

Constitution of Mount Pleasant Evangelical Lutheran Church

*The CAPITALIZED LETTERS indicate places where the model
Evangelical Lutheran Church in America Constitution
(Greater Milwaukee Synod Version)
was adapted to fit the needs of
Mount Pleasant Lutheran Church.*

Adopted January 29, 2017; Version 1

Continuing resolution adopted December 20, 2020 by action of the Congregation Council (C10.01.A13)

Mount Pleasant Lutheran Church
Evangelical Lutheran Church in America

***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.

Chapter 1

NAME AND INCORPORATION

C1.01. The name of this congregation shall be MOUNT PLEASANT EVANGELICAL LUTHERAN CHURCH.

C1.02. For the purpose of this constitution and the accompanying bylaws, the congregation of MOUNT PLEASANT EVANGELICAL LUTHERAN CHURCH is hereinafter designated as "this congregation."

C1.11. This congregation shall be incorporated under the laws of the State of Wisconsin.

Chapter 2

CONFESSION OF FAITH

***C2.01.** This congregation confesses the Triune God, Father, Son, and Holy Spirit.

***C2.02.** This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.

a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.

b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.

c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

***C2.03.** This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.

***C2.04.** This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.

***C2.05.** This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.

***C2.06.** This congregation accepts the other confessional writings in the Book of Concord, namely the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the church.

***C2.07.** This congregation confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 3

NATURE OF THE CHURCH

***C3.01.** All power in the church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.

***C3.02.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

***C3.03.** 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.

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 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 suffering, and participate responsibly in society.
- g.** Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
- h.** Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
- i.** Foster and participate in ecumenical relationships consistent with churchwide policy.

***C4.04.** This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational groups and shall review their actions. Such descriptions shall be contained in continuing resolutions of the Congregation Council.

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

***C4.06.** References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 5 POWERS OF THE CONGREGATION

***C5.01.** The powers of the 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 their organizational units in the congregation's governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:

- a.** call a pastor as provided in Chapter 9;
- b.** terminate the call of a pastor as provided in Chapter 9;
- c.** call or terminate the call of associates in ministry, deaconesses and diaconal ministers in conformity with the applicable policy of the Evangelical Lutheran Church in America;
- d.** adopt amendments to the constitution, as provided in Chapter 17, amendments to the bylaws, as specified in Chapter 16, and continuing resolutions, as provided in Chapter 18..
- e.** approve the annual budget;
- f.** acquire real and personal property by gift, devise, purchase, or other lawful means;
- g.** hold title to and use its property for any and all activities consistent with its purpose;
- h.** sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;

- i. elect its Congregation Council and require them to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and
- j. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

***C5.04.** This congregation shall choose from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by the Greater Milwaukee Synod of the Evangelical Lutheran Church in America.

C5.05. This congregation shall have a mission endowment fund that will operate as specified in this congregation's bylaws. The purpose of the mission endowment fund is to provide for mission work beyond the operational budget of this congregation.

Chapter 6 CHURCH AFFILIATION

***C6.01.** This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the Greater Milwaukee Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.

***C6.02.** This congregation accepts the Confession of Faith and agrees to the Purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.

***C6.03.** This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:

- a. This congregation agrees to be responsible for its life as a Christian community.
- b. This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
- c. This congregation agrees to call pastoral leadership from the clergy roster of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. These special circumstances are limited either to calling a candidate approved for the roster of ordained ministers of the Evangelical Lutheran Church in America or to contracting for pastoral services with an ordained minister 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 associates in ministry, deaconesses and diaconal ministers for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
- e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution of the synod.

