

## Proposed Amendments to the Constitution of the Calvary Evangelical Lutheran Church of Alexandria, MN :

1. Notice of congregation meetings. *C10.03: Notice of all meetings of this congregation shall be given at the services of worship during the two (2) weeks prior to such meetings and by mail or electronic means to all voting members at least ten (10) days in advance of the date of such meetings. Notice shall be sent to the last known postal or email address of each member of the congregation, and such notice shall be effective upon electronic or postal mailing.*
2. Officers' term lengths (executive). *C11.01(c): The Congregation Council shall elect its president, vice president, and secretary, each of whom shall be selected from the elected membership of the Congregation Council. The Congregation Council shall also appoint a treasurer, who, upon appointment, shall be a member of the Congregation Council with voice but not vote at the meetings of the Congregation Council. Each officer shall be elected/appointed at a regular meeting of the Congregation Council. The president shall serve in such position on a one (1) year term and is eligible to serve up to three (3) terms consecutively. The vice president, secretary, and treasurer shall not be subject to term limits, except as otherwise set forth in Section C12.02. All officer terms shall begin at the close of the annual meeting at which such officers are elected/appointed. C11.02: No officer shall hold more than one (1) office at one time.*
3. Number of council members. *C12.01: Between the effective date of this Amendment and January 2019, the voting membership of the Congregation Council shall transition from consisting of (i) the senior/lead pastor and fourteen (14) members of the congregation, to (ii) the senior/lead pastor and eight (8) members of the congregation (including the elected officers of the congregation). The elected membership of the Congregation Council shall reasonably reflect the demographics, mission and vision of the congregation. Any voting member of the congregation may be elected to the Congregation Council. The treasurer of the congregation shall be a non-voting member of the Congregation Council. 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 (4) successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state in which this congregation is established, the congregation may adopt procedures for the removal of a member of the council in other circumstances.*
4. Election of council members – timing and term. *C12.02: The members of the Congregation Council, except the senior/lead pastor and the treasurer, shall be elected at an annual congregational meeting. All elected members of the Congregation Council shall serve one (1) year terms, and each member may serve up to six (6) consecutive terms. Except in extraordinary circumstances, no more than three (3) elected seats on the Congregation Council may be vacated annually. All terms shall begin at the close of the annual meeting at which such members are elected.*
5. Number of council meetings per year. *C12.10: The Congregation Council shall hold its regular meetings at least once per fiscal quarter, but shall be provided the flexibility to hold its regular meetings on a monthly basis. Special meetings may be called at any time by the pastor, the president, and/or at the request of at least one-half (1/2) of its members. Electronic or written notice of each meeting shall be given to all who are entitled to be present at such meeting.*
6. Electronic notice of and participation in Congregation Council meetings. *C12.13: The Congregation Council and its committees may hold meetings by remote communication (i.e., electronic communication, conference telephone, video conference, etc.), so long as each member participating by means of remote communication are provided a reasonable opportunity to participate in the meeting. Notice of all Congregation Council meetings may be provided electronically.*
7. Nominating Committee/Call Committee. a. Delete current C13.02 (relating to Nominating Committee) and replace with the following ELCA Model language (relating to Call Committee; which results in the deletion of current C13.04): *C13.02: In the event of a pastoral vacancy, the Congregation Council shall appoint a Call Committee of six (6) voting members of the congregation, and such appointment shall not require the approval of and/or election by the congregation. The term of office for the members of the Call Committee shall terminate upon the installation of the newly called pastor.*

### ELCA-REQUIRED AMENDMENTS:

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

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

*\*C3.0305. The name Evangelical Lutheran Church in America (ELCA or "this church") as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.*

*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: ...c. call a minister of Word and Service; d. terminate the call of a minister of Word and Service in conformity with the constitution of the Evangelical Lutheran Church in America;*

*C6.03. This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which: ...c. This congregation agrees to call pastoral leadership from the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. These special circumstances are limited either to calling a candidate approved for the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion. d. This congregation agrees to consider ministers of Word and Service for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.*

