

**PREFACE TO THE REVISION OF THE CONSTITUTION AND BYLAWS
OF
ST. PAUL EVANGELICAL LUTHERAN CHURCH OF HAMBURG**

The Church as the Body of Christ, of which He is the Head and we the members, has no need of Constitution or By-Laws.

The church as an earthly organization shares with all other assemblies of human beings a need for the structure and guidance for prolonged activity that these documents provide.

Such revisions as are contained herein are primarily procedural and not substantive. The intent of the revision is to retain our purpose but improve our methods and procedures for accomplishing the purpose for which we have been called to ministry by the power of the Gospel of Jesus Christ.

How fortunate we are that the need for this revision is precipitated not by turmoil or distress of any kind, but instead by a widely-shared excitement for a renewed vision of Christian leadership and ministry.

In order to preserve, for future members of St. Paul, the background that has brought us to this point in time, a brief history of St. Paul Congregation follows:

- † November, 1952 Pastor Oscar Gerken of Walled Lake and Pastor Arnold Claus of Milford organized the "Lakeland Mission" outpost in rural Hamburg, Michigan.
- † 1952-1959 Vicars John Boerger, Walter Wenk, Eugene Kramer, and Ted Kriefall assisted the Pastors in the ministry at St. Paul.
- † 1955 The first St. Paul structure was built. The tiny building is now the kitchen and nursery of the existing building.
- † 1959-1964 Pastor Luther Kriefall (brother of Vicar Ted Kriefall) served St. Paul until he took another call.
- † 1962 A new addition became the chapel of St. Paul. It now serves as the smaller fellowship hall.
- † 1964-1965 Pastor Arthur Spomer of Ann Arbor served as vacancy pastor.
- † 1965-1994 Pastor Carl Welser served St. Paul until his retirement.
- † 1965 The parsonage was built on the west side of the church.
- † April, 1965 Bambi Cooperative Preschool was started through the outreach ministry.
- † 1965 A Boy Scout troop was started at St. Paul.
- † 1975-1988 Lay Minister Lloyd Sheldon and his wife, Dorothy, assisted Pastor Welser in the outreach missions sponsored by St. Paul. He served first at Trinity, Pinckney (1975) and later at Cross of Glory, Whitmore Lake (1980) before returning to St. Paul to continue his evangelical work.
- † 1978 The existing sanctuary was built.
- † 1978 The Memorial Garden was planted under the original bell tower. The first interment was Ted Vollmar in 1978. The garden was replanted professionally in 1997

- with a granite cross donated in memory of George Nair.
- † 1979 The St. Paul Congregation adopted the Adbon model of church organization. All lay activities were channeled through 10 boards which comprised the governance of the church: Lay Ministry, Evangelism, Church Properties, Youth Ministry, Stewardship, Social Concerns, Parish Fellowship, Worship and Music, Christian Education, and Public Relations.
 - † 1982 The balcony was built over the existing narthex and sanctuary.
 - † 1983 The parking lot was paved.
 - † 1986-1987 Vicar William Kramer (nephew of former Vicar Eugene Kramer) assisted at St. Paul.
 - † 1987 The large fellowship hall, named Sheldon Hall in memory of Lay Minister Lloyd Sheldon, and the educational area below were built and dedicated.
 - † 1987-1988 Vicar Peter Pagel assisted at St. Paul.
 - † 1989 The Hollis property and house to the west of the parsonage were purchased.
 - † 1989-1998 Jennifer Taylor McClure was commissioned as a full time Director of Christian Education and Youth Director. She served until her resignation.
 - † 1990 The steel bell tower was erected using the original three bells from the 1967 wooden bell tower that were rung by hand each Sunday morning. The first and largest 1400-pound bell, which rang a middle C, was salvaged from the Hamburg Township Hall after being used initially at the Free Methodist Church. The second bell was donated from Hamburg Elementary School and rang an octave higher. The third and smallest bell was acquired from a piece of antique fire equipment.
 - † 1994-1996 Pastor Donald Neiswander, the Chaplain at St. Joseph Mercy Hospital in Ann Arbor, joined St. Paul on a part-time basis. After Pastor Welser's retirement, Pastor Neiswander served as vacancy pastor.
 - † 1996-2005 Pastor Mark Neumann served as Pastor of St. Paul.
 - † 1998 The house on the Hollis property west of the parsonage was removed.
 - † 1999 The Fisher property and house to the east of the church were purchased.
 - † 1999 Michael Hausch was installed as Director of Christian Education and continues to serve in that position. (In 2005, his position was expanded for a two year period to include the ministry area of Member Involvement.)
 - † 2002 Both the narthex and the child care areas were expanded by the relocation of the church offices to the former parsonage.
 - † November, 2003 The Voting Membership of St. Paul approved the Leadership Team/Governing Board model of governance for the congregation.
 - † 2005-2008 Pastor Luke Stephan served as the vacancy pastor for St. Paul.
 - † December 7, 2008, Pastor Evan Gaertner was installed as Pastor for St. Paul.
 - † October 11, 2009, Constitution Amended to change date of annual meetings
 - † June 6, 2010, Constitution change. Member Involvement to Volunteer Ministry

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Mission Statement

The purpose of this congregation shall be to give honor and glory to the Triune God, to carry out His will, to proclaim the Gospel of Jesus Christ to all the world, to manifest the unity of our faith in Jesus Christ as God and Savior, to foster Christian fellowship and love, to extend a helping hand in human need, and to achieve our objectives by the preaching of the Word of God, by the administration of the Sacraments, and by the religious instruction of all its members according to the confessional standard of the Evangelical Lutheran Church.

St. Paul Lutheran Church is a gathering of God's people seeking to:

GROW UP

We grow in our faith in Jesus Christ through consistent prayer and Bible study.

“But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To Him be glory both now and forever! Amen”

2 Peter 3:18 NIV

GROW TOGETHER

We grow together when we reach out to each other, when we carry each other's burdens, and when we share in both joy and sorrow.

“Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity.”

