

For Approval by Congregation on September 12, 2010

CONSTITUTION



Community of Faith

A LUTHERAN CONGREGATION IN MISSION FOR CHRIST

Founded January 28, 2010

CONSTITUTION
COMMUNITY OF FAITH
A LUTHERAN CONGREGATION
IN MISSION FOR CHRIST

Lake Oswego, Oregon
September 12, 2010

In the name of the Father, the Son, and the Holy Spirit. Amen.

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.

ARTICLE I – NAME AND INCORPORATION

The name of this congregation is Community of Faith Church. For the purpose of this Constitution and its bylaws, if any, the Community of Faith congregation is hereinafter designated as "this congregation." This congregation is incorporated under the laws of the State of Oregon as a non-profit corporation.

ARTICLE II – CONFESSION OF FAITH

This congregation accepts all the canonical books of the Old and New Testaments as a whole and in all their parts as the divinely inspired, revealed, and inerrant Word of God and submits to this as the only and final authority in all matters of Christian faith, life, and thought.

As brief and true statements of the doctrines of the Word of God, this congregation accepts and confesses the following symbols, subscription to which is required of all its members: (1) the ancient ecumenical Creeds: the Apostolic, the Nicene, and the Athanasian; (2) the Unaltered Augsburg Confession and (3) Luther's Small Catechism.

As further elaboration of and in accord with these Lutheran Symbols, this congregation also receives the other documents in the Book of Concord of 1580: the Apology, Luther's Large Catechism, the Smalcald Articles, and the Formula of Concord. This congregation recognizes these documents as the standard for its theology.

This congregation accepts without reservation these symbolical books and documents of the evangelical Lutheran Church, because they present and explain the pure doctrine of the Word of God and a summary of the faith of the evangelical Lutheran Church.

ARTICLE III – PURPOSE

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. 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.

To participate in God's mission for the Church, this congregation will:

- a. Worship God in proclamation of the Word, administration of the sacraments, and through lives of prayer, praise, thanksgiving, witness, service, and stewardship.
- b. Proclaim God's saving Gospel of justification by faith for Christ's sake through faith alone, according to the apostolic witness in the Holy Scriptures, preserving and transmitting the Gospel faithfully to future generations.
- c. Carry out Christ's Great Commission by going out and making disciples of all peoples, baptizing them in the name of the Father, the Son, and the Holy Spirit, and teaching them all that Jesus commands.
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, to bring glory to God.
- e. Teach and 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 their spiritual gifts to build Christ's Church.
- f. Faithfully support missions and charities outside of this congregation by being a "tithing congregation" that gives ten percent (10%) of our offerings to non-profit organizations without receiving benefit from them for those gifts.

This congregation may adopt a mission statement and a vision statement that will provide specific direction for its programs in accordance with the purpose.

ARTICLE IV – POWERS

This congregation is autonomous, meaning that it is self-governing and independent of any greater church hierarchy.

All powers of this congregation have their source in the Word of God, which is the norm for its faith and life. All individuals and groups within this congregation must agree to submit to the authority of the Word; and the life and activity of this congregation and its organizations must agree to conform to the Word.

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All schools, societies, auxiliaries and other organizations within this congregation may be organized only with the approval of the Board of Elders (“BOE”, see Article VIII) and will function in harmony with the policies and purpose of this congregation.

The powers of this congregation are those necessary to fulfill its purposes as set forth in this Constitution.

The powers of this congregation will be exercised through the Congregational Meeting under Article V, and, to the extent provided by this Constitution, by the BOE and the Executive Leadership Team (“ELT”, see Article X).

In the fulfillment of its purpose, and consistent with other terms of this Constitution, this congregation is empowered to:

- a. Acquire real and personal property by gift, devise, bequest, purchase, or other lawful means.
- b. Hold title to and use its property for any and all activities consistent with its purpose.
- c. Sell, mortgage, lease, transfer, or otherwise dispose of its property by lawful means.
- d. Enter into contract.
- e. Sue and be sued.
- f. Elect members of the BOE and ELT for the exercise of their powers and authority and require them to carry out their duties in accordance with this Constitution and the Bylaws if any of this congregation.
- g. Approve an annual budget.
- h. Call a pastor.
- i. Terminate the call of a pastor.
- j. Enter into a relationship with any association that has a purpose consistent with this Constitution.
- k. Terminate a relationship with any association.

