

St. Paul's Lutheran Church  
134 South 10<sup>th</sup> Street  
St. Maries, Idaho  
Adopted June, 2021

## **CONSTITUTION & BYLAWS**

### **Preamble**

We the priesthood of all believers and followers of Jesus Christ, responding to the Call of the Holy Spirit through the Gospel, desiring to unite together to proclaim the Word, administer the Sacraments of Holy Baptism and Holy Communion, and carry out the mission of the Church, do hereby adopt this Constitution and commit 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**

1. The name of this congregation shall be St. Paul's Lutheran Church.
2. For the purpose of this Constitution and Bylaws, the congregation of St. Paul's Lutheran Church located in St. Maries, Idaho is designated "this congregation."
3. This congregation is incorporated under the laws of the State of Idaho.

### **Chapter 2**

#### **Confessions of Faith**

1. This congregation confesses the Triune God: Father, Son and Holy Spirit.
2. We believe, teach, and accept the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the sole authoritative source and norm of our proclamation, faith and life.
3. This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe in Him:

- a. Jesus Christ is the Word of God incarnate through whom everything was made, and through His 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 in the person and work of Jesus Christ through whom God was pleased to reconcile all things to himself.
  - 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.
4. We believe, teach, and accept the Unaltered Augsburg Confession and the Small Catechism as true witnesses to the Word of God, normative for our teaching and practice. We acknowledge that we are one in faith and doctrine with all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
5. We believe, teach and accept the other confessional writings in the Book of Concord, namely the Apology of the Augsburg Confession, the Smalcald Articles, the Treatise, the Large Catechism, and the Formula of Concord, as further valid expositions of the Holy Scriptures.
6. We accept the Apostles', Nicene and Athanasian Creeds as true declaration of the scriptural faith we believe, teach and confess.
7. We believe, teach and confess the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the priesthood of all believers for God's mission in the world.

## Chapter 3

### **Church Affiliation**

1. This congregation is a charter member of the Lutheran Congregations in Mission for Christ (LCMC), an association of Lutheran congregations whose Articles of Incorporation are filed under the laws of the State of Minnesota.

2. This congregation exists both as a local expression of the “body of Christ” and as a part of the universal Church made up of every believer in Jesus Christ.
3. This congregation acknowledges that Jesus Christ is the head of the Church and commits itself to carry out its mission, ministry and education in submission and obedience to His authority.
4. This congregation acknowledges and celebrates its foundation and history within the evangelical Lutheran expression of the Church.
5. This congregation may officially affiliate with any denomination in line with its Statement of Faith at a Special Meeting by a two-thirds majority of the Voting Members.
6. This congregation shall always retain title to its property and all assets regardless of any decision to affiliate or terminate its official relationship with any denomination.

## Chapter 4

### **Authority of this Congregation**

1. The authority of this congregation is that which is necessary to fulfill its mission and ministry according to the scriptures.
2. This congregation delegates authority to the Church Council, Senior Pastor and other individuals and ministry teams only as recognized in this Constitution and Bylaws. All remaining authority is retained by this congregation.
3. The authority of this congregation is primarily exercised at the Annual Meeting or Special Meeting as provided for in this Constitution and Bylaws. (Chapter 6)
4. We recognize and accept the Word of God as the final authority in all matters which may come before this congregation.
5. The powers of this congregation are vested in the Congregational Meeting, called and conducted as provided in this Constitution and Bylaws.
6. Only the authority delegated to the Church Council or other organizational units in the congregation’s governing documents is recognized. All remaining authority is retained by this congregation. This congregation is authorized to:

- a. Extend a Letter of Call or terminate a Letter of Call of an ordained pastor.  
(Chapter 7)
- b. Elect the members of the Church Council. (Chapter 8)
- c. Approve the annual budget as prepared by the Church Council.
- d. Acquire real property and assets by gift, device, purchase or other lawful means.
- e. Hold title to and use its property for any all activities consistent with its mission and ministry.
- f. Sell, mortgage, lease, transfer or otherwise dispose of its property by any lawful means.
- g. Make any legal agreements as necessary to fulfill the mission and ministry of this congregation
- h. Ordain persons prepared for ministry through the “laying on of hands” as prescribed in Scriptures.
- i. Determine Membership.
- j. Amend this Constitution and Bylaws.
- k. Terminate its own existence or merge with another congregation at a Special Meeting by a two-thirds majority of the Voting Members.
- l. Dispose of and distribute the title to real property and all other assets as recommended by the Church Council and authorized by a majority of the Voting Members at the same Special Meeting at which the vote is taken to terminate or merge.

