

Constitution

Of

St. James Evangelical Lutheran Church

Redding, California

January 11, 1995

Amended (date to be determined)

**Constitution of
St. James Evangelical Lutheran Church
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***PREAMBLE**

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

Chapter 1. NAME AND INCORPORATION

- C1.01. The name of this congregation shall be St. James Evangelical Lutheran Church of Redding, California.**
- C1.02. For the purpose of this constitution and the accompanying bylaws, the congregation of St. James Evangelical Lutheran Church of Redding, California is herein after designated as “this congregation.”**
- C1.11. This congregation shall be incorporated under the laws of the State of California.**
- C1.12. The seal of this congregation presents a cross in the center above which is the word “Organized” and below the date “April 19, 1959”. The inscription “St. James Evangelical Lutheran Church, Redding, California” is on the circumference.**

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 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. 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, 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 this** congregation's ministry and the ministry of **other parts the other expressions** 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 group and shall review their actions.
- *C4.05.** This congregation shall, **from time to time**, adopt **and periodically review** 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 this** congregation. **The This** 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 a minister of Word and Service;
 - d. terminate the call of a minister of Word and Service in conformity with the constitution of the Evangelical Lutheran Church in America;

- 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;
 - g. acquire real and personal property by gift, devise, purchase, or other lawful means;
 - h. hold title to and use its property for any and all activities consistent with its purpose;
 - i. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
 - j. elect its Congregation Council, boards, and committees, and require them to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and
 - k. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.
- *C5.04. This congregation shall ~~choose~~ **elect** 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~~ **this** congregation and other qualifications shall be as prescribed in guidelines established by the Sierra Pacific Synod of the Evangelical Lutheran Church in America.

Chapter 6. CHURCH AFFILIATION

- *C6.01. This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the Sierra Pacific Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.
- *C6.02. This congregation accepts the Confession of Faith and agrees to the purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.
- *C6.03. This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:
- 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 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 ministers of Word and Service for call to other staff positions in ~~the~~ **this** 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 is** 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 or in accordance with provision 9.23 of the constitution and bylaws of the Evangelical Lutheran Church in America.**
- d. **The Sierra Pacific Synod takes charge and control of the property of this congregation to hold, manage, and convey the same on behalf of the synod pursuant to †S13.24. of the synod constitution. This congregation shall have the right to appeal the decision to the next Synod Assembly.**
- e. This congregation follows the procedures outlined in 6.05.

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

- a. A resolution indicating the intent to terminate its relationship must be adopted at **a two** legally called and conducted special meetings of **the this** congregation by a two-thirds vote of the voting members present **at each meeting. Such The first 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 this** 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 this** congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the **first** meeting.
- b. **The Within 10 days after the resolution has been voted upon at the first meeting, the** secretary of **the this** congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall **mail a copy send copies** of the resolution **and certification** to voting members of **the this** congregation. **This notice shall be submitted within 10 days after the resolution has been adopted.**
- c. **The If the resolution was adopted by a two-thirds vote of the voting members present at the first meeting, the** bishop of the synod and **the this** 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 bishop of the attestation and certification** as specified in paragraph b. above.
- d. If **the this** congregation, after such consultation, **still seeks to terminate its relationship, is still considering termination of its relationship with this church,** such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the **second** meeting shall be **mailed sent**

- 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 ~~this the~~ congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the ~~second~~ meeting.
- e. ~~A copy of the resolution, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, shall be sent to the bishop within 10 days after the resolution has been adopted, at which time the relationship between this congregation and this church shall be terminated subject to paragraph g. below. Within 10 days after the resolution has been voted upon, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the second special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to the voting members of the congregation. If the resolution was adopted by a two-thirds vote of the voting members present at the second meeting, the relationship between the congregation and this church shall be terminated subject to Synod Council approval as required by paragraphs f. and g. below.~~
- f. Unless this notification to the bishop also certifies that ~~the this~~ congregation has voted ~~by a two-thirds vote~~ to affiliate with another Lutheran denomination, ~~the this~~ congregation ~~will be conclusively presumed to be~~ ~~shall be deemed~~ an independent or non-Lutheran church, ~~in which case *C7.04. shall apply.~~ ~~Notice of termination shall be forwarded by the bishop to the secretary of 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:
- 1) Congregations seeking to terminate their relationship with this 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 this 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 this~~ congregation's first meeting as specified in paragraph a. above, ~~other 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 or~~ fails to achieve the required two-thirds vote of voting members present at ~~the this~~ 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 the~~ meeting ~~at which the two-thirds vote was not achieved.~~

