

CONSTITUTION



***“SERVING GOD IN SEGUIN AND BEYOND
SINCE 1966”***

*This Church is a people created by God, empowered by the Holy Spirit,
and called and sent to make disciples of Jesus Christ*

***FAITH LUTHERAN CHURCH
SEGUIN, TEXAS***

CONSTITUTION OF FAITH LUTHERAN CHURCH SEGUIN, TEXAS

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CONSTITUTION OF FAITH LUTHERAN CHURCH SEGUIN, TEXAS

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 Faith Lutheran Church of Seguin, Texas.
- C1.02. For the purpose of this Constitution and the accompanying Bylaws, the Faith Lutheran Church of Seguin, Texas, is hereinafter designated as "this Congregation."
- C1.03. This Congregation shall be incorporated under the laws of the State of Texas.

CHAPTER 2. CONFESSION OF FAITH

Jesus is the head of the Church. Unity among the various expressions of the body of Christ is best achieved through focusing on Jesus, who alone is able to draw all people to Himself. Jesus is the complete and ultimate expression of God and is part of the Trinity: Father, Son and Holy Spirit. (Matthew 22:34-40, John 14:6, Philippians 2:9-11)

- 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 Scriptures 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. The Church is the gathering of all believers among whom the Gospel is preached in its purity and the sacraments are administered in accordance with the Gospel (Unaltered Augsburg Confession, Article 7).
- C3.03. Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, Faith Lutheran Church will only recognize marriages between a biological man and a biological woman. Thus, we believe that the term “marriage” has only one meaning; the uniting of one man and one woman in a single, exclusive union as delineated in Scripture (Gen. 2:18-25). Further, the Pastors and staff of Faith Lutheran Church shall only participate in weddings and solemnize marriages between one man and one woman. Finally, the facilities and property of Faith Lutheran Church shall only host weddings/events between one man and one woman.
- C3.04. Faith Lutheran Church believes that all human life is sacred and created by God in his image. Human life is of inestimable worth in all its dimensions, including pre – born babies, and the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps 139).
- C3.05. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Faith Lutheran Church’s faith, doctrine, practice, policy, and discipline, our residing Pastor along with the Church Council is the final interpretive authority on the Bible’s meaning and application.

CHAPTER 4. STATEMENT OF PURPOSE

- C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, and called and sent to make disciples of Jesus Christ.
- C4.02. To carry out God's mission, this Congregation as a part of the Church shall:
- a. carry out Christ's Great Commission by reaching out to all people, near and far, to make disciples in Christ;
 - b. provide services of worship at which the Word of God is preached and the sacraments are administered;
 - c. provide pastoral care and assist all members to participate in this ministry;
 - d. challenge, equip, and support all members in carrying out their calling in their daily lives and in their Congregation;
 - e. teach the Word of God;
 - f. serve in response to God's love to meet human needs;
 - g. teach Biblical stewardship; and
 - h. foster and participate in relationships with other congregations.
- C4.03. This Congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.

CHAPTER 5. POWERS OF THIS 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. This Congregation shall develop an organizational structure to be described in the Bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each Organizational, Standing or Ad Hoc Committee, task force, or other organizational groups and shall review their actions. Such descriptions shall be contained in continuing resolutions of the Congregation Council.
- C5.04. 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 this Congregation. 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. adopt amendments to the Constitution, as provided in Chapter 20, and amendments to the Bylaws, as specified in Chapter 19;
 - d. approve the annual budget (Programs of Christ's Ministry);

- e. acquire or decline real and personal property by gift, devise, purchase, or other lawful means;
- f. hold title to and use its property for any and all activities consistent with its purpose;
- g. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
- h. elect Congregation Council members, and require them to carry out their duties in accordance with the Constitution, Bylaws, and continuing resolutions; and
- i. affiliate or terminate its affiliation as provided in Chapter 6.C5.05. This Congregation shall choose from among its voting member's individuals to serve as delegates to represent it at meetings of any conference, district, coalition, or other area subdivision or organization of which it is a member.