Colossians 3:12-14 NIV

GROW OUT

Our growth culminates in sharing with others the Good News that Jesus saves us from death and offers us new life.

“Go . . . and tell the people the full message of this new life.”

Acts 5:20 NIV

CONSTITUTION
June 6, 2010

PREAMBLE

It is the will of our Lord Jesus Christ that His disciples should preach the Gospel to the whole world.

Mark 16:15 He said to them, "Go into all the world and preach the good news to all creation."

Matthew 28:18-20 Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Acts 1:8 But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the end of the earth."

That Christ's mission for His Church might be carried out according to His will, He has commanded that Christians unite in worship,

Hebrews 10:24-25 Let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, and let us encourage one another – and all the more as you see the Day approaching.

practice fellowship with one another,

Acts 2:42 They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer.

witness to all men,

Acts 1:8 But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the end of the earth."

help each other grow in the Word,

Ephesians 4:11-14 It was he who gave some to be apostles, some to be prophets, some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming.

serve the needs of all men in Christian love,

Ephesians 4:15-16 Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

Mark 10:42-44 Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all.

John 13:34-35 "A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another."

Galatians 6:10 Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.

administer the Office of the Keys as His Church,

John 20:21-23 Again Jesus said, "Peace be with you! As the Father has sent me, I am sending you." And with that he breathed on them and said, "Receive the Holy Spirit. If you forgive anyone his sins, they are forgiven; if you do not forgive them, they are not forgiven."

Matthew 18:15-20 "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector. I tell you the truth, whatever you bind on earth will be bound in heaven, and whatever you loose on earth will be loosed in heaven. Again I tell you that if two of you on earth agree about anything you ask for, it will be done for you by my Father in heaven. For where two or three come together in my name, there am I with them.

and maintain decency and order in the Church.

1 Corinthians 14:40 But everything should be done in a fitting and orderly way.

Therefore we, a number of Lutheran Christians living in and near Hamburg, Michigan, accept and subscribe to the following Constitution and By-Laws, in accordance with which all spiritual and material affairs of our congregation shall be governed.

ARTICLE I NAME

The name of this congregation shall be: St. Paul Evangelical Lutheran Church, Hamburg, Michigan.

ARTICLE II PURPOSE

The purpose of this corporate body shall be that of a Christian congregation, established and maintained for the express purpose of disseminating the Gospel truth according to the Word of God and to the Confessional Standard of the Lutheran Church-Missouri Synod and the Book of Concord of the year 1580.

ARTICLE III CONFESSION

This congregation as a body and all its members as individuals declare unreserved acceptance of the adherence to all canonical books of the Old and New Testament as the inspired and revealed Word of God as the only rule of faith and life and to all Symbolical Books of the Evangelical Lutheran Church as contained in the book of Concord of 1580, as the true and sound exhibition of the Word of God. These Symbolical Books are:

- A. the Ecumenical Creeds (the Apostolic, the Nicene, and the Athanasian)
- B. the Unaltered Augsburg Confession
- C. the Apology of the Augsburg Confession
- D. the Smalcald Articles
- E. Luther's Large Catechism
- F. Luther's Small Catechism
- G. the Formula of Concord

ARTICLE IV MEMBERSHIP

The membership of this congregation includes the following:

- A. *Baptized* members are all who have been baptized in the name of the Triune God and who are under the spiritual care of the Pastor(s) of this congregation, including children who have not yet been confirmed.
- B. *Communicant* members are those baptized members who have been in the Lutheran faith, accept the Holy Scriptures as the only rule of faith and life, accept the confessional standard of Article III of this constitution, are familiar with the contents of Luther's Small Catechism, lead a Christian life, diligently hear the Word of God and frequently partake of Holy Communion, contribute according to ability toward the maintenance of the church and bear the burdens of the congregation, and are not members of organizations whose principles and conduct conflict with the Word of God.
- C. *Voting* members are communicant members who have reached the age of 18 years, have

been received by the Voting Membership, and have signed the constitution of this congregation.

ARTICLE V ORGANIZATION

A. Voting Membership

This congregation shall be represented by, and administer all its affairs through, its Voting Membership.

Only Communicant Members, who have qualified according to the membership provisions of Article IV of the Constitution, shall be received as Voting Members of this congregation.

B. Leadership Team

Responsibility and authority for the daily administration of congregational affairs shall be delegated to the following ministries:

1. THE MINISTRY OF SPIRITUAL OVERSIGHT
2. THE MINISTRY OF WORSHIP AND MUSIC
3. THE MINISTRY OF CHRISTIAN EDUCATION
4. THE MINISTRY OF FELLOWSHIP
5. THE MINISTRY OF PROPERTIES AND FACILITIES
6. THE MINISTRY OF SUPPORT SERVICES
7. THE MINISTRY OF OUTREACH
8. THE MINISTRY OF COMPASSIONATE CARE
9. VOLUNTEER MINISTRY
10. THE MINISTRY OF YOUTH

Each member of the Leadership Team will serve as the Facilitator of one or more Ministry Areas. In May, each volunteer facilitator will have the opportunity to reaffirm the position. A Voting Member interested in serving as a Leadership Team Facilitator may submit his/her name in writing to a member of the Board of Governors prior to May 1 for consideration. As vacancies occur, the congregation will be notified.

Leadership Team Members who are not Called Workers or paid staff shall be appointed from the membership of the congregation by the Leadership Team and the Governing Board. These Leadership Team Appointees shall be announced to the congregation for a minimum of one month, during which time members of the congregation may provide information to the Governing Board regarding the qualifications of the appointee.

C. Elected Officers of the Congregation

The Governors (4) are the only elected officers of the congregation and shall serve as advisors to the Pastor(s) and the Leadership Team, make salary recommendations, resolve conflicts within

the church body, and evaluate the goals and achievements of the congregation as implemented by the Leadership Team.

D. The Role of Women in the Congregation

Women who have reached the age of 18 may serve as officers and as members of boards and committees of this congregation which do not call upon them to carry out the specific functions of the pastoral office (preaching in or serving as the leader of the public worship service, the public administration of the sacraments, the public exercise of church discipline). Accordingly, a woman shall not serve as pastor of this congregation.

