

**CONSTITUTION, BYLAWS,
and
CONTINUING RESOLUTIONS
of
REDEEMER EVANGELICAL LUTHERAN CHURCH**

**A congregation of the EVANGELICAL LUTHERAN
CHURCH IN AMERICA**

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CONSTITUTION

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 the Son and the Holy Spirit.

1 Chapter 1 - NAME AND INCORPORATION

- 1.1 The name of this congregation shall be Redeemer Evangelical Lutheran Church.
- 1.2 For the purpose of this Constitution and the accompanying Bylaws, the Redeemer Evangelical Lutheran Church congregation is hereinafter designated as "this congregation."
- 1.3 This congregation shall be incorporated in its own name, as a corporation not for profit, under the laws of the State of Ohio.

2 Chapter 2 - CONFESSION OF FAITH

- 2.1 This congregation confesses the Triune God, Father, Son and Holy Spirit.
- 2.2 This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
 - 2.2.1 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.
 - 2.2.2 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.
 - 2.2.3 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.
- 2.3 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.
- 2.4 This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.
- 2.5 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.
- 2.6 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.

- 2.7 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.

3 Chapter 3 - NATURE OF THE CHURCH

- 3.1 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.
- 3.2 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. This church, 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.

4 Chapter 4 - STATEMENT OF PURPOSE

- 4.1 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.
- 4.2 To participate in God's mission, this congregation as a part of the Church shall:
- 4.2.1 Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- 4.2.2 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.
- 4.2.3 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.
- 4.2.4 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 nations, and standing with the poor and powerless, and committing itself to their needs.
- 4.2.5 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.
- 4.2.6 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.
- 4.3 To fulfill these purposes, this congregation shall:
- 4.3.1 Provide services of worship at which the Word of God is preached and the sacraments are administered.

- 4.3.2 Provide pastoral care and assist all members to participate in this ministry.
- 4.3.3 Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
- 4.3.4 Teach the Word of God.
- 4.3.5 Witness to the reconciling Word of God in Christ, reaching out to all people.
- 4.3.6 Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- 4.3.7 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 (ELCA).
- 4.3.8 Foster and participate in interdependent relationships with other congregations, the synod, and the Evangelical Lutheran Church in America.
- 4.3.9 Foster and participate in ecumenical relationships consistent with churchwide policy.
- 4.4 This congregation shall develop an organizational structure to be described in the Bylaws. The Church Council shall prepare descriptions of the responsibilities of each committee, or other organizational groups and shall review their actions.
- 4.5 This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.

5 Chapter 5 - POWERS OF THE CONGREGATION

- 5.1 The powers of this congregation are those necessary to fulfill its purpose.
- 5.2 The powers of this congregation are vested in the Congregational Meeting called and conducted as provided in this Constitution and Bylaws.
- 5.3 Only such authority as is delegated to the Church Council or other organizational units in the congregation's governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:
 - 5.3.1 call a pastor;
 - 5.3.2 terminate the call of a pastor;
 - 5.3.3 appoint or terminate the appointment of associates in ministry in conformity with the applicable policy of the Evangelical Lutheran Church in America;
 - 5.3.4 approve the annual budget;
 - 5.3.5 acquire real and personal property by gift, devise, purchase, or other lawful means;
 - 5.3.6 hold title to and use its property for any and all activities consistent with its purpose;
 - 5.3.7 sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
 - 5.3.8 elect its officers, and Church Council, and establish committees, and require them to carry out their duties in accordance with the Constitution and Bylaws, and Continuing Resolutions; and
 - 5.3.9 terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

6 Chapter 6 - CHURCH AFFILIATION

- 6.1 This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the Southern Ohio Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.
- 6.2 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.
- 6.3 This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:
- 6.3.1 This congregation agrees to be responsible for its life as a Christian community.
 - 6.3.2 This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
 - 6.3.3 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.
 - 6.3.4 This congregation agrees to consider associates in ministry for appointment to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
 - 6.3.5 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 or with the Constitution of the synod.
- 6.4 Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:
- 6.4.1 This congregation takes action to dissolve.
 - 6.4.2 This congregation ceases to exist
 - 6.4.3 This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
 - 6.4.4 This congregation follows the procedures outlined in 6.5.
- 6.5 This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:
- 6.5.1 A resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of this congregation by a two-thirds majority of the voting members present.
 - 6.5.2 The secretary of this congregation shall submit a copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within ten (10) days after the resolution has been adopted.
 - 6.5.3 The bishop of the synod shall consult with this congregation during a period of a least ninety (90) days.
 - 6.5.4 If this congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majority of the voting members present, at which meeting the bishop of the synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least ten (10) days in advance

of the meeting.

- 6.5.5 A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop, at which time the relationship between this congregation and the ELCA shall be terminated.
- 6.5.6 Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.
- 6.6 If this congregation is considering relocation, it shall confer with the bishop of the synod before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

7 Chapter 7 - PROPERTY OWNERSHIP

- 7.1 If this congregation ceases to exist, title to undisposed property shall pass to the Southern Ohio Synod of the Evangelical Lutheran Church in America.
- 7.2 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.
- 7.3 If a two-thirds majority of the voting members of this congregation present at a regularly 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. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Southern Ohio Synod.
- 7.4 If a two-thirds majority of the voting members of this congregation present at a regularly called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body, 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.

