

**Constitution for Prince of Peace Church--Lutheran
December 12, 2010**

(Continuing Resolutions – updated February 8, 2016)

(Mission Statement – updated May 15, 2016)

Introduction

Preamble

01 Name and Incorporation

02 Confession of Faith

03 Nature of the Church

04 Statement of Purpose

05 Powers of the Congregation

06 Church Affiliation

07 Property Ownership

08 Membership

09 The Pastor

10 Congregation Meeting

11 Officers

12 Congregation Council

13 Congregation Committees, Core Teams and Support Teams

14 Ministry Teams

15 Discipline of Members and Adjudication

16 Bylaws

17 Amendments

18 Continuing Resolutions

19 Indemnification

MISSION STATEMENT

The mission of Prince of Peace Lutheran Church is to sow FAITH IN CHRIST,
strengthen FAMILIES, serve our COMMUNITIES.

***PREAMBLE**

We, baptized members of the Church of Christ, responding in faith to the call of the Holy Spirit through the Gospel, desiring to unite together to preach the Word, administer the sacraments, and carry out God's mission, do hereby adopt this constitution and solemnly pledge ourselves to be governed by its provisions. In the name of the Father and of the Son and of the Holy Spirit.

(Underlined text indicates changes from previous Constitution)

**CHAPTER 1.
NAME AND INCORPORATION**

- C1.01. The name of this congregation shall be Prince of Peace Church—Lutheran.
- C1.02. For the purpose of this constitution and the accompanying bylaws, the congregation of Prince of Peace Church is hereinafter designated as "this congregation."
- C1.03. This congregation shall be incorporated under the laws of the State of Illinois.

**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 a local congregation 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.

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.
- h. Foster and participate in interdependent relationships with other congregations and the church wide organization of the Lutheran Congregations in Mission for Christ.(LCMC).

*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 Chapters 13 and 14.

*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/hire or terminate the call/hire of associates in ministry, or other associate pastor(s);
- d. approve the annual budget;
- e. acquire real and personal property by gift, devise, purchase, or other lawful means;
- f. hold title to and use its property for any and all activities consistent with its purpose;
- g. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
- h. elect its officers and Congregation Council, and require them to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and
- i. terminate its relationship with Lutheran Congregations in Mission for Christ (LCMC) as provided in Chapter 6.

*C5.04. This congregation shall choose from the voting members laypersons to serve as delegates to the LCMC national convention. The number of delegates to be elected by the congregation shall be as prescribed under guidelines established by the LCMC.

CHAPTER 6. CHURCH AFFILIATION

*C6.01. This congregation is affiliated with the Lutheran Congregations in Mission for Christ (LCMC) or its successor. This congregation accepts the subscription for congregational membership in the Lutheran Congregations in Mission for Christ and shall act in accordance with them.

*C6.02. Affiliation with the Lutheran Congregations in Mission for Christ (LCMC) 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 LCMC according to the procedures for discipline of the LCMC
- d. This congregation desires to terminate its affiliation with the LCMC

This congregation follows the procedures as outlined in C6.03

*C6.03. In the event this congregation elects to sever its ties to the Lutheran Congregations in Mission for Christ (LCMC) it may do so by the following procedure:

- a. At a legally called and conducted special meeting per Chapter 10.02 of this congregation by a 2/3 majority of the votes cast this congregation can terminate its relationship with the LCMC.
- b. The secretary of this congregation shall inform the LCMC that it has terminated its affiliation in writing within 10 days of the congregational vote.

CHAPTER 7. PROPERTY OWNERSHIP

*C7.01. If Prince of Peace Church – Lutheran ceases to exist, title to indisposed property shall pass to the charitable organizations of this congregation's choosing after liabilities have been satisfied.

*C7.02. If a two-thirds majority of the votes cast 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.

*C7.03 If a 2/3 majority of the votes cast 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 the congregation shall continue to reside in this congregation.

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 previous 12 months shall have participated in worship and shall have made a contribution of record to this congregation.
- d. Associate members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, or persons who wish to retain a relationship with this congregation while being members of other congregations. They have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Congregation Council of this congregation.

*C8.03. All applications for 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 as outlined in Chapter 2.
- c. support the work of this congregation, and other ministries/missions of this congregation's choosing 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 constitution and bylaws.

Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.

C8.05.01. A member who does not, for the period of two years, actively participate in congregational life by at least one of the following:

- a. participating in worship
- b. supporting the church financially or by serving

- c. partaking of Holy Communion
and, after exhortation still does not participate, shall have his/her name removed
from the active membership roster of the congregation.