ARTICLE VI POWERS OF THE CONGREGATION

A. Supreme Power

This congregation, subject to the limiting provisions and regulations of this Constitution and its associated By-Laws, shall have supreme power in the administration of its affairs. No officers of this congregation shall have any power or authority beyond that conferred upon them by the congregation acting through its Voting Membership. Orders and enactments contrary to the Word of God and the Lutheran Confessions shall be null and void.

B. Election of Governing Board

The Governors (4) shall serve for a term of three (3) years. They shall be nominated by the Leadership Team from the list of qualifying candidates, as determined by Article VI Section 1 of the By-Laws and elected by the Voting Membership of the congregation at the first meeting of year or a special meeting called for that purpose. Their term of office will be staggered so that no more than two (2) of them shall be elected in any one year. The election of the Board of Governors of the congregation shall always be performed by the Voting Membership of the congregation and this authority shall never be delegated to an individual or any group within the congregation.

C. Removal of a Member of the Governing Board or Leadership Team

Any member of the Governing Board or Leadership Team may, in Christian and lawful order, be relieved of his/her duties for one of the following reasons: unrepentant adherence to false doctrine, scandalous life, willful neglect, or inability to perform the duties of the office.

D. Responsibilities of the Governing Board

The Governing Board shall be responsible for the performance of such duties as the Voting Membership may delegate to them by special resolution. Such specially delegated rights and powers shall be subject to revision or complete withdrawal by the Voting Membership at its discretion.

E. Church Property

The congregation as a body owns and controls all church property. Should at any time, a separation take place in this congregation on account of doctrine--which God in His Mercy may prevent--the property of the congregation and all advantages connected herewith shall remain in possession of those members who adhere to the unalterable articles as designated in Article XIII.

In the event the congregation should dissolve, the property and all rights connected therewith shall be transferred to that District of the Synod in which the congregation held membership at the time of dissolution.

ARTICLE VII WORSHIP AND INSTRUCTION

No doctrine or practice in conflict, or inconsistent with, the norms of our faith and life as stated in Article III shall be taught or tolerated in this congregation.

ARTICLE VIII PASTORS AND CALLED WORKERS

Only such candidates shall be called and elected to serve as Pastors or as Called Workers (as defined by the Lutheran Church-Missouri Synod) who profess acceptance of, and pledge faithful adherence to, the confessions of this congregation as set forth in Article III of this Constitution.

In the absence of adequate cause for dismissal, as defined in the By-Laws of the congregation, the tenure of office of a Pastor or Called Worker shall be the remainder of his active life, or until the Lord calls him into another field of service.

ARTICLE IX TERMINATION OF MEMBERSHIP

The membership, and membership privileges, of each communicant member shall remain in force so long as each member shall maintain his eligibility according to Article IV and shall meet the requirements stated or implied in the disciplinary, or other provisions, of the By-Laws. A member who voluntarily severs his connection with this congregation, or who has been released or transferred or who has been excommunicated or excludes himself according to the provisions of the By-Laws, shall be deemed to have terminated his membership in this congregation along with all rights and privileges of such membership.

ARTICLE X SYNODICAL MEMBERSHIP

- A. In order to do the Lord's work more efficiently at home and abroad, our congregation maintains membership in the Lutheran Church-Missouri Synod, so long as the latter adheres to the confessions designated in Article III.

- B. The congregation sends its Pastor(s) and lay delegate(s) to the conventions of the District, and assumes its share in the support of the Synod's work according to its ability.

ARTICLE XI SPECIAL GROUPS

Special groups may be organized within the congregation only with the expressed approval of the Voting Membership, and all such special groups shall be under the supervision of the Pastor(s) and the appropriate Ministry Area under whose jurisdiction they function. Only communicant members of this congregation shall be officers of such special groups. Any decisions, enactment or performance of or by special groups shall be invalid if they conflict with this Constitution and its associated By-Laws. The Pastor(s), by virtue of his office, shall be the advisor for such special groups within the congregation.

ARTICLE XII ADJUSTMENTS OF DISSENSIONS

If dissensions arise within the congregation, either between the Pastor(s) and congregation or among members of the congregation, and these cannot be satisfactorily adjusted, then the District and/or Synod shall be petitioned to render an opinion and to aid in the adjustment. Until the District and/or Synod has rendered its decision, the factions are to avoid everything which may lead to greater disruption.

ARTICLE XIII UNALTERABLE ARTICLES

Of this Constitution, Articles II, III, IV, and XIII shall be unalterable. All petitions and motions to alter or repeal these articles are always out of order and may neither be debated nor voted upon, but must be rejected by the Chair of the meeting of the Voting Membership by referring to this article of the Constitution.

ARTICLE XIV AMENDMENTS

- A. This Constitution may be changed or amended, with the exception of Articles II, III, IV, and XIII, by a three-fourths majority of the votes cast in a regular or special meeting of the Voting Membership, provided that the intention to amend the Constitution and the wording of the amendments proposed shall be read to the congregation assembled for worship on the two Sundays immediately preceding the date upon which the amendments are presented for action.
- B. Proposed amendments to the Articles of Incorporation must be approved by a majority vote at any meeting of the Voting Membership called for that purpose.
- C. All constitutional changes shall be recorded in the official copy of the Constitution and By-Laws in the possession of the current Secretary of the congregation.

**BY-LAWS OF THE CONSTITUTION
October 11, 2009**

ARTICLE I COMMUNICANT MEMBERSHIP

Section 1 Application for Communicant Membership

Applicants for communicant membership in this congregation shall consult the Pastor who shall determine whether such applicants are eligible for membership in accordance with Article IV of the Constitution. Applicants not familiar with the doctrines and confessions of the Lutheran Church shall be required to attend a course of instruction, and to make profession of their faith either before the congregation or, at the Pastor's discretion, before witnesses who are members of the Ministry of Spiritual Oversight, prior to being received as members.