8 Chapter 8 - MEMBERSHIP

- 8.1 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.
- 8.2 Members shall be classified as follows:
 - 8.2.1 **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.
 - 8.2.2 **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.
 - 8.2.3 **Voting members** are confirmed members. Such confirmed members shall have communed and made a contribution of record during the current or preceding

year. Confirmed members of legal age, as provided by Ohio law, shall be eligible to vote on matters coming before the congregation which relate to acquiring, selling or encumbering the property of the congregation.

- 8.2.4 **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. They have all privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Church Council of this congregation.
- 8.3 All applications for membership shall be submitted to and shall require the approval of the Church Council.
- 8.4 It shall be the privilege and duty of members of this congregation to:
 - 8.4.1 make regular use of the means of grace, both Word and sacraments;
 - 8.4.2 live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
 - 8.4.3 support the work of this congregation and of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.
- 8.5 Membership in this congregation shall be terminated by any of the following:
 - 8.5.1 death;
 - 8.5.2 resignation;
 - 8.5.3 transfer or release;
 - 8.5.4 disciplinary action by the Church Council; or
 - 8.5.5 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.

9 Chapter 9 - THE PASTOR

- 9.1 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 regularly 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 Southern Ohio Synod.
- 9.2 Only a member of the clergy roster of the Evangelical Lutheran Church in America or who has been recommended for it by the synodical bishop may be called as a pastor of this congregation.
- 9.3 Consistent with the faith and practice of the Evangelical Lutheran Church in America, every ordained minister shall preach the Word, administer the sacraments, conduct public worship, provide pastoral care, and shall speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world. Each ordained minister with a congregational call shall, within the congregation, offer instruction, confirm, marry, visit the sick and distressed, and bury the dead; monitor all schools and organizations of the congregation; shall install regularly elected members of the Church Council, and with the council administer discipline. The pastor shall be an ex-officio member of the Church Council and all committees of the congregation. Every pastor shall seek out and encourage qualified persons to prepare for the ministry of the Gospel and strive to extend the Kingdom of God in the community, in the nation, and abroad; shall impart knowledge of this

church and its wider ministry through distribution of its periodicals and other publications; and shall endeavor to increase the support given by the congregation to the work of the Evangelical Lutheran Church in America and of the synod of the ELCA.

- 9.4 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.
- 9.5 The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment.
 - 9.5.1 Except in the case of the death of the pastor, this relationship shall be terminated only following consultation with the synodical bishop and for the following reasons:
 - 9.5.1.1 mutual agreement to terminate the call or the completion of a call for a specific term of years;
 - 9.5.1.2 resignation of the pastor;
 - 9.5.1.3 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;
 - 9.5.1.4 the physical or mental incapacity of the pastor;
 - 9.5.1.5 disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty; or
 - 9.5.1.6 the dissolution of the congregation.
 - 9.5.2 In the case of alleged physical or mental incapacity of the pastor or ineffective conduct of the pastoral office, it shall be the responsibility of the bishop of the synod, when such difficulties are personally known or have been brought to the synod's attention by an official recital of allegations by the Church Council, or by a petition signed by at least one-third of the voting members of the congregation, to investigate such conditions personally in company with a committee of two ordained ministers and one layperson.
 - 9.5.3 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.
 - 9.5.4 In the case of alleged local difficulties which 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 C9.5.2 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 by a two-thirds majority vote of the voting members present at a regularly called meeting after consultation with the bishop.
 - 9.5.5 The foregoing procedure shall never be invoked when questions of doctrine, morality, or continued neglect of duty are involved, all such cases being treated as disciplinary matters.
 - 9.5.6 If in the course of the proceedings, 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 without

prejudice and with pay provided through a joint churchwide/synod fund and with housing provided by the congregation.

- 9.6 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 Church Council.
- 9.7 During the period of service, an interim pastor shall have the rights and duties 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 Church Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor.
- 9.8 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.
- 9.9 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 Church Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- 9.10 With the approval of the bishop of the synod the congregation may depart from C9.5.1 and call a pastor for a specific term in years. 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 call may also be terminated before its expiration in accordance with the provisions of C9.5.1.
- 9.11 The pastor shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed or members excluded from the congregation, and shall submit a summary of such statistics annually to the synod.
- 9.12 The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least ninety (90) days prior to each regular meeting of the Synod Assembly.