CHAPTER 6. CHURCH AFFILIATION

- C6.01. This Congregation may affiliate with other church bodies with which it can accept a common confession of faith. (See Chapter 2 of this Constitution.)
- C6.02. This Congregation may affiliate with other Christian church bodies as decided by a 60% majority ballot vote of the voting members then present and voting at a specially called meeting of this Congregation with a quorum present (see Section C10.04 of the Constitution)
- C6.03. This Congregation may terminate its affiliation as follows:
 - a. This Congregation takes action to dissolve.
 - b. This Congregation ceases to exist.
 - c. This Congregation is removed from membership by its affiliated organization.
 - d. This Congregation may terminate its affiliation with other Christian church bodies as decided by 60% majority ballot vote of the voting members then present and voting at a specially called meeting of this Congregation with a quorum present (see Section C10.04 of the Constitution).

CHAPTER 7. PROPERTY OWNERSHIP

- C7.01. If this Congregation ceases to exist, title to undisposed property shall be disbursed to non-profit entities and/or organizations as determined by a majority of the remaining voting members of this Congregation at a specially called meeting of this Congregation with a quorum present.
- C7.02. If this Congregation is removed from membership in an affiliated organization according to its procedure for discipline, title to property shall remain with this Congregation.
- C7.03. Regardless of affiliation, title to any real property and assets of this Congregation shall remain with this Congregation.

CHAPTER 8. MEMBERSHIP

- C8.01. Membership in this Congregation is a call to discipleship under Jesus Christ. Therefore, 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 who have worshipped with this Congregation at least six (6) times during the previous twelve months (or an average of once every two months from the date of acceptance by Congregation Council as a member, if less than twelve months), and have communed and made a personal contribution of record to this Congregation at least once in the previous twelve months. The giving record of parents shall qualify as contributions for immediate family members living at home and as determined by the Congregation Council. 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 this Congregation.
 - 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, or persons who wish to retain a relationship with this Congregation while being members of other congregations. They have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Congregation Council of this Congregation.
- C8.03. All applications for membership shall be submitted to and shall require the approval of 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 through contributions of their time, abilities, and financial support as Biblical stewards.

- C8.05. Membership in this Congregation shall be terminated by any of the following:
- a. death;
 - b. resignation;
 - c. transfer or release;
 - d. disciplinary action by the Congregation Council; or
 - e. removal from the roll due to inactivity as defined in the Bylaws.

CHAPTER 9. THE PASTOR

- C9.01. To assist this Congregation in fulfilling its mission, this Congregation may call or contract with pastors.
- a. Authority to call a pastor shall be in this Congregation at a meeting legally called for that purpose with a quorum present (see Section C10.04 of the Constitution) by at least a two-thirds majority ballot vote of voting members present and voting.
 - b. Contract calls shall be issued by the Congregation Council by at least a two-thirds majority ballot vote of Council members present and voting, and ratified by this Congregation at the next regularly scheduled Congregation meeting with a quorum present (see Section C10.04 of the Constitution) by at least a two-thirds majority ballot vote of voting members present and voting.
- C9.02. Only a pastor credentialed or certified by this Congregation's then-affiliated Lutheran association(s) may be a called pastor of this Congregation.
- C9.03. Any called or contract pastor of this Congregation shall subscribe to this Congregation's Confession of Faith (see Chapter 2 of this Constitution). To help this Congregation fulfill its mission, the pastor(s) shall:
- a. preach the Word;
 - b. administer the sacraments;
 - c. conduct public worship;
 - d. provide pastoral care; and
 - e. proclaim God's love for the world.
- C9.04. Ordained pastors with a Congregational call shall, within this Congregation:
- a. offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - b. provide spiritual guidance to all schools and organizations of this Congregation;
 - c. install regularly elected members of the Congregation Council and other organizations of this Congregation, such as Lutheran Women of Faith and Sunday School Teachers;

