



CROSS OF CHRIST
LUTHERAN CHURCH

CONSTITUTION AND BYLAWS

BYLAWS REVISION
FOR PROPOSAL TO THE CONGREGATION
FEBRUARY 4, 2024

TO TAKE EFFECT JULY 1, 2024

Table of Contents

Contents

Preamble.....	3
Constitution.....	3
Article I: Name.....	3
Article II: Articles of Faith.....	3
Article III: Purpose and Objective	4
Article IV: Church Affiliation	5
Article V: Church Membership.....	5
Article VI: Powers and Rights of the Congregation.....	7
Article VII: The Public Ministry.....	7
Article VIII: Officers of the Congregation.....	8
Article IX: Removal from Office.....	8
Article X: Meetings of the Congregation	9
Article XI: Separation or Dissolution	9
Article XII: Repeals and Alterations.....	9
Bylaws	11
Article I: Meetings of the Congregation	11
Article II: The Council of Ministry.....	13
Article III: Responsibilities of Council of Ministry Members.....	15
Article IV: Elections.....	17
Article V: Campus Ministry Teams.....	18
Article VI: Reception into Membership.....	19
Article VII: Transfer, Release, or Removal from Membership.....	19
Article VIII: Repeals and Amendments of the Bylaws.....	20

PREAMBLE

WHEREAS, our God, through the Apostle Paul, sets forth, 1 Corinthians 14:40, that all things in the church shall be done “in a fitting and orderly way,” and

WHEREAS, the history of the Christian church of all times shows that certain agreements and regulations are helpful to fulfill the purpose and attain the objectives of congregations; therefore be it

RESOLVED, that we, a congregation of Lutheran Christians at **BOISE, IDAHO**

do herewith, in the name of the Triune God, Father, Son and Holy Spirit, and by subscribing our names hereto, adopt the following **CONSTITUTION AND BYLAWS**.

CONSTITUTION

ARTICLE I: NAME

The name of this congregation shall be

Cross of Christ Evangelical Lutheran Church

ARTICLE II: ARTICLES OF FAITH

Section 1.

This congregation accepts and confesses all the canonical books of the Old and New Testaments as the verbally inspired and inerrant Word of God and submits to this Word as the only infallible authority of all matters of faith and life (2 Timothy 3:15-17).

Section 2.

This congregation accepts and confesses all the symbolical books of the Evangelical Lutheran Church contained in the *Book of Concord* of 1580 as true statements of scriptural doctrine. They are:

A. The three ecumenical Creeds:

- 1) The Apostles'
- 2) The Nicene
- 3) The Athanasian

B. The six Lutheran Confessions:

- 1) Dr. Martin Luther's Small Catechism
- 2) Dr. Martin Luther's Large Catechism
- 3) The Unaltered Augsburg Confession
- 4) The Apology of the Augsburg Confession
- 5) The Smalcald Articles
- 6) The Formula of Concord

Section 3.

This congregation accepts and confesses these symbolical books without reservation, not *insofar as*, but *because* they are the presentation and explanation of the pure doctrine of the Word of God and a summary of the faith held by the Evangelical Lutheran Church.

Section 4.

No doctrine shall be taught or tolerated in this congregation which is in any way at variance with the Holy Scriptures and these symbolical books.

Section 5.

All controversies which may arise in this congregation shall be decided and adjusted according to this norm of doctrine and practice.

ARTICLE III: PURPOSE AND OBJECTIVE

Section 1.

The continuing purpose of this congregation, as a gathering of Christians, is to serve all people in God's world with the gospel of Jesus Christ on the basis of the Holy Scriptures (Matthew 28:18-20; Mark 16:15).

Section 2.

The primary objective of this congregation shall be to proclaim the law and the gospel in our congregation, community, and the world (2 Timothy 4:2), so that through the means of grace the Holy Spirit might:

- A. lead sinners to repentance and faith in Jesus Christ for life and salvation (Luke 24:46-48).
- B. strengthen believers in faith and sanctification (Romans 10:17).
- C. equip believers as disciples, stewards, witnesses, and servants to share the gospel and live their faith (Ephesians 4:11, 12; Matthew 5:16).