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 votes cast at a meeting legally called for that purpose
- *C9.02. Only a member of the clergy roster of a Lutheran association or church or a candidate from a roster of ordained or certified ministers may be called as a pastor of this congregation.
- *C9.03. Consistent with our Confession of Faith (Chapter 2 of this Constitution)
- 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 ministries and missions outside the congregation consistent with the congregation's beliefs and purposes.

C9.03.01. The senior pastor, as head of staff, shall be responsible for the appointment, hiring, and supervision of the salaried and contracted lay employees of this congregation, with the advice and consent of the Congregation Council.

C9.03.02. The senior pastor shall be responsible for the supervision of interns, and all other pastors, associates in ministry, or other employees who serve this congregation

C9.03.03. The pastor(s) shall have the privilege to relate to each Support Team and each Core Team of the congregation.

*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.

*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 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 Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the Congregation Council 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 Congregation Council shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, Congregation Council will determine whether to enable the pastor to resume his/her vacated position.
 - 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 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. If either party fails to assent, the congregation may dismiss the pastor at a legally called meeting either (a) by a two-thirds majority vote of the votes cast where the committee did not recommend termination of the call, or (b) by a simple majority vote of the votes cast where 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 to the Congregation Council concerning disciplinary action.
 - 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 Congregation Council may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay.
- *C9.06. At a time of pastoral vacancy, an interim pastor shall be appointed by the Congregation Council with assistance from the LCMC with which it is affiliated.
- *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 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. 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, and the Congregation Council. As occasion requires, the documents may be revised through a similar consultation.
- *C9.10. 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 Congregation Council shall meet with

the pastor 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.

*C9.11. 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 to the Congregation Council annually and also make the information available to the congregation;
- 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.

CHAPTER 10. CONGREGATION MEETING

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

C10.01. This meeting will be held between November 15 and December 31.

C10.02. A special Congregation Meeting

- a. may be called by
 1. the pastor,
 2. the Congregation Council
 3. the president of this congregation, and
- b. shall be called by the president of the congregation upon the written request of 5% 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.

c. the procedure for holding a special congregational meeting is

1. An informational presentation of the issue, with open discussion, must be presented 14 days or more prior to the special congregational meeting
2. Schedule of special congregational meeting must follow constitution guidelines as set forth in Chapter 10.03.

C10.03. Notice of all meetings of this congregation shall 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 shall be sufficient.

- C10.04. Ten percent of voting members 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 of votes cast 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, and treasurer.
 - 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.
- C11.01.AO3. The duties of the President shall be to preside at meetings of the congregation and congregation council and serve on the 'Leadership' Support Team.
- C11.01.BO3. The duties of the Vice President shall be to preside at meetings of the congregation and congregation council upon the president's absence and serve on the 'Planning' Support Team.
- C11.01.CO3. The duties of the Secretary shall be to take minutes at the meetings of the congregation and the congregation council, to keep copies of and care for the policies and records of this congregation, and to serve on the 'Ministries' Support Team.
- C11.01.D03. The duties of the Treasurer shall be to oversee the accounting of the congregation's finances, present financial reports at meetings of the congregation and congregation council, and serve on the 'Finance' Support Team.
- C11.02. The officers shall be elected by the congregation by written ballot and shall serve for two years. The term shall begin on January 1 and end on December 31.
- C11.03. No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office.
- C11.04. Officers of the congregation shall be voting members of the congregation.

CHAPTER 12. CONGREGATION COUNCIL

C12.01. The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, and not more than 9 (nine) nor fewer than 5 (five) 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 (hereafter called 'Deacon')

- a) ceases to be a voting member of this congregation, or
- b) is absent from an excessive number of regular meetings of the Congregation Council without cause, in the reasonable opinion of the Congregation Council.

This congregation may adopt procedures for the removal of a Deacon in other circumstances.

C12.02. The Deacons shall be elected at the annual meeting of the congregation. Their term of office shall be for two years, with the term of office beginning on January 1 and ending on December 31. Newly elected Deacons shall be installed at a service of worship prior to the date of their first Congregation Council meeting.

C12.03. Should a Deacon'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. 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, fellowship, discipleship, 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 and cooperation with, LCMC, other congregations, both Lutheran and non-Lutheran.
- i. 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 Illinois, 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 3% of the annual budget 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 3% of the annual budget in excess of the anticipated receipts only after approval by a Congregation Meeting.
- 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.
- f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.
- g. The Congregation Council shall provide for annual financial audits of all financial books of the congregation.

C12.06. The Congregation Council shall see that the provisions of this constitution and its bylaws and continuing resolutions are carried out.