- d. seek out and encourage qualified persons to prepare for the ministry of the Gospel; and
 - e. with the Congregation Council, administer discipline.
- C9.05. 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.
- C9.06.a. The call of this Congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which, except in the case of the death of the pastor, may be terminated 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, 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in this Congregation, without reflection on the competence or the moral and spiritual character of the pastor;
 - 4) the physical or mental incapacity of the pastor;
 - 5) disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty;
 - 6) commission of a felony or a crime of moral turpitude; or
 - 7) the dissolution of this Congregation.
- C9.06.b. When allegations of physical or mental incapacity of the pastor or ineffective conduct of the pastoral office have come to the attention of the Congregation Council, then the Congregation President and the Chair of the Human Resources Committee shall investigate such conditions personally and make recommendation to Congregation Council.
- C9.06.c. In the case of alleged difficulties which imperil the effective functioning of this Congregation, all concerned persons shall be heard, after which the Congregation Council shall decide on the course of action to be recommended to the pastor. If the pastor agrees to carry out such recommendations, no further action shall be taken by the Congregation Council. If the pastor fails to agree, this Congregation may dismiss the pastor by a 60% majority ballot vote of the voting members present and voting at a legally called meeting of this Congregation with a quorum present (see Section C10.04 of the Constitution).
- C9.07. During the period of service, an interim pastor shall have the rights, duties, and obligations in this Congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the Congregation Council.
- C9.08. 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 and the Congregation Council. As occasion requires, the call documents may be revised through a similar consultation.

- C9.09. The pastor of this Congregation shall:
- a. see that accurate parish records are kept of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this Congregation. All such records shall remain the property of this Congregation;
 - b. see that a summary of such statistics is submitted annually to this Congregation and Congregation Council as part of the pastor's annual report;
 - c. become a voting member of this Congregation upon receipt and acceptance of the letter of call.
- C9.10. Since both pastor and Congregation are parties to the call, no pastor shall announce his decision on any subsequent call without first having consulted with the Congregation Council, and preferably after having consulted with this Congregation. Should the pastor thereupon resign to accept another call, his resignation shall be presented to this Congregation, and the pastor and this Congregation shall determine mutually satisfactory arrangements for terminating his services within thirty days.

CHAPTER 10. CONGREGATION MEETING

- C10.01. The semi-annual meetings of this Congregation shall be held in January and December of each year.
- C10.02. A special Congregation Meeting may be called by the Congregation Council or the President of this Congregation, and shall be called by the President of this Congregation upon written request of 60 voting members. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted at that meeting.
- C10.03. Notice and agenda of all meetings of this Congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or by other transmission as specified in the Bylaws or continuing resolution to all voting members at least 10 days in advance of the date of the meeting.
- C10.04. 125 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 this Congregation shall be by majority vote of those voting members present and voting as specified in C10.04, except as otherwise provided in this Constitution or Bylaws.
- C10.07. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this Congregation.
- C10.08. Election for Congregation Council members and other church representatives shall be in accordance with the Bylaws or continuing resolutions.

CHAPTER 11. OFFICERS

- C11.01. The officers of this Congregation shall be President, Vice President, Secretary, Treasurer and Assistant Treasurer. These officers will be elected by the members of Congregation Council from among its members immediately following the January semi-annual meeting.
- a. The duties of the officers shall be specified in the Bylaws.
 - b. The officers shall be voting members of this Congregation.
 - c. The officers of the Congregation Council shall serve similar offices in this Congregation and shall be voting members of the Congregation Council.
- C11.02. The officers shall serve for one year or until their successors are elected. Their terms shall begin at the first Congregation Council Meeting after the January semi-annual Congregation Meeting.
- C11.03. No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office.
- C11.04. The President may appoint a recording secretary; the secretary shall not be a full time employee of this Congregation, a member of the Congregation Council, or a member of any Standing or Operational Committee.