This congregation will choose from among its voting members, laypersons to serve as delegates to any association assembly to which it belongs. Such delegates will reflect the views of this congregation.

ARTICLE V – CONGREGATIONAL MEETING

The power and authority of the congregation will be exercised through the Congregational Meeting, which will be called and conducted in conformity with civil laws of the state of Oregon and the provisions of this Constitution.

The congregation will hold two regular meetings, with notice as specified below. One meeting will be held in February or March for the purpose of adopting the annual budget. The general annual meeting will be held in May, at which elections will be held and all other matters will be addressed as may be properly brought before the congregation.

A special Congregational Meeting may be called by the Lead Pastor, by majority vote of the BOE, the president of this congregation, or by written request of ten voting members of this congregation. The call for a special meeting must specify the purpose for which it is to be held and no other business may be transacted at the special meeting.

Notice of all meetings of this congregation must be given at the services of worship on the preceding two consecutive Sundays and 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 will be deemed sufficient.

A quorum of the voting membership of this congregation will be required for any Congregational Meeting. The quorum will be determined as follows:

- a. If the voting membership is less than 80 people, 50% of the voting membership.
- b. If the voting membership is 80 to 400 people, 40 voting members.
- c. If the voting membership is greater than 400 people, 10% of the voting membership.

Voting by proxy or by absentee ballot is not permitted.

All actions by the congregation will be by simple majority vote of total votes cast by voting members at the meeting. The total votes cast will include all valid votes cast by members in attendance. Abstentions will not be counted as part of the total votes cast in determining the required number of votes.

Robert's rules of Order, latest edition, will govern parliamentary procedure of all meetings of this congregation.

ARTICLE VI – CHURCH AFFILIATION

This congregation is affiliated with Lutheran Congregations in Mission for Christ (“LCMC”). This congregation may affiliate with any association or sever any affiliation, including its affiliation with LCMC, as follows:

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- a. Any decision to affiliate or sever affiliation with any association will first require a majority vote by the BOE to support such action.
- b. Except as provided under subsection (c) of this Article, this congregation may affiliate with any association or sever any affiliation by a simple majority vote at a Congregational Meeting in accordance with Article V.
- c. If the process to sever affiliation with an association as provided by the governing documents of that association is more stringent than provided by subsection (b) of this Article, then this congregation will affiliate with such association only upon an equally stringent affirmative action by this congregation.

ARTICLE VII – PROPERTY OWNERSHIP

Title to all property purchased by, bequeathed to, or gifted to Community of Faith resides in the congregation.

If this congregation ceases to exist, title to undisposed property will pass to another charitable organization in accordance with the laws of Oregon, per the decision of this congregation as determined at a Congregational Meeting under Article V.

ARTICLE VIII – BOARD OF ELDERS

This congregation will be overseen by a Board of Elders (BOE) whose main function is to keep this congregation true to the faith.

The voting membership of the BOE will consist of the Lead Pastor and six additional lay members of this congregation who will serve staggered three-year terms. The officers and any Associate Pastor(s) of this congregation will have voice but not vote on the BOE. BOE lay members may serve up to three (3) full terms, after which they must leave the BOE for at least nine (9) months before they can serve on the BOE again.

The BOE will elect from among its members a chair who will preside over its meetings.

The BOE will:

- a. Provide general oversight of the officers of this congregation, the ELT, the Nominating Committee (see Article XIV), and Call Committees (see Article XV), seeing that actions taken are in accordance with the Word of God, with the faith and Confessions of the Lutheran church, and with this Constitution including every aspect of the Confession of Faith in Article II of this Constitution and the Statement of Faith of this congregation.
- b. Oversee the preaching and teaching in this congregation.
- c. Administer discipline as described in Article XIII of this Constitution, including removal of members and officers, as provided for in this Constitution.