ARTICLE IV: CHURCH AFFILIATION

This congregation shall affiliate itself only with a church body that holds to all the truths of God's Word in doctrine and practice and is bound to the confession of faith as set forth in Article II, if, and as long as, such a church body exists.

ARTICLE V: CHURCH MEMBERSHIP

Section 1. Classification

- A. Baptized members of the congregation are those who have been baptized into the Christian faith in the name of the Triune God (Matthew 28:18-20; Mark 16:16).
- B. Communicant members are those baptized souls who confess Jesus Christ to be their Lord and Savior and have stated their adherence to all the canonical books of the Old and New Testament, without qualification, as the only rule and norm of faith and life, and have declared their agreement with the chief parts of Christian doctrine as written in Dr. Martin Luther's Small Catechism.
- C. Voting members are those male communicant members (1 Corinthians 11:3; 1 Corinthians 14:34; 1 Timothy 2:12) who have declared their agreement with this Constitution by their signatures and who have been received by the Voters' Assembly of the congregation.

Section 2. Privileges and Responsibilities

"God is love" (1 John 4:8), and his love ever moves him to bless the members of his church with physical and spiritual gifts (1 John 3:1; James 1:17). In return for all of these undeserved blessings, we love him (1 John 4:19) and show that love with the works that we do. The exercise of such love we acknowledge as both a privilege and a responsibility. Some of the privileges and responsibilities to be noted are the following:

- A. Our God has given us his Word, the one thing needful (Luke 10:42), which alone can save our souls and tell us how to live a God-pleasing life (2 Timothy 3:15-17). Consequently, members of his church will consider it a distinct privilege and a responsibility to
 - 1.) hear and receive the Word of God diligently (Luke 11:28).
 - 2.) provide and promote opportunities for Christian education (Peter 3:18).
 - 3.) bring up their children in the training and instruction of the Lord (Ephesians 6:4).
 - 4.) share the gospel with all people (Acts 1:8).
- B. Our God has given us two sacraments: Holy Baptism and Holy Communion, which are means that our Lord uses to bring his grace to us. Consequently, members of this church will
 - 1.) have their children baptized early in life, for "baptism now saves you also" (1 Peter 3:21).
 - 2.) frequently partake of Holy Communion (1 Corinthians 11:23-26), if they are recognized as such who can properly examine themselves

- (1 Corinthians 11:28). Only those in our confessional fellowship of faith are permitted to commune at our altar. (Close Communion - 1 Corinthians 1:10; 2 Corinthians 6:14, 15; Romans 16:17).
- C. Our God has given us the privilege and responsibility of being managers over a certain portion of his estate and assures us he will graciously bless our faithful management (2 Corinthians 9:6). Therefore members of his church will, under grace,
- 1.) continually remember that all their possessions, time and abilities are really a trust from God.
 - 2.) cheerfully decide in their hearts (2 Corinthians 9:7) the portion of their possessions and time and abilities which they will regularly devote to the Lord for use in carrying out that which the congregation has made its concern, not omitting the work of the church-at-large (Matthew 28:19; 1 Corinthians 9:14; 16:2; 2 Corinthians 9:6-11; 1 Peter 4:10).
 - 3.) if eligible, become voting members and regularly attend Voters' Meetings and lend the congregation their counsel and aid.
- D. Our God has implanted within us Christians a 'new creation' (2 Corinthians 5:17), who desires to live righteously (Ephesians 4:22-24). Consequently, members of his church will
- 1.) not live in obvious acts of the sinful nature (Galatians 5:19-21), but lead a Christian life (Galatians 5:22-25).
 - 2.) when they have erred, permit themselves to be admonished and corrected by their fellow Christians in the spirit of Matthew 18:15-18.
 - 3.) refuse to hold membership in any organization whose teachings and practices conflict with the Word of God (e.g. lodges) (John 5:23; 8:31, 32; 2 Corinthians 6:14-18).

Section 3. Church Discipline and Excommunication

Christian discipline shall be exercised in this congregation according to Matthew 18:15-18 toward those who err from the faith or who in other ways have given offense. Those members who become evident as impenitent sinners must be excommunicated. At all times this shall be done in the spirit of the gospel, namely, to regain the erring. In order that the congregation may be "perfectly united in mind and thought" (1 Corinthians 1:10), a unanimous vote of the Voters' Assembly is necessary for excommunication.