## Chapter 5

### **Membership**

1. Members of this congregation shall be those recognized as members at the time this Constitution and Bylaws are adopted and those admitted in the future according to the following criteria:
  - a. Baptized members of St. Paul’s Lutheran Church: those persons who have been received into membership by the Sacrament of Holy Baptism, regardless of age.

The baptism of any person shall not imply membership in this congregation for that person's family members. An ordained pastor of this congregation shall officiate at the Sacrament of Holy Baptism unless otherwise designated.

- b. Confirmed members: Those persons who have been received into membership by public confession of faith in Jesus Christ which includes affirmation of the Confessions of Faith of St. Paul's Lutheran Church included in this Constitution and Bylaws (Chapter 2). Confirmed Members may complete a course of study determined by the Senior Pastor or their designee and shall be considered adult members of this congregation.
  - c. Official certification of Baptized Members and Confirmed Members of this congregation shall be made by the Senior Pastor or their designee.
  - d. Persons seeking a transfer of membership from another congregation shall fulfill the same criteria of membership stated in this Constitution and Bylaws.
  - e. Accurate Membership Records of this congregation shall be maintained by the Senior Pastor or designee.
2. A Voting Member of this congregation shall be defined as any person who is a Confirmed Member of this congregation at the time of any Annual Meeting or Special Meeting.
3. Membership in this congregation shall be terminated by:
- a. Death
  - b. Resignation
  - c. Disciplinary Action (Chapter 9)
  - d. Inactivity for a period of one year, subject to personal contact and the action of the Church Council.
  - e. Transfer

## Chapter 6

### **Annual Meeting and Special Meetings**

1. This congregation shall conduct its Official Business through legally called meetings of the Voting Members as described in this Constitution and Bylaws, hereafter designated as “Annual Meeting” or “Special Meeting.”
2. Official Business refers to specific resolutions of official actions of this congregation requiring a vote as prescribed in this Constitution and Bylaws.
3. All official resolutions and actions of this congregation shall be recorded in the Meeting Minutes as necessary to fulfill legal requirements and maintain a record of congregational actions. The Meeting Minutes shall be recorded by the Church Council Secretary, reviewed by the Church Council, and read out loud (*or distributed*) and approved at the next Annual Meeting or Special Meeting.
4. Notice of the Annual Meeting or any Special Meetings of this congregation, including the date, time, location and Agenda along with any special resolutions or official actions to be taken at the meeting, shall be given in both written and verbal forms at all services of worship that take place on the two consecutive Sundays preceding the meeting. Notice shall also be given by mail or other forms of communication to all Voting Members of this congregation at least ten (10) days in advance of the date of the meeting as determined appropriate by the Church Council.
5. The Church Council may, at its discretion, schedule Open Forums or utilize additional means of communication to provide information and opportunities for discussion prior to the Annual Meeting or Special Meetings of the congregation.
6. The Annual Meeting of this congregation shall normally be held during the month of February at a date, time and location determined by the Church Council. The Agenda shall be determined by the Church Council and shall usually include:
  - a. Call to order.
  - b. Announcement of official Meeting Quorum.
  - c. Opening Prayer.

- d. Reading and approval of Meeting Minutes from the previous Annual Meeting or Special Meetings.
  - e. Mission and Ministry Reports by Pastor and other leadership.
  - f. Financial Reports by Treasurer or designee.
  - g. Presentation and approval of the annual Mission and Ministry Budget.
  - h. Election of Church Council Members.
  - i. Election of Nominating Team members.
  - j. Other Official Business as announced in advance of the meeting.
  - k. Other Business at the discretion of the Chair.
  - l. Closing Prayer.
  - m. Adjournment.
7. A Special Meeting of this congregation may be called by the Senior pastor of this congregation, the Church Council, or by written request from 15% of the Voting Members submitted to the Church Council at least thirty (30) days in advance of the meeting. The call for a Special Meeting shall specify a date, time, location and Agenda for the meeting along with any specific resolutions or official actions to be taken. No other business shall be conducted at a Special Meeting.
  8. The Church Council President, or Church Council Vice-President in the absence of the President, shall serve as the Chair and preside at the Annual Meeting or Special Meetings of this congregation. Official Business shall not be conducted in the absence of both President and Vice-President, regardless of a quorum of members present.
  9. The Annual Meeting or Special Meetings of this congregation shall include all ordained pastors and staff unless mutually agreed upon with the Church Council in advance of the meeting.
  10. Fifteen percent (15%) of the Voting Members of this congregation shall constitute an official Meeting Quorum. The number of Voting Members required for an official meeting Quorum shall be determined in advance of the meeting by the Church Council Secretary. The official Meeting Quorum shall be certified at the Annual Meeting or Special Meetings by the Church Council Secretary and communicated to