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- d. Review and accept, reject, or defer applications for voting membership.
- e. Approve any affiliation or severance of affiliation of this congregation with any association in conjunction with the congregation at large as provided in Article VI of this Constitution.
- f. Assign two members from the BOE to represent the BOE at meetings of the Nominating Committee, and at least two from BOE to represent the BOE at meetings of call committees. The BOE has discretion to have these assignments be consistent or to rotate among more members of the BOE.
- g. Appoint three voting members from the congregation to serve on the Nominating Committee for one-year terms.
- h. Appoint voting members of this congregation to serve on call committees and oversee activity of the call committees.
- i. Meet at least quarterly but leave details of overseeing the operation of this congregation to the Executive Leadership Team.
- j. Review all pastoral staff at least annually.
- k. Recommend salary changes for all pastoral staff.
- l. Develop and maintain job descriptions for all pastoral staff.
- m. Review at least annually the year's ministry activities of the congregation.

Each member of the BOE must:

- a. Fulfill the biblical role of "elder" and serve as shepherds of God's flock that is under their care as overseers and as examples to this flock (1 Pet 5:2-3).
- b. Be a male or female voting member in good standing of this congregation.
- c. Be respected as elders and as examples of living the Christian faith. They must be persons of soundness in faith, and must re-subscribe in writing to the Statement of Faith of this congregation as a precondition of consideration for election, adhere to all aspects of the Confession of Faith for this congregation as described in Article II of this Constitution, and strive in life and conduct to be above reproach.
- d. "Hold firmly to the trustworthy message as it has been taught, so that they can encourage others by sound doctrine and refute those who oppose it" (Titus 1:9).
- e. Fulfill the requirements for an elder in Titus 1:7-9: being entrusted with God's work, an elder must be blameless — not overbearing, not quick-tempered, not given to

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drunkenness, not violent, not pursuing dishonest gain. Rather they must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. They must hold firmly to the trustworthy message as it has been taught, so that they can encourage others by sound doctrine and refute those who oppose it.

The selection process for BOE candidates should prayerfully weigh the example they set of spiritual leadership in their own home and family (see Titus 1:6). The BOE and Nominating Committee will exercise prayerful discretion in this regard.

Decisions by the BOE are encouraged to be by consensus. If consensus cannot be reached, then the minority will have until the next BOE meeting to prepare and present its case to the BOE, at which time the decision will be by simple majority.

The members of the BOE will be elected at a regular Congregational Meeting under Article V. BOE members will be installed at worship the Sunday prior to the date they assume office.

A member's place on the BOE may be declared vacant by majority vote of the BOE if a member:

- a. Ceases to be a voting member of this congregation as provided in this Constitution, or
- b. Is absent from four successive meetings of the BOE without being excused in advance by the BOE.

If a member's place on the BOE is declared vacant, the BOE will elect, by majority vote, an interim successor to serve until the next annual meeting at which officers or members of the BOE are elected, at which time a regular member will be elected to fill the remaining term.

A quorum for a meeting of the BOE is a majority of the members of the BOE.

ARTICLE IX – OFFICERS

The officers of this congregation are a president, a vice-president, a secretary, and a treasurer. Terms of office will be two years. There is no term limit for the office of treasurer, but all other officers may serve at most two terms consecutively in the same office before assuming a new office or taking a break in office for at least nine (9) months.

- a. The president, vice-president, secretary, and treasurer will be elected by the voting members of this congregation at the annual meeting of the congregation.
- b. The officers must be voting members of the congregation.
- c. The officers will report to and be supervised by the BOE.

ARTICLE X – EXECUTIVE LEADERSHIP TEAM

The Executive Leadership Team (ELT) will oversee the management of this congregation including the life and activities of this congregation, long-range planning, policy making, and financial accountability. The ELT will oversee the work of all committees and ministry teams and ensure that annual performance reviews are conducted for all non-pastoral staff.

The ELT will consist of the Lead Pastor, all associate pastors, the officers of this congregation, and two lay members elected by the congregation who are not members of the BOE. The two lay members of the ELT will serve two-year terms, and may serve at most two terms consecutively before assuming a new office or taking a break in office for at least nine (9) months.