Applicants from other Evangelical Lutheran churches shall submit a letter of transfer from their former congregation to establish their eligibility for membership. In the case of applicants whose previous membership in a Lutheran congregation has lapsed, the Pastor may arrange for a period of re-instruction prior to reaffirmation of faith for such applicants.

After applicants have given satisfactory evidence of their eligibility in accordance with the two preceding paragraphs, their admission as communicant members shall be recommended by the Pastor to the Voting Membership which shall affirm their membership. The roster of new members shall be publicized in the various news media of the congregation.

Section 2 - Privileges and Duties of Communicant Members

It shall be the privilege and duty of members of this congregation to:

grow in the Christian faith and life through faithful use of the Means of Grace, searching the Scriptures at home and in fellowship with other members of the congregation and its agencies, and partaking of the Lord's Supper frequently;

live a morally decent life before God and men, abstaining from open works of the flesh (Galatians 5:18-21), and so conducting themselves at all times as to bring credit rather than blame upon the Church of Jesus Christ;

provide for the proper Christian training of their children by instruction at home and through the agencies of the Church;

contribute toward the maintenance of the congregation and the extension of the Kingdom of God at home and abroad to the limit of their financial ability;

place their God-given talents and abilities at the disposal of the Pastor(s), the officers, and other agencies of the congregation as set forth in its Constitution and By-Laws, so that the

purposes and functions of the congregation may be effectively implemented.

ARTICLE II VOTING MEMBERSHIP

Section 1 Eligibility

Any communicant member of this congregation who is 18 years of age or over, both male and female, shall be eligible to vote. Each voting member shall be required to sign the official copy of the Constitution and By-Laws of the congregation.

Section 2 Privileges and Duties of Voting Members

It shall be the privilege and duty of a Voting Member of this congregation to:

conscientiously and prayerfully exercise his right of suffrage in all measures that will advance the work of Christ's Kingdom both locally and in the church-at-large;

willingly serve in any office or capacity for which his talents and abilities equip him;

faithfully attend all meetings of the Voting Membership;

assist with wholehearted diligence in administering the temporal and spiritual affairs of the congregation;

encourage, by personal example, friendly interest, and judicious counsel, such eligible communicant members who are not yet Voting Members to seriously consider accepting the responsibilities and privileges of Voting Membership.

ARTICLE III DISCIPLINE IN THE CONGREGATION

All discipline in this congregation shall be administered in accordance with the order of discipline laid down in Matthew 18:15-20, 1 Corinthians 5:1-5, and other related New Testament passages.

It shall be assumed that membership in this congregation is the product of the joy that individual Christians have first found in the Body of Christ by faith as a gift of God.

Section 1 Conclusion of Membership

Membership in the congregation of St. Paul Evangelical Lutheran Church of Hamburg may be concluded in one of the following ways:

A. Transfer or Release

A member seeking membership in another Christian congregation shall apply to the Pastor. Upon approval by the Pastor, a Letter of Transfer shall be issued to congregations in fellowship with St. Paul congregation and a Letter of Release to congregations not in fellowship. A copy of the letter shall be sent to the former member to notify them of the action.

B. Termination

In cases where members of this congregation join a non-Christian fellowship, or move so that their whereabouts becomes unknown, the Pastor(s) shall make the determination that they have self-excluded themselves from their membership in this congregation, forfeiting all rights and privileges of membership including property rights. These names shall be brought before the voters for action at a meeting of the Voting Membership. Names of former members may be retained among the Friends of the Congregation.

C. Excommunication

When a member of this congregation is acknowledged responsible for gross, scandalous and unrepentant unchristian behavior according to the accepted discipline procedures as noted above, that member shall be declared excommunicated by a majority vote of the meeting of the Voting Membership upon the recommendation of the Pastor(s) and Governing Board. A letter shall be sent by registered mail notifying the former member of this action.

D. Self-Exclusion

When a member of this congregation gives evidence to the Pastor(s) of a lack of interest in the preaching of the Gospel and participation in the Sacrament of the Altar, it shall be assumed that the joy of belonging to the Body of Christ and this congregation is leaving the life of this Christian. It shall be the obligation of the Pastor(s) and/or his designee(s) on behalf of the congregation to assist the weakening Christian in recovering that joy. To the limits of his strength, the weakening Christian is asked to accept this loving discipline in the spirit in which it is offered.

Following a prolonged period of absence from divine services and the Lord's Table, and after repeated loving efforts to assist in the restoration of the joy of membership, the member's name may be removed from the membership roster and shall be placed among the Friends of the Congregation until such time as the former member recovers the joy of membership both in the body of Christ and the congregation.

By removal from the membership roster, the former member relinquishes voting and property rights in the congregation.

PERSONS, WHOSE MEMBERSHIP HAS BEEN CONCLUDED FOR ANY REASON,

WILL AT ALL TIMES BE CORDIALLY WELCOME TO ATTEND ALL DIVINE SERVICES IN OUR CHURCH.

Persons who have been removed from membership for whatever reason shall be restored with all rights and privileges when they seek to repair the reasons for removal through the Pastor(s). All acts of Conclusion, Discipline and Restoration shall be made known to the congregation by whatever method the Pastor(s) deems most suitable.

Section 2 Provisions Pertaining to Church Officers and Ministry Team Facilitators

Any Officer of the congregation or Facilitator of a Ministry Area who willfully neglects the duties of his office or position may be deposed by a two-thirds majority vote of the Voting Members present in a regular or special meeting of the Voting Membership. The Board of Governors and the Leadership Team shall jointly initiate such disciplinary action. When an office or position is made vacant by deposition, resignation, death or excommunication of the incumbent, the position will be filled using the procedures outlined in Articles V and VI of the Constitution.

Section 3 Provisions Pertaining to Pastors

Sufficient grounds for deposing a Pastor shall be persistent adherence to false doctrine, scandalous life, and willful neglect of official duties or evident and protracted incapacity to perform the function of the sacred office. Charges on any of these counts shall be carefully investigated by the Board of Governors. Should such charges be substantiated by clear evidence, the individual involved shall first be given an opportunity to resign his position in the congregation. Such opportunity having been given and declined, the above mentioned Board shall, after consultation with the appropriate officers of the Michigan District, notify the Voting Membership of the situation, and shall submit the matter for action at a special meeting of that body. A three-fourths majority vote of the Voting Members present, shall be required to depose a pastor.