Section 4. Termination of Fellowship

Members who persist in an error that in itself does not make the presence of saving faith impossible and who otherwise are not under church discipline (Article V, Section 2, D, and Section 3) may be excluded from the fellowship of this congregation -

- A. after they have been evangelically admonished by their fellow Christians in the spirit of Matthew 18:15, 16;
- B. when their adherence to error becomes public and a matter of divisiveness (Titus 3:10) and thus an offense and obstacle to the truth of God's Word (Romans 16:17).

This action shall not be used for removing inactive members or as a substitute for the loving act of excommunication when impenitence is clearly evident.

Section 5. Loss of Rights and Privileges

Those who have been excommunicated or excluded from the fellowship of this congregation lose all rights and privileges in the congregation and its property.

Section 6. Reinstatement

When, by the grace of God, a person who has been excommunicated or whose fellowship has been terminated repents of their sin, they are to be reinstated with all former rights and privileges of this congregation (2 Corinthians 2:6-8).

ARTICLE VI: POWERS AND RIGHTS OF THE CONGREGATION

Section 1.

In all matters of Christian faith and life the Word of God is supreme (Psalm 119:105).

Section 2.

In all matters not decided by the Word of God the congregation, represented by the Voters' Assembly, shall have the right of decision (Romans 12:10; 14:19; Ephesians 5:21).

Section 3.

The Elders (Church Council) or any other elected committee or organization within the congregation, and any of its elected or appointed officers shall have no power or authority beyond that conferred upon them by the congregation. However, the Elders (Church Council) in an emergency may act in the name and for the welfare of the congregation. Such action must be submitted for approval at the next Voters' Meeting.

Section 4.

No group or society may be organized within the congregation without the approval of the congregation. The congregation shall be assured that the aims of such a group are in complete harmony with the congregation's aims before it grants its approval (1 Corinthians 1:10; 12:25).

ARTICLE VII: THE PUBLIC MINISTRY

Section 1.

The congregation has the exclusive right to call pastors, teachers, and staff ministers.

Section 2.

The office of pastor in this congregation shall be conferred only upon such men who are qualified for this ministry and who publicly, without reservation, profess their acceptance of and adherence to

Article II of this Constitution, and such acceptance and adherence shall be required of them in the Call extended by the congregation (Ephesians 4:11-16; 1 Timothy 3:1-7; Titus 1:6-9).

Section 3.

The offices of teacher and staff minister in this congregation shall be conferred only upon such individuals who are qualified for these ministries and are in accord with the confessional standard of the congregation as set forth in Article II of this Constitution (Ephesians 4:11-16; Romans 12:6-8).

Section 4.

In case of a vacancy in the office of pastor, teacher, or staff minister the congregation shall notify the President of the District that he may assist in temporarily filling the vacancy and in giving his good counsel in regard to the calling of a new pastor, teacher or staff minister.

ARTICLE VIII: OFFICERS OF THE CONGREGATION

Section 1.

The first New Testament congregation at Jerusalem chose men “full of the Spirit and wisdom” (Acts 6:1-6) to aid the apostles in the administration of its affairs. This congregation shall choose officers and committee members with like qualifications (1 Timothy 3:8-13).

Section 2.

The listing of the officer positions and their duties is given in the Bylaws.

Section 3.

The respect and esteem of the congregation are due these officers in the performance of their duties, and they shall be given its cooperation. They shall conduct themselves in a manner befitting their responsible office (1 Timothy 3:8-13).

ARTICLE IX: REMOVAL FROM OFFICE

Section 1.

If anyone who holds an office in the congregation willfully neglects his duty and upon due admonition does not amend, the congregation has the right and eventually the duty to remove him from office and to elect another in his place (1 Timothy 3:8-13).

Section 2.

Sufficient and urgent causes for removing a pastor, a teacher, or a staff minister are persistent adherence to false doctrine, scandalous life, willful neglect of duty or established inability to perform the duties of his office (1 Timothy 3:1-7; Titus 1:6-9). In such a case the advice and good counsel of the appropriate District officer shall be sought.

ARTICLE X: MEETINGS OF THE CONGREGATION

Meetings of this congregation shall be held at such times and in such manner as stated in the Bylaws. The meetings shall give the Voters of this congregation the opportunity to hear, discuss and take necessary action in matters pertaining to the welfare of this congregation and of the church-at-large.