- *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 taken.**
- *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 Sierra Pacific 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 or pursuant to 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America,** title to property shall continue to reside in this congregation.
- *C7.03. If ~~two-thirds 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 Sierra Pacific Synod.
- *C7.04. If ~~two-thirds 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 **established by the synod,** 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. **In neither case does title to this congregation's property transferto the synod.**
- *C7.05. **Notwithstanding the provisions of *C7.02. and *C7.03. above, where this congregation as 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 Sierra Pacific 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 constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.
- *C8.02.** Members shall be classified as follows:
- a. *Baptized* members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
 - b. *Confirmed* members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
 - c. *Voting* members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of **the this** congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws. **They shall not have voted as a seasonal member of another congregation of this church in the previous two calendar months.**
 - d. *Associate* members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. 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 **of this church** who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except 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 this church**;
 - 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. make regular use of the means of grace, both Word and sacraments;
- b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
- c. support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

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

- a. death;
- b. resignation;
- c. transfer or release;
- d. disciplinary action in accordance with ~~ELCA constitutional provision 20.41, and the accompanying bylaws Chapter 20 of the constitution and bylaws of the Evangelical Lutheran Church in America;~~ 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 Church has a continuing pastoral concern.

*C8.05.01 ~~A list of inactive members shall be reviewed on an annual basis.~~ Inactive members are defined as those who have neither contributed money, attended in the last 12 months, ~~nor affirmed their continuing membership.~~

Chapter 9. ROSTERED MINISTER

*C9.01. Authority to call a pastor 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 to recommend the call, shall seek the advice and help of the bishop of the synod.

*C9.02. Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for ~~the this~~ 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 minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 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; available channels of effective communication;~~
 - 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 pastor with a congregational call shall, within this congregation:
- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of this congregation;
 - 3) install regularly elected members of the Congregation Council;
 - 4) with the council, administer discipline; **and**
 - 5) endeavor to increase the support given by this congregation to the work of the **ELCA** churchwide organization and of the Sierra Pacific Synod **of the ELCA; and**
 - 6) **encourage adherence to covenantal relationship with this church as expressed in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.**
- *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. 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 shall be terminated only by **the pastor's** death or, following consultation with the synod **real** 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 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 this** congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and **the this** congregation;
 - 8) dissolution of **the this** congregation or the termination of a parish arrangement; or
 - 9) suspension of **the this** congregation through discipline 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 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 this Congregation Council or by a petition signed by at least one-third of the voting members of **the 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 pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod 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 with disability status**. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor 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 **the 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 pastor and then to **the this** 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 this** congregation and by the pastor, if appropriate. If the pastor 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 pastor's call, **the this** congregation may dismiss the pastor 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.
- *C9.06. 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 this** 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 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~~ **this** 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~~ **this** congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.05.a.
- *C9.12.** The pastor(s) 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~~ **this** congregation;
 - b. shall submit a summary of such statistics annually to the synod; and
 - c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- *C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 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~~ **this** 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 call or approval of a request for change in roster status.~~
- *C9.15.** Under special circumstances, subject to the approval of the synod ~~ical~~ bishop and the concurrence of this congregation, 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~~ **this** congregation and the pastor in a form proposed by the synodical bishop and approved by ~~the~~ **this** congregation.
- *C9.21.** Authority to call a ~~minister of Word and Service~~ **deacon** 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** 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 synod ~~ical~~ 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 this church** 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 this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by **the deacon's** death or, following consultation with the synod **lead** 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 with disability status~~. 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.~~

~~This congregation shall make satisfactory settlement of all financial obligations to a former deacon before calling a successor, A deacon 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.~~