ARTICLE IV MEETINGS OF THE CONGREGATION

Section 1 Regular Meetings

Regular meetings of the Voting Membership shall be held at least two (2) times during each calendar year. Dates and times of all meetings of the Voting Membership shall be set by the Leadership Team. Consideration and acceptance of the budget for the year will be approved by the Voting Membership at the first meeting of the year or at a special meeting called for that purpose.

All communicant members of the congregation are encouraged to attend the meetings of the Voting Membership and participate in a discussion of any given item of business before the Voting Membership.

Every meeting of the Voting Membership shall be announced at the worship service on the two (2) Sundays preceding the date of the meeting.

Section 2 Special Meetings

Special meetings of the Voting Membership may be called by the Board of Governors, the Leadership Team, the Pastor(s), or at the request of ten (10) Voting Members of the congregation. Notice of the date and time of such a meeting, and of the nature of the business to be transacted, shall be given at the Sunday worship services immediately preceding the time of the meeting.

Section 3 Order of Business at Regular Meetings

Regular meetings of the Voting Membership shall proceed as follows:

1. Scripture Reading and/or Prayer
2. Announcement of Opportunity to Sign the Constitution
3. Minutes of Previous Meeting(s) including Special Meetings
4. Unfinished Business
5. Treasurer's Reports
6. Reports from Committees of the Voting Membership
7. Reports of Leadership Team Members
8. New Business
9. State of the Parish Report by Pastor(s)
10. Adjournment
11. Closing Prayer

The Chairperson may, with the consent of the Voting Membership, vary the above order in the interests of efficiency.

In general, for purposes of order, Robert's Rules of Order shall prevail.

Ten percent of the Voting Membership shall constitute a quorum, except as otherwise provided in this Constitution and By-Laws for dealing with certain specific situations herein defined.

In the event of a tie vote, the Chairperson shall cast the deciding ballot.

There shall be no voting by proxy.

ARTICLE V THE OFFICE OF THE PASTOR

Section 1 Procedure for Calling Ordained or Commissioned Ministers

When calling an Ordained or Commissioned Minister, every member of the congregation has the privilege of making one or more nominations. The congregation shall also ask the President of the Michigan District of the Lutheran Church-Missouri Synod for recommendations.

The Board of Governors shall appoint a Call Committee that provides a cross sampling of the congregation. The Call Committee shall be made up of no less than six (6) and no greater than nine (9) members. Called Workers presently serving the congregation shall be asked to serve on the Call Committee.

The Call Committee shall then present all nominations to the District President for information gathering and evaluation. After receiving information and recommendations from the District President, the Call Committee shall present at a meeting of the Voting Membership a list of two (2) or more candidates, along with a biographical sketch of each candidate. By means of a majority vote of those present, this list of candidates may be amended by the addition of one or more names from the recommendation list provided by the District President. The election shall proceed by secret ballot, removing from the ballot the candidate receiving the least number of votes, until one candidate receives a two-thirds majority of the votes cast. With a motion from the floor, the voters may choose to vote an additional time to make the election unanimous.

The Board of Governors shall be responsible for administering the call to the elected candidate, including information regarding the congregation and community. The Call Documents shall also include the compensation and benefits package, following the guidelines established by the Voting Membership.

Section 2 The Pastoral Office

The Pastoral Office is the authority conferred upon Pastors by God, through a call of the congregation (the holder of the priesthood and of all congregational authority to exercise in public office the common rights of spiritual priesthood in behalf of all). The Pastoral Office is the primary office in the congregation from which all other offices originate as needs require. The Pastoral Office determines what work is to be assigned to such offices.

Upon being installed the Pastor is authorized and obligated to proclaim to the congregation, jointly and severally, the Word of God in its full truth and purity as contained in the canonical writings of the Old and New Testaments and professed in the Book of Concord of the year 1580.

He is further:

to administer the Sacraments in accordance with their divine institution;

to discharge toward all Members of the congregation the functions of a minister and curate of their souls in an evangelical manner, in particular to visit the sick and the dying and admonish indifferent and erring members;

to spiritually guard the welfare of the younger members of the congregation and adults during their preparation for acceptance of Holy Communion;

to guide the congregation in applying the divinely ordained discipline of the church;

to provide spiritual leadership and oversight in the educational agencies and the various adult and youth organizations within the congregation;

to serve as an example by Christian conduct and to do all that is possible for the upbuilding of the congregation and for the advancement of the Kingdom of Christ. By reason of his position, the Pastor is not only a servant and steward of God, but also of the congregation. The Pastor(s) shall have the authority and responsibility for supervising the musical portion of all worship services in conjunction with the Facilitator of the Ministry of Worship and Music so that it is at all times in harmony with the doctrine and practice of the Lutheran Church-Missouri Synod.

Members of the congregation are obligated to accord the Pastor(s) honor, love, and obedience in his ministry of God's Word, and to support his ministrations with diligence and faithful prayers; to help him in the discharge of his duties by cordial one-mindedness, by willing readiness, by peaceable conduct, and in every other way possible; and to provide for maintenance according to the ability of the congregation.

In calling a Pastor to preach the Word of God and to administer the Sacraments on their behalf, the members of the congregation exercise their royal priesthood and by no means relinquish it. This is the privilege and responsibility of all members of the Church.

ARTICLE VI ELECTION OF THE GOVERNING BOARD

Section 1 Nomination Procedure

At the November meeting of the Leadership Team, candidates to fill vacancies on the Governing Board shall be nominated. Voting members of the congregation who wish to nominate additional names may, with the signatures of ten (10) voting members, place a candidate on the ballot. Candidates shall be voting members of the congregation who have demonstrated ministry leadership. The Leadership Team, through consultation with the Pastor and Governing Board, shall have investigated the status of the proposed candidates and found them spiritually eligible for office and willing to serve.