The ELT may create congregational committees or ministry teams as the need arises and subject to approval of the BOE.

ARTICLE XI – PASTORS

Each pastor of this congregation must have soundness of faith, aptness to teach, and appropriate educational qualifications. He or she must subscribe in writing to the Statement of Faith of this congregation and be a pastor who is approved or can be approved by Lutheran Congregations in Mission for Christ as a precondition of consideration for call, must adhere to all aspects of the Confession of Faith for this congregation as described in Article II of this Constitution, must become a member of this congregation, and must strive in life and conduct to be above reproach.

Authority to call a pastor rests in this congregation, and the call process will be conducted as set forth in Article XV.

Consistent with the faith and practice of the Lutheran church, each pastor of this congregation will:

- a. Preach the Word, administer the sacraments, conduct public worship, and provide pastoral care in accordance with the scriptures, the confessions of the Lutheran church, and the Statement of Faith of this congregation.
- b. Within this congregation, offer instructions, confirm, marry, visit the sick and distressed, and bury the dead; supervise all schools and ministries of this congregation; install regularly elected members of the BOE, and as a member of the BOE administer discipline.
- c. Strive to extend the Kingdom of God in the community, in the nation, and abroad; and seek out and encourage qualified persons to prepare for the ministry of the Gospel.
- d. Ensure accurate records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation are kept, and reported to the congregation periodically. The records of this congregation will remain the property of this congregation.

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The specific duties, compensation, and other matters pertaining to the service of each pastor will be included in a Letter of Call to be negotiated between the BOE, the ELT, and the candidate for pastor.

For Associate Pastors, the Letter of Call must be for an initial term-call of three (3) years. At least two (2) years into the call, the BOE will review the performance and recommend to the congregation whether the call should continue and under what terms. Continuance of the call must be approved as provided for in this Constitution.

The call of a congregation, when accepted by a pastor, will constitute a continuing mutual relationship and commitment which will terminate only for one of the following reasons:

- a. Death of the pastor.
- b. Mutual agreement to terminate the call or the completion of a call for a specific term of years.
- c. Resignation of the pastor, which will become effective, unless otherwise agreed, 30 days after the date on which it is submitted.
- d. Termination of the call by simple majority vote of voting members present and voting at a meeting of the congregation properly called for the specific purpose of terminating the call.
- e. Inability to conduct the pastoral office effectively in this congregation in view of local conditions, without reflection on the competence or the moral and spiritual character of the pastor.
- f. The physical or mental incapacity of the pastor.
- g. Disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty by the rostering association.
- h. Dissolution of the congregation.

In case of alleged physical or mental incapacity, competent medical testimony will be obtained. When such disability is evident, the BOE may declare or may recommend that this congregation declare the pastorate temporarily or permanently vacant.

In the case of unresolved local difficulties that imperil the effective functioning of the congregation, outside assistance may be sought, as determined necessary by the BOE, to decide on a course of action.

At a time of pastoral vacancy, an interim pastor may be sought by the BOE.

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During the period of service, an interim pastor will have the rights and duties of a regularly called pastor and may delegate the same in part to a guest pastor with the consent of this congregation or the BOE. The interim pastor and any ordained pastor providing assistance must refrain from exerting influence in the selection of a pastor.

This congregation will make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor will make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.

When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor will be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the BOE and the ELT. As occasion requires, the documents may be revised through a similar consultation.

The congregation may call a pastor for a specific term of years. Detail of such calls shall be in writing setting forth the purpose and conditions involved.

ARTICLE XII – MEMBERSHIP

Members of this congregation include those baptized persons who were members of this congregation at the time that this Constitution was adopted, and those who are received thereafter. To maintain their membership, all members must continue to fulfill the requirements for membership provided by this Constitution.

Members will be classified as (a) baptized; (b) confirmed; or (c) voting.

a. Baptized members are those persons who have been received by the Sacrament of Holy Baptism into this congregation, or, having been previously baptized in the name of the Triune God, have been received by proper transfer from another Lutheran congregation but who had not yet been confirmed.

b. Confirmed members are baptized members who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from another Lutheran congregation, or baptized persons received by affirmation of faith. In addition, all confirmed members must meet with the pastor and a delegation of the BOE and must subscribe in writing to the Statement of Faith of this congregation. The BOE will give a copy of this constitution to all new members. The BOE may require that prospective members attend a new member class as a condition of membership.

c. Voting members are those confirmed members of good standing, who have attained the age of 16 years; except as such voting might be limited by the statutes of the State of Oregon.