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

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

***C6.05.** A congregation may terminate its relationship with this church by the following procedure:

a. A resolution indicating the intent to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds vote of the voting members present. Such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time the congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the congregation council. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.

b. The secretary of the congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.

c. The bishop of the synod and the congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the synod of the notice as specified in paragraph b. above.

d. If the congregation, after such consultation, still seeks to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the meeting shall be mailed to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.

e. A copy of the resolution, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, shall be sent to the bishop within 10 days after the resolution has been adopted, at which time the relationship between the congregation and this church shall be terminated subject to paragraphs g., h., and i. below. Unless this notification to the bishop also certifies that the congregation has voted by a two-thirds vote to affiliate with another Lutheran denomination, the congregation will be conclusively presumed to be an independent or non-Lutheran church.

f. Notice of termination shall be forwarded by the bishop to the secretary of this church, who shall report the termination to the Churchwide Assembly.

g. 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.

h. 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. 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.

j. If a 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 a 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.

***C6.06.** If this congregation considers relocation, it shall confer with the bishop of the synod in which it is

territorially located and the appropriate program unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

***C6.07.** If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate program unit of the churchwide organization before any steps are taken leading to such action.

Chapter 7 PROPERTY OWNERSHIP

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

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

***C7.03.** If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation 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 Greater Milwaukee Synod.

***C7.04.** If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body, 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 the 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 the 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.

***C7.05.** Notwithstanding the provisions of *C7.02. and *C.7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, this congregation accepts such restrictions and:

- a. Shall not transfer, encumber, mortgage, or in any way burden or impair any right, title, or interest in the property without prior approval of the Synod Council.
- b. Shall—upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the Greater Milwaukee Synod—reconvey and transfer all right, title, and interest in the property to the synod.

Chapter 8 MEMBERSHIP

***C8.01.** Members of this congregation shall be those baptized persons on the roll of the congregation at the time that this constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.

***C8.02.** Members shall be classified as follows:

a. Baptized members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.

b. Confirmed members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.

c. Voting members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation.

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

***C8.03.** All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.

***C8.04.** It shall be the privilege and duty of members of this congregation to:

a. make regular use of the means of grace, both Word and sacraments;

b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and

c. support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

***C8.05.** Membership in this congregation shall be terminated by any of the following:

a. death;

b. resignation;

c. transfer or release;

d. disciplinary action by the Congregation Council; or

e. removal from the roll due to inactivity as defined in the bylaws.

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

Chapter 9 THE PASTOR

***C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by this congregation to recommend the call, shall seek the advice and help of the bishop of the synod.

***C9.02.** Only a member of the clergy roster of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.

***C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every ordained minister shall:

- 1) preach the Word;
- 2) administer the sacraments;
- 3) conduct public worship;
- 4) provide pastoral care; and
- 5) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each ordained minister with a congregational call shall, within the congregation:

- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
- 2) supervise all schools and organizations of this congregation;
- 3) install regularly elected members of the Congregation Council; and
- 4) with the council, administer discipline.

c. Every pastor shall:

- 1) strive to extend the Kingdom of God in the community, in the nation, and abroad;
- 2) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
- 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and
- 4) endeavor to increase the support given by the congregation to the work of the churchwide organization of the Evangelical Lutheran Church in America (ELCA) and of the Greater Milwaukee Synod of the ELCA.

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

***C9.05. a.** The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which, except in the case of the death of the pastor, shall be terminated only following consultation with the synodical bishop and for the following reasons:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term of years;
- 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; or

- 6) the dissolution of the congregation or the termination of a parish arrangement; or
- 7) suspension of the congregation as a result of discipline proceedings.

b. When allegations of physical or mental incapacity of the pastor or ineffective conduct of the pastoral office have come to the attention of the bishop of the synod, the bishop in his or her sole discretion may, or when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop shall, investigate such conditions personally in company with a committee of two ordained ministers and one layperson.

c. In case of alleged physical or mental incapacity, competent medical testimony shall be obtained. When such disability is evident, the bishop of the synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the bishop of the synod shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another field of labor.

d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, all concerned persons shall be heard, after which the bishop of the synod together with the committee described in *C9.05.b. shall decide on the course of action to be recommended to the pastor and the congregation. If they agree to carry out such recommendations, no further action shall be taken by the synod. If either party fails to assent, the congregation may dismiss the pastor at a legally called meeting after consultation with the bishop, either (a) by a two-thirds majority 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 simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

e. If, in the course of proceedings described in *C9.05.d., the committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action to the synodical bishop, who may bring charges in accordance with the provisions of the constitution and bylaws of the Evangelical Lutheran Church in America and the constitution of this synod.

f. If, following the appointment of the committee described in *C9.05.b. or d., it should become apparent that the pastoral office cannot be conducted effectively in the congregation being served by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay provided through a joint synodical and churchwide fund and with housing provided by the congregation.