- *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. ~~The annual meeting of this congregation shall be held at a time specified in the bylaws. This congregation shall have at least one regular meeting per year. The regular meeting(s) of this congregation shall be held at the time(s) specified in the bylaws. Consistent with the laws of the State of California, the bylaws shall designate one regular meeting per year as the annual meeting of this congregation.~~
- C10.01.01. ~~The annual meeting shall be held each year, in December and January: Part one in December for the purpose of electing Congregation Council members and adopting the budget, part two in January for the purpose of receiving the annual reports of this congregation. Meeting dates are to be specified by the Congregation Council.~~
- C10.01.01. ~~The annual meeting shall be held each year in December to adopt the budget, elect Congregation Council members, elect Nominating Committee members, elect synod delegates, and conduct other business as presented by the Congregation Council. Meeting date is to be specified by the Congregation Council.~~
- C10.01.02. ~~At the annual meeting, the Pastor or Pastor(s), the Treasurer, and the officers of the standing committees within the congregation shall submit written and oral reports. The Congregation Council shall render a report on all insurance and bonds in force as well as an inventory of all property and a statement of assets and liabilities.~~
- C10.01.02. ~~The Annual Report shall contain written reports from the Pastor(s), all other ministry staff members, the treasurer, each active governance committee, and the congregational ministries functioning in the areas of Faith Development, Faith in Action, and Faith Expression.~~
- C10.01.03. ~~The President shall preside at all meetings of the congregation but may request another to do so in his/her place. In his/her absence the Vice President of the Congregation Council shall preside.~~
- C10.01.04. ~~An Auditing Committee of three members elected annually by the Congregation shall review the financial transactions of the congregation in each fiscal year. The report of this Auditing Committee shall be presented at the Annual Meeting in connection with the report of the Treasurer.~~
- C10.01.03. ~~The Annual Report from the treasurer shall include a report on all insurance and bonds in force as well as an inventory of all property and a statement of assets and liabilities. The treasurer's Annual Report shall also report the findings of the Audit Committee.~~
- C10.01.05. ~~A Nominating Committee, elected annually by the Congregation Council, shall present, at the annual meeting, nominations for vacancies occurring on the Congregation Council. The number of nominations shall be no more than twice the number of vacancies to be filled. Nominations may also be made from the floor at the time of the Annual Meeting. All elections~~

- of council members shall be by written ballot; a majority of votes cast shall be necessary to elect.
- C10.01.04. The fiscal year of this congregation shall be the calendar year.
- C10.02. A special Congregation Meeting may be called by the pastor, the ~~congregation~~ **Congregation Council**, or the president of this congregation, ~~or and~~ shall be called **by the president of this congregation** upon the written request of 10 percent of the voting members. **The president of the Congregation Council shall call a special meeting upon the request of the synod bishop.** The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.
- C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays ~~or and~~ by mail ~~or electronic means, as by state law,~~ to all members at least 10 days in advance of the date of the meeting. ~~The posting of such notice in the mail, with the postage affixed or paid, sent to the last known address of such members, shall be sufficient.~~
- C10.04. ~~Fifteen (15)~~ **Twenty (20)** percent of the voting members shall constitute a quorum.
- C10.05. Voting by proxy or by absentee ballot shall not be permitted.
- C10.06. All actions approved by ~~the this~~ congregation shall be by majority **vote of those voting members present and voting**, except as otherwise provided in this **constitution or by state law.**
- C10.07. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of this congregation.
- C10.07.01. ~~The Congregation Council may appoint a parliamentarian.~~
- C10.08. **This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.**

Chapter 11. OFFICERS

- C11.01. The officers of this congregation shall be a president, vice president, secretary, and treasurer ~~and Financial Secretary.~~
- Duties of the officers shall be specified in the bylaws.
 - The officers shall be voting members of ~~the this~~ congregation.
 - The president, vice president, and secretary of this congregation, ~~except the financial secretary,~~ shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
 - ~~If the Congregation Council elects its officers,~~ The president, vice president and secretary shall be selected from the elected membership of the Congregation Council. **The ~~if the~~ treasurer may be selected from the elected membership of the Congregation Council, in which case the treasurer shall be a voting member of the Congregation Council. If the treasurer is not selected from the Congregation Council, the treasurer shall have voice but not vote at meetings of the Congregation Council.**
- C11.01.01. The president shall:
- ~~Preside over all Congregation Council and Congregation Meetings in accordance with Roberts Rules of Order.~~

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- a. Preside at all regular and special meetings of this congregation, the Congregation Council, and the Executive Committee, ensuring that all meetings are conducted in a proper and orderly manner.
 - b. Meet monthly with the pastor to prepare the agenda for the upcoming Congregation Council meetings. The president and the pastor shall meet in December to plan the Council's mission for the coming year. This will be presented to the incoming Council in January for the purpose of setting goals and objectives for each standing committee.
 - b. Prepare jointly with the pastor agendas for meetings of the congregation, the Congregation Council, and the Executive Committee.
 - c. Meet with the pastor to plan the Congregation Council's mission for the coming year which shall be presented to the Congregation Council for the purpose of setting goals and objectives.
 - d. Meet with the Executive Committee quarterly on an annual basis for the purpose of evaluating to make an appraisal of this Congregation Council's performance, and to make recommendations which enhance attainment of its goals.
 - e. Sign all legal documents on behalf of the congregation and/or Congregation Council.
 - f. Participate with the staff support committee in the job performance evaluation process of full time staff.
 - f. The President shall have served on Congregation Council at least one year before being elected to office.
 - g. Perform such other duties as may be required by the Congregation or Congregation Council as documented from time to time in this constitution, bylaws, and continuing resolutions.
- C11.01.02. In the event of the President's inability to perform his/her duties, the Vice President shall serve in his/her stead.
- C11.01.02. The vice president shall:
- a. Fulfill the duties of the president in his/her absence.
 - b. Assist the president with issues and projects.
 - c. Perform such other duties as may be required by the Congregation or Congregation Council as documented from time to time in this constitution, bylaws, and continuing resolutions.
- C11.01.03. The secretary shall keep accurate minutes of all meeting of the congregation and the Congregation Council in a volume provided by the congregation, which shall be preserved permanently in its archives.
- C11.01.03. The secretary shall:
- a. Attend all meetings of this Congregation and Congregation Council and record and archive all votes and minutes of all proceedings.
 - b. If the secretary is unable to attend a meeting, the president will appoint another Congregation Council member to record votes and minutes.
 - c. Perform such other duties as may be required by the Congregation or Congregation Council as documented from time to time in this constitution, bylaws, and continuing resolutions.
 - d. Perform such other duties as may be required by the Congregation or Congregation Council as documented from time to time in this constitution, bylaws, and continuing resolutions.
- C11.01.03. The Financial Secretary shall be responsible for supervising the receiving, accounting, and record keeping of all income from contributing members and other sources. The Financial Secretary shall report to the Council quarterly and to the congregation annually.