CHAPTER 12. CONGREGATION COUNCIL

The Bible is our authority and sole guide for life and faith. We accept on faith that all of the Scripture is inspired and is without error; however not all interpretation is without error. Therefore we support and encourage the study of original manuscripts, recognizing the original audiences and purposes of a text, and allowing the Bible to interpret itself. For the Scriptures are a living Word that are always relevant and revealing of God's purpose for all creation. (John 1:1, 1:14, II Timothy3:16-17, Romans 15:4, Psalm 1)

- C12.01. The voting membership of the Congregation Council shall consist of Council members as defined by the Bylaws. The called pastor(s) and the Church Administrator, if any, may have a voice but no vote at meetings of the Congregation Council.
- C12.02. Paid Congregational staff members, including called pastors, shall not be elected to any Congregation Council position or the Endowment Fund Committee.
- C12.03. The members of the Congregation Council shall be elected to serve for terms of three years. Such members shall be eligible to serve no more than two consecutive full terms. The dates of office and the duties of the officers of this Congregation and Council members shall be specified in the Bylaws. No member of the Congregation Council shall be eligible to serve by election after serving continuously six years on the Congregation Council until a one-year period of separation from service on the Congregation Council has occurred. No person shall be considered for election to any Congregational position if fulfilling the term of their election would violate the six year term limits in this section.

- C12.04. Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor. The successor shall fulfill the vacant term. The successor shall be ratified by this Congregation at its next meeting.
- C12.05. The Congregation Council shall have general oversight of the life and activities of this Congregation, and in particular its spiritual life, to the end that everything be done in accordance with the Word of God and this Congregation's Confession of Faith. The duties of the Congregation Council shall be defined in the Bylaws.
- C12.06. The Congregation Council shall be responsible for the financial and property matters of this Congregation and:
- a. shall be the board of directors of this Congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Texas, except as otherwise provided herein.
 - b. shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of this Congregation except as specified in the Bylaws or continuing resolution.
 - c. shall prepare an annual budget (Programs of Christ's Ministry) for the adoption by this Congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur annually-aggregated obligations in excess of 6% of the prior year's actual operating expenses (Programs of Christ's Ministry), less benevolence, only after approval at a Congregational Meeting with a quorum present.
 - d. shall ascertain that the financial affairs of this Congregation are being conducted efficiently according to generally accepted accounting principles.
 - e. shall be responsible for this Congregation's investments and its total insurance program.
- C12.07. The Congregation Council shall see that the provisions for this Constitution, its Bylaws, and any continuing resolutions are enforced.
- C12.08. The Congregation Council shall provide for an annual audit of the membership roster, as referenced by Chapter 8 of this Constitution.
- C12.09. The Congregation Council shall be responsible for the appointment of the salaried lay employees of this Congregation and for the implementation of policies and procedures for all employees of this Congregation, as specified in the Bylaws.
- C12.10. The Congregation Council shall normally meet once a month. Special Council meetings may be called by the Congregation President, and shall be called by the Congregation President at the request of at least one-half of the Congregation Council members. Notice of each special meeting shall be given to all who are 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.

CHAPTER 13. EXECUTIVE COMMITTEE

C13.01. The Executive Committee shall consist of the officers of this Congregation, the Senior Pastor, and the Church Administrator, if any.

C13.02. The Executive Committee shall have such powers and limitations on those powers as are specified by the laws of the State of Texas, this Constitution, and its Bylaws, and shall have such authority to implement such actions and duties as are specifically authorized by the Congregation Council or by this Congregation by continuing resolution.

C13.03. The Executive Committee shall have no authority to expend funds, to authorize the purchase of property and services, or to conduct any business on behalf of this Congregation except as is specifically authorized by the Bylaws or by resolution of the Congregation Council or this Congregation.

C13.04. The duties of the Executive Committee shall be as specified in the Bylaws and/or continuing resolutions.

CHAPTER 14. CHURCH FUNDS

C14.01. The Faith Lutheran Church Endowment Fund was originally established by Resolution of this Congregation in 1993. Revisions have been made and will be approved as part of this Constitution. See Exhibit A - I.

C14.02. There shall be an Endowment Fund Committee as specified by the original Endowment Fund Resolution with current Revisions. See Exhibit A - II, III and IV.