*C6.05. A This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:  
f. Notice of termination shall be forwarded by the bishop to the secretary of the ELCA, who shall report the termination to the Churchwide Assembly. g. This congregation shall abide by these covenants by and among the three expressions of this church: 1) Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in \*C6.05. shall be required to receive Synod Council approval before terminating their membership in this church. 2) Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to receive synodical approval before*

terminating their membership in this church. ~~i.3) Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church. h. If this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's first meeting as specified in paragraph a. above, another special meeting to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of \*C6.05. and may begin no sooner than six months after that second meeting.~~

C7.03. ~~If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in \*C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Northwestern Minnesota Synod of the ELCA.~~

C7.04. ~~If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for termination of relationship in \*C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.~~

C8.02. ~~Members shall be classified as follows: 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 as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws. d. Associate members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. These individuals have all the privileges and duties of membership except voting rights or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws. e. Seasonal members are voting members of other ELCA congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that: 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation; 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation; 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with the ELCA; 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly; 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.~~

C8.05. ~~Membership in this congregation shall be terminated by any of the following: a. death; b. resignation; c. transfer or release; d. disciplinary action in accordance with ELCA constitutional provision 20.4L and the accompanying bylaws; or e. removal from the roll due to inactivity in accordance with the provisions of this constitution and its bylaws. Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.~~

#### Chapter 9. ROSTERED MINISTER

C9.01. ~~Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by 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 roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.~~

C9.03. ~~Consistent with the faith and practice of the Evangelical Lutheran Church in America, a. Every minister of Word and Sacrament shall: 4) provide pastoral care; 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel; 6) impart knowledge of this church and its wider ministry through distribution of its communications and publications; 7) witness to the Kingdom of God in the community, in the nation, and abroad; and 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world. b. Each pastor with a congregational call shall, within the congregation: 2) relate to all schools and organizations of this congregation; 3) install regularly elected members of the Congregation Council;— 4) with the council, administer discipline; and 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of the Northwestern Minnesota Synod of the ELCA.~~

C9.05. ~~The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows: a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons: ...6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;... b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod, 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson. B. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament as disabled. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the~~

congregation last served or in another appropriate call. e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call. f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

C9.07. 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 rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

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

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

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

C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall: a. Be rooted in the Word of God, for proclamation and service; b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world; c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad; d. Equip the baptized for ministry in God's world that affirms the gifts of all people; e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission; f. Practice stewardship that respects God's gift of time, talents, and resources; g. Be grounded in a gathered community for ongoing diaconal formation; h. Share knowledge of the ELCA and its wider ministry of the gospel and advocate for the work of all expressions of this church; and i. Identify and encourage qualified persons to prepare for ministry of the gospel.

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

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

a. The call of a congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons: 1) mutual agreement to terminate the call or the completion of a call for a specific term; 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted; 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions; 4) physical disability or mental incapacity of the deacon; 5) suspension of the deacon through discipline for more than three months; 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church; 7) termination of the relationship between this church and this congregation; 8) dissolution of this congregation or the termination of a parish arrangement; or 9) suspension of this congregation through discipline for more than six months.

b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod, 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

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

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

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

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

*C9.26. The deacon shall make satisfactory settlement of all financial obligations to a former congregation before: a. installation in another field of labor, or b. the issuance of a certificate of dismissal or transfer.*

*C9.27. When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.*

*C9.28. With the approval of the bishop of the synod, this congregation may depart from \*C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.25.a.*

*C9.29. The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.*

*C9.31. The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.*

#### *Chapter 15.*

#### *DISCIPLINE OF MEMBERS AND ADJUDICATION*

*C15.02. The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. If the counseling, censure, and admonitions pursuant to \*C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three lay persons and two ministers of Word and Sacrament). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.*

#### *Chapter 17. AMENDMENTS*

*C17.02. An amendment to this constitution, proposed under \*C17.01., shall: a. be approved at a legally called Congregation Meeting according to this constitution by a majority vote of those voting members present and voting; b. be ratified without change at the next annual meeting by a two-thirds vote of those voting members present and voting; and c. have the effective date included in the resolution<sup>1</sup> and noted in the constitution.*

*C17.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the Model Constitution for Congregations of the Evangelical Lutheran Church in America as most recently amended by the Churchwide Assembly. Such amendments may be approved by a simple-majority vote of those voting members present and voting at any legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of the congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.*