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- C11.01.04. ~~The Treasurer shall keep the books of account of the congregation. He/She shall receive all record of funds deposited and disburse them on proper orders, making monthly remittance of benevolence receipts to the Treasurer of the Synod. The Treasurer shall report to the Council monthly and to the congregation annually.~~
- C11.01.04. **The treasurer shall:**
- a. **Keep full and accurate records of this congregation's funds, securities, receipts, and disbursements, which shall be open to inspection by any member of this congregation at all reasonable times.**
 - b. **Oversee the process of receiving and depositing all moneys and other valuable effects of this congregation in the name of and to the credit of this congregation in such depositories as may be designated by the Congregation Council.**
 - c. **Oversee the disbursement of this congregation's funds in a manner and according to the policies adopted by this congregation and the Congregation Council.**
 - d. **Perform such other duties as may be required by the Congregation or Congregation Council as documented from time to time in this constitution, bylaws, and continuing resolutions.**
- C11.02. **The officers shall be elected by the Congregation Council at its first meeting of the year by written ballot and shall serve for one year. The term shall begin on January 1 and end on December 31. Their terms shall begin at the close of the Congregation Council meeting at which they are elected.**
- C11.02.01. ~~At its first meeting in each congregational year, the Congregation Council shall elect a President, Vice President, Secretary, a Treasurer, and a Financial Secretary who will serve both the Council and the church in their several capacities. The President and Vice President shall be chosen from the membership of the Congregation Council. The other officers, if not members of the Council, shall be accorded the privilege of voice without vote in its meetings.~~
- C11.03. **No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two full consecutive terms at a time in the same office, except for the Treasurer and Financial Secretary who may serve more than two terms.**

Chapter 12. CONGREGATION COUNCIL

- C12.01. **The voting membership of the Congregation Council shall consist of the pastor(s), all rostered leaders under call and not more than eight nor fewer than six members of the this congregation. and the officers of this congregation. Any voting member of the this 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 two successive or three total regular meetings of the Congregation Council annually. Consistent with the laws of the state in which the congregation is incorporated, this congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances, in which case the council shall fill the vacancy until the next regular election.**
- C12.01.01. ~~No more than one member from the same household may serve on the Congregation Council at the same time.~~
- C12.01.02. **Any voting member of this congregation is eligible for re-election to the Congregation Council after a minimum two-year break from serving on the Congregation Council.**
- C12.02. **The members of the Congregation Council, except the pastor(s) all rostered leaders under call, shall be elected at a legally called meeting of the this congregation during the month**

of December. Their term of office shall be for three years, with the term of office beginning **at the close of the annual meeting at which they are elected. on January 1 and ending on December 31.** Their tenure shall be so arranged that **roughly** one-third of the terms expire annually. Members of the Congregation Council shall be eligible to serve no more than two full terms consecutively, **except for the treasurer who may serve as a non-voting Congregation Council member following two consecutive terms.** Newly elected Congregation Council members shall be installed at worship **the Sunday prior to the date they assume office, at a time appointed by the 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 until the next annual meeting.
- C12.04. The Congregation Council shall have general oversight of the life and activities of **the 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, 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(s) rostered minister(s)** and staff and help them annually to evaluate the fulfillment of **the pastor(s) 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 support of** the synod and churchwide **units organization** of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
 - 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.
- C12.04.01. **All Congregation Council members shall serve on at least one Governance Committee.**
- 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 trustees/directors of this congregation, and, as such, shall be responsible for maintaining and protecting its property and **the management managing 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 California, except as otherwise provided herein.