C14.03. There shall be a William F. Lange Scholarship Fund and Committee as specified by the original William F. Lange Scholarship Fund and Committee Resolution. See Exhibit B

EXHIBIT B

1. **PURPOSE:** The William F. Lange Scholarship Fund was established in 2012 to honor the memory of the Founding and longtime Pastor of Faith Lutheran Church, Seguin.
2. **ADMINISTRATION:** In keeping with the wishes of the family and friends of Pastor Lange and with what was indicated at the time, it is an endowed fund to be administered by Faith Lutheran Church of Seguin. It is separate from the regular Faith Endowment. It is to be administered following the Constitution of Faith Lutheran Church and under the umbrella of the Congregation Council. All actions, other than decisions on investments, must receive approval of the Congregation Council. The Congregation Council may add to or change the rules and regulations with the approval of the Congregation.

3. **LANGE SCHOLARSHIP COMMITTEE:** The fund is to be administered by a special advisory committee elected by the Congregation at its annual meeting. The committee shall consist of seven members nominated by the Congregation Council. Nominated committee members shall be carefully selected on the basis of their ability to oversee the management of assets and their interest in helping individuals to enter the Lutheran ministry and shall be active voting members of Faith Lutheran Church. Committee members shall serve for three year staggered terms and are limited to two (2) consecutive terms and then there must be a one year separation before they can again serve. One half of a term shall be considered a term. At the first election, two persons shall be selected for a one – year term, and two for two years and three for three years. A drawing shall be held for the terms.

The Scholarship Committee shall have the following duties:

- A. Oversee the investment of funds with the advice of a professional;
- B. Investments should be with limited risk and a goal of averaging five percent annually;
- C. Prepare a budget;
- D. Promote the Fund;
- E. Seek qualified applicants;
- F. Select recipients of scholarships;
- G. Funds should be given to the recipients, not the Seminary;
- H. Require an annual written report from recipients;
- I. Prepare and present a report to the Congregation annually;
- J. Candidates will be selected first locally, then from Texas and finally nationally;
- K. Recipients from Faith must have been members for two years;
- L. Seminaries attended must be accredited and recognized by the LCMC;
- M. Business shall be conducted following ROBERTS RULES OF ORDER;
- N. In order to encourage gifts and support, the first scholarship(s) in the amount of \$2,000 should be awarded for the 2016 – 17 academic year and taken from what is currently in the Fund: and
- O. The remaining funds shall be invested as soon as possible.

IV. ACCOUNTING:

- A. Accounting should be according to standard accounting procedures.
- B. All contributions will be added to the principal.
- C. Scholarships should come from earnings, but not limited to earnings. If necessary, principal may be used.

- D. If Faith Lutheran leaves the LCMC, the Fund should remain with Faith.
- E. If the Faith Congregation should dissolve, the disposition of the William F. Lange Scholarship Fund should be determined by a vote of the Congregation.

CHAPTER 15. STANDING AND AD HOC COMMITTEES

- C15.01. A Nominating Committee shall be formed in accordance with the Bylaws.
- C15.02. An Audit Committee shall be formed in accordance with the Bylaws.
- C15.03. A Call Committee shall be formed in accordance with the Bylaws whenever a pastoral call vacancy occurs that this Congregation intends to fill.
- C15.04. A Mutual Ministry Team may be formed in accordance with the Bylaws.
- C15.05. A Memorial Committee may be formed in accordance with the Bylaws.
- C15.06. A Finance Committee may be formed in accordance with the Bylaws.
- C15.07. A Human Resources Committee shall be formed in accordance with the Bylaws.
- C15.08. Other Ad Hoc Congregation Committees may be formed by the Congregation Council as the need arises.
- C15.09. Duties of Standing Congregation Committees shall be as specified in the Bylaws and/or continuing resolutions.
- C15.10. The Senior Pastor of this Congregation shall be a member with voice but no vote of all Standing Committees of this Congregation, except the Audit Committee. The Senior Pastor may designate another called pastor of this Congregation to serve in this capacity for any Standing Committee, except the Audit Committee.
- C15.11. The Congregation President shall be a non-voting member of all Standing and Ad Hoc Committees of this Congregation, as defined in the Bylaws, except the Nominating Committee and the Audit Committee.

