

CALVARY LUTHERAN CHURCH

CONSTITUTION

Amended November 2008

Bylaws begin on page 22

CALVARY LUTHERAN CHURCH
A Member Congregation of the West Texas Conference
of the Northern Texas-Northern Louisiana Synod (NT-NL)
of the Evangelical Lutheran Church in America (ELCA)
3231 College Hills Boulevard
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This current edition of the Constitution contains changes adopted by the 1989,1991, 1993, 1995, 1997, and 1999, 2002, 2005, 2007 Evangelical Lutheran Church in America Church-wide Assemblies.

Sections of this constitution marked by an asterisk [*] are required when a congregation amends its governing documents. These sections must be used without alteration or amendment of the text in any manner (neither additions nor deletions). This is in keeping with provision 9.52. in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America Constitution adopted in 1987.

In keeping with provisions that apply to all of the congregations of the Evangelical Lutheran Church in America, a copy of this Constitution has been provided to the Northern Texas-Northern Louisiana Synod for approval. As specified by ELCA bylaw 9.53.03., all future proposed changes to this Constitution shall be referred to the NT-NL Synod for approval.

Calvary Lutheran Church Constitution

*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 U Son and of the Holy Spirit.

Chapter 1. NAME AND INCORPORATION

- C1.01. The name of this congregation shall be Calvary Lutheran Church.
- C1.02. For the purpose of this constitution and the accompanying bylaws, the congregation of Calvary Lutheran Church is hereinafter designated as "this congregation."
- C1.11. This congregation shall be incorporated under the laws of the State of Texas.

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 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 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.

Chapter 4. STATEMENT OF PURPOSE

- *C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- *C4.02. To participate in God's mission, this congregation as a part of the Church shall:
 - a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global

awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.

- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

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

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
- b. Provide pastoral care and assist all members to participate in this ministry.
- c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
- d. Teach the Word of God.
- e. Witness to the reconciling Word of God in Christ, reaching out to all people.
- f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with other congregations, the synod, and the church-wide organization of the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with church-wide 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. [Such descriptions shall be contained in continuing resolutions in the section on the Congregation Council.]

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

Chapter 5. POWERS OF THE CONGREGATION

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

- *C5.02. The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.
- *C5.03. Only such authority as is delegated to the Congregation Council or other organizational units in this congregation's governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:
- a. call a pastor as provided in Chapter 9;
 - b. terminate the call of a pastor as provided in Chapter 9;
 - c. call or terminate the call of associates in ministry, deaconesses, and diaconal ministers in conformity with the applicable policy of the Evangelical Lutheran Church in America;
 - d.
 - e. approve the annual budget;
 - f. acquire real and personal property by gift, devise, purchase, or other lawful means;
 - g. hold title to and use its property for any and all activities consistent with its purpose;
 - h. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
 - i. elect its Congregation Council, and require the members of the council to carry out their duties in accordance with the constitution and bylaws; and
 - i. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.
- *C5.04. This congregation shall choose from among its voting members lay persons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by the North Texas-North Louisiana Synod the Evangelical Lutheran Church of 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 Northern Texas-Northern Louisiana 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 clergy roster 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.
- d. This congregation agrees to consider associates in ministry, deaconesses, and diaconal ministers for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
- e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution of the synod.

*C6.04. Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:

- a. This congregation takes action to dissolve.
- b. This congregation ceases to exist.
- c. This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
- d. This congregation follows the procedures outlined in *C6.05.

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

- a. A resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of this congregation by a two-thirds majority of the voting members present.
- b. The secretary of this congregation shall submit a copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of this congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod shall consult with this congregation during a period of at least 90 days.
- d. If this congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majority of the voting members present, at which meeting the bishop of the synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.
- e. A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop, at which time the relationship between this congregation and the Evangelical Lutheran Church in America

shall be terminated.

f. Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.

g. Since this congregation was a member of the Lutheran Church in America, it shall be required, in addition to the foregoing provisions in *C6.05., to receive synodical approval before terminating its membership in the Evangelical Lutheran Church in America.

h. Since this congregation was established by the Evangelical Lutheran Church in America, it shall be required, in addition to the foregoing provisions in *C6.05., to receive synodical approval before terminating its membership in the Evangelical Lutheran Church in America.