the Chair. No Official Business shall be conducted at the Annual Meeting or Special Meetings until an official Meeting Quorum has been certified and announced to the Voting Members by the Chair.

11. Non-voting members and special guests may attend the Annual Meeting or Special Meetings of this congregation.
12. All Official Business of this congregation shall be by majority vote of the Voting Members present and voting unless otherwise specified in this Constitution and Bylaws.
13. A Counting Team of no less than three (3) Voting Members shall be appointed by the Chair as necessary to count, record and report official ballot votes of this congregation at the Annual Meeting or Special Meetings. Vote totals shall be recorded in the Meeting Minutes by the Church Council Secretary.
14. Voting Members must be present and voting at the time of an official vote of this congregation. Voting in absentia may proceed in limited circumstances if approved by the Church Council and Voting Members request an absentee ballot. A signed absentee ballot must be returned by the date and time of the Annual Meeting or Special Meetings to be counted.
15. Blank or mis-marked ballots, as determined by the Counting Team, shall not be counted in any official vote.
16. The Annual Meeting or Special Meetings of this congregation may be “continued” at a time, date and location determined by a two-thirds (2/3) majority vote of Voting Members present. This motion shall be received at the discretion of the Chair who shall consider the best interests of this congregation. A new official Meeting Quorum of Voting Members must be established at the “continued” meeting.
17. Robert’s Rules of Order, latest edition, shall govern parliamentary procedure of the Annual Meeting or Special Meetings of this congregation. A Parliamentarian may be appointed by the Chair.



## Chapter 7

### The Pastor

1. This congregation has authority to extend a Letter of Call to any pastor of its own choosing who affirms the Confessions of Faith included in this Constitution and Bylaws. (Chapter 2)
2. A pastor of this congregation shall be an Ordained Minister who has met commonly held standards for clergy who are recognized and/or licensed as Ministers of the Gospel of Jesus Christ.
3. The qualifications of a pastor called by this congregation may include a seminary degree, certification or endorsement by any denomination, ministry association or organization with whom this congregation chooses to affiliate, which also affirms the Confessions of Faith included in this Constitution and Bylaws.
4. The authority to extend a Letter of Call to an ordained pastor resides in this congregation by a two-thirds majority ballot vote at a Special Meeting called for this purpose. (chapter 6)
5. The process for identifying pastoral candidates shall be determined by the Pastoral Call Team that is appointed by the Church Council (Chapter 8).
6. When a Letter of Call is extended to an ordained pastor it implies a continuing mutual relationship with this congregation, unless a specific Term of Call is agreed upon.
7. The Letter of Call of an ordained pastor to this congregation shall be terminated automatically by:
  - a. Death of the pastor.
  - b. Mutual agreement.
  - c. Resignation of the pastor.
  - d. Merger with another congregation.
  - e. Dissolution of this congregation.
8. The Letter of Call of an ordained pastor to this congregation may be terminated by this congregation, following an appropriate period of prayer and consultation that could include the use of outside resources, by two-thirds majority ballot vote at a Special

Meeting called for this purpose. Reasons to terminate the Letter of Call of an ordained pastor may include:

- a. Physical or mental incapacity.
  - b. Disqualification on the basis of false doctrine, immorality or continued neglect of duty.
  - c. Persistent strife, disruption and disunity in this congregation that is caused or supported by the pastor.
  - d. A refusal to submit to the authority of this congregation and Church Council as prescribed in this Constitution and Bylaws.
  - e. Inability to continue to conduct the duties of the Letter of Call in this congregation as a result of local conditions which do not reflect on the competence or the moral and spiritual character of the pastor.
9. Duties of the pastor and initial annual compensation shall be determined in the initial Letter of Call in consultation with the Pastoral Call Team and the Church Council and shall be consistent with the authority and responsibilities determined in this Constitution and Bylaws.
10. The ordained pastor who is the Senior Pastor shall:
- a. Conduct worship, preach the Word and administer the Sacraments according to the Scriptures and provide for others to fulfill these duties as authorized or when no ordained minister is present.
  - b. Provide pastoral care, offer instruction, confirm, marry, visit the sick and distressed, preside at funerals, supervise all organizations of the congregation, install members of the Church Council, and, with the council, administer discipline.
  - c. Keep parochial records of all baptisms, confirmations, marriages, and burials, submitting an annual summary to the Church Council.
  - d. Serve as a Non-Voting Member of the Church Council.
  - e. Provide the overall vision for the mission and ministry of this congregation in prayer and consultation with staff, Church Council and congregational members.

- f. Provide oversight and supervision to any other ordained pastors of this congregation and provide for an Annual Review of their duties.
- g. Have access to official records and documents of this congregation.
- h. Serve as the Chair of the Pastoral Call Team when it is the desire of this congregation to extend a Letter of Call to another ordained pastor.
- i. Provide a monthly report to the Church Council as well as an annual report which will be available to the congregation at its Annual Meeting.
- j. Participate in an Annual Review process conducted by the Church Executive Team. (Chapter 8)

## Chapter 8

### **Church Council and Officers**

1. The elected governing board of this congregation shall be called the Church Council.
2. The Church Council and officers shall set an example of respect and love of others, being diligent in prayer, attending worship, demonstrating leadership in the mission and ministry of the church, calling upon the Holy Spirit for strength and guidance, nourishing their faith through the study of God's Word and frequent partaking of the Sacraments.
3. The Church Council shall transact the legal and financial business of this congregation unless otherwise specified in this Constitution and Bylaws or by vote of this congregation at an official meeting.
4. The Church Council shall provide strategic leadership for this congregation that contributes to fulfilling its vision, mission and ministry.
5. The Church Council shall consist of no less than seven and no more than ten Voting Members of this congregation elected to serve two-year (2) terms by a vote of this congregation at its Annual Meeting.
6. Church Council members may be re-elected to succeeding two-year terms (2) following prayer, consultation and continued recommendation by the Nominating Team. Church Council members will serve a maximum of two (2) terms and then will rotate off for at

least two (2) years before becoming eligible for a new term. This limitation may be waived by this congregation at an Annual or Special Meeting by a majority vote.

- a. The Church Secretary shall record and make available to this congregation the dates of election and terms of commitment of the Church Council Members.

- 7. The Church Council shall elect its own Officers who serve as Officers of this Congregation. These Officers shall also function as the Church Executive Team along with the Senior Pastor. These Officers shall be elected to two-year terms (2) during the next regular Church Council meeting following the Annual Meeting, and if re-elected, may serve as any Officer for the length of their Church Council tenure.

Officers shall include:

- a. President
- b. Vice President
- c. Secretary
- d. Treasurer
- e. Financial Secretary

- 8. The Officers duties shall include:

- a. President shall
  - i.* Chair the Church Council and preside at their meetings
  - ii.* Preside at congregational meetings unless otherwise delegated
  - iii.* Be an ex-officio member of all any other committees
  - iv.* Be in weekly dialogue with the Senior Pastor on all issues in order to coordinate the mission and ministry of the church.
- b. Vice-President shall:
  - i.* Perform all presidential duties in the absence of the President.
  - ii.* Perform such other duties as the Church Council determines.
- c. The Secretary shall:
  - i.* Keep accurate and timely minutes of congregational and Church Council meetings.
  - ii.* Hold in safe keeping all documents of the church.