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

***C9.07.** During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

***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 before beginning service in a call to another congregation or employment in another ministry setting related to the Evangelical Lutheran Church in America.

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

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

***C9.12.** The pastor of this congregation:

- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation;
- b. shall submit a summary of such statistics annually to the synod; and
- c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

***C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the synod Assembly.

***C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of retired status to the pastor.

***C9.20. Ecumenical pastoral ministry**

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

Chapter 10 CONGREGATION MEETING

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

C10.02. A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called at the written request of TEN PERCENT OF THE voting members. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.

C10.03: Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail to all voting members at least 10 days in advance of the date of the meeting. The mailing of such notice shall be by use of ANY OF THE FOLLOWING METHODS: ELECTRONIC MAIL, REGULAR MAIL WITH POSTAGE AFFIXED OR OTHER MEANS OF DELIVERY DETERMINED BY THE COUNCIL.

C10.04. Forty (40) 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 vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.

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

Chapter 11 OFFICERS

C11.01. The officers of this congregation shall be a president, vice-president, secretary, treasurer, and FINANCIAL SECRETARY.

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.

d. If the Congregation Council elects its officers, the president, vice president, and secretary shall be selected from the elected membership of the Congregation Council. If the treasurer and/or the financial secretary are not selected from the elected membership of the Congregation Council, they shall have voice but not vote at the meetings of the Congregation Council. The treasurer and/or financial secretary may be appointed outside of the council by the congregation council for annual renewable terms.

C11.02. The Congregation Council shall elect its officers and they shall be officers of the congregation. The President, Vice-President and Secretary shall be chosen from membership of the congregation council. The other officers, if not members of the council, shall be accorded the privilege of voice without vote in its meetings. The officers shall be elected by written ballot and shall serve until their successors are elected (approximately one year). The officers shall be nominated by the outgoing Congregation Council at the last regularly scheduled meeting prior to the annual congregational meeting. The election of officers shall take place at the first regularly scheduled council meeting after the annual congregational meeting. Additional nominations may be made at the first regularly scheduled Congregation Council meeting.

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 The office of treasurer and financial secretary may not be held by family members. Family members are defined as a person's parents, spouse/partner, descendants or all descendants of either the person's parents or spouse/partner.

Chapter 12 CONGREGATION COUNCIL

C12.01. The voting membership of the Congregation Council shall consist of the pastor(s) and not more than twelve nor fewer than seven members of the congregation including the officers of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service

permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member:

- a.** ceases to be a voting member of this congregation
- b.** is absent from four successive regular meetings of the Congregation Council without cause. **THE ABSENCE MUST BE APPROVED BY THE CONGREGATION COUNCIL.**

Consistent with the laws of the State of Wisconsin, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

C12.02. The members of the Congregation Council except the pastor(s) shall be elected by written ballot to serve for THREE years or until their successors are elected. **THEIR TENURE SHALL BE SO ARRANGED THAT ONE-THIRD OF THE TERMS EXPIRE ANNUALLY.** Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.

C12.03. Should a member's place on the Congregation Council be declared vacant, the Congregation Council may elect, by majority vote, a successor until the next annual meeting.

C12.04. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a.** To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- b.** To seek to involve all members of this congregation in worship, learning, witness, service, and support.
- c.** To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- d.** To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment.
- e.** To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- f.** To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- g.** To arrange for pastoral service during the sickness or absence of the pastor.
- h.** To emphasize partnership with the synod and churchwide units of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
- i.** To recommend and encourage the use of program resources produced for or approved by the Evangelical Lutheran Church in America.
- j.** To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.