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

Chapter 7. PROPERTY OWNERSHIP

*C7.01. If this congregation ceases to exist, title to undisposed property shall pass to the Northern Texas-Northern Louisiana Synod of the Evangelical Lutheran Church in America.

*C7.02. If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.

*C7.03. If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Northern Texas-Northern Louisiana Synod.

*C7.04. If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body, title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.

Chapter 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 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 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 church-wide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.
- *C8.05. Membership in this congregation shall be terminated by any of the following:
- a. death;
 - b. resignation;
 - c. transfer or release;
 - d. disciplinary action by the Congregation Council; or

e. removal from the roll due to inactivity as defined in the bylaws. Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.

Chapter 9. THE PASTOR

- *C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.02. Only a member of the clergy roster of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every ordained minister shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care; and
 - 5) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each ordained minister with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) supervise all schools and organizations of this congregation;
 - 3) install regularly elected members of the Congregation Council; and
 - 4) with the council, administer discipline.
 - c. Every pastor shall:
 - 1) strive to extend the Kingdom of God in the community, in the nation, and abroad;
 - 2) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and
 - 4) endeavor to increase the support given by the congregation to the work of the church-wide organization of the Evangelical Lutheran Church in America (ELCA) and of the Northern Texas-Northern

Louisiana Synod of the ELCA.

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

*C9.05.

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which, except in the case of the death of the pastor, shall be terminated only following consultation with the synodical bishop and for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions, without reflection on the competence or the moral and spiritual character of the pastor;
 - 4) the physical or mental incapacity of the pastor;
 - 5) disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty;
 - 6) the dissolution of the congregation; or
 - 7) suspension of the congregation as a result of discipline proceedings.
- 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 bishop of the synod, the bishop in his or her sole discretion may, or when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop shall, investigate such conditions personally in company with a committee of two ordained ministers and one layperson.
- c. In case of alleged physical or mental incapacity, competent medical testimony shall be obtained. When such disability is evident, the bishop of the synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the bishop of the synod shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another field of labor.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, all concerned persons shall be heard, after which the bishop of the synod together with the committee described in *C9.05.b. shall decide on the course of action to be recommended to the pastor and the congregation. If they agree to

carry out such recommendations, no further action shall be taken by the synod. If either party fails to assent, the congregation may dismiss the pastor, by a) a 2/3 majority vote of the voting members present and voting at a legally called meeting after consultation with the bishop either where the bishop and the committee did not recommend termination of the call, or b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

- e. If, in the course of proceedings described in *C9.05.d., the committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action to the synodical bishop who may bring charges, in accordance with the provisions of the constitution and bylaws of the Evangelical Lutheran Church in America and the constitution of this synod.
- f. If, following the appointment of the committee described in *C9.05.b. or d., it should become apparent that the pastoral office cannot be conducted effectively in the congregation(s) being served by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay provided through a joint synodical and church-wide fund and with housing provided by the congregation(s).

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

*C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor.

*C9.08. This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. (*section missing*)¹ A pastor shall make satisfactory settlement of all financial obligations to this congregation.

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

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

*C9.12. The pastor of this congregation:

- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation;
- 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 congregation. The secretary of this congregation shall attest in writing to the bishop of the synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of the pastor in another field of labor of the granting by the synod of retired status to the pastor.

C9.20. Ecumenical pastoral ministry

C9.21. Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, an ordained minister of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily under contract as pastor of this congregation.

Chapter 10. CONGREGATION MEETING

C10.01. The annual meeting of this congregation shall be held at a time specified in the bylaws.

C10.02. A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of ten percent [10%] of the 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.

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

C10.04. 20% of the voting members present shall constitute a quorum.

C10.05. Voting by proxy or by absentee ballot shall not be permitted.