10 Chapter 10 - CONGREGATIONAL MEETING

- 10.1 The annual meeting of this congregation shall be held at a time specified in the Bylaws.
- 10.2 A special Congregational Meeting may be called by the pastor, the Church Council, or the president of this congregation, and shall be called at the written request of at least fifty (50) voting members. The call for each special meeting shall specify the purpose(s) for which it is to be held and no other business shall be transacted.
- 10.3 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 members at least ten (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.
- 10.4 Fifty (50) voting members shall constitute a quorum.
- 10.5 Voting by proxy shall not be permitted. Absentee ballot voting is permissible for election of officers and/or Church Council members.
- 10.6 All actions by the congregation shall be by majority vote except as otherwise provided in this Constitution.
- 10.7 Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all

meetings of this congregation.

11 Chapter 11 – OFFICERS

- 11.1 The officers of this congregation shall consist of a president, vice-president, secretary, financial secretary, and treasurer.
- 11.1.1 Duties of the officers shall be specified in the Bylaws.
- 11.1.2 The officers shall be voting members of the congregation.
- 11.1.3 Officers of this congregation shall serve similar offices of the Church Council and shall be voting members of the Church Council.
- 11.2 The congregation shall elect, by written ballot, its officers who shall serve for two years or until their successors are elected. The vice-president shall succeed to the office of president for the second year of the term. The term of office shall begin on the first day of January following the election, and shall end December 31, the following year.
- 11.3 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.
- 11.4 By a two thirds (2/3) vote of the Church Council, the Council may appoint voting members of the congregation to each of the following financial offices when they become vacant: Financial Secretary, Treasurer. The appointment shall be for a term of two years or for the remaining time of an uncompleted term of the previous office holder. The Church Council at the conclusion of each appointed term may reappoint the officer.

12 Chapter 12 - CHURCH COUNCIL

- 12.1 The voting membership of the Church Council shall consist of the officers of the congregation and council representatives elected to the congregation's standing committees, one representative for each committee. The pastor shall be an ex-officio member of the Church Council, having voice, but no vote. Any voting member of the congregation may be elected to the Church Council subject only to the limitation on the length of continuous service permitted in that office. Other organizations of the congregation may elect one of its members to serve as advisor to the Church Council with voice, but no vote. A member's place on the Church Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four (4) successive regular meetings of the Church Council without cause.
- 12.2 Council representatives to a specific standing committee shall be elected by written ballot. The term on council to the designated committee shall be two (2) years. Such members shall be eligible to serve no more than two (2) full terms, consecutively, in that office. Their terms shall begin the first day of January following the meeting at which they are elected, and ending on December 31, the following year. Church Council members shall be installed at a regular Sunday service of worship prior to the date they assume office.
- 12.3 Should a member's place on the Church Council be declared vacant, the Church Council shall elect, by majority vote, a successor to serve the duration of the term.
- 12.4 The Church 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 Church Council shall include the following:

- 12.4.1 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.
- 12.4.2 To seek to involve all members of this congregation in worship, learning, witness, service, and support.
- 12.4.3 To oversee and provide for the administration of this congregation to enable it to fulfill its function and perform its mission.
- 12.4.4 To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment.
- 12.4.5 To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- 12.4.6 To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- 12.4.7 To arrange for pastoral service during the sickness or absence of the pastor.
- 12.4.8 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.
- 12.4.9 To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- 12.5 The Church Council shall organize and oversee the proper functioning of this congregation's standing committees. The Church Council representative to a particular committee shall be responsible for organizing that committee, keeping records of committee activities, and reporting to the monthly Church Council meeting.
- 12.6 The Church Council shall be responsible for the financial and property matters of this congregation.
 - 12.6.1 The Church Council shall be the governing board 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 Ohio, except as otherwise provided herein.
 - 12.6.2 The Church 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.
 - 12.6.3 The Church Council may enter into contracts not to exceed 5% of the budget for items not included in the budget
 - 12.6.4 The Church 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 greater than 5% of the anticipated receipts only after approval by a Congregational 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.
 - 12.6.5 The Church 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 and to other organizations as approved by the congregation.

- 12.6.6 The Church Council shall be responsible for this congregation's investments and its total insurance program.
- 12.7 The Church Council shall see that the provisions of this Constitution, its Bylaws, and the Continuing Resolutions are carried out.
- 12.8 The Church Council shall provide for an annual review of the membership roster.
- 12.9 The Church Council shall be responsible for the appointment and supervision of the salaried lay workers of this congregation.
- 12.10 The Church Council shall submit a comprehensive report to this congregation at the annual meeting.
- 12.11 The Church 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.
- 12.12 A quorum for the transaction of business shall consist of a majority of the members of the Church Council.

13 Chapter 13 - CONGREGATIONAL COMMITTEES

- 13.1 To initiate and to effect the mission and programs of this congregation, standing committees shall be established by the congregation.
- 13.2 The standing congregational committees are listed in Section 5 of the Bylaws and their respective duties are listed in Section 1 of the Continuing Resolutions.
- 13.3 The pastor(s), president, vice-president and one member of Church Council, elected by the Church Council, shall constitute the Executive Committee.
- 13.4 Committees without representation on Church Council shall be set up to handle annual tasks and special needs, and shall be elected by the Church Council. Such committees shall include, but are not limited to: a Nominating Committee, an Audit Committee and a Call Committee.

