

OVERVIEW OF CONSTITUTION (June 18, 2010)

- 1 Name: Community of Faith Church (FYI: our legal incorporated name)
- 2 Confession of Faith: Old and New Testament, Creeds, Lutheran symbolic books, etc.
- 3 Purpose: Bear witness to God's creative, redeeming, and sanctifying activity in world etc.
- 4 Powers: Congregation empowered to ...; delegates reflect the views of this congregation
- 5 Congregational meeting: One in Feb/Mar for budget, Second in May for elections;
Special meetings called by Lead Pastor, BOE, president, or ten (10) voting members of
congregation; All actions by simple majority
- 6 Church affiliation: LCMC; join or sever by vote of both BOE and congregation
- 7 Property ownership: If cease to exist then to another charitable organization per decision
of this congregation
- 8 Board of Elders (BOE): keep the congregation true to the faith
Members: Lead Pastor; plus 6 other members on staggered (men or women) serve 3-year
terms, max 3 terms in row
BOE selects own chair for their meetings
General oversight of officers, management group, nominating committee, call
committee(s), seeing that actions taken are in accordance with the Word, Lutheran faith
and Confessions, and the Constitution including the Confession of Faith (Article 2)
 - Review and act on applications for voting membership
 - Appoint Nominating Committee and Call Committee(s)
 - Meet at least quarterly
 - Review all pastor(s) at least annually
 - Fulfill role of "elder" in Titus 1:6-9
 - Decisions either by consensus, or by majority vote at second hearing
- 9 Officers: President, Vice-President, Secretary, Treasurer
2-year terms, max 2-terms in row except for Treasurer; report to BOE
- 10 Executive Leadership Team: All pastors and officers, plus 2 lay congregation members
Oversee management of congregation ministries and activities, planning, policies, and
financial accountability, all committees
 - Review all non-pastoral staff at least annually
- 11 Pastors: Must subscribe to our Statement of Faith and be approved / -able by LCMC
 - Called per Article 15
 - Associate Pastors called for initial 3-year term only; call can be extended after 2 years
as per the call process
 - Call terminated by majority vote of voting members present and voting at special
meeting.

- 12 Membership:
 - baptized
 - confirmed: meet with pastor and 1+ elders and subscribe to Statement of Faith; BOE may require new members attend new member class
 - voting: confirmed and 16+ years old
 - subject to acceptance and disciplinary action including removal by BOE
 - subject to removal by BOE for inactivity
- 13 Discipline by BOE: if members and program staff do not / no longer subscribe to Statement of Faith
 - Reconciliation (per Matthew 18) pursued first
 - Can include removal from office, appearing before board, removal from voting membership, termination of employment for program staff
- 14 Nominating Committee: develop slate of officers and lay BOE members
 - Led by Vice President; includes 2+ BOE members and 2+ lay members of congregation
 - Identify, recruit and provide for training for potential leaders
- 15 Call Committees: Appointed by BOE
 - Candidates from any affiliate org. and are / able to be approved by LCMC
 - Develop congregation profile for advertising
 - Identify slate of potential candidates and do initial interviews / field work
 - BOE performs final interviews and recommends final candidate to congregation
- 16 Personnel Committee: Chaired by VP with 6 lay congregation members
 - Review all non-pastoral staff; recommend their salaries; keep personnel handbook and job descriptions for all non-pastoral staff
- 17 Financial oversight committee: Chaired by Treasurer with at least 3 other lay members
 - Make / oversee financial policies; ensure compliance with these and budget
- 18 Ministries within the congregation: Overseen by BOE to ensure alignment with our vision / mission and Statement of Faith
- 19 Amendments: Article II (Confession of faith) unalterable; all others approved by BOE then by simple majority at congregational meeting
- 20 Adoption of this constitution: Initial members approve, then appoint nominating committee; copies to whole congregation; 4+ weeks for members (including Initial Members) from other Lutheran churches to join by signing Statement of Faith; Adoption and elections at special meeting.
- 21 Bylaws: allowed (but none now); can't conflict with constitution; submit to BOE 60 days before congregational vote for BOE recommendation
- 22 Indemnification: Congregation may (but need not) adopt provisions indemnifying volunteers, officers, employees.