- b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of **the this** congregation.
 - c. The Congregation Council may enter into contracts to an accumulation limit of **one percent of the budget up to \$10,000** 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 five percent in excess of the anticipated receipts only after approval by a Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on **in partnership collaboration** with the synod and churchwide organization.
 - 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 mission support** monies to the synodical treasurer.
 - f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.
- C12.06. The Congregation Council shall see that the provisions of this constitution, and its bylaws and **any 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, in conjunction with the pastor, shall be responsible for the **appointment employment** and supervision of the **salaried lay workers paid staff** of this congregation. **Nothing in this provision shall be deemed to affect this 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-an annual** comprehensive report **to this congregation at the annual meeting. at a regular meeting of this congregation.**
- C12.10. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, ~~or 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 ~~members of the Congregation Council~~ **entitled to be present.**
- C12.11. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.
- C12.11.01. ~~The following shall constitute the order of business at regular meetings:~~
- a. **Call to order**
 - b. **Devotions**
 - c. **Period of study of the Life and Work of the Church**
 - d. **Roll call and action on excuses for absence**
 - e. **Adoption of minutes**
 - f. **Reception of petitions and communications**

- g. Report of the Pastor(s)**
- h. Report of the Treasurer and Financial Secretary**
- i. Report of the Standing Committees**
- j. Report of special committees**
- k. Other reports**
- l. Unfinished business**
- m. New business**
- n. Information**
- o. Adjournment**

~~The Congregation Council may exercise the option of adapting this order of business as it deems necessary for best efficiency.~~

- C12.12. 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 GOVERNANCE COMMITTEES

~~At its first meeting in each congregational year, the Congregation Council shall appoint as many standing committees as the local and wider concerns of this congregation shall require. Each such committee shall be composed of at least one member of the Council who will act as a liaison to the Council and, in addition, other confirmed members of this congregation in good standing. Although appointed by and responsible to the Congregation Council, these committees shall be recognized as representative of the interests of, and performing essential services for, the congregation as a whole. The Pastor shall have voice and vote in all standing committees.~~

- C13.01. The officers of this congregation and the pastor shall constitute the *Executive Committee*.**
- C13.01.01. The Executive Committee shall meet as needed to provide organizational direction to the Congregation Council and establish items for board meeting agendas.**
- C13.01.02. The Executive Committee may act on behalf of the full board in emergency situations and shall report any actions taken to the Congregation Council at the next Congregation Council meeting.**
- C13.02. A *Nominating Committee* of ~~six~~ **at least three** voting members of this congregation, ~~two~~ **one** of whom, if possible, shall be outgoing members of the Congregation Council, shall be elected at the annual meeting for a term of one year. Members of the Nominating Committee are not eligible for consecutive re-election.**
- C13.02.01. The Nominating Committee shall seek out candidates-leaders who will lead this congregation to fulfill its mission, including candidates for the Congregation Council and the Endowment Committee.**
- C13.03. An *Audit Committee* of three voting members shall be elected by the Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for re-election. **Only one member of the Audit Committee may serve simultaneously on the Finance Committee.****
- C13.03.01. The Audit Committee shall make an independent evaluation of the financial records and the internal controls of the congregation at the close of the fiscal year for the purpose of providing an opinion on the reasonableness of the congregation's financial statements and recommending improvements to its internal controls.**