14 Chapter 14 - ORGANIZATIONS WITHIN THE CONGREGATION

- 14.1 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 annual meeting shall receive reports covering their membership, work, and finances.
- 14.2 Special interest groups, other than those of the official organization of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Church Council.

15 Chapter 15 - DISCIPLINE OF MEMBERS

- 15.1 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 Mathew 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 Church Council.

- 15.2 A member with the offense shall appear before the Church Council having received a written notice, specifying the exact charges that have been made against the member, at least ten (10) days prior to the meeting.
- 15.3 Should the allegations be sustained by a two-thirds majority vote of the Church Council, 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.
- 15.4 The member against whom disciplinary action has been taken by the Church 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.
- 15.5 Disciplinary actions may be reconsidered and revoked by the Church Council upon receipt of a) evidence that injustice has been done or b) evidence of repentance and amendment.

16 Chapter 16 - BYLAWS

- 16.1 This congregation may adopt Bylaws. No bylaw may conflict with this Constitution.
- 16.2 Bylaws may be adopted or amended by not less than two-thirds of the voting members present at any legally called meeting (quorum present) of this congregation.
- 16.3 Changes to the Bylaws may be proposed by any voting member provided, however, that such additions or amendments be submitted in writing to the Church Council at least sixty (60) days before a regular or special Congregational Meeting called for that purpose and that the Church Council notify the members of the proposal with its recommendations at least two weeks in advance of the Congregational Meeting.
- 16.4 Approved changes to the Bylaws shall be sent to the Southern Ohio Synod.

17 Chapter 17 – AMENDMENTS

- 17.1 Amendments to this Constitution may be proposed by at least 12 voting members or by the Church Council. Proposals must be filed in writing with the Church Council sixty (60) days before formal consideration by this congregation at its regular or special meeting called for that purpose. The Church Council shall notify the members of the proposal with their recommendations at least two weeks in advance of the meeting.
- 17.2 A proposed amendment to this Constitution shall:
 - 17.2.1 be approved at a properly called meeting according to this Constitution by a two-thirds vote of the voting members present;
 - 17.2.2 have the effective date included in the resolution and noted in the Constitution.
 - 17.2.3 Any amendments to this Constitution 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 Southern Ohio Synod.

18 Chapter 18 - CONTINUING RESOLUTIONS

- 18.1 The Church Council may enact continuing resolutions which describe the function of the various committees or organizations of this congregation.
- 18.2 Continuing resolutions shall be enacted or amended by a two-thirds vote of all voting members of the Church Council.

19 Chapter 19 - INDEMNIFICATION

- 19.1 To the full extent permitted from time to time by law, each person who was or is party or is threatened to be made party to any threatened, pending or completed civil, criminal, administrative, arbitration, or investigative proceeding, including a proceeding by or in the right of this church, by reason of the fact that such person is or was a Church Council member, officer, employee, agent or member of any board, committee or commission of this church shall be indemnified against judgments, penalties, fines (including, without limitation, excise taxes assessed against the person with respect to an employee benefit plan), settlements, and reasonable expenses, including attorneys fees and disbursements, incurred by the person in connection with the proceeding. The indemnification provided by this section shall continue as to a person who has ceased to be a Church Council member, officer, employee, agent or member of a board, committee, or commission of this church and shall apply whether or not the claim against such person arises out of matters occurring before the adoption of this section.
- 19.2 This church may purchase and maintain insurance on behalf of a person who is or was a Church Council member, officer, employee, agent, or member of a board, committee, or commission of this church against any liability asserted against and incurred by the person in or arising from that capacity, whether or not this church would have been required to indemnify the person against the liability under the provision of the Constitution of this church.

BYLAWS

1 Section 1 - MEMBERSHIP

- 1.1 Persons who wish to be received into this congregation who are not members of a Lutheran Church shall be instructed in the faith and life of the Lutheran Church; their names shall be presented to the Church Council and they shall be properly received into membership in this congregation upon profession of faith.
- 1.2 Members shall be subject to annual listing by the council as active or inactive members. Active members are those who have received the Sacrament of the Lord's Supper at least once within the year and have attended worship, and in the judgment of the pastor and the council have reasonably fulfilled the duties defined in Chapter 8, Section 8.4 unless hindered by sickness or other circumstances beyond their control. Such active members shall be defined as members in good standing. Inactive members are those who, resident or non-resident, have not fulfilled the requirements for active membership unless hindered by circumstances beyond their control. Such inactive members shall be defined as members not in good standing. Listing of inactive members shall be automatically terminated when the person fulfills the duties defined in Chapter 8, Section 8.4 of this Constitution.
- 1.3 A person who has been inactive for one year as described in item 1.2 and who, after having been counseled by the pastor and other appropriate persons from the congregation, shall not reactivate him/herself within one year after attaining the status of inactivity shall be dropped from the roll of membership and be duly notified in writing.

2 Section 2 - BUSINESS MEETINGS

- 2.1 The annual congregational business meeting shall be held on a Sunday in January of each year.
- 2.2 A special congregational meeting may be held so as to allow voting at multiple worship services held on the same day.