- iii.* Notify all members of official meetings.
    - iv.* Submit all minutes and correspondence prior to publication to the President and Senior Pastor for review.
  - d. The Treasurer shall:
    - i.* Receive from the Financial Secretary a record of all donations and income.
    - ii.* Receive all bills and pay them as authorized by the Church Council.
    - iii.* Provide a written monthly report to the Church Council.
    - iv.* Provide a year-end summation for publication in the Annual Report.
    - v.* Make files available for inspection for those having made request through the President.
  - e. The Financial Secretary shall:
    - i.* Receive and record all donations given by congregation members by way of Sunday donations and through other donations and income.
    - ii.* Deposit all revenues in the proper bank account.
    - iii.* Furnish the Treasurer with a record of such deposits.
    - iv.* Post individual contribution statements.
    - v.* Issue an annual Contribution Statement to each member and other statements as the Church Council deems necessary.
    - vi.* Provide a summary of monthly revenue at the Church Council Meetings.
    - vii.* Provide a year-end Revenue Statement for publication in the Annual Report.
    - viii.* Keep all individual giving confidential.
- 9. Any Voting Member over 18 years of age may be elected to the Church Council.
- 10. Married spouses shall not serve as Church Council members at the same time unless approved by this congregation during the Annual Meeting.
- 11. The voting membership of the Church Council shall consist of the officers and the standing committee chairpersons. Not all standing committee chairpersons must be filled. Current standing committees are:

- a. Women's Ministry
  - b. Music and Worship
  - c. Property and Maintenance
  - d. Outreach and Evangelism
  - e. Youth and Children's Ministry
12. Committee Chairpersons shall be appointed by the Church Council at the same time as the officers. A term of office is two (2) years. Each chairperson can serve no more than two (2) consecutive terms in any one position. This limitation may be waived by this congregation at an Annual or Special Meeting by a majority vote.
13. The Church Council meetings shall be conducted by the President, or the Vice-President in the absence of the President, and shall make all decisions on the basis of prayerful consensus, unless a recorded vote is determined necessary by the entire Church Council to fulfill a particular responsibility, legal or otherwise.
14. The Church Council shall normally conduct one meeting per month unless otherwise agreed upon by the Church Council members.
15. Church Council members shall maintain faithful attendance. Any Church Council member who has three (3) or more unexcused Church Council absences in a calendar year shall meet with the Church Council President and the Senior Pastor to discuss their ongoing commitment. Further unexcused absences from Church Council meetings shall lead to dismissal from the Church Council upon agreement of the Council President and the Senior Pastor.
16. In the event of a dismissal or resignation of a Church Council member from the Church Council, the Church Council shall appoint a replacement to complete the remainder of the vacated term.
17. A quorum to conduct Official Business is a simple majority of the Church Council members, regardless of the total size of the Church Council. Official Business shall not be conducted in the absence of both the President and Vice-President, regardless of a quorum of members present.

18. Church Council meetings are open to any member of this congregation unless announced at the worship services on the previous Sunday.
19. No Church Council meetings shall take place unless all the members of the congregation, Church Council and the Senior Pastor have been properly informed in advance of the meeting.
20. The Church Council Secretary shall record Church Council Meeting Minutes which shall be regularly reviewed, approved and maintained by the Church Council as a record of Official Business and be posted and available to congregational members upon request.
21. The Church Council shall provide primary oversight, accountability, partnership and support for the Senior Pastor of this congregation, which shall include a formal Annual Review process.
22. The Church Council shall partner with the Senior Pastor, other ordained pastors, staff and congregational members to accomplish the mission and ministry of this congregation. This partnership shall include:
  - a. Promote the overall vision and mission of this congregation.
  - b. Oversee the administration of this congregation.
  - c. Oversee all organizations and ministries within this congregation.
  - d. Appoint task forces and ministry teams as necessary.
  - e. Appoint delegates as needed to official meetings of denominations, ministry associations or organizations with whom this congregation is affiliated.
  - f. Promote mission partnerships both locally and globally,
  - g. Encourage the involvement of all members of this congregation in worship, learning, witness, service and financial support.
  - h. Provide regular opportunities for communication and planning including retreats, open forums, ministry and financial updates.
  - i. Oversee an Annual Review process for the pastors and staff including duties and compensation.

- j. Consult with the Senior Pastor regarding the hiring or termination of non-ordained staff. Upon final discussion the Senior Pastor and President will execute the decision regarding non-ordained staff.
  - k. Provide for Pastoral coverage in the absence of the Senior Pastor in consultation with the Senior Pastor.
23. The Church Council shall oversee the collection of offerings, finances and expenditures of this congregation, maintaining integrity and transparency in all actions. This oversight shall include:
- a. Appointing a Treasurer and a Financial Secretary, as needed to maintain the finances of this congregation. Determine their duties, terms of office and lines of accountability. Request and review financial reports and oversee the maintenance of financial records.
  - b. Appointing a Financial Counting Team that shall count and record offerings and other income and may make bank deposits under the supervision of the Financial Secretary.
  - c. Open bank accounts, authorize official signers and transfer money between accounts.
  - d. Provide regular communication and reporting to this congregation about offerings and expenditures.
  - e. Develop the annual Mission and Ministry Budget and present it at the Annual meeting for congregational approval. Monitor the Mission and Ministry Budget throughout the year and make appropriate adjustments related to offerings and expenditures.
  - f. Initiate and oversee Special Funding programs which may include Capital Campaigns, debt reduction or special needs outside of the annual Mission and Ministry Budget.
  - g. Hire consultants as determined helpful or necessary to facilitate the mission and ministry of this congregation.