ARTICLE XI: SEPARATION OR DISSOLUTION

Section 1.

If, at any time, a separation should occur in this congregation, the property and all equipment of this congregation shall remain with that portion of the membership which adheres to this Constitution, regardless of the number.

Section 2.

In the event of termination or dissolution of the congregation, the Elders (Church Council) shall, after paying or making provision for the payment of all the liabilities of the congregation, dispose of its remaining assets, if any, exclusively for the purposes of the congregation, by distributing, at the direction of the Voters' Assembly, the remaining assets to (and only to) one or more organizations with which the congregation is in fellowship, which shall at the time qualify as exempt organization(s) (under Section 501 (c) 3 of the Internal Revenue Code of 1994 or the corresponding provision of any future United States Internal Revenue Code).

ARTICLE XII: REPEALS AND ALTERATIONS

Section 1.

Articles II, III, IV, V, VI, Sections 1 and 2, VII, Sections 1-3, VIII, Sections 1 and 3, IX and XII, Section 1 of this Constitution shall be and remain unalterable and irrepealable, inasmuch as they express clear, scriptural teachings.

Section 2.

Proposals to alter or repeal any alterable or repealable Article of this Constitution or to add an Article shall be submitted in writing to the Elders (Church Council), and shall be publicly announced on two Sundays immediately preceding a regular business meeting of the Voters' Assembly and posted in the church during that period.

Section 3.

Such a proposal shall be discussed in the meeting in which it is presented and voted on in the next regular meeting of the Voters' Assembly.

Section 4.

A two-thirds vote of the voting members present shall be required to alter or repeal any alterable or repealable Article of this Constitution or to add an Article hereto.

Section 5.

Any and all Bylaws may be repealed or amended by a majority vote of the voting members present at any regular meeting, provided that public notice of this proposed action shall have been given the congregation on at least two Sundays prior to the time of the meeting, and provided that the proposed amendment has been submitted in writing to the Elders (Church Council) for its study and recommendation.

BYLAWS TO THE CONSTITUTION

ARTICLE I: MEETINGS OF THE CONGREGATION

Section 1. Meetings

- 1.1 A single annual Business Meeting of the congregation's voters shall be held to approve the annual plan for ministry, the corresponding budget, and to elect members to the Council of Ministry as needed. This Business Meeting shall be called by the Council of Ministry by publicly announcing the date and place at least two Sundays prior to the date of the meeting.
- 1.2 This annual congregational Business Meeting should be held in the fourth quarter, before the start of the new fiscal year.
- 1.3 The order of business for the annual congregational Business Meeting may be as follows:
 - Opening devotion
 - Ministry Reports
 - Recommendations of Council of Ministry
 - New Business
 - Approval of minutes
 - Reporting of member changes
 - Approval of Ministry Spending Plan
 - Elections
 - Adjournment with prayer
- 1.4 An annual, congregational open forum meeting shall be held approximately six months after the annual business meeting. This shall be held for the purpose of communicating ministry to all congregational members, receiving feedback, and to achieve the overall goal of consensus-building (see Article I, Section 2). No voting business will be conducted at this meeting.
- 1.5 Congregational meetings may be held at other times of the year (both voting and non-voting meetings) subject to a call by the Council of Ministry, or by the pastor(s), or at the request of any twelve voting members. Notice of any special meeting shall be publicized as far in advance as possible but no less than one week in advance. The president of the congregation, vice president, or their designated Council of Ministry member shall preside at all congregational meetings.
- 1.6 All congregational meetings will have their location determined by the Council of Ministry unless otherwise specified by the voters.
- 1.7 No one shall bring to any meeting a charge or complaint against any member or against a pastor, staff minister, or teacher unless he has first admonished him in a Christian manner in the spirit of Matthew 18:15-20.

1.8 The voters present at a properly called meeting shall constitute a quorum to do business. A simple majority of the votes cast by the voting members present at a properly convened meeting of the congregation will be sufficient for such decisions except as otherwise provided in this constitution and bylaws.

1.9 All meetings shall be conducted according to good, Christian order. For voters' meetings, Robert's Rules of Order may be followed for parliamentary procedure.