During the month of December the names of all candidates shall be publicized in the various news media of the congregation and announced at worship services.

Section 2 Election Procedure

From the list of candidates for each Governing Board position submitted by the Leadership Team, the Voting Membership shall, at the first meeting of the year or a special meeting called for that purpose, elect by ballot and simple majority the Governing Board Member(s).

Section 3 Installation of Officers – Term of Office

The newly elected Governing Board Member(s) of the congregation shall be installed and assume their duties upon election. The term of office of all Governing Board Members shall be three years, terminating on the Saturday prior to the second Sunday in January. Governing Board Members may succeed themselves in the same position only once.

Section 4 Vacancy

In the event of a vacancy on the Board of Governors, the Leadership Team shall appoint a Voting Member of the congregation to fill the vacated position in an interim capacity until election can occur in accordance with the By-Laws Article VI Section 2.

ARTICLE VII DUTIES

Section 1 Duties of the Board of Governors

The Board of Governors shall perform the duties as stated in Article V Section C of the Constitution. These duties shall be described and documented in the congregation's Board of Governors Description of Service.

Section 2 Duties of the Leadership Team

The Leadership Team:

1. Acts as the primary planning and communication agency of the congregation;
2. Sets and implements goals for the following ministry areas:
 - THE MINISTRY OF SPIRITUAL OVERSIGHT
 - THE MINISTRY OF WORSHIP AND MUSIC
 - THE MINISTRY OF CHRISTIAN EDUCATION
 - THE MINISTRY OF FELLOWSHIP
 - THE MINISTRY OF PROPERTIES AND FACILITIES
 - THE MINISTRY OF SUPPORT SERVICES
 - THE MINISTRY OF OUTREACH
 - THE MINISTRY OF COMPASSIONATE CARE
 - VOLUNTEER MINISTRY
 - THE MINISTRY OF YOUTH
3. May work with Co-Leaders to:
 - accomplish the goals of the ministry area,

- assist in planning events,
 - assist in communications with other ministry areas,
 - assume responsibility for specific ministry areas, and
 - appoint leaders for specific ministry teams;
4. Forms ministry teams consisting of small groups of people focused on a particular activity or ministry;
 5. Mentors ministry team members to grow in their service to the Lord;
 6. Appoints an Audit Committee consisting of any two qualified communicant members of the congregation other than a member of the Ministry of Support Services, to audit the financial records of the congregation on an annual basis. The Leadership Team shall submit the Audit Committee's report for the prior year at the June meeting of the Voting Membership in each year;
 7. Appoints the Recording Secretary from the qualified Communicant Members of the congregation other than a member of the Ministry of Support Services Team, to record minutes of the congregational meetings on an annual basis. This appointment shall be made at the first meeting of year of the Voting Membership for the following calendar year;
 8. Appoints six Financial Trustees from any qualified Communicant Members of the congregation other than a member of the Ministry of Support Services Team, to perform the role of Financial Trustees, as described and documented in the congregation's Financial Trustee job description.

A. By-Laws for the Ministry of Spiritual Oversight

The basic objectives of the Ministry of Spiritual Oversight are to oversee the spiritual welfare of the congregation and to work toward the development of good stewardship attitudes in the members of the congregation in regard to time, talents, testimony, and treasures through a planned program of dedicated, proportionate, first-fruits giving.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Pray for the Pastor(s), Called Workers, other spiritual leaders, and members of the congregation.
2. Encourage the Pastor(s) and Called Workers in their work by word and action.
3. Encourage spiritual programs in all activities of the congregation.
4. Assist the Pastor(s) and Called Workers in counseling and in finding peaceful and God-pleasing solutions to personal and personnel problems within the congregation.
5. Determine eligibility for membership of all individuals and families applying for membership in the congregation according to Article IV of the Constitution and Article I of the By-Laws.
6. Encourage all members who move out of the area to promptly find a new Christian congregation, welcome new families into membership, and keep current records of these changes.
7. Engage in discipleship training in conjunction with other Ministry Teams of the congregation.
8. Develop and administer a plan for tracking worship attendance of the members of the congregation.
9. Continually review church baptismal records and communion attendance, make calls on lapsed members, and follow-up on unbaptized persons in the congregation.
10. Supervise the instruction of youth and adults for confirmation and church membership in accordance with the policies and aims of the Ministries of Christian Education and Youth.
11. Train and supervise members to engage in the visitation of the sick, hospitalized, aged, and shut-ins of the congregation on an ongoing basis.

12. Study the Scriptural principles regarding the total stewardship calling of the Christian-- as a family member, as a neighbor and a citizen, and as a congregation member--and share these insights with congregation members.
13. In conjunction with Volunteer Ministry, encourage new members for service to the congregation and endeavor to stir up the talents of present members for use in Christ's work.
14. In conjunction with Volunteer Ministry, support efforts to discover and enlist for Kingdom service the talents God has given members.
15. Communicate with the Altar Guild as it cares for and maintains the sacred vessels, altar, altar furnishings, vestments, and sanctuary decorations.
16. Communicate with the Altar Guild in maintaining an adequate supply of expendable items for worship, such as communion wine and wafers, baptism napkins, candles, etc.
17. Conduct programs designed to heighten awareness of basic Biblical stewardship principles and teachings.
18. Encourage the Gospel-motivated practice of joyous, worshipful, liberal, proportionate, first-fruits giving in response to received blessings and recognized needs.
19. Annually provide the opportunity to every member to make a commitment of treasure for work in God's kingdom and provide encouragement in this regard.
20. Foster support for missions and charities through an ongoing program of mission information and education through educational agencies, committees and organizations.
21. Investigate cases of severe financial need within the congregation and make specific recommendations to the Ministry of Compassionate Care.
22. Maintain the Needy 100 Fund, evaluating requests and dispersing monies as needed.
23. Screen all outside appeals for funds, whether from organizations or individuals, and make recommendations to initiate the necessary action appropriate to such an appeal.
24. Evaluate needs and make recommendations for gifts of love by individuals and the congregation as a whole.
25. Review, accept, or decline all offers of non-solicited gifts to the congregation.
26. Consider various programs that encourage remembrance of the congregation in wills, bequests, and the like, and consider means of sharing these programs with the congregation.