C10.06. All actions by the congregation shall be by majority vote (*section missing*)¹ except as otherwise provided in this constitution.

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

meetings of this congregation.

Chapter 11. OFFICERS

- C11.01. The officers of this congregation shall be a president, vice president, secretary, treasurer and a financial secretary as elected by the Congregation.
- a. Duties of the officers shall be specified in the bylaws.
 - b. The officers shall be voting members of the congregation.
 - c. Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
- C11.02. The officers shall be elected by the congregation (by written ballot if requested) and shall serve for two years or until their successors are elected. Their terms shall begin on July 1 and end on June 30.
- 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.

Chapter 12. CONGREGATION COUNCIL

- C12.01. The voting membership of the Congregation Council shall consist of the pastor(s), the 5 officers of the congregation, and not more than nor fewer than seven [7] members of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.
- C12.02. The members of the Congregation Council except the pastor(s) shall be elected by written ballot if requested to serve for two [2] years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin July 1 and end June 30.
- 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. Individuals who have served less than one-half of a regular term shall be eligible for nomination and possible election to a full term.
- C12.04. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the

following:

- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.
- c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.
- e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- f. To promote a congregational climate of peace and goodwill, and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- g. To arrange for pastoral service during the sickness or absence of the pastor.
- h. To emphasize partnership with the synod and church-wide 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.

C12.05. 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 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. 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 congregation.
- c. The Congregation Council may enter into contracts of up to \$1,500.00 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 \$ 500 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 with the synod and church-wide 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 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, its bylaws and the continuing resolutions are carried out.
- C12.07. The Congregation Council shall provide for an annual review of the membership roster.
- C12.08. The Congregation Council shall be responsible for the employment and supervision of the salaried lay workers of this congregation.
- C12.09. The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.
- C12.11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.
- C12.12. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the 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.

Chapter 13. CONGREGATION COMMITTEES

- C13.01. The officers of this congregation and the pastor shall constitute the Executive Committee.
- C13.02. A Nominating Committee of four [4] voting members of this congregation, two 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 reelection.
- C13.03. An Audit Committee of at least two 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 reelection.

- C13.04. A Mutual Ministry Committee (in the absence of a mutual ministry committee, the duties shall be fulfilled by the executive committee) shall be appointed jointly by the president and the pastor. Term of office shall be two years, with three members to be appointed each successive year.
- C13.05. When a pastoral vacancy occurs, a Call Committee of five [5] voting members shall be appointed by the Congregation Council. Term of office will terminate upon installation of the newly called pastor.
- C13.06. Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.
- C13.07. Duties of committees of this congregation shall be specified in the bylaws.
- C13.08. The pastor and the president of the congregation shall be welcome but not obligated to attend meetings of committees and boards of the congregation with voice but no vote.

Chapter 14 ORGANIZATIONS WITHIN THE CONGREGATION

- C14.01. All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.
- C14.02. Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council.

Chapter 15. DISCIPLINE OF MEMBERS AND ADJUDICATION

- *C15.01. 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 18:15-17, proceeding through these successive steps:
- a) private admonition by the pastor,
 - b) admonition by the pastor in the presence of two or three witnesses, and
 - c) citation to appear before the Congregation Council.
- If for any reason, the pastor is unable to administer the admonitions required by a. and b. hereof, the president (if not the pastor) or vice president shall administer such

admonitions.