C12.07. The Congregation Council shall provide for an annual review of the membership roster, including removal of members due to inactivity as defined in the bylaws.

- C12.08. The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.
- C12.09. 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.
- C12.10. 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.

CHAPTER 13.

CONGREGATION COMMITTEES, CORE TEAMS AND SUPPORT TEAMS

- C13.01. The officers of this congregation and the senior pastor shall constitute the Executive Committee.
- C13.02. When a pastoral vacancy occurs, a Call Committee of six voting members shall be elected by the Congregation Council. Term of office will terminate upon installation of the newly called pastor.
- C13.03. Committees and teams shall be created as determined by the Congregation Council and provided for in the bylaws.
- C13.03.01. Five Core Teams, each led by an appointed Team Leader with support from a Deacon, a Staff member and other appointed lay leaders, shall provide strategy, coordination, oversight, evaluation and training for the five purposes of this congregation:
- a. Fellowship—fostering belonging and involvement through mutual accountability
 - b. Discipleship—developing spiritual maturity through life-long learning, loving and learning.
 - c. Service---giving the best of what we've been given to meet the needs of those inside and outside the church.
 - d. Witness—helping the unbelieving know Christ through consistent testimony and lifestyle.
 - e. Worship—celebrating and participating in the abiding presence of Christ in our daily lives.
- C13.04.01. Support Teams, each led by an appointed Team Leader with support from a

Deacon, a Staff member and other appointed lay leaders, shall provide strategy, coordination, oversight, evaluation and training in the following areas:

- a. Leadership
- b. Planning
- c. Finance
- d. Stewardship
- e. Facilities

Individual Support Teams can be combined with other Support Teams or their areas of interest covered within the scope of a Core Team.

- C13.04.02. Other Support Teams of this congregation may be formed, as the need arises, by decision of the Congregation Council.
- C13.05.01. Team leaders of Core and Support Teams shall be recruited and appointed by the pastor(s) and staff, with approval of the Congregation Council.
- C13.06.01. Duties of the Support and Core Teams of this congregation shall be specified in continuing resolutions.

CHAPTER 14. MINISTRY TEAMS

- C14.01. Ministry teams shall carry out the work of the ministry of this congregation. They shall be responsible for planning, developing, acting and reporting in their specified areas of ministry.
- C14.02. Ministry teams, through their leaders, shall be responsible for assignments from and shall report to their specified Core or Support Teams.
- C14.03. Specific duties of Ministry Teams of this congregation shall be specified in continuing resolutions.

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 follows: A member charged with the offense shall appear before the Congregation

Council after having received a written notice, at least ten days prior to the meeting, 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 Congregation 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. 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..

*C15.05. No member of a congregation shall be subject to discipline for offenses that the Congregation Council has previously heard and decided.

*C15.06. Adjudication

*C15.07. 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 opportunity to consult with the Congregation Council. If consultation fails to resolve the issue(s), the matter may be referred to the Lutheran Congregations for Mission in Christ (LCMC) for assistance.

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 votes cast.

*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.

CHAPTER 17. AMENDMENTS

- *C17.01. Amendments to this constitution may be proposed by at least 5% of 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 shall:
 - a. be approved at a legally called meeting according to this constitution by a majority of the votes cast;
 - b. be ratified without change at the next annual meeting by a two-thirds majority of the votes cast; and
 - c. have the effective date included in the resolution and noted in the constitution.

CHAPTER 18. CONTINUING RESOLUTIONS

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

Continuing Resolution #1: The Wedding Policy for Prince of Peace Lutheran Church of Rockton (adopted February 8, 2016):

- a. At least one of the couple is a member of Prince of Peace Lutheran Church of Rockton
- b. When neither bride nor groom is a member of Prince of Peace Lutheran Church of Rockton, it is at the pastor's discretion. A consensus of the congregational council must be sought for any refusals.
- c. When others use the building for a wedding, the minister performing the ceremony must be ordained, a Christian, and each of the couple must be active in membership in a Christian church. The senior pastor of Prince of Peace Lutheran Church of Rockton must give his/her permission to the couple and the visiting pastor.

- d. Only those couples who agree to 3 sessions of counseling by the senior pastor of Prince of Peace Lutheran Church of Rockton and/or those whom the pastor appoints, unless the couples receive equivalent counseling from another pastor or counseling source which is acceptable to the senior pastor.
- e. The Prince of Peace Lutheran Church of Rockton congregational council affirms the Lutheran Congregations in Mission for Christ's biblical view of marriage between one man and one woman, and requires pastoral staff to affirm this position, and not perform any same-sex marriages, subject to discipline by the church 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.