- a.** The Congregation Council shall be the board of directors 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 WISCONSIN, 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 congregation's current/benevolence/building/debt reduction 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 more than TEN PERCENT IN EXCESS OF THE PREVIOUS YEAR'S RECEIPTS only after approval by a Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.

e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer.

f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

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

C12.07. The Congregation Council shall provide for an annual review of the membership roster.

C12.08. The Congregation Council shall be responsible for the employment and general oversight of this congregation's staff. Nothing in this provision shall be deemed to affect the congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

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

C12.11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

C12.12. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to an agenda of routine matters which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor (s) or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.

Chapter 13 **CONGREGATIONAL COMMITTEES**

C13.01. The officers of the congregation and the pastor shall constitute the Executive Committee.

C13.02. A Nominating Committee of four voting members of this congregation shall be elected at the annual meeting for a term of two years with half of the terms expiring each year. Members of the Nominating

Committee are not eligible for consecutive reelection. The committee shall seek possible nominations in consultation with the Congregation Council, the pastor(s), and the congregation at large.

C13.03. An Audit Committee of three voting members shall be elected by the Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office will be three years, with one member elected each year. Members shall be eligible for reelection.

C13.04. A six-member Mutual Ministry Committee shall be appointed jointly by the president and the pastor(s). The committee shall report to the president of the Congregation Council. Term of office shall be three years, two members to be appointed each successive year. Committee members will hold no other office in the congregation during their term.

C13.05. When a pastoral vacancy occurs, a Call Committee of AT LEAST six voting members shall be appointed by the Congregation Council. Term of office will terminate at installation of the newly-called pastor.

C13.06. Other congregation committees may be formed as the need arises, by decision of the Congregation Council.

C13.07. Duties of congregation committees shall be specified in the continuing resolutions.

Chapter 14

ORGANIZATIONS WITH THE CONGREGATION

C14.01. All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.

C14.02. Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council.

Chapter 15

DISCIPLINE OF MEMBERS

***C15.01.** Denial of the Christian faith as described in this constitution, conduct grossly unbecoming a member of the Church of Christ, or persistent trouble-making in this congregation are sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:15-17, proceeding through these successive steps:

- a. private admonition by the pastor
- b. admonition by the pastor in the presence of two or three witnesses, and
- c. citation to appear before the Congregation Council.

If, for any reason, the pastor is unable to administer the admonitions required by a. and b. hereof, the president (if not the pastor) or vice president shall administer such admonitions.

***C15.02.** The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If discipline against a member proceeds beyond counseling and admonition by the pastor, charges against the accused member(s) that are specific and in writing shall be prepared by member(s) of the congregation who shall sign the charges as the accuser(s). The written charges shall be filed with the pastor, who shall advise the Congregation Council of the need to issue a written citation to the accused and the

accusers that specifies the time and place of the hearing before the Congregation Council. The written charges shall accompany the written citation to the accused. The written citation that specifies the time and place of the hearing before the Congregation Council and requests the presence of a member charged with the offense shall be sent at least ten days prior to the meeting. 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.** The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.

***C15.05.** Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of:

- a. evidence that injustice has been done, or
- b. evidence of repentance and amendment

***C15.06.** For disciplinary actions in this congregation, "due process" shall be observed as specified in 20.41.04. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

***C15.07.** No member of a congregation shall be subject to discipline for offenses that the Congregation Council has previously heard and decided, unless so ordered by the Synod Council after an appeal.

***C15.10. Adjudication**

***C15.11.** When there is disagreement among factions within this congregation on a substantive issue that cannot be resolved by the parties, members of this congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter 16 BYLAWS

***C16.01.** This congregation may adopt bylaws. No bylaw may conflict with this constitution.

***C16.02.** Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.

***C16.03.** Changes to the bylaws may be proposed by any voting member, provided 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. The Congregation Council shall notify the congregation's members by mail of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting.

***C16.04.** Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 17 AMENDMENTS

***C17.01.** Unless provision *C17.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments to this constitution may be proposed by at least FIVE 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 a regular or special meeting called for that purpose. The Congregation Council shall notify the congregation's members by mail of the proposal together 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 properly called meeting according to this constitution by a majority vote of those present and voting;
- b.** be ratified without change at the next annual meeting by a two-thirds majority vote of those present and voting; and
- c.** have the effective date included in the resolution and noted in the constitution.