- C13.03.02. The annual audit shall be initiated within 60 days after the beginning of each fiscal year and completed by June 30.
- C13.03.03. The completed audit report shall be submitted directly to the Congregation Council.
- C13.04. A ~~Staff Support Mutual Ministry~~ Committee shall be appointed jointly by the Congregation Council and the pastor. It shall be comprised of the pastor, one council member, and three members at large of this congregation. Term of office shall be two years, two lay members to be appointed each successive year. In the absence of a Mutual Ministry Committee, the duties shall be fulfilled by the Executive Committee.
- C13.04.01. The Mutual Ministry Committee, acting in confidentiality and out of mutual concern for the rostered leaders, lay professionals, and the congregation, shall strengthen our shared ministry together by fostering open communication, providing conflict resolution, creating a sounding board for ministry leaders, and engendering a spirit of mutual support and encouragement.
- C13.05. The Endowment Fund Committee shall consist of seven voting members of ~~the this~~ congregation, age 21 or older. ~~elected at the annual Congregational Meeting.~~ Six shall be elected at the annual Congregation Meeting. ~~And one~~ The seventh shall be a member of the ordained Pastoral Staff. Terms for elected committee members shall be 3 three years each with elections and terms staggered such that no more than two members are elected each year. Elected committee members may not serve more than two consecutive terms. Members of the Endowment Fund Committee are not eligible to serve on the ~~church~~ Congregation Council during their term of office.
- C13.05.01. The Endowment Committee shall operate under the guidelines provided in the *St. James Lutheran Church Endowment Fund Policies and Procedures*.
- C13.06. If this congregation decides to call a rostered minister, ~~When a pastoral vacancy Occurs,~~ a Call Committee of six voting members shall be elected by this congregation. Term of office will terminate at upon installation of the newly called pastor rostered minister.
- C13.06.01. The Call Committee is responsible for searching for the next rostered minister to be called by this congregation. In cooperation with the synod, the Call Committee shall complete the Ministry Site Profile, interview candidates, and ultimately recommend a candidate for call to this congregation.
- C13.06.02. The Call Committee should intentionally reflect the makeup of this congregation regarding gender, age, and ethnic/racial identity, as well as various segments of the ministry of the congregation.
- C13.07. A Finance Committee shall consist of the Treasurer, who shall be the committee chairperson, and (4) four voting members of this congregation elected by the Congregation Council. Term of office shall be for three years. Elected committee members may not serve more than two consecutive terms. Only one member of the Finance Committee may serve simultaneously on the Audit Committee.
- C13.07.01. There shall be a Finance Committee, of which the Treasurer shall be a member. It shall prepare a draft budget for the succeeding year, including the congregation's full indicated share in support of the wider ministry being carried on in its behalf by the ELCA and the Synod. This committee shall submit such draft budget to the Congregation Council for action and later present it at a Congregation Meeting. The committee shall exercise oversight of all the financial affairs of the congregation to make sure that they are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the Synodical Treasurer. The Financial Committee shall work with the audit committee to insure the completion of an Annual Audit within 30 days after the beginning of each new year.

- C13.07.01. The Finance Committee shall draft an annual budget to be submitted to the Congregation Council for action, after which it will be presented at a Congregation Meeting for vote.
- C13.07.02. The Finance Committee shall provide all information needed to the Audit Committee so that the audit can be completed on time.
- C13.07.03. The Finance Committee shall meet at least quarterly to review this Congregation's financial reports and to discuss any issues or needs that may need to be brought to the Congregation Council for action.
- C13.07.04. The Finance Committee shall consult with the Personnel Committee on matters of hiring and compensation of staff.
- C13.08. The Personnel Committee shall consist of three members elected by the Congregation Council for two year terms. One member shall be a Congregation Council member. The Office Manager shall also serve as a member of the committee and shall have either voice but no vote, or voice and vote. Elected committee members may not serve more than two consecutive terms.**
- C13.08.01. The Personnel Committee shall oversee the implementation of policies related to hiring and compensation of paid staff as well as training, development, and evaluation of both paid and volunteer staff; establish and update the personnel manual including position descriptions and evaluation processes; comply with synod guidelines regarding compensation and benefits for paid staff; and ensure compliance with state and federal employment laws.
- C13.08.02. The Personnel Committee shall consult with the Finance Committee on matters of hiring and compensation of staff.
- C13.09. Other congregation committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.**
- C13.09.01. The Congregation Council may establish temporary or permanent committees as the need arises.
- C13.10. Duties of committees of this congregation ~~committees of this~~ shall be specified in the bylaws.**
- C13.10.01. Except as stipulated in the following paragraphs, the duties of all committees shall be written and reviewed by the committee and the Council, along with such instructions as in the Council's judgment are in the best interests of the congregation. All actions of committees shall be subject to review by the Council.
- C13.10.02. Each ~~standing~~ Governance Committee shall develop its annual goals priorities, review its overall objectives, and submit them to the Congregation Council for review, subject to subsequent review at the February meeting. The goals should be reviewed by the committee and Congregation Council at the middle and at the end of the year for guidance and accountability.
- C13.10.03. In addition to annual priorities established by each committee, the Congregation Council may delegate additional tasks to the committees.
- C13.11. The pastor of this congregation shall be ex officio a member of all committees and boards of this congregation.**
- C13.12. All governance committees shall report directly to the Congregation Council.**

Chapter 14. ORGANIZATIONS WITHIN ~~THE~~ **THIS** CONGREGATION

- C14.01. All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation, at its meeting, through the**