27. Be present for periodic training as determined by the Pastor(s) and this Ministry Team.
28. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

B. By-Laws for the Ministry of Worship and Music

The basic objectives for the Ministry of Worship and Music shall be to form teams to enhance worship and the understanding of God's Word, and to promote spiritual growth through music and drama.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Supervise and support the organists of the congregation.
2. Staff, train, and supervise worship support ministry teams such as Reader, Usher, Greeter, and Multi Media Teams.
3. Establish, direct, and supervise worship ministry teams such as a Drama Arts Group, Bell Choir, Adult Choir, Children's Choir, and Praise Team(s).
4. Plan worship services with the Pastor(s).
5. Staff, support, and train a team of musicians and vocalists for Vacation Bible School music.
6. Examine, approve, and implement new forms of worship, liturgies, hymns, and hymnals.
7. Annually review and recommend compensation for music support staff, i.e. organist(s), accompanist(s).
8. In conjunction with the Pastor(s), support the Wedding Ministry Team by creating and updating the Wedding Brochure and setting fees for the Wedding Coordinator, Assistant, and wedding supplies.
9. Supervise the budgeted allotment for the selection and procurement of appropriate music, drama materials, music supplies, and services (i.e. bells, piano tuning, organ maintenance), worship publications, copyright licenses, and, with the Technology Team, audio and video equipment used for worship.
10. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

C. By-Laws for the Ministry of Christian Education

The basic objectives of the Ministry of Christian Education shall be to plan and administer the total educational program of the congregation, to determine policies, and to direct and supervise the educational program of the congregation.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Be responsible for the Christian nurture of children, youth, and adults in the congregation, and through them, in the community and beyond.
2. Establish objectives, set policies for, and supervise the total education program for each education ministry in the congregation, including the personnel, i.e. Sunday School, midweek programs, Vacation Bible School, confirmation classes, Bible classes, and all other educational groups.
3. Provide for active expression of Christian love and concern as an integral part of the total education program.
4. Approve curriculum and analyze performance of each education ministry and seek constant improvement.
5. Continually review existing ministries to determine whether all age groups are being served and recommend revisions and additions as deemed advisable.
6. Make annual analyses, by age groups, to determine the degree of participation of the total membership of the congregation in its total educational program.
7. Maintain a "people accounting system" to record participation in the education programs and follow up on the uninvolved.
8. Work with organizations, other ministry areas, and committees to coordinate educational activities within the congregation.
9. Provide, in conjunction with the Ministry of Outreach, for the recruitment of pupils for the educational agencies of the Church.
10. Encourage increasing participation of every congregation member in Bible study, privately and in formal and informal groups.
11. Exercise leadership in gathering lists of candidates for vacancies in the teaching staff.
12. Enlist, train, place, and continue to train lay teachers and leaders as the congregation's needs require.

13. Establish a system of commendation for, and recognition of, faithful service by all persons involved in the educational tasks of the congregation.
14. Strengthen families as the basic units of Christian Education, and closely relate congregational ministries to the homes through integrated parent/child education programs, i.e. Faith Stepping Stones.
15. In conjunction with the Ministries of Outreach and Youth, train and involve the young people of the congregation in bringing others to faith in Christ.
16. Consider special classes, courses, conferences, retreats, and the like for special purposes and for special groups.
17. Consider provision of special education opportunities for the physically and mentally challenged.
18. Provide for the professional growth of the educational staff through conferences, conventions, continuing education, and the like, and request the necessary funds for the same in the annual budget.
19. Maintain, improve, and cultivate the use of the congregation's library.
20. Annually examine the educational facilities and equipment and make recommendations to the Ministry of Properties and Facilities as to upkeep, repair, and replacement needs, as well as make recommendations for new equipment required.
21. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

D. By-Laws for the Ministry of Fellowship

The basic objectives of the Ministry of Fellowship are the strengthening of the spiritual and social fellowship between congregation members, the integration of new members into the life of the congregation and the promotion of mutual cooperation, trust, and enjoyment among the members of the congregation.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Plan, supervise, and implement fellowship events which will further the goals of the congregation.
2. Maintain consistent contact with other Leadership Team Facilitators, suggesting to them ways of furthering the work of their teams through fellowship and drawing from them requests and suggestions for fellowship activities.
3. Maintain an adequate group of volunteers who will help to plan, coordinate, and execute the work necessary for the successful accomplishment of fellowship goals.
4. Provide a general atmosphere of friendliness among the members of the congregation.
5. Provide for the integration of new members and their families into the congregation through periodic fellowship events in conjunction with the Ministry of Outreach.
6. Provide opportunities that will bring congregation members into personal contact in groups such as family nights, special interest group activities, and Bible studies.
7. Plan, supervise, and implement recurring yearly events that will focus attention on the major aspects of the congregation's work.
8. Publicize fellowship activities and functions in a timely manner through the various media of the congregation.
9. Provide for the set up and clean up of a Coffee Hour during Sunday morning worship times.
10. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

E. By-Laws for the Ministry of Properties and Facilities

The basic objectives of the Ministry of Properties and Facilities shall be the proper maintenance and repairs of the property of the congregation, the protection of the congregation against loss and damage of whatever nature, and the facilitation of the planning for future facility needs.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Make an annual inspection of the properties and equipment and recommend to the Leadership Team and/or Meeting of the Voting Membership needed repairs, improvement, or replacements.
2. Conduct an annual inventory of all properties, equipment, and supplies, including acquisition date and approximate value of each item.
3. Carry out all resolutions of the Meeting of the Voting Membership on purchases, repairs, and replacement of property and equipment.
4. Determine custodial needs and, in conjunction with the Board of Governors, fill that need.
5. Arrange for periodic meetings with custodian(s) to discuss the care of the buildings, needs, and problems in custodial services, and the like.
6. Prepare for the custodial help a detailed list of the required daily, weekly, monthly, and annual maintenance of the facilities and equipment of the congregation.
7. Determine and establish, with the approval of the Leadership Team, policies governing the use of the property and equipment.
8. Make and issue keys for property, and keep and review annually a list of keys issued.
9. Supervise, control, and recommend adequate storage facilities of all property, equipment, and supplies, and oversee the orderly maintenance of the same.
10. Annually check the adequacy of all types of insurance for the property and equipment.
11. Check all property twice a year for fire hazards.
12. Be responsible for interaction with inspectors and regulatory bodies.
13. Enlist work crews for special repairs, improvements, cleaning, painting, decorating, landscaping, and other projects.