***C17.03.** Any amendments to this constitution that result from the processes provided in *C17.01. and *C17.02. shall be sent by the secretary of this congregation to the synod. The amendment shall become effective within 120 days from the date of the receipt of the notice by the synod unless the synod informs this congregation that the amendment is in conflict with the constitution and bylaws of the Evangelical Lutheran Church in America, or the constitution of the Greater Milwaukee Synod of the ELCA.

***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 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 FIVE voting members of the congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

Chapter 18 CONTINUING RESOLUTIONS

***C18.01.** The congregation in a legally called meeting or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.

***C18.02.** Continuing resolutions shall be enacted or amended by a majority vote of a meeting of the congregation or a two-thirds vote of all voting members of the Congregation Council.

Chapter 19 INDEMNIFICATION

***C19.01.** Consistent with the provisions of the laws under which this congregation is incorporated, this congregation may adopt provisions providing indemnification for each person who, by reason of the fact that such person is or was a Congregation Council member, officer, employee, agent, or other member of any committee of this congregation, was or is threatened to be made a party to any threatened, pending, or completed civil, criminal, administrative, arbitration, or investigative proceeding.

Chapter 20.PARISH AUTHORIZATION

[Required provisions when congregation is part of a parish]*

***C20.01.** This congregation may unite in partnership with one or more other congregations recognized by the synod named in *C6.01. to form a parish. Except as provided in *C20.02. and *C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to a Parish Council.

***C20.02.** Whenever a letter of call is being recommended for extension to an ordained minister of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended to the congregation by the synodical bishop to serve the congregations of a parish, such letter of call shall be first approved by a two-thirds vote at congregational meetings of each of the congregations forming the parish. If any congregation of the parish should fail to approve extending this call, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.

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

***C20.04.** Whenever a parish arrangement is terminated, the call of any rostered person serving that parish is terminated. Should any congregation that formerly was part of the parish arrangement desire to issue a new call to that rostered person, it may do so in accordance with the call process of this church.

BYLAWS

C5.05.01. Mt. Pleasant Lutheran Church Mission Endowment Fund

A. Overview - This congregation shall establish one or more separate depository accounts, mutual fund or brokerage accounts, and/or similar investments, segregated under the name of this congregation and specifically designated as the Mission Endowment Fund of this Congregation. The assets of the Fund are recognized to be assets of the Congregation (that is, the Fund is not a separate legal trust or other entity). However, consistent with the Constitution, Bylaws and Continuing Resolutions of this Congregation, it is intended that all aspects of the Fund shall be governed by this bylaw unless and until action is taken amending this bylaw. The purpose of this Fund is to enhance the mission outreach of Mt. Pleasant Lutheran Church apart from the general operation of the Congregation. No portion of the income generated by the Fund shall be used for the annual operating budget of the Congregation. The Mission Endowment Fund Board (the "Board") shall be the custodian of the Fund.

B. Purpose - The Fund is established to receive gifts including: gifts, bequests from wills, assignment of life insurance, charitable gift annuities, charitable remainder and other trusts, assignment of certificates of deposit, and transfers of property (cash, securities, bonds, and real estate). Specifically, the purpose of this Fund shall be for:

1. Seed money or grants for special projects approved by the Board, such as the enhancement of the music, education, youth, or the evangelistic mission of the congregation, and
2. Promotion of education (such as, but not limited to, scholarships for seminarians, students at ELCA-related colleges, and foreign students; as well as for items such as study programs.
3. Benevolence: local, national and global.

The Fund specifically shall not be used to support either regular current and benevolence offerings or efforts, nor shall the Fund be used for regular debt reduction (of the congregation).