- Congregation Council**, shall determine their policies, guide their activities, and shall receive reports concerning their membership, work, and finances.
- C14.01.01. **Ministry organizations within this congregation shall be organized by function into Ministry Teams, including but not limited to: Faith Development, Faith in Action, and Faith Expressions.**
- b. **The Faith Development Team shall support and coordinate those ministries promoting spiritual growth. Such ministries may include educational offerings, fellowship groups, and spiritual care.**
- b. **The Faith in Action Team shall support and coordinate those ministries serving the needs of the greater community. Such ministries may include outreach to children and their families, adults and their families, and the greater community as a whole.**
- c. **The Faith Expressions Team shall support and coordinate those ministries focusing on expressing our faith in God through worship. Such ministries may include worship support, music and musicians, worship visioning, sanctuary décor, and technical support for worship.**
- C14.01.02. **Co-Ministry Team Leaders for each team shall be selected by the Pastor and appointed by the Congregation Council. They shall serve two-year terms with the terms staggered. Staff members may be selected by the Pastor to serve as one of the co-leaders on Ministry Teams.**
- C14.01.03. **Ministry Team Leaders shall support and coordinate those ministries associated with their team.**
- C14.01.04. **Ministry Team Leaders shall meet at least quarterly to ensure communication among our congregation ministries and to encourage inter-ministry cooperation in our shared congregation mission.**
- C14.01.05. **Ministry Team Leaders shall report to the Congregation Council following their meetings, including bringing action items to the Congregation Council. Ministry Team Leaders shall receive copies of Congregation Council minutes from the Congregation Council Secretary.**
- C14.01.06. **There shall be a Congregation Council liaison designated to work with the Ministry Team Leaders. This liaison may be a Ministry Team Leader who is a Congregation Council member or another appointed Congregation Council member.**
- C14.02. Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council.**

Chapter 15. DISCIPLINE OF MEMBERS AND ADJUDICATION

- *C15.01. **Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of ~~the this~~ congregation, or willful and repeated harassment or defamation of member(s) of ~~the this~~ 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, 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, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.

- *C15.02.** The process for discipline of a member of **the this** 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 the counseling, censure, and 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 may be prepared by the Congregation Council, signed, and submitted to the vice president of the 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 written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the 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 reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.
- *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 this** congregation; or
 - d. termination of membership in **the this** 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 **the this** congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.
- *C15.10. Adjudication
- *C15.11. When there is disagreement **between or** among factions within this congregation on a substantive issue **that which** cannot be resolved by the parties, members of this congregation **may petition the synod bishop for consultation after informing the president of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final. shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.**

Chapter 16. AMENDMENTS

- *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 in America*, may be amended in the following manner. Amendments may be proposed by at least 10% of 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 a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify **the this** congregation's members of the proposal together with 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.
- *C16.02. An amendment to this constitution, proposed under *C16.01., shall:
 - a. be approved at **a any** legally called **Congregation Meeting according to this constitution meeting of this congregation** by a majority vote of those voting members present and voting;
 - b. be ratified without change at the next **annual meeting-regular meeting of this congregation held pursuant to C10.01.** by a two-thirds vote of those voting members present and voting; and
 - c. have the effective date included in the resolution² and noted in the constitution.
- *C16.03. Any amendments to this constitution that result from the processes provided in *C16.01. and *C16.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify **the this** congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- *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 as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of **the this** congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to **the this** 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 **this the** congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of **the this** congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

Chapter 17. BYLAWS

- *C17.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- *C17.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a two-thirds vote of those voting members present and voting.
- *C17.03. Changes to the bylaws may be proposed by any voting member, provided 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. The Congregation Council shall notify **the this** congregation's members of the proposal with 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.
- *C17.04. **Approved changes to the Adopted or amended** bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 18. CONTINUING RESOLUTIONS

- *C18.01. **The This** congregation in a legally called meeting or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.
- *C18.02. Continuing resolutions shall be enacted or amended by a majority vote of a meeting of **the this** congregation or a two-thirds vote of all voting members of the Congregation Council.
- *C18.03. **Adopted or amended continuing resolutions shall be sent by the secretary of this congregation to the synod.**

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.

Chapter 20. PARISH AUTHORIZATION

(Required only for a congregation that is part of a parish.)

Bylaws to be Removed (Covered in Policy Manual or elsewhere in Constitution/Bylaws)

Miscellaneous:

1. All members of the congregation in good standing shall be entitled to use the church building(s) for baptisms, weddings, funeral, etc. where such an events involves a member of the family. Others may use the church building(s) on such terms and subject to such limitations as may from time to time be defined by the Congregation Council.

2. In order that as many members as possible be involved in the total program of the congregation, any members shall be restricted to three (3) positions of responsibility. A position of responsibility shall be construed to mean being a member of a standing committee, the Congregation Council, a teacher in the parish education program, an office in an auxiliary, the choir director, the organist, or any other position designated by the Congregation.