Section 2. Consensus-building

The congregation and its leaders shall make decisions regarding matters of congregational life, programs, and business through a process of congregational consensus-building, based on the congregation's mission statement and based on the congregation's long-range plan. By using verbal, print, and/or electronic communications, the congregation's leaders shall offer all members information on such matters. By using verbal, print, and electronic communications, open forums, questionnaires, and/or opinionnaires, the congregation's leaders shall seek valued input.

Section 3. Voters' Assembly

3.1 When decisions need to be made which reflect an exercise of loving, servant-style, Christ-like leadership, the congregation shall make those decisions through its voters' assembly. When the consensus-building process has been utilized, the voters' assembly will take the result of the process into consideration in decision-making. The voters' assembly shall reserve to itself responsibility for the following:

- calling or removing a called worker
- electing members of the Council of Ministry
- adopting the annual plan of ministry and corresponding budget
- approval of congregational loans
- approval of major sales or purchases of land and buildings
- the dissolving of the congregation

3.2 Voting members are those male communicant members (1 Corinthians 11:3; 1 Corinthians 14:34; 1 Timothy 2:12) who have declared their agreement with this Constitution by their signatures and who have been received by the Voters' Assembly of the congregation. (Constitution Article V, Section 1, C.)

3.3 The voters' assembly shall consist of all voting members either physically or virtually present at a regular or special meeting of the congregation. Virtual attendance would consist of participating through an online hosting process as determined by the council secretary.

Summary of Essential Changes: Article I

- 1) Semiannual congregational meetings: The decrease in frequency will highlight the importance of these whole-church, multi-site meetings. These meetings will be complimented by the continue practice of campus specific monthly ministry meetings.
- 2) Single Annual Business Meeting: This will be the only scheduled congregational meeting a year with voting business (it is one of the semiannual meetings). This shift in practice aims to encourage more regular attendance of non-voting members in addition to voting members at the whole-church, multi-site meetings.
- 3) Virtual participation by voters: This practice will now be officially allowed by our bylaws.

ARTICLE II: THE COUNCIL OF MINISTRY

Section 1. Council of Ministry Members

The voters' assembly shall elect by ballot at its annual election meeting (Bylaw Article 1) a Council of Ministry composed of:

- President
- Vice President
- Secretary
- Treasurer
- A Campus Councilman for each Cross of Christ campus

Section 2. Term of Office

- 2.1 The term of office for each member of the Council of Ministry shall be three years. A member may serve two consecutive terms. A member shall again be eligible for election to the Council of Ministry one year after the expiration of his second consecutive term of office with the exception of the position of president. The one-year break is not required for a president elected into his first term.
- 2.2 A member who fills a vacancy position is eligible for 2 consecutive terms of office after their vacancy term is expired.
- 2.3 The term of at least two members of the Council of Ministry shall expire each year. Such expired terms are to be filled by election as stated in Bylaws Article IV. Each person shall serve until their successor is installed.

Section 3. Relationships

The Council of Ministry shall be responsible and accountable to the voters' assembly, and established committees shall be responsible and accountable to the Council of Ministry.

Section 4. Installation

The Council of Ministry members shall be installed into office at a regular service and shall thus be presented to the congregation.

Section 5. Responsibilities

- 5.1 Since they are elected to a high office, the Council of Ministry members shall conduct themselves with honesty and serve as good examples to the congregation (1 Timothy 3:8- 12).
- 5.2 They shall be responsible for the spiritual and material affairs of the congregation under the guidance of the pastors.
- 5.3 The members of the Council of Ministry shall consult together concerning the total spiritual and physical well-being of the congregation, giving due attention also to the work of the Lord in the church-at-large.
- 5.4 They shall implement resolutions of the voters' assembly and carry out such assignments as are directed to them by the voters' assembly.

- 5.5 They shall recommend to the voters' assembly the annual ministry spending plan of the congregation. They shall control the corporate property of the congregation according to the direction given by the voters' assembly.
- 5.6 The Council of Ministry is hereby empowered to borrow money, pledge the assets of the congregation, sell, lease or otherwise dispose of the real and personal property of the congregation all at the direction of the voters' assembly. It shall also have the right to acquire property by any legal means as directed by the voters' assembly.
- 5.7 The president, vice president, and the secretary are hereby designated as the persons who are authorized to sign all documents of the congregation.

