular participation in divine services on Sundays and festivals, by hearing and doing God's word, and by frequently partaking of the Lord's Supper.

EBL12.05.01 In addition to the duties and responsibilities provided in the Constitution, the Congregation Council shall:

- a) ~~(a)~~ Review and recommend staff and pastors' salaries annually for budget approval by the Congregation.
- b) ~~(b)~~ Receive reports regularly from the Treasurer and the audit committee to ascertain that expenditures are within the budget approved by the Congregation.
- c) ~~(c)~~ Prepare a budget for submission to the Congregation at the annual meeting.
- d) ~~(d)~~ Assure itself that the Treasurer and others who have access to the funds of the Congregation are adequately bonded.
- e) ~~(e)~~ Provide necessary assistance in the distribution of Communion.
- f) ~~(f)~~ Approve or disapprove applications for use of Church facilities by groups or individuals associated or not associated with the Congregation.
- g) ~~(g)~~ At times of unexpected need, may approve assignments of cemetery lots for the burial of a member, or a member's relative such as a parent, grandparent, son, daughter, or other lineal descendants.

### DUTIES OF OFFICERS (CHAPTER 11)

- EBL11.01.01 (a) The President shall preside at the meetings of the Congregation Council and of the Congregation and prepare agendas for such meetings.
- (b) The Vice-President shall preside at the meetings of the Congregation Council and of the Congregation in the absence of the president
- (c) The Secretary shall keep the minutes of the meetings of the Congregation Council and of the Congregation and shall be responsible for duties usually incumbent upon the office. This shall include preparation and posting of continuing resolutions as adopted by Congregation Council.
- (d) The Treasurer shall:
- 1) Keep records of individual member contributions;
  - 2) give to each member a quarterly report of his/her contribution;
  - 3) shall pay all expenses and benevolences upon an order of the Congregational Council.
  - 4) shall make a full report at the annual meeting of the Congregation and at such other times as the Congregation or Congregation Council may request such a report.
  - 5) With the approval of Council, appoint a financial secretary and/or an assistant treasurer to assist in the fulfillment of the duties set forth in (1) through (4) above. They need not be members of the congregation.

#### COMMITTEE STRUCTURE (CHAPTER 13)

- BL13.07.01 Organization of Standing committees:

- a) A Congregation Council member shall be appointed by Council as liaison member to each of the committees of the Congregation.
- b) Each committee will elect a chair-person from its membership.
- c) Each committee shall meet regularly, normally once each month.
- d) Committee members shall serve two years with approximately one-half of the terms expiring annually. Committee members may succeed themselves.
- e) Each committee shall report regularly to the Congregation Council.

BL13.07.02 There shall be the following Standing Committees:

- a) Worship ~~and~~ / Music
- b) Inreach/Outreach
- c) Property
- ~~d) ——— / Cemetery~~
- d) Technology
- e) Stewardship ~~and~~ / Finance
- f) Education ~~and~~ / Youth

g) Personnel/Administration

CONGREGATION MEETINGS (CHAPTER 10)

EBL10.01.01 The first regular meeting shall be held during the fourth week of January for the main purpose of discussion of the Mission and Ministry of St. Paul Congregation and approving the Church budget for the coming year.

EBL10.01.02 A second regular meeting shall be held on the first Sunday in December for the main purpose of ratifying and modifying nominations for Congregation Council and electing Congregation Council members.

INDEMNIFICATION POLICY

Pursuant to Section C19.01 of the Constitution

EBL19.01.01 Pursuant to the authority of Chapter 19, section C19.01 of the Constitution, the Congregation hereby adopts the indemnities that it is authorized to adopt pursuant to Ohio Revised Code Section 1702.12(E)(1) through (E)(9), both inclusive

It is the intention of this indemnification policy that the Church provide all of the indemnities that it may provide under this section of Ohio law, subject to the restrictions and right of repayment set forth therein. It is also the intention of this indemnification policy that it shall incorporate all further amendments to Ohio Revised Code Section 1702.12 (E) so that the policy consistent with the then current law.