- *C15.02. The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. (section missing)¹A 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, specifying the exact charges that have been made against the member. If the member charged with the offense fails to appear at the scheduled hearing, the congregational council may proceed with the hearing and may pass judgment in the member's absence.
- *C15.03. Members of the Congregation Council who participate in the preparation of the written charges or who present evidence or testimony in the hearing before the Congregation Council are disqualified from voting upon the question of the guilt of the accused member. Should the allegations be sustained by a two-thirds majority vote of the members of the Congregation Council who are not disqualified but who are present and voting, and renewed admonition prove ineffectual, the council shall impose one of the following disciplinary actions:
- a. censure before the council or congregation;
 - b. suspension from membership for a definite period of time; or
 - c. exclusion from membership in this congregation.
- Disciplinary actions b. and c. shall be delivered to the member in writing.
- *C15.04. The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.
- *C15.05. Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of
- a) evidence that injustice has been done or
 - b) evidence of repentance and amendment
- *C15.06 For disciplinary actions in this congregation, 'due process shall be observed as specified in the 20.41.03 in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.
- *C15.07 No member of a congregation shall be subject to discipline for offenses that the Congregation Council has previously heard and decided, unless so ordered by the Synod Council after an appeal.
- *C15.10. Adjudication
- *C15.11. When there is disagreement among factions within this congregation on a substantive issue that cannot be resolved by the parties, members of this congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter 16. BYLAWS

- *C16.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- *C16.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.
- *C16.03. Changes to the bylaws may be proposed by any voting member provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose and that the Congregation Council notify the members of the proposal with its recommendations at least 30 days in advance of the Congregation Meeting.
- *C16.04. Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 17 AMENDMENTS

- *C17.01. Unless provision *C17.04 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 American, may be amended in the following manner. Amendments to this constitution may be proposed by at least 12 voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at its regular or special meeting called for that purpose. The Congregation Council shall notify the members of the proposal with the council's recommendations at least 30 days in advance of the meeting.
- *C17.02. A proposed amendment to this constitution, proposed under *C17.01, shall:
 - a. be approved at a legally called Congregational Meeting according to this constitution by a majority vote of those present and voting;
 - b. be ratified without change at the next annual meeting by a two-thirds majority vote of those present and voting; and
 - c. have the effective date included in the resolution and noted in the constitution.
- *C17.03. Any amendments to this constitution, that result from the processes provided in *C17.01 and *C17.02, shall be sent by the secretary of this congregation to the synod. The amendment shall become effective within 120 days from the date of the receipt of the notice by the synod unless the synod informs this congregation that the amendment is in conflict with the constitution and bylaws of the Evangelical Lutheran Church in America or the constitution of the Northern Texas-Northern Louisiana Synod of the ELCA.
- *C17.04. This constitution may be amended to bring any section into conformity with a section

of 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 Church-wide Assembly by a simple majority vote of those voting members present and voting at any subsequent legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail notice to the congregation of such an amendment or amendments together with the council's recommendation at least 30 days prior to the meeting. Upon the request of 10% of voting members of the congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

Chapter 18. CONTINUING RESOLUTIONS

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

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 provisions when congregation is part of a parish]

- *C20.01. This congregation may unite in partnership with one or more other congregations recognized by the synod named in *C6.01. to form a parish. Except as provided in *C20.02. and *C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to a Parish Council.
- *C20.02. Whenever a letter of call is being recommended for extension to an ordained minister of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended to the congregation by the synodical bishop to serve the congregations of a parish, such letter of call shall be first approved

by a two-thirds vote at congregational meetings of each of the congregations forming the parish. If any congregation of the parish should fail to approve extending this call, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.

*C20.03 Any one of the congregations of a parish may terminate the call of a pastor as provided in ††S14.13.d. of the Synod Constitution of the synod named in *C6.01. In such case, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.

CALVARY LUTHERAN CHURCH BYLAWS

Chapter 8 MEMBERSHIP

B8.02.a. Baptized Members

1. Children, one or both of whose parents or guardians are members of this congregation, shall, upon receiving Christian baptism, be received as baptized members of this congregation.
2. Children, neither of whose parents or guardians are members of this congregation, shall, upon Christian baptism duly recorded as a ministerial act performed under the auspices of this congregation, be received as baptized members of this congregation unless there is understanding that, for good reason, they will be enrolled as baptized members of another congregation in which the child is to be enrolled as a baptized member.
3. Children baptized in other congregations (and baptized adults mentally handicapped for confirmation) shall be received as baptized members of this congregation upon admission of one or both parents or guardians to membership, or by consent of one or both parents or guardians, or by action of the Congregation Council.
4. Unbaptized adults who have received instruction and have given evidence of having an adequate understanding and acceptance of the teachings of the Word of God as confessed by the Lutheran Church, shall, upon confession of faith and Christian baptism of this congregation, be received as baptized members of this congregation.