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It is the privilege and duty of every member 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, the teachings of the Lutheran church, and the Statement of Faith of this congregation.
- c. Support the work of this congregation through contributions of their time, abilities, and financial support as Biblical stewards.

Membership in this congregation will be terminated by any of the following:

- a. Death.
- b. Resignation.
- c. Transfer or release.
- d. Disciplinary action by the BOE as described in Article XIII.
- e. Removal from the voting roster due to inactivity as defined by the BOE. Such persons who have been removed will remain persons for whom this congregation has a continuing pastoral concern.

ARTICLE XIII – DISCIPLINE BY THE BOARD OF ELDERS

A member of this congregation or of the program staff of this congregation who advocates doctrines which are contrary to the Holy Scripture and the Confessions of the Church, who is guilty of conduct that is grossly unbecoming a member of the Body of Christ, or who does not subscribe to all terms of the Statement of Faith of this congregation is subject to discipline. Discipline will be administered by the Board of Elders (BOE) on behalf of this congregation, in accordance with Matthew 18:15-17. Decisions of the BOE to impose discipline are final and are not subject to further appeal.

The BOE may upon majority vote require a member of this congregation or of the program staff of this congregation (hereinafter “Respondent”) to re-subscribe to the Statement of Faith.

The BOE may upon majority vote require a Respondent to appear at a hearing before the BOE by giving at least ten (10) days written notice to the Respondent prior to the hearing. The notice must include the time and place of the hearing and specify the reason for the possible discipline. If the Respondent fails to appear at the time and place without excuse acceptable to the BOE, the BOE may proceed with the hearing and reach its conclusion in the absence of the Respondent.

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Any decision to impose discipline requires a simple majority vote of all members of the BOE. Discipline may include one of the following:

- a. Reprimand by the BOE.
- b. Suspension from confirmed or voting membership until the member provides evidence acceptable to the BOE of sufficient repentance and amendment.
- c. Removal of a member of this congregation from any office including the ELT, BOE, or corporate offices.
- d. Termination of confirmed or voting membership in this congregation.
- e. Termination of employment of a member of the program staff.

In the event of the imposition of discipline under (b) through (e) above, the action of the BOE must be in writing.

Prior to the disciplinary action, reconciliation will be attempted following Matthew 18:15-17, with private admonition by the pastor or other member of the BOE, then admonition in the presence of two or three witnesses.

ARTICLE XIV – NOMINATING COMMITTEE

The Nominating Committee will be a standing committee of this congregation that will develop and recommend candidates for all offices within this congregation, including officers and members of the BOE.

The Nominating Committee will be led by the Vice President, and will include at least two lay members of the BOE and at least two voting members of this congregation.

The Nominating Committee will serve to identify and recruit potential leadership candidates, to nominate a slate of candidates for vacant offices, to interview and to provide for training for all candidates for offices whether they are nominated by the Nominating Committee or by petition from voting members of this congregation.

ARTICLE XV – CALL COMMITTEES

Candidates for call may be sought from the roster of any affiliate association and must be a pastor who is approved or can be approved by Lutheran Congregations in Mission for Christ.

Before a Call is issued, a Call Committee will be appointed by the BOE and will work closely with and under the guidance of the BOE to determine the specifics of the call process, including the profile of this congregation to be advertised to potential candidates and the profile to be sought in candidates. The Call Committee will consist of at least two members of the BOE plus at least three lay voting members of this congregation, with a chair selected by the BOE. The Call Committee will develop a slate of potential candidates and may perform initial interviews.

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The BOE will perform final interviews and decide which candidate to recommend to the congregation and will negotiate the terms of the Letter of Call with the candidate. A simple majority vote of the BOE will be required to recommend a candidate for call to the congregation for approval.