14. Arrange for immediate repairs of an urgent nature, and all normal repairs and alterations for which budgeted funds have been allocated.
15. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

F. By-Laws for the Ministry of Support Services

The basic objective of the Ministry of Support Services is to support all of the ministry teams of the congregation. This support includes financial management, information management, and communication.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall perform the following tasks:

1. Financial accounting and reporting, including:
 - a. the management of the congregation's annual budgeting process, including the preparation and presentation to the congregation of an annual God-pleasing work program, the determination of anticipated receipts, and the recommendation of a budget for adoption by the congregation at the first meeting of year of the Voting Membership,
 - b. the provision for safe deposit of all funds, the timely remission of offerings for missions and church agencies, and the prompt payment of salaries and bills as authorized by the congregation and the appropriate Ministry Team Facilitators,
 - c. the accounting for the congregation's receipt and use of funds,
 - d. the regular, periodic reporting to the leadership and the members on the financial condition and activities of the congregation, and
 - e. the maintenance of the internal control over all of the congregation's financial assets, and the support of all other Ministry Teams in the maintenance of internal control over all non-financial assets of the congregation.
 - f. The Finance Committee, in conjunction with the Treasurer, will monitor and administer the Frank and Lila Smith Education Fund, maintaining an awareness of anticipated requests in the upcoming calendar year and reviewing status of the fund annually with the congregation.
2. Supervise the efficient and accurate operation of the church office.
3. Support the Financial Secretary in the performance of his/her role as described and documented in the job description of the Financial Secretary.
4. Support the Treasurer in the performance of his/her role as described and documented in the job description of the Treasurer.
5. Support the office secretarial staff in the performance of their roles as described and documented in the job description of the Office Secretary.
6. Support the Recording Secretary in the performance of his/her role as described and documented in the Description of Service of the Recording Secretary.
7. Support the Trustees in the performance of their role as described and documented in the Description of Service of the Trustees.

8. Support the Child Care Coordinator in the performance of his/her role as described and documented in the Description of Service of the Child Care Coordinator.
9. Annually review and recommend compensation for the Financial Secretary, Treasurer, and Child Care Coordinator.
10. Facilitate the use of the information management systems, including the computer software and the website.
11. Manage the use of the various communication systems such as the telephone system, voicemail, the newsletter, email, and the website.
12. Recommend policies regarding fair employment practices to be applied to the congregation and suppliers.
13. Obtain legal information necessary for the wise consideration of contracts, deeds, and the like by the congregation.
14. Obtain the signature of the congregation Chairperson on all official documents and contracts that are negotiated and approved by the congregation.
15. Maintain a record and file of official documents and contracts of the congregation.
16. Make an annual inventory of official documents in safekeeping and enter its completion in the minutes of the congregation.
17. Obtain relevant legal information on the laws governing non-profit organizations.
18. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

G. By-Laws for the Ministry of Outreach

The basic objectives of the Ministry of Outreach are the bringing of the Gospel to the unchurched and the enlistment of all of God's people in the work of spreading the Gospel. We are to present to the public a Christian image that will reflect favorably upon the work of Christ and of the congregation as His instrument.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Share with the Pastor(s) in the entire program of proclaiming the Gospel to all people.
2. Encourage prayer in church and homes for sincere evangelistic concern toward all people inside and outside the church.
3. Foster a climate of evangelism that encourages congregation members informally and spontaneously to share Christ with one another, with lapsed members, with the unsaved.
4. Promote and direct congregation-wide outreach events.
5. Be responsible for a program of community relations that identifies the congregation with the Gospel of Christ.
6. Utilize the evangelism potential of synodical programs and current Christian radio and TV ministries.
7. In conjunction with the Ministries of Christian Education and Youth, train and involve the young people of the congregation in bringing others to faith in Christ.
8. Canvass the congregation's geographic area and record, study, and utilize the results in reaching the lost and straying.
9. Maintain a prospect file and follow up on visitors.
10. Develop and implement a program for contacting people moving into the community with information about St. Paul congregation and the Gospel of Christ.
11. In conjunction with Volunteer Ministry and Fellowship, implement a program for the reception, orientation, and integration and follow up of new members into the congregation.
12. Monitor the atmosphere of friendliness in the congregation toward members and visitors and implement improvements.
13. Study and adopt or adapt evangelism suggestions from the Synod, District, and Circuit.

14. Inform the congregation about community activities and encourage member participation in them.
15. Work with other churches to improve the unified Christian image to the community.
16. Establish and maintain a continuing program of publicity for the congregation and its activities that will reflect favorably on the congregation and its commitment to the Gospel of Christ.
17. Maintain the bulletin boards indoors and outdoors and recommend appropriate messages and themes.
18. Work for the overall enhancement of the congregation's image in the various news media and publications of the community.
19. Utilize the website to promote the mission and ministries of the congregation.
20. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

H. By-Laws for the Ministry of Compassionate Care

The basic objectives of the Ministry of Compassionate Care are, with God's Word as its guide, to provide avenues for addressing social concerns and to provide a network of communication and service to our immediate congregation and the entire community.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Maintain contact with benevolent and charitable agencies in the community, state, and on the national level and recommend to the congregation opportunities to serve.
2. Study and maintain a list of available agencies for help with social concerns including but not limited to alcohol