C. Board Membership - There will be five members of the Board, none of whom may be Mt. Pleasant Lutheran Church staff. The senior pastor will serve as advisory member to the Board, without vote. Members of the Board will be elected to five-year terms at the annual congregational meeting. The first five people elected will decide who serves a one-, two-, three-, four-, or five-year term, using any method they desire. Thereafter, one new member will be elected (to a five-year term) each year. If a vacancy occurs on the Board, the vacancy will be filled by appointment by the congregation council until it is filled by congregational vote at the next annual meeting.

A quorum shall consist of three regular members. At least three affirmative votes, however, shall be required to take any action. The Board may also act without a meeting by unanimous written consent.

The Board shall elect from its membership a chairperson, recording secretary, and treasurer.

The Board treasurer will work with the Congregation treasurer in maintaining complete and accurate accounts and will sign checks and other necessary documents. Either the Board treasurer or the Board chair may sign Fund checks and other necessary documents.

A non-voting congregation council member (assigned by the congregation council or its chair) may attend meetings as a liaison.

D. Fund Management and Process - All assets of the Fund shall be used for mission purposes authorized by the Board, acting on requests that the Board determines meet the Fund purposes. Special designations and or/funds which bear names desired by donor may be approved by the Endowment Board. Such donor designated/and or named gifts, require a minimum contribution established by the Endowment Board.

Any memorials received by the congregation, generally, and not earmarked for some other purpose

(memorials that are “*undesigned*”) shall automatically be added to the Fund by virtue of this bylaw provision; that is, the congregation council may not re-direct an undesigned memorial. For this purpose, “*memorials*” include all gifts received by reason of a person’s death.

The Board will encourage undesigned memorials (as these terms are defined above).

In investment of the Fund, the Board shall use the judgment and care a prudent investor would use if the prudent investor were the owner of the assets. The Board may at any time designate an investment counselor, who shall thereupon be vested with the authority and responsibility for investment decisions with respect to all or any part of the trust, but the Board shall be responsible for oversight of the investment counselor. The investment counselor shall be responsible for investment decisions and for any ancillary decisions, such as how any stock for which the investment counselor is responsible shall be voted. The Board may (and it is anticipated, will) invest in one or more appropriate mutual funds. The Board is responsible for oversight of such investments, however. No member shall engage in any self-dealing or transactions with the Fund in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which his/her personal interests would conflict with the interest of the Fund. The Board shall have no authority to lend any part of the Fund to anyone. While the Fund constitutes an asset of the congregation, the Fund shall at all times be segregated from other monies of the congregation, such that the Board and the congregation council shall have no authority for the congregation to “borrow” against the Fund (use monies of the Fund for purposes other than set forth in this bylaw).

The Board will ordinarily meet at least quarterly.

Any audit in the sense of annual review as is done with the other books and records of the congregation shall include a review of the books and records of the Fund, which are a part of the general assets of the congregation.

The expenses of the Fund shall be borne by the Fund.

The management of the Fund shall be reviewed at least annually by the congregation council. It is not necessary for the congregation council to approve Board decisions regarding disbursement or management. If the congregation council has objections to the operation of the Fund, it has the authority to bring the matter before a special congregational meeting specifically called only to hear the congregation council’s objections.

No proceeds from the Fund may be distributed until the principal of the Fund has a market value of \$110,000 or more. Once the Fund has a market value of \$110,000 or more, the Board may appropriate for expenditure for the uses and purposes for which the Fund is established (as set forth above) so much of the net appreciation, realized and unrealized, in the fair value of the assets of the Fund over the historic dollar value of the Fund as is prudent under the standard established by the following provision. In the administration of the powers to appropriate appreciation, to make and retain investments, and to delegate investment management of the Fund, the members of the Board shall exercise ordinary business care and prudence under the facts and circumstances prevailing at the time of the action or decision. In so doing, they shall consider long and short term needs of the congregation and the Fund in carrying out their purposes, their present and anticipated financial requirements, expected total return on the Fund’s investments, price level trends, and general economic conditions. These provisions are specifically intended to be consistent with the Uniform Management of Institutional Funds Acts [Wis. Stats. Sec. 112.10].