3. The congregation and its auxiliaries shall avoid all forms of commercialism, except as defined by the Statement of Fund Raising Activities adopted by the congregation.

4. Each standing committee of the congregation will meet monthly and/or as necessary to fulfill its responsibilities. Suggest unnecessary. Specific meeting expectations can be put in bylaws under each Governance Committee, if needed. I.e., under Finance Committee it states they will meet at least quarterly.

5. A list of inactive members shall be reviewed on an annual basis. Inactive members are defined as those who have neither contributed money nor communed in the last 12 months.

Standing Committees:

4. There shall be a committee on Christian Education. Their primary purpose will be to oversee the educational programs of the congregation, to encourage regular Bible study for all members and provide opportunities for Christian growth in the home. The committee will report to the Congregation Council and will be responsible to the congregation. The committee will provide for Sunday School classes for all members of the church, strive to expand the educational choices for its members through the year, and will coordinate Vacation Bible School

5. There shall be a committee on Church Property. This committee shall see to the proper maintenance and protection of all property of the congregation and shall take care that the same is kept in good repair and is adequately insured. It shall oversee the responsibilities of the custodian and shall provide equipment necessary for the custodian to perform his or her duties.

6. There shall be a committee on Evangelism. This committee shall stimulate and lead all members of the congregation in continuous and, from time to time, concerted endeavors to reawaken the spiritually indifferent and to reach others who are as yet unwon with the Gospel and attach them to Christ's Church. To this end, the committee shall devote itself to deepening spiritual life and shall periodically study the congregation in the context of its surrounding community.

8. There shall be a committee on Social Ministry. The purpose of this committee shall be to extend Christian compassion and helpfulness to the ill, the aged, the orphaned, the underprivileged, the imprisoned and, in general, to persons of all ages in need of aid in body or soul. It shall strive to enlist in these efforts as many as possible of the individual members and organizations of the congregation. This committee shall further have the duty to study social conditions, primarily in the local community, in order to bring cleansing and healing light of

Christian truth to bear upon critical problems through thoughtful Christian discussion of facts and issues.

9. There shall be a committee on Stewardship, of which the Financial Secretary shall be an ex-officio member. It shall be the function of this committee to evoke and promote the expression of Christian faith in daily living, to teach the Christian use of money, to diffuse knowledge of the congregation's local, national and worldwide ministries, and to lead all its members to higher levels of proportionate giving for the Lord's work. This committee shall also be responsible for the annual Every Member Visit or such other stewardship plan that the Council elects and other congregational efforts which lead to informed and grateful giving.

10. There shall be a committee on Worship and Music. It shall assist the Congregational Council in seeing that the services of God's House are conducted regularly. The committee shall see that ushers and other service assistants are recruited and trained and that hymnals and other devotional material are provided and properly cared for. This committee shall supervise and strive to advance the welfare and effective service of the choirs of the congregation. It shall arrange for the care of paraments, vestments, musical instruments, and other worship materials, and in consultation with Pastor, supervise and assist the organist and the choir director.

11. There shall be a committee on Youth Ministry. The committee will be composed of a Youth Leadership Team, Lay Associate, Council Liaison, youth advisors, and interested adults. The purpose of the committee is to oversee programs and activities, and help with the administrative responsibilities of the Youth Group. This committee shall be responsible for the development of a budget each year for the youth ministry program

12. There shall be a committee of the Internship Pastor. During those times when the congregation has employed an Intern Pastor from one of our seminaries, there shall be appointed by the Pastor in consultation with the Congregation Council and the Intern, an Intern Committee whose membership shall be representative of the membership of the congregation. The task of this committee shall be to meet regularly for the purpose of giving feedback, evaluation, and encouragement to the Intern Pastor. The committee shall seek to enhance the training experience of the Pastoral Internship, while leaving its professional supervision to the Pastor designated by the seminary as Supervising Pastor.

13. There shall be a Staff Committee. Its responsibilities shall include advising the Congregation Council regarding Congregational personnel policies and job description and annual evaluations for all paid staff. Evaluation of pastoral performance shall be by the Congregation Council. Following the pastoral evaluation by the Council, the Staff Committee shall draft objectives for the ensuing calendar year and submit draft objectives to the Council for review and approval.

Evaluation of the performance of the other paid staff shall be conducted by the parties designated in the job descriptions for the respective staff positions. All staff evaluations shall be completed by not later than the September Council meeting so that they may be considered in preparing the budget for the ensuing year.

The Staff Committee may assist the Council by recommending compensation adjustments based upon staff evaluations. The Staff Committee may assist the Council in the process of interviewing candidates for paid staff positions when vacancies in those positions occur.