CHAPTER 16. OPERATIONAL COMMITTEES

Jesus gave his disciples this command – “Go and make disciples of all nations.” Therefore, the Church exists primarily for the sake of those who don’t yet belong. We will seek to invite every person to consider a living and personal relationship with Jesus Christ, for He is the only way to salvation and eternal life. (Matthew 28:18-20, Matthew 4:18-20, Luke 19:10, Acts 1:8)

- C16.01. Operational Committees shall be formed as determined in the Bylaws.
- C16.02. Members of Operational Committees will be appointed by Congregation Council, using Time and Talent Sheets to indicate interests.
- C16.03. Operational Committees shall have authority and structure as outlined in the Bylaws and/or continuing resolutions.

- C16.04. The Senior Pastor of this Congregation shall be a member with voice but no vote of all Operational Committees of this Congregation. The Senior Pastor may designate another called pastor of this Congregation to serve in this capacity for any Operational Committee.
- C16.05. The Congregation President shall be a non-voting member of all Operational Committees of this Congregation.
- C16.06. Each Operational Committee shall submit a comprehensive written report from their respective committee to this Congregation at the January semi-annual meeting.

CHAPTER 17. ORGANIZATIONS WITHIN THIS CONGREGATION

- C17.01. All organizations within this Congregation shall exist to support this Congregation in fulfilling its mission. As outgrowths and expressions of this Congregation's life, the organizations are subject to its oversight and direction.
- C17.02. Special interest groups other than those of the official organizations of this Congregation will have no voice or vote in the operations of this Congregation, unless authorized by the Congregation Council and ratified at the next meeting of this Congregation with a quorum present (see Section C10.04 of the Constitution).

CHAPTER 18. DISCIPLINE OF MEMBERS

- C18.01. Denial of the Christian faith as described in this Constitution, conduct grossly unbecoming a member of the Church of Christ, or persistent trouble-making in this Congregation are sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:17-17, proceeding through these successive steps: a) private admonition by the Senior Pastor, b) admonition by said pastor in the presence of two or three witnesses, and c) notice to appear before the Congregation Council. If, for any reason, said pastor is unable to administer the admonitions required by a) and b) hereof, the Congregation President or Congregation Vice President shall administer such admonitions.
- C18.02. If discipline against a member proceeds beyond counseling and admonition by the Senior Pastor, charges against the accused member(s) that are specific and in writing shall be prepared by member(s) of this Congregation who shall sign the charges as the accuser(s). The written charges shall be filed with said pastor, who shall advise the Congregation Council of the need to issue a written notice to the accused and the accusers that specifies the time and place of the hearing before the Congregation Council. The written charges shall accompany the written notice to the accused. A member charged with the offense shall appear before the Congregation Council after having received a written notice at least ten days prior to the meeting. If the member charged with the offense fails to appear at the scheduled hearing, the Congregation Council may proceed with the hearing and may pass judgment in the member's absence.

C18.03. To assure due process and due protection for the accused, members of the Congregation Council who participate in the preparation of the written charges or who present evidence or testimony in the hearing before the Congregation Council are disqualified from voting upon the question of the guilt of the accused member. In addition, due process requires the following:

- a. The right to be given a specific written statement of the charges;
- b. The right to a hearing by the Congregation Council;
- c. The right of the accused to testify in person or remain silent;
- d. The right to call witnesses;
- e. The right to introduce documentary evidence;
- f. The right to confront and cross-examine witnesses;
- g. The right to a hearing closed to the public unless both the accuser(s) and the accused agree to a public hearing;
- h. The right to a written decision;
- i. The right to be treated with fundamental procedural fairness, which means:
 1. Avoidance by Council members of written communications to or from either accused or accuser(s) without copy to the other;
 2. Avoidance by Council members of other communications with either the accused or the accuser(s) outside of the presence of the other;
 3. Maintaining proper decorum during the hearing;
 4. Allowing both the accuser(s) and the accused to present their cases without unnecessary interruptions;
 5. Keeping a verbatim record of the hearing, made either by audio or video recording; and
 6. Allowing both the accuser(s) and the accused to be accompanied at the hearing by a representative (who may, but need not, be an attorney) who may also participate in the proceedings.