In the event of dire straits in which the future of the congregation is at stake and it appears that monies from the Fund is the only recourse, the Congregation Council may ask the Endowment Board if

Endowment Funds can be used to meet the emergency need. If the Endowment Board agrees, the Congregation Council will call a special congregational meeting to authorize the use of Endowment Funds. The same vote process required for an amendment of the bylaws shall be required for the congregation to authorize any such diversion of monies from the Endowment Fund.

C10.01.01. The annual congregational meeting shall be held within the first quarter of the new year at a date to be fixed by the Congregation Council.

C10.01.02. At the annual congregational meeting, the pastor and the officers of the congregation and the chairpersons of standing committees within the congregation shall submit reports to be included in the Annual Report. The Annual Report shall be made available to the congregation one week before the congregational meeting.

C11.01.01. The officers of this congregation shall be the:

President who shall preside at meetings of the congregation and the congregation council,

Vice-President who shall preside in the absence of the president,

Secretary who shall be responsible for the accurate minutes of all meetings of the congregation and of the council in a volume provided by the congregation, which shall be preserved permanently in its archives,

Treasurer who shall keep the books of account of the congregation; and shall receive all funds and disburse them on proper orders, making monthly remittance of benevolence receipts to the treasurer of the Greater Milwaukee Synod and other benevolence recipients, and who shall make written report of all financial transactions to the congregation council monthly and to the congregation, together with a satisfactory audit, at its annual meeting, such reports to be deposited annually in the archives, and

Financial Secretary who is responsible for overseeing the counting, recording, and depositing of receipts and contributions of the Church. The Financial Secretary is also responsible for overseeing weekly reports on the offerings received along with periodic reports to the church council, and providing periodic and annual statements to the contributors for tax reporting. The Financial Secretary oversees the process and training of individuals involved in counting the offerings.

C12.05.01. An alms fund shall be established to provide monies for emergency benevolent needs of persons requiring assistance. The alms fund will be funded by the church budget and individual contributions. Pastor(s) may disperse the alms fund at their pastoral discretion for amounts not to exceed \$1,000.00. Assistance beyond \$1,000.00 shall be done in consultation with the president of the congregation.

C12.05.02. Be it resolved that the President and one other elected Executive Committee member of the Mt. Pleasant Lutheran Church be authorized and empowered to execute and deliver any and all contract documents required to transact business approved by the Congregation Council. Be it further resolved that any two elected members of the Mt. Pleasant Lutheran Church Executive Committee also be authorized and empowered to execute and deliver any and all contract documents required to transact business approved by the Congregation Council if the President is not available to do so.

CONTINUING RESOLUTIONS

C9.03.A13. Be it resolved that the only people allowed to officiate or co-officiate at a wedding or funeral held at Mount Pleasant Lutheran Church are ELCA pastors or an ordained minister of a church body with which the ELCA officially has established a relationship of full communion. This provision may be waived at the MPLC's pastoral staff's discretion

C10.01.A13 Upon the occurrence, and for the duration, of any "emergency" as that term is defined in Wisconsin Statutes § 181.0207(1) this congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

C12.01.A13. Be it resolved: that the Congregation Council in order to foster a vision, articulate a mission, develop policies, exercise oversight, and be an example of spiritual growth for this congregation, consist of nine members.

C12.04.A13. Be it resolved that the Memorial Committee of this church shall be the Congregational Council. The Council will designate all memorials that may be given to the church. No memorial item will be received by the church that has not been designated by the Memorial Committee (which is the Council). The Endowment Fund is an approved memorial for the church.

The pastors will provide information to families of designated memorials that have been approved by the church. In the situation where a family may suggest a different use for a memorial, the Congregation Council will need to approve the memorial.

Memorials that remains undesignated for at least six months after being received and whose family chooses not to designate the memorial for a specific purpose will be assigned to the Endowment Fund upon the approval the Congregation Council.

Memorial funds shall be accounted for through a financial process that saves memorial funds under the name of the person to be memorialized/honored and under the category of how that memorial has been designed.