B8.02.b. Confirmed Members

1. Baptized adults, not previously members of the congregation, who have received instruction and given evidence of having adequate understanding and acceptance of the teaching of the Word of God as confessed by the Lutheran Church shall be admitted to confirmed membership through the rite of confirmation.
2. However, adults received as baptized members of this congregation according to C.08.02.a4. shall be recognized as confirmed members, whether or not, at the discretion of the pastor, they participate in the rite of confirmation. (Omitted in conflict with constitution)
3. Children who are baptized members of this congregation shall be admitted to confirmed membership through preparation for and participation in the rite of confirmation.
4. Applicants for membership presenting letters of transfer showing them to be confirmed members in good standing in other Lutheran Churches shall be admitted to confirmed membership upon acceptance by the Congregation Council.
5. Applicants for members who present evidence of confirmation in a Lutheran Church but do not have letters of transfer shall be admitted to confirmed membership when the Congregation Council has determined that they meet the standards of Christian faith and life indicated in this Constitution and Continuing Resolutions when they have reaffirmed their faith before the congregation. (Italics omitted in

conflict with constitution)

B8.02.c. Voting Membership

1. The Congregation Council shall be responsible for determining the roster of voting members in accordance with the qualifications specified in the C8.02c and the bylaws.
2. The Congregation Council shall annually prepare and update the roster of voting members prior to the Annual Meeting.
3. Members who fail to partake of communion and fail to make a contribution of record to the congregational treasury during the current and preceding calendar year will be removed from the voting roster and shall be so notified, but may continue to be confirmed or associate members.
4. When members whose names have been removed from the roster of voting members once again partake of communion and contribute to the congregational treasury as recorded in the Church Records, they shall be contacted by a representative of the Congregation Council who will request their permission to present their name for reinstatement on the roster of voting members at a subsequent regular meeting of the Congregation Council.

B8.04.a. Make Regular Use of the Means of Grace

1. Participation in Holy Communion shall be to confirmed members of this and other Lutheran congregations, youth who have been prepared for a meaningful participation in the sacrament, and baptized Christians of other denominations who believe that Jesus Christ is truly present.
2. Registration forms or oral announcements shall be so devised as to make prospective participants aware of these teachings as stated following: Whoever is baptized and believes that Jesus Christ is truly present in the sacrament as he says, "This is my body," and "This is my blood of the covenant," and whoever receives this sacrament for what Jesus gives—the forgiveness of sin and assurance of eternal life—is welcome to come to Holy Communion.
3. Record of communion participation shall be entered upon the books of this congregation. Notice regarding communicants who are members of other congregations shall be sent to the pastor of the congregation of which they are a member.

B8.05.g. Membership Termination

1. Members who move away shall be encouraged to transfer their membership to another Lutheran congregation. Any confirmed member in good standing desiring to change one's membership to another congregation shall, upon request, be entitled to a letter of transfer. All membership changes will be provided to the Congregation Council for their use only.
2. Any confirmed member who, in the judgment of the Congregation

Council, shows no interest in the life of the congregation shall be contacted by a representative of the Congregation Council and be encouraged to participate in the congregation or to transfer to another church. If that member does not respond to encouragement the Congregation Council may remove that person from membership.

3. Children, neither of whose parents or guardians are active members of this congregation, shall be removed from the baptized membership roll if they fail to participate in the Christian Education program of the congregation for a period of two consecutive years.
4. Members who have been dismissed by disciplinary action according to *C15. of this Constitution, been removed, resigned, transferred or are definitely known to have become members of other congregations without transfer, shall have lost membership in this congregation and all its rights pertaining thereto. Their records shall be retained in a permanent inactive file for future reference.