3 Section 3 - NOMINATION AND ELECTION OF CHURCH COUNCIL

- 3.1 The nominating committee shall present a slate of candidates to the Church Council at the council meeting preceding the election. The candidate slate shall be publicized at the time of the announcement of the meeting for the election. Nominations from the congregation shall be accepted up through the Sunday prior to the election with the nominees' consent.
- 3.2 Church council members shall be elected by ballot at an annual election meeting of the congregation on a Sunday in November. Members of council shall be elected according to a two-year cycle as follows:

Even-number election years	Odd-number election years
President-elect	President-elect
Secretary	Treasurer
Financial Secretary	Fellowship

Even-number election years	Odd-number election years
Evangelism	Finance
Pastoral Care	Church in Society
Property	Parish Education
Youth	Stewardship
	Worship

- 3.3 Absentee ballots shall be available upon request the week before the annual Sunday election.
- 3.4 A majority of the votes cast will be required for election to the office. If, for an office, no candidate receives a majority vote, there shall be a run-off election the following Sunday.

4 Section 4 - DUTIES OF OFFICERS

- 4.1 The officers of this congregation shall be responsible Christian disciples who regularly participate in worship services, hear and do God's Word and partake of the Lord's Supper.
- 4.2 **President:** The president shall preside at all meetings of the congregation and of the Church Council. The president shall be an ex-officio member of all committees of the congregation. The president shall be a member of the Executive Committee.
- Vice President:** The vice president (president elect) shall perform the duties of the president in the president's absence, incapacity or at the president's request. The vice president shall preside at meetings of the Executive Committee.
- Secretary:** The secretary shall keep an accurate record of all proceedings of the Church Council and of the congregational meeting(s).
- Financial Secretary:** The financial secretary shall have charge of the bookkeeping and financial and business correspondence. S/He also shall submit a written monthly and quarterly report to the Church Council and report annually at the congregational meeting. The financial secretary, with the Finance Committee, shall prepare the proposed budget for submission to Church Council.
- Treasurer:** The treasurer shall responsibly handle the congregation's funds and shall disburse funds in accordance with the provisions of the Constitution, Bylaws, and Continuing Resolutions. The treasurer shall submit a written monthly and quarterly report to the Church Council and an annual report to the congregation.
- 4.3 The President and any other officer of the congregation shall be empowered to represent the congregation or council in implementing a decision of either body.

5 Section 5 - STANDING & AD HOC COMMITTEES

- 5.1 The following committees are recognized by the ELCA and Redeemer Evangelical Lutheran Church: Standing Committees:
Church in Society, Evangelism, Executive, Fellowship, Finance, Parish Education, Pastoral Care, Property, Stewardship, Worship, and Youth.

- 5.2 Ad Hoc Committees:
Audit, Call and Nominating.

6 Section 6 - COMMUNION PARTICIPATION

- 6.1 Participation in Holy Communion shall be open to confirmed members of this congregation, to such unconfirmed baptized members of this congregation who have been approved in accordance with paragraph 6.5 of this section, and to individual members of other congregations who accept the Lutheran teaching in regard to Holy Communion as set forth in paragraph 6.2 .
- 6.2 Holy Communion requires sincere repentance, faith in Jesus Christ as Savior, and an earnest desire to amend one's sinful life, as well as, acceptance of the scriptural teaching of the Real Presence of Christ with His body and blood in the sacrament. Such registration forms or oral announcements shall be used as will make prospective participants aware of these requirements.
- 6.3 Records of participation in Holy Communion shall be maintained. If a member of another congregation communes, notice shall be sent to the communicant's pastor.
- 6.4 As an expression of the unity of the church in Christ, the congregation recognizes the desirability of conforming to the practices of other member congregations in using such forms of worship, including liturgies and hymn books, as are recommended by the ELCA. Only such variations as are authorized by the congregation or the church council shall be permitted.
- 6.5 Admission to communion of unconfirmed baptized members shall be based upon completion of a class of instruction, when possible, and a determination by church council that the member meets the criteria for readiness of : a) a simple trust in the presence of the Living Christ, b) a basic understanding of the gifts God gives in the sacrament, c) acceptance of one's place as a communicant in the congregation, and d) appropriate awareness of sin and the need for forgiveness. The pastor shall prepare an annual list of those students who will be preparing for first communion; an invitation shall be extended to all fifth graders of the congregation and to any others, younger or older, who are also interested and who have discussed the matter fully with their parents. Upon appropriate conversation with the pastor, and in accordance with the general criteria mentioned previously, the pastor shall present to the Executive Committee the names of those who, in the pastor's opinion, are eligible to participate in the class. After discussion about each candidate, the Executive Committee shall prepare the list and present it to church council for its final approval.