A simple majority vote of voting members present and voting at a meeting legally called for that purpose will be required in order to issue the Call.

When a staff vacancy occurs that requires a Call Committee, the BOE will select a Call Committee or serve as that committee. The term of office of this committee will terminate upon the installation of the newly called staff person. A Call Committee will select its chairperson from its members.

ARTICLE XVI – PERSONNEL COMMITTEE

This congregation will have a Personnel Committee that will consist of 6 lay members of this congregation plus the Vice President of this congregation. The Vice President will serve as chair of the Personnel Committee.

Duties of the Personnel Committee will include the following:

- a. Review all non-pastoral staff at least annually.
- b. Recommend salary changes for all non-pastoral staff.
- c. Develop and maintain a personnel handbook and employment policies, or arrange for this through an outside service.
- d. Develop and maintain job descriptions for all non-pastoral staff.

ARTICLE XVII – FINANCIAL OVERSIGHT COMMITTEE

This congregation will have a Financial Oversight Committee that will consist of at least three (3) members of this congregation plus the Treasurer of this congregation. The Treasurer will serve as chair of the Financial Oversight Committee.

Duties of the Financial Oversight Committee will include the following:

- a. Develop and oversee financial policies.
- b. Develop and monitor compliance with annual budget.
- c. Ensure an annual review of the financial records of this congregation is conducted by an independent team of lay voting members.
- d. Provide such other assistance as may be requested by the Treasurer.

ARTICLE XVIII – MINISTRIES WITHIN THE CONGREGATION

All ministries within this congregation 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. The ministries are subject to oversight and direction by the BOE. The BOE will determine their policies, guide their activities, and receive reports concerning their membership, work, and finances. Each ministry or group must submit a written report for inclusion in the annual report.

Ministry teams are encouraged and may be organized after authorization has been given by the BOE.

ARTICLE XIX – AMENDMENTS

This paragraph of Article XIX and all of Article II, including the doctrinal basis and the confessional subscription, is unalterable, and no amendment to this Constitution may conflict therewith.

A proposed amendment to this Constitution must be:

- a. Reviewed and approved by the BOE prior to submission to this congregation for approval.
- b. Read at two consecutive Sunday services of this congregation, posted, and mailed to the voting members of this congregation not less than thirty days before the Congregational Meeting at which it is to be considered.
- c. Enactment will take place after a special or regular Congregational Meeting if approved by a simple majority affirmative vote of all voting members present and voting.

ARTICLE XX – ADOPTION OF THIS CONSTITUTION

This Constitution will be adopted and in force once all of the following have occurred:

- a. First, the Initial Members of this congregation when it was formed on January 28, 2010 will approve this Constitution.
- b. Once the Initial Members have approved the Constitution, copies will be distributed to people who are attending the services of this congregation along with a notice that there will be a four-week period in which the Initial Members and anyone else who has come to this congregation as a voting member of another Lutheran congregation may become a voting member of this congregation by stating that they agree with and by signing this congregation's Statement of Faith.
- c. At the end of this four-week period a special meeting of the congregation will be called pursuant to the provisions of Article V of this Constitution in which the voting members

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of this congregation, as set forth in paragraph b, will vote to adopt this Constitution and to elect the initial officers, lay members of the Executive Leadership Team and lay members of the Board of Elders. Prior to this meeting, the Initial Members will appoint a Nominating Committee to develop a slate of candidates for this election.

Following the adoption of this Constitution under paragraph c, this Article XX will no longer be in effect and membership in this congregation will be established pursuant to Article XII.

ARTICLE XXI – BYLAWS

This congregation may adopt Bylaws. No Bylaw may conflict with this Constitution.

Bylaws may be adopted or amended at any Congregational Meeting called in accordance with Article V.

Changes to the Bylaws may be proposed by any voting member provided, however, that such additions or amendments must be submitted in writing to the BOE at least 60 days before a regular or special Congregational Meeting called for that purpose and that the BOE must notify the congregation's members of the proposal with the BOE's recommendations at least 30 days in advance of the Congregational Meeting.

ARTICLE XXII – INDEMNIFICATION

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 BOE member, a Executive Leadership Team member, an 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.