When sufficient funds are available for the purchase of a designated memorial, the Executive Committee of the Council will authorize the purchase and/or disbursement of funds with the agreement of the Senior Pastor(s). In the event that the Executive Committee and the Senior Pastor(s) cannot reach an agreement on the purchase and/or disbursement of funds for a designated memorial, the Congregation Council will be the arbiter.

When items have been purchased or funds dispersed for a specific purpose, these memorials will be dedicated at a regular service of worship at a time of the Senior Pastor(s) choosing.

C12.05.A13. Be it resolved that council members may not be family members of paid or volunteer staff members who are not special service employees. Family members are defined as a person's parents, spouse/partner, descendants or all descendants of either the person's parents or spouse/partner.

C13.04.A13. Mutual Ministry Committee - Conduct confidential annual pastoral reviews, review job descriptions for the pastor(s), ascertain the pastor's (s') relationship with the congregation, act as a support for the pastor(s), function as a mediator where necessary, and engage the pastor(s) in dialogue about the past and future shape of the pastor's (s') ministry. The committee will explore the pastor's (s') relationship with the congregation, the congregation's relationship with the pastor(s), and the pastor's (s') relationship with other staff members.

There shall be the following standing committees of this congregation:

C13.06.A13. Worship and Music - Support and review the services of worship and musical programs of this congregation, provide for the best in worship materials, art, and worship space and furnishings; recruit, equip and support members for leadership in worship; and ensure the centrality of Word and administration of the sacraments in the life of this congregation.

C13.06.B13. Christian Education - - To support an educational ministry to assist all persons of all ages to perceive and respond to God's self-revelation in Jesus Christ that is consistent with the theology and doctrines of the Evangelical Lutheran Church of America.

C13.06.C13. Evangelism - To invite and welcome all people to hear the Good News of Jesus Christ, motivate members to witness to their faith in their daily life, bring new members into the fellowship of the church; and recruit, equip, and support members of the congregation for these activities.

C13.06.D13. Social Ministry - Motivate, equip, and support members to visit the sick, the infirm, and the imprisoned; minister to the poor and the oppressed; and carry on programs which foster justice, overcome oppression, alleviate suffering and promote care for the earth, and faithful service to all God's people.

C13.06.E13. Mission Interpretation: will explain, interpret and promote the ministry that this congregation's stewardship, financial and volunteer, make possible.

C13.06.F13. Finance - Keep accurate records of contributions of the church; provide for the annual review of the congregation's insurance coverage, develop procedures according to appropriate accounting standards for the handling, receiving and dispersals of all money. Members of this committee may also serve on the audit committee if they are not members of the congregation council.

C13.06.G13. Property - Maintain and protect all the property of the congregation, keeping the property in good repair.

C13.06.I13. Youth - Encourage the participation of youth in the total life of the congregation and support and review ministry to the youth.

C13.06.J13. Parish Activities - To plan and implement, or support, various parish activities of the congregation to promote Christian fellowship.

C13.06.K13. Normally, each member of the congregation council, with the exception of the president and the treasurer, shall serve as chairperson or council liaison of one of the standing committees. The pastor(s) shall have voice and vote on all standing committees listed above.

C13.06.L13. Be it resolved in connection with the interest of Mt. Pleasant Lutheran Church as a beneficiary under any Trust or Will of any person interested in supporting the work of Mt. Pleasant Lutheran Church, the following officers: namely President, Vice President, Financial Secretary, Treasurer, or Secretary be, and each hereby is, authorized and directed to represent Mt. Pleasant Lutheran Church and to execute in the name of and on behalf of Mt. Pleasant Lutheran Church, either individually or jointly, any and all receipts, releases, or other certificates or instruments as may be necessary or desirable in connection with the acceptance of bequests, legacies, devices, or other gifts resulting therefrom.

C13.06.M13. Be it resolved that Mission Projects and Programs that require funding from this congregation be it in the general budget or special offerings, should normally be under the auspices of the Evangelical Lutheran Church of America.

C13.06.N13. Be it Resolved that the Congregation Council, in conjunction with the senior pastor(s),

provide for and implement an annual stewardship campaign to invite every member to make a commitment for the regular giving to this congregation's mission.