7 Section 7 – MISSION ENDOWMENT FUND

- 7.1 Committee Membership
- 7.1.1 The committee shall consist of five (5) members, all of whom shall be voting members of Redeemer Evangelical Lutheran Church. The term of each member shall be three (3) years. Members shall have staggered terms. At each annual meeting, the congregation shall elect the necessary number for a term of three (3) years. The pastor and the president or vice president of the Church Council shall be advisory members of the committee. The Church Council of the congregation shall nominate members for the committee and it shall report at the annual congregational meeting in the same manner as for other offices and committees. In the event of a vacancy on committee, the Church Council shall appoint a member to fill the vacancy until the next annual meeting of the

congregation, at which time the congregation shall elect a member to fulfill the term of vacancy.

- 7.1.2 The committee shall meet at least quarterly, or more frequently as deemed by it in the best interest of the fund.
- 7.1.3 A quorum shall consist of three (3) members. When only three (3) members are present a unanimous vote shall be required to carry any motion or resolution.
- 7.1.4 The committee shall elect from its membership a chairperson, recording secretary and financial secretary. The chairperson, or member designated by the chairperson, shall preside at all committee meetings.
- 7.1.5 The recording secretary of the committee shall maintain complete and accurate minutes of all meetings and supply a copy thereof to each member of the committee. Each member shall keep a complete copy of minutes to be delivered to his or her successor. The recording secretary shall also supply a copy of the minutes to the Church Council.
- 7.1.6 The financial secretary of the committee shall work with the congregation's treasurer in maintaining and coordinating complete and accurate accounts for the fund and shall sign checks and all other necessary documents on behalf of the congregation in furtherance of the purposes of the fund. The books shall be audited annually in the same manner as that of the other financial records of the congregation and not by a member of the committee.
- 7.1.7 The committee shall report on a quarterly basis to the Church Council and, at each annual or duly called special meeting of the congregation, shall render a full and complete audited account of the fund during the preceding year.
- 7.1.8 The committee may request other members of the congregation to serve as advisory members and, at the expense of the fund income, may provide for such professional counseling on investments or legal matters as it deems to be in the best interest of the fund.
- 7.1.9 Members of the committee shall not be liable for any losses which may be incurred upon the investments of the assets of the fund except to the extent such losses shall have been caused by bad faith or gross negligence. No member shall be personally liable as long as he/she acts in good faith and with ordinary prudence. Each member shall be liable only for his/her own willful misconduct or omissions, and shall not be liable for the acts or omissions of any other member. 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.
- 7.1.10 All assets are to be held in the name of the Redeemer Evangelical Lutheran Church Mission Endowment Fund.
- 7.1.11 Recommendations to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other respects to manage and control the assets of the fund, including stocks, bonds, debentures, mortgages, notes or their securities, as in their judgment and discretion they deem wise and prudent, are to be made by the committee for approval by the Church Council, with subsequent execution by the delegated member of the committee.

7.2 Memorial Fund

There is hereby established for administration by the Mission Endowment Committee a separate fund to be known as the "Memorial Fund." The Memorial Fund will receive donations, gifts and contributions which are not to be included in the Mission Endowment Fund or in the general fund of the church. The Memorial Fund shall be

administered by the Mission Endowment Fund Committee. The Mission Endowment Fund Committee shall recommend distribution of the principal from the Memorial Fund at least annually based upon suggestions from the various church committees and approval by the Church Council. The Memorial Fund may be used for church purposes as designated by the donor or as approved by Church Council.

7.3 Distribution of Income of Mission Endowment Fund

7.3.1 The committee shall determine what is principal and income according to accepted accounting procedures.

7.3.2 Income from the fund shall be distributed annually and at such other times as deemed necessary and/or feasible to accomplish the following purposes:

- Establish and support ministries of outreach within the congregation.
- Further partnerships in mission through the Synodical, Regional and National expressions of the Evangelical Lutheran Church in America.
- Provide for capital improvements, debt retirement, or a building program of Redeemer Evangelical Lutheran Church.

7.3.3 Programs for support shall be recommended by the committee and approved by the Church Council for funding according to the guidelines established by the congregation.

7.3.4 Disbursement of income from the fund need not occur annually in the event causes and programs have not been approved by the committee sufficient to utilize total income available, or if in the judgment of the committee total annual disbursement of income is not recommended.

7.4 Distribution of Principal

When, in the opinion of the committee circumstances are so dire and of such an emergency nature that the future of the congregation is at stake, and that the only recourse seems to be the use of the fund principal, the committee may, upon a two-thirds majority vote, recommend such authorizing action to the congregation.

7.5 Amending the Resolution

Any amendment to this resolution, which will change, alter or amend the purpose for which the fund is established shall be adopted by a two-thirds vote of the members present at an annual meeting of the congregation or at a special meeting called specifically for the purpose of amending this resolution.

7.6 Disposition or Transfer of Fund

In the event Redeemer Evangelical Lutheran Church ceases to exist either through merger or dissolution, disposition or transfer of the fund shall be at the discretion of the Church Council in conformity with the approved congregational Constitution and in consultation with the bishop of the synod to which this congregation belongs at such time. Consultation with the Evangelical Lutheran Church in America may be desirable for continuation of Mission Endowment Fund obligations.