C18.04. Should the allegations be sustained by a two-thirds majority vote of the members of the Congregation Council who are not disqualified but are present and voting, and renewed admonition proves ineffectual, the Council shall impose one of the following disciplinary actions:

- a. censure before the Council or Congregation;
- b. suspension from membership for a definite period of time; or
- c. exclusion from membership in this Congregation.

Disciplinary actions b. and c. shall be delivered to the member in writing.

- C18.05. The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to this Congregation. Notice of a decision to make such appeal shall be made in writing to the Congregation President within fifteen (15) days of Congregation Council's disciplinary decision. Upon receipt of such notice, the Congregation President shall call a special meeting of this Congregation to hear such appeal, to be held no later than sixty (60) days following the date of such notice. Such right may not be abridged and the decision of this Congregation shall be final.
- C18.06. Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of a) evidence that injustice has been done or b) evidence of repentance and amendment.
- C18.07. No member of this Congregation shall be subject to discipline for offenses that the Congregation Council has previously heard and decided, unless so ordered by this Congregation after an appeal. Said appeal shall be conducted in accordance with the provisions of Section C18.05 of the Constitution.
- C18.08. When there is disagreement among factions within this Congregation on a substantive issue that cannot be resolved by the parties, members of this Congregation shall have access to the Congregation Council for consultation after informing the President of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the matter shall be referred to this Congregation whose decision shall be final.

CHAPTER 19. BYLAWS

- C19.01. This Congregation may adopt Bylaws. In the event of a conflict between the Bylaws and this Constitution, this Constitution controls.
- C19.02. Bylaws may be adopted or amended at any properly called meeting of this Congregation with a quorum present (see Section C10.04 of the Constitution) by a 60% majority vote of those voting members present and voting.
- C19.03. Changes to the Bylaws may be proposed by the Congregation Council or by written petition signed by at least 60 voting members provided that such additions or amendments be submitted to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose and that the Congregation Council notify this Congregation's members in writing of the proposal with its recommendations at least 30 days in advance of the Congregation Meeting.

CHAPTER 20. AMENDMENTS

- C20.01. Amendments to this Constitution may be proposed by the Congregation Council or by written petition signed by at least 60 voting members. Proposed amendments must be filed in writing with the Congregation Council at least 60 days before formal consideration by this Congregation at its regular or special meeting called for that purpose. The Congregation Council shall notify this Congregation's members in writing of the proposal with the Council's recommendations at least 30 days in advance of the Congregation Meeting.

- C20.02. A proposed amendment to this Constitution (proposed under Section C20.01), shall
- a. be approved at a properly called meeting of this Congregation according to this Constitution with a quorum present (see Section C10.04 of the Constitution) by a two-thirds majority vote of those voting members present and voting; and
 - b. have the effective date included in the resolution and noted in the Constitution.

CHAPTER 21. CONTINUING RESOLUTIONS

- C21.01. This Congregation, in a properly called meeting, or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the Constitution or Bylaws of this Congregation.
- C21.02. Continuing resolutions shall be enacted, rescinded, or amended by a 60% majority vote of those voting members present and voting at a regular or specially called meeting of this Congregation with a quorum present (see Section C10.04 of the Constitution) or a two-thirds majority vote of voting members of the Congregation Council present and voting at a regular or specially called meeting.
- C21.03. Continuing resolutions enacted as a result of a Congregation vote may only be amended or rescinded by a 60% majority vote of those voting members present and voting at a regular or specially called meeting of this Congregation with a quorum present.

CHAPTER 22. INDEMNIFICATION

- C22.01. Consistent with the provisions of the laws under which this Congregation is incorporated, this Congregation may adopt provisions providing indemnification and Errors and Omissions insurance coverage 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.

Effective Date:

The effective date of the operation of this amended Constitution shall be May 15, 2016.