- h. Provide for an audit of the financial records of this congregation as necessary by someone who is not currently serving as a member of the Church Council, Treasurer or Financial Secretary.
- 24. The Church Council shall recommend, and the congregation shall elect at its Annual Meeting, a Nominating Team consisting of the Senior Pastor and three Voting Members of this congregation, one of whom may be a member of the Church Council, plus the Senior Pastor who shall serve as chair.
  - a. The Nominating Team shall prayerfully identify, interview and recommend candidates for election by this congregation to the Church Council.
  - b. Nominations for the Church Council may be received from the floor at the Annual Meeting if the candidate is present, is a voting member of the congregation, consents to the nomination and indicates a willingness to serve if elected. If these conditions are met the name will be placed on the ballot.
- 25. The Nominating Team may interview and recommend current Church Council Members for re-election to a succeeding two-year term (2) following prayer and consultation not to exceed a maximum of two (2) terms or four (4) years total. This limitation may be waived by this congregation at an Annual or Special Meeting by a majority vote.
  - a. At the adoption of these new Constitution and Bylaws, plans will be enacted to stagger the tenure of the current council members so that approximately one-half of the church council is elected each year.
- 26. During the vacancy of an ordained pastor, the Church council may appoint an Interim Pastor and determine duties and compensation.
- 27. During the vacancy of an ordained pastor, the Church Council shall appoint a Pastoral Call Team to identify, interview and recommend a pastoral candidate for a Letter of Call.
  - a. This Pastoral Call Team shall consist of between six and eight Voting Members of the congregation, three of whom shall be current members of the Church Council.

- b. The Senior Pastor shall serve as the Chair of the Pastoral Call Team, unless it is the Senior Pastor position that is vacant. In this case, the Church Council President, or designee, shall serve as Chair.
- c. The Pastoral Call Team may interview more than one pastoral candidate during the search process but shall only recommend one candidate for Call to this congregation at a time. Potential candidates may be invited to visit the church and deliver a sermon during a regular service.
- d. The candidate recommended for Call by the Pastoral Call Team shall also be interviewed and affirmed by the Church Council prior to the candidate being recommended for Call to this congregation. The authority of the Church Council supersedes that of the Pastoral Call Team.
- e. The candidate for Call shall be introduced to the congregation in an informal setting of fellowship and conversation at an appropriate amount of time prior to the scheduling of a Special Meeting to vote on the recommendation to extend a Letter of Call.
- f. The duties of the Pastoral Call Team shall cease upon the installation of the new ordained pastor.

## Chapter 9

### **Conflict Resolution and Discipline of Members**

1. This congregation places a high value on unity within the body of Christ.
2. The Church Council and Senior Pastor will deal with conflict within the congregation in a scriptural manner according to Matthew 18:15-17.

## Chapter 10

### **Amendments to this Constitution and Bylaws**

1. Recommendations for amendments to the existing Constitution and Bylaws may be proposed by any Voting Member and shall be submitted in writing to the Church Council at least 60 days in advance of the meeting at which the vote will take place.

2. The Church Council retains the authority to amend and/or recommend or deny these submissions for a vote by this congregation. A recommendation to “deny” by the Church Council may be overridden by written request from fifteen percent (15%) of the Voting Members of this congregation.
3. This congregation must be notified of any proposed additions or amendments to the Constitution and Bylaws in writing at least 30 days in advance of the meeting at which the vote will take place.
4. This Constitution and Bylaws may be amended at any Annual Meeting or Special meeting of this congregation by a two-thirds majority of Voting Members.
5. The date of any additions or amendments to this Constitution and Bylaws shall be included next to such additions and amendments in the official copy of this Constitution and Bylaws.
6. Copies of this Constitution and Bylaws shall be available to any member of this congregation and to persons considering membership in this congregation.