Chapter 9 THE PASTOR

B9.01 The Pastoral Call

- a. The congregation, after it has voted to call a pastor by at least a two-thirds majority vote, shall issue a letter of call in a form approved by the Church to the pastor elected. The form shall bear signatures of the Call Committee Chairperson and Secretary and the President of this congregation, and shall be certified by the signature of the Bishop of the Synod. Calls to clergy to positions of assistant to the pastor shall be issued in consultation with the pastor in accordance with the provisions of this paragraph.
- b. The call shall be for an indefinite time except that calls for a limited time may be issued to pastors who are qualified for emeritus status and are otherwise eligible for call.
- c. The pastor shall not announce a decision on any subsequent call without first having consulted with this congregation or at least with its Congregation Council. Should the pastor thereupon resign to accept another call, a letter of resignation shall be presented to this congregation and mutually satisfactory arrangements sought for terminating services, normally within thirty [30] days.
- d. A desire for a change in pastorate, either by congregation or pastor, shall be brought to the attention of the Bishop of the Synod, who shall advise in the matter according to Chapter 9 of this Constitution and the established procedure of the Church.
- e. Every pastor serving this congregation shall have an undivided loyalty to the faith and purpose of the Church according to Chapters 2 and 4 of this Constitution. Any question concerning such loyalty shall be adjudicated according to the recommended procedure of the Church.

B9.08. Financial obligations

- a. Adjustments to the salary of the pastor shall be the responsibility of the Congregation Council and subject to this congregation's approval of the budget.

Chapter 10 CONGREGATION MEETING

- B10.01. The Annual Meeting
- a. The Annual Meeting of this congregation will be in two parts. Part I will be held the third Sunday in May for the purpose of electing the Congregation Council members and any other business that may be required. Part II will be held the second Sunday in November for the purpose of approving the annual budget and any other business as required.
 - b. The Agenda of the Annual Meeting shall include:
 1. Part I
 - a. Opening Devotions
 - b. Approval of the Minutes
 - c. Unfinished Business
 - d. New Business
 - e. Closing Prayer
 2. Part II
 - a. Opening Devotions
 - b. Approval of the Budget
 - c. Closing Prayer
 - c. In the following cases voting may be by secret ballot:
 1. To elect the Congregation Council.
 2. To adopt or amend the Articles of Incorporation, the Constitution, Bylaws or Continuing Resolutions of this Congregation.
 3. To call a pastor or to request a pastor's resignation.
 4. To remove a member from office in this congregation.
 5. To sever membership in the Evangelical Lutheran Church in America.
 6. To dispose of, encumber, or purchase real property.
 - c. Annual Reports of the Pastor, Congregation Council, Treasurer, Financial Secretary, Special Committees, and Organizations, and the Annual Budget will be made available to this congregation of the end of January.

Chapter 11 OFFICERS

- B11.01.a. Duties of the Officers
1. The president shall preside over meetings of the Congregation Council and of this congregation unless the meeting decides otherwise.
 2. The vice-president shall preside in the absence of the president unless the meeting decides otherwise.
 3. The secretary shall keep the minutes of the Congregation Council and of this congregation and shall preserve its archives.
 4. The treasurer shall be custodian of all funds of the congregation, except the funds of the organizations and/or any special funds authorized by the Congregation Council. The custodian of special funds shall be appointed by the Congregation Council. The treasurer and the custodians of special funds shall disburse all such funds in accordance with the decisions of this congregation or the Congregation Council. They shall present a duly audited report to the

Annual Meeting of this congregation and such other reports to the Congregation Council as may be required.

5. The financial secretary shall be responsible for
 - a. A record of congregational receipts
 - b. The deposit of all congregational funds
 - c. The distribution of individual reports of contributions by the members, and
 - d. The distribution of offering envelopes for use by the members.