Section 6. Meetings

The Council of Ministry shall meet regularly, normally once each month. Special meetings may be called by a pastor, the president, or by the secretary upon the written request of at least four members of the Council of Ministry filed with the secretary. The Council of Ministry shall never convene to transact business without the knowledge of the pastors. A majority of the members of the Council of Ministry shall constitute a quorum that can conduct official business. A vote on a matter before the Council of Ministry may also be conducted by email under rules adopted by the Council of Ministry.

Section 7. Vacancies

In the event of a vacancy on the Council of Ministry, the President shall appoint a person to fill the vacancy until the next congregational Business Meeting. Should the office of the President become vacant, the Council of Ministry shall elect a person to fill the vacancy until the next congregational Business Meeting. In either case, at that Business Meeting the vacancy shall be filled through the regular election process (Bylaws Article IV).

Section 8. Removal from the Council of Ministry

- 8.1 In the event that an issue or complaint has been raised against a member of the Council of Ministry, either by a member of the congregation or the called worker staff, the Council of Ministry shall undergo an evaluation as to the merits of such a claim. The President of the Council will create an investigation and oversee an Investigation Committee of qualified members to ascertain and evaluate evidence germane to the complaint. Upon completion of the investigation, a formal recommendation and summary of the findings shall be presented to the Council of Ministry by the President in a meeting called expressly for purposes of the investigation.
- 8.2 In the case of a complaint against the president, the vice-president will create an investigation and oversee an Investigation Committee and its work.
- 8.3 If the recommendation of the Investigation Committee and conclusion of the Council of Ministry warrants a removal from office, the congregation has the right to do so (Constitution Article IX Section 1).

8.4 The congregation may remove a member of the Council by the action of a two-thirds majority of voting members in attendance at any regular meeting or a special meeting called for the sole purpose of removal.

Summary of Essential Changes: Article II

- 1) Number of Councilmen: The Council size will shrink to focus this group of lay leaders on the overall vision, challenges, and plans of the whole Cross of Christ multi-site ministry. The regular ministry of each campus will be carried out by the Campus Ministry Teams as detailed in Article V and the Job Description packet.
- 2) Removal of a Councilman: Although the Cross of Christ constitution has always allowed for removal of a councilman, there was never a specific process for it to be done. There is now in place a process to be carried out in the event of a complaint or concern about a councilman.

ARTICLE III: RESPONSIBILITIES OF COUNCIL OF MINISTRY MEMBERS

Section 1. President

The President is one of four administrative positions in the church. The purpose of this position is to chair and coordinate the meetings of the congregation, and to lead and guide the congregation's overall ministry in accordance with the congregation's mission and vision.

Section 2. Vice-President

The Vice-President is one of four administrative positions in the church. The purpose of this position is to fulfill the duties of the President in his absence and to assist in coordinating the programs of the congregation.

Section 3. Secretary

The Secretary is one of four administrative positions in the church. The purpose of this position is to serve as the official record keeper and document custodian for the congregation and to be the principal archive officer/historian of the church.

Section 4. Treasurer

The Treasurer is one of four administrative positions in the Church. The purpose of this position is to serve as the chief financial officer, to oversee the banking and investment accounts, to oversee accurate accounting records of all transactions for the congregation, and to encourage the membership to financially support the ministry through offerings and special gifts.

The Treasurer shall form and maintain the Financial Team which is charged with the day-to-day operations of the financial systems of the Church. Additionally, the Financial Team will at all times adhere to appropriate separation of duties and financial controls. At an interval not to exceed three years, The Treasurer shall appoint or contract a Financial Review committee to perform a review of financial records of the church. Additional responsibilities are outlined in the position description.

Section 5. Campus Councilmen

Each worship campus shall be represented by a Campus Councilman. The Campus Councilman is responsible, along with the pastor(s) at the campus, for the ministry there. He oversees the Campus Ministry Team and represents the Campus on the Council of Ministry.

Section 6. Position Descriptions

The responsibilities of Council of Ministry members are outlined in position descriptions approved by the voters.