7.7 Taxes

Any gifts given to the Mission Endowment Fund, as well as all income derived therefrom, shall be used exclusively for religious, charitable and educational purposes in conformity with Section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law. This Mission Endowment Fund is created and shall be operated exclusively for church purposes. No part of the income or property of this Fund shall inure to the benefit of or be distributed to any member, director or officer of the church or to any

other private person, except that the Mission Endowment Fund Committee is authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth herein. No part of the activities of the Mission Endowment Fund shall be the carrying on of propaganda or otherwise attempting to influence legislation, and it shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of this document, the Mission Endowment Fund shall (a) not carry on any activities not permitted to be carried on by an entity exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law or (b) do any act which would render contributions to the Mission Endowment Fund non-deductible under Section 170(c)(2) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law.

This Mission Endowment Fund may be dissolved in accordance with the laws of the State of Ohio. Upon dissolution of this Mission Endowment Fund, and after the payment of all liabilities, obligations, costs and expenses incurred by this Mission Endowment Fund, any remaining assets shall be distributed to such entities organized and operated exclusively for one or more purposes described in Sections 170(c)(2) and 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law.

CONTINUING RESOLUTIONS

1 Section 1 - DUTIES OF COMMITTEES

The following are the duties of the Standing Committees of Redeemer Evangelical Lutheran Church:

The **Church in Society Committee** shall work to increase awareness of various issues, problems and programs affecting our community and society at large. They shall promote opportunities for support of social programs of the ELCA and the community; and motivate active participation by the members of the congregation in response to social needs.

The **Evangelism Committee** shall stimulate and promote all phases of evangelism, including the winning of the unchurched, the reclaiming of the indifferent, the assimilation of those more recently won, and the strengthening of those who are active; and shall alert the membership of the church to opportunities for presenting to our immediate neighborhood and the world the powerful witness of deeds of Christian love.

The **Executive Committee** shall counsel with the pastor and Church Council and shall perform those functions assigned to it by the Church Council. The committee may suggest agenda items for the regular Church Council meetings and may make recommendations to the Church Council. The Executive Committee shall provide a process for complaints and grievances against the pastor, officers, or Church Council.

The **Fellowship Committee** shall promote, plan, and supervise the various fellowship activities within the congregation. Included in this fellowship activity would be fellowship of a spiritual nature and fellowship of a social nature.

The **Finance Committee** shall, with recommendations from the standing committees and Church Council, prepare the budget. They shall suggest control for expenditures, act as purchasing agent, supervise the handling and banking of funds, and see that bills are properly and promptly paid. They shall arrange for the annual audit of the books of the congregation.

The **Parish Education Committee** shall be responsible for the planning, programming, and business affairs of the various schools of the congregation, such as Christian Day School, Sunday School, and Vacation Bible School; shall annually appoint the superintendent, officers, and teachers of the Sunday School and teaching and administrative personnel of all other educational agencies under its supervision; and shall encourage and promote Bible reading, worship, family devotions, meditation and prayer in the congregation, Sunday School, and all organizations; and shall supervise the distribution of promotional materials, audio-visual aids, displays, and the like.

The **Pastoral Care Committee** shall be responsible for the well being of the members of the congregation which shall include program development; hospital, shut-ins and sick visitations; training of pastoral care volunteers; and the oversight of the pastoral caring programs sponsored by the congregation.

The **Property Committee** shall be responsible for the care and management of the physical property of the congregation and shall see that the same is kept in good repair. Any single expenditure exceeding \$200 must have the approval of the Church Council. In the event of an emergency, an expenditure of up to \$1,000 may be authorized by the majority of the Executive Committee and a representative of the Property Committee.

The **Stewardship Committee** shall give assistance in the development of a greater consciousness of the joys and privileges of the individual's response to God's love in regard to stewardship of time, talents, and possessions; encourage proportionate giving; and lead membership to the greatest possible support of their God-assigned work at

home and away from home, and to take their part as Christians in the affairs of the community, state, and nation.

The **Worship Committee** shall aid in making the worship services meaningful. The committee shall foster and encourage the establishment of choirs and the appropriate personnel to deepen the musical life of the congregation; see that the worship space is prepared to reflect the appropriate times of the church year; shall see to the assignment of worship leaders; and that the physical arrangements are made for baptisms and Holy Communion and the celebration of major feast days. The Altar Guild shall act in consultive cooperation with the Worship Committee.

The **Youth Committee** shall provide a program of activities for the young people of the congregation commensurate with the spiritual and social needs of the various age levels, and shall help obtain, as necessary, sponsors for such activities.

2 Section 2 - AD HOC COMMITTEES

The following are the duties of the Ad Hoc Committees of Redeemer Evangelical Lutheran Church:

An **Audit Committee** of at least two voting members shall be appointed by the Finance Committee. Audit Committee members shall not be members of the Church Council. The committee shall furnish the audit report at the Annual Congregational Meeting.

When a pastoral vacancy occurs, a **Call Committee** of at least six voting members shall be appointed by the Church Council. Term of office will terminate at installation of the newly-called pastor.

A **Nominating Committee** consisting of at least three confirmed members shall be appointed by the Church Council at least two months in advance of the meeting when elections are held. Nominations from the congregation shall be accepted as is specified in Section 2 of the Bylaws (Business Meetings).

3 Section 3 - OTHER ORGANIZATIONS

The following organizations are authorized and recognized by the ELCA and Redeemer Evangelical Lutheran Church.

Altar Guild, Luther League and Women of the Church

4 Section 4 - USE OF CHURCH FACILITIES

Organizations desiring to conduct meetings or other activities in the facilities of Redeemer Lutheran Evangelical Church must receive the permission of the Church Council and conform to the criteria established by the Church Council for use of church property.

Document Version Control

Version	Date	Document	Section	Change
001	1/11/2004	Constitution, Bylaws, and Continuing Resolutions	All	<p>When it was discovered that no electronic copy of the governing documents of Redeemer Lutheran Church existed, a physical copy of these documents, dated 5/21/1989 was scanned. OCR software was used to create this version of the document. The document was saved to a Microsoft Word Version 11 document. Proofreaders were used to verify that this document matches the original language contained in the original document. Formatting changes were added to create a more readable document. Pagination from the original document has changed due to font and formatting changes.</p> <p>The paragraph numbering was changed for the section entitled "Amendment to Congregational Bylaws, found on page 2.27 in the original physical document. The numbering system was changed in order to be consistent with the rest of the document, but the language remains unchanged.</p> <p>A typographical error in the original Constitution, Section 13.2, page 11, has been corrected. The original source document had the first word as "Ths". It has been changed to "The" in this document.</p>
002	8/28/2004	Constitution	11.4	<p><i>The following text, which was appended to the constitution at the end of the Constitution was re-numbered and added to Chapter 11:</i></p> <p>By a two thirds (2/3) vote of the Church Council, the Council may appoint voting members of the congregation to each of the following financial offices when they become vacant: Financial Secretary, Treasurer. The appointment shall be for a term of two years or for the remaining time of an uncompleted term of the previous office holder. The Church Council at the conclusion of each appointed term may reappoint the officer.</p>
002	8/28/2004	Constitution, Bylaws, and Continuing Resolutions	All	Various punctuation corrections and formatting revisions for clarity.
002	8/29/2004	Bylaws	7.1.1	Changed language as specified in the resolution passed at the Annual Congregational Meeting held on 26 January, 1997.
002	8/29/2004	Bylaws	4.3	This section was added as specified in the resolution passed at the 2003 Annual Congregational Meeting.
003	11/13/2004	Bylaws	7	<p><i>The following text is the resolution that implemented Section 7. It was removed from draft 2 of the bylaws as it is not part of the recommended language of Section 7 itself. It is included here for reference purposes.</i></p> <p>A Mission Endowment Fund, whose purpose, governance, and operational procedures shall be defined by special resolution adopted by the congregation, shall be established.</p> <p>WHEREAS, Christian stewardship involves the faithful management of all the gifts God has given to humankind - the created world, the gospel, life, abilities, money, including accumulated, inherited and appreciated resources; and</p> <p>WHEREAS, the Scriptural principle of proportionate giving, to return to the Lord a portion of the gifts God has first given to His beloved children, is both a privilege and an appropriate response in all times and circumstances; and</p>

			<p>WHEREAS, Christians can give to the work of the church through bequests in wills, assignment of life insurance, charitable gift annuities, charitable remainder and other trusts, assignment of certificates of deposit, and transfers of property (cash, stocks, bond, real estate); and</p> <p>WHEREAS, it is the desire of Redeemer Evangelical Lutheran Church to encourage, receive and administer these gifts in a manner consistent with the loyalty and devotion to our Lord expressed by the donors and in accord with the policies of this congregation:</p> <p>THEREFORE BE IT RESOLVED, that this congregation in annual meeting assembled on January 27, 1991, approve and establish on the records of the church a new and separate fund to be known as THE MISSION ENDOWMENT FUND (hereafter called the "FUND") of the Redeemer Evangelical Lutheran Church, 1555 S. James Road, Columbus, Ohio;</p> <p>BE IT FURTHER RESOLVED, that the purpose of this FUND is to enhance the mission outreach of Redeemer Evangelical Lutheran Church apart from the general operation of the congregation; that no portion of the income generated by the FUND shall be used for the annual operating budget of the congregation;</p> <p>BE IT FURTHER RESOLVED, that the Mission Endowment Fund Committee (hereinafter called the "COMMITTEE") shall be the custodian of the FUND;</p> <p>BE IT FURTHER RESOLVED, that the following Plan of Operation set forth the administration and management of the FUND.</p> <p>BYLAWS TO IMPLEMENT THE PLAN OF OPERATION</p> <p>This resolution, recommended by the Church Council and accepted by the congregation at a legally called congregational meeting, is hereby adopted</p>
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