Chapter 12 CONGREGATION COUNCIL

- B12.01. The voting membership
- a. The Congregation Council shall consist of twelve [12] members, each elected for a term of two years, but elected in such a manner that one-half [½] of the members are elected each year.
 - b. The pastor(s) shall be an ex officio member of the congregation with vote.
 - c. A member of the Congregation Council who is absent from three [3] consecutive regular meetings of the Council without excuse acceptable to the Council shall forfeit membership on the Congregation Council. Any member having two [2] consecutive absences from regular meetings shall be notified thereof by the secretary.
- B12.02. The election of members
- a. No member of the Congregation Council shall serve more than two [2] successive terms, and having thus served shall be ineligible for election to the Congregation Council for a period of one [1] year. The filling of an unexpired term of one [1] year or less shall not be deemed to be a term of office.
 - b. The procedure for the election of the Congregation Council shall be as follows:
 1. The Nominating Committee shall present a slate of names on the official ballot each year of which six are to be elected by the congregation by popular vote as officers and council members.
 - c. The Congregation Council will be installed during an agreed upon service in June.
- B12.05.a. Property protection and management
1. The property of the congregation shall be for the use of this congregation in its normal function as a Lutheran church and shall not be used in any way not in harmony with the purpose of this congregation.
 2. Buildings which are in the property of this congregation shall not be lent or rented to any group or individual not affiliated with this congregation or with the Evangelical Lutheran Church in America unless application for such use has been approved by the Congregation Council by a two-thirds majority.
- B12.08. Employment

- a. The Congregation Council shall be empowered to secure such help as is needed to carry on the work of the congregation, such as, organist, choir director, parish worker, pastor's secretary, office secretary, intern, custodian, etc., and shall fix their salaries.
- b. All personnel hired by the Congregation Council will require:
 1. A contract approved by the Congregation Council,
 2. All necessary tax and employment records as required by both federal and state laws, and
 3. An annual evaluation to be conducted by the appropriate committee no later than one month after the anniversary month of the contract. All evaluations will be presented to the Congregation Council no later than the second [2nd] month following the anniversary month of the contract.
- c. Committees or individuals responsibility for personnel are:
 1. Organist - Worship Committee
 2. Music Director - Worship Committee
 3. Nursery Attendant - Worship Committee
 4. Custodial Care/Lawn Maintenance - Property & Management Committee
 5. Secretary - Pastor
- d. The Congregation Council will make supervisory decisions for other persons if so hired.
- e. All pastoral staff (to include pastor, associate pastor, assistant pastor, associates in ministry) will be the responsibility of the Mutual Ministry Committee.

Chapter 13. CONGREGATION COMMITTEES

B13.02. Nominating Committee

- a. The candidates of the Nominating Committee shall be made known to this congregation in conjunction with the announcement of the Annual Meeting at which the election is to take place.
- b. The pastor shall serve as convener and as advisory member.
- c. The Nominating Committee shall secure the consent of each nominee to serve if elected.
- f. In addition to the candidates submitted by the Nominating Committee, additional nominations may be made from the floor. A voting member making a nomination from the floor shall obtain the consent of the nominee.

B13.03. Audit Committee

B13.04. Mutual Ministry Committee

B13.05. Call Committee

B13.06. Other Committees

- a. The Congregation Council shall enlist standing committees from this

congregation's membership for

1. Evangelism
2. Worship
3. Stewardship
4. Parish Education
5. Property & Management
6. Social Concerns
7. Youth

- b. The Congregation Council shall appoint other committees as may from time to time be necessary or advisable. Each committee shall have a member of the Congregation Council, appointed from Council membership, to serve as coordinator of each committee.

Chapter 14. ORGANIZATIONS WITHIN THE CONGREGATION

B14.01. Membership, work and finance reports

- a. The committees and organizations handling funds within the congregation shall submit accounts to the church office within ten [10] days after the close of the calendar year and shall be reported to the congregation.

B14.03 Conflicting Loyalties

- a. This congregation will not associate with organizations, secret or open, which are avowedly religious or practice forms of religion without confessing faith in the Triune God and in Jesus Christ as the eternal Son of God incarnate to be our only Savior from sin.
- b. Programs and ceremonies of such organizations shall not be permitted in the Church or on the Church premises.
- c. The pastor of this congregation shall take no part in such ceremonies even if conducted outside of the Church premises.