Section 7. Other Committees

The Council of Ministry shall appoint and/or dissolve, as needed, other committees not specifically authorized in the bylaws, or Council of Ministry position descriptions as it deems to be in the interest of the congregation and its work.

Section 8. Ex Officio Membership

The pastors and president, by virtue of their offices, may attend any council or committee meeting if they desire to do so. The pastors are advisory members of the Council of Ministry.

Summary of Essential Changes: Article III

- 1) Treasurer, Financial Team, Financial Review Committee: The make-up of the financial team is not specifically laid out in the bylaws in order to allow greater flexibility on how the work gets done based on available volunteers and their unique talents. This flexibility still falls under the guidelines of proper adherence to separation of duties and financial controls. Additionally, a sub-committee will be regularly formed for a full financial review.
- 2) Campus Councilman: This new position is born out of a desire for each campus to have equally consistent lay leadership involvement in the essential areas of ministry. The Campus Councilman will meet quarterly with a team of ministry coordinators (who in turn meet with their own teams as detailed in Article V) to ensure regular ministry plans are being carried out. Greater details on this position are listed in the Job Descriptions packet.
- 3) Shift in Purpose: This shift in purpose of the Council and the inclusion of campus specific ministry teams come from an honest admission of the difficulty for one person to oversee an area of ministry for each campus (especially when he typically attends one specific campus). For example, instead of there being one councilman leading and organizing outreach plans for both campuses, there will now be an outreach team for each campus which reports directly to their respective campus councilman. The goal of this strategy is to ensure clearer responsibilities for key on-going ministry activities at each campus, clearer volunteer opportunities by members at each campus, and appropriate flexibility to meet the unique needs of the community for each campus.

ARTICLE IV: ELECTIONS

Section 1.

The Vice President shall appoint a Nominating Committee. The Vice President is to be a member of the committee and to serve as its chairman. At least two additional voting members of the congregation are to be appointed to the committee. The pastors are ex officio members of this committee. The Vice President is encouraged to take into account reasonable representation from all Cross of Christ campuses when forming the committee.

Section 2.

The Nominating Committee's goal is to present to the congregation a nomination list for each specific open position of the Council of Ministry in order that the voters may elect a suitable candidate to a specific Council position. The Nominating Committee shall do so by selecting from the voting membership potential candidates for each open position in keeping with the scriptural requirements stated in Article VIII, Section 1 of the Constitution. Each candidate shall be informed of the responsibilities of the specific office to which he is asked to stand for nomination (candidates may stand for nomination to more than one office).

Section 3.

The Nominating Committee shall publish the names of the final slate of candidates who have agreed to stand for nomination for each open Council of Ministry position. This shall be done two Sundays before the election along with the Nominating Committee members' names.

Section 4.

At the annual meeting, the voters' assembly shall hear the recommendations of the nominating committee and proceed to an election by ballot. Nominations shall not be open to the floor at the election meeting. A majority of votes cast shall be necessary for election. In the event that no candidate is available for election to a position, that position shall be filled according to the vacancy provision in Bylaw Article II, Section 7. In the event that candidates are unavailable for more than two positions, a special election shall be held for those positions.

Summary of Essential Changes: Article IV

- 1) Nominating Committee Formation: This will be led by the vice-president to provide a more consistent way to organize this process.
- 2) Elections to Specific Positions: Holding elections for specific positions rather than open council positions will enable greater clarity during initial conversations with potential volunteers. In other words, someone who considers allowing their name to be put on a ballot will know precisely ahead of time what they're being asked to do (i.e. being nominated for Treasurer, Campus Councilman, Secretary, etc.).

ARTICLE V: CAMPUS MINISTRY TEAMS

Section 1. Appointment of Coordinators and Length of Term

At the beginning of the fiscal year, the campus councilman and campus pastor(s) will work together to appoint men and women to serve as coordinators for areas of ministry at their campus, including Outreach, Spiritual Needs, Member Ministry, Facilities, and any other areas as needed. These coordinators will serve at the pleasure of the campus councilman/pastor for at least one year, and, together, the coordinators make up the Campus Ministry Team.

Section 2. Authority Under and Coordination with Campus Councilmen and Pastors

2.1 These are functional positions of service, not authoritative. The coordinators serve under the authority of the pastor(s) and the campus councilman. The way the work is carried out may be different at each campus. A quarterly meeting shall be held at each campus that includes the coordinators, the campus pastor(s), and the campus councilman. The meeting will include updates on each area of ministry and planning for the overall ministry of the campus.

2.2 The corresponding campus ministry coordinators will meet annually at the start of the fiscal year to share ideas, best practices, and encouragement. The corresponding ministry pastor and campus councilman will also attend.

Section 3. Purpose of Coordinator Positions

- Outreach Coordinator: The purpose of this position is to coordinate at a particular campus a program of activities which is designed to reach out with the gospel to the unchurched and to train members in evangelism. The Outreach Coordinator is also asked to communicate Synod mission and outreach information and opportunities to members at the campus.
- Spiritual Needs Coordinator: The purpose of this position is to assist in the areas of worship and Christian education. The Spiritual Needs Coordinator is also asked to communicate worship and Christian education information and opportunities to members of the campus.
- Member Ministry Coordinator: The purpose of this position is to involve members in service to one another in addition to, and outside of, worship and Bible study, and to promote and foster fellowship among members at the campus.
- Facilities Coordinator: The purpose of this position is to ensure that the campus' property and equipment are properly maintained and repaired as needed so that they may be used in the Lord's service.
- Preschool Ministry Coordinator: The purpose of this position is to support the preschool called worker(s) and staff in their goals and activities to engage preschool families with the gospel mission of Cross of Christ.

Section 4. Responsibilities of Coordinators

The responsibilities of the Outreach, Spiritual Needs, Member Ministry, Facilities and Preschool Coordinator positions are outlined in position descriptions approved by the Council of Ministry.

Summary of Essential Changes: Article V

- 1) Ministry Organization: Ways of conducting and organizing ministry will be quite a bit different under this new structure. Carefully read through each coordinator and its descriptions in the Job Descriptions packet to understand the purpose of these campus ministry teams. The goal is to provide clearer responsibility regarding ministry activities at each campus and all the necessary planning and volunteer recruiting that goes into those activities.
- 2) Men and Women Appointed as Coordinators: As stated in Section 2 of this article, these positions are not authoritative. They are also not elected (cf. Section 1 of this article). This structure will better enable Cross of Christ to experience the array of gifts and talents given to the complete body of Christ made up of our brothers and sisters in the faith.

ARTICLE VI: RECEPTION INTO MEMBERSHIP

Persons who wish to be received into membership in this congregation other than through the sacrament of holy baptism or rite of confirmation shall bring their request to the attention of a pastor. The Council of Ministry shall approve the request when notified of a transfer from a church with which our congregation is in fellowship. The Council of Ministry shall also approve membership based on a profession of faith, provided that qualifications for membership, as specified in Article V of this Constitution, have been met. Notice of such receptions shall be reported to the entire congregation.

Summary of Essential Changes: Article VI

- 1) Approval of Member Changes: The Council of Ministry will approve member changes rather than the voters. All membership changes will be reported to the congregation, but this strategy will enable more timely action on requests for transfers and releases. This is especially important when only conducting one business meeting a year.

ARTICLE VII: TRANSFER, RELEASE, OR REMOVAL FROM MEMBERSHIP

Section 1.

Those desiring a transfer or release from membership shall bring their request to the attention of a pastor to be presented to the Council of Ministry for approval.

Section 2.

Transfer of membership shall apply only to those who desire membership in a congregation which is in agreement with this congregation in doctrine and practice. Release from membership shall apply

when affiliation is sought with those denominations not in agreement with this congregation in doctrine and practice.

Section 3.

Members who have excluded themselves from worship and congregational life, or with whom the congregation has been unable to communicate, despite diligent efforts to do so, may be removed from the membership list with approval of the Council of Ministry.

Section 4.

Members released, transferred, or removed have no further rights in this congregation and its property.

ARTICLE VIII: REPEALS AND AMENDMENTS OF THE BYLAWS

Any and all Bylaws may be repealed or amended by a majority vote of the voting members present at any meeting, provided that public notice of this proposed action was provided to the congregation on at least two Sundays prior to the time of the meeting and provided that the proposed amendment has been submitted in writing to the Council of Ministry for its study and recommendation. The meeting may be conducted on the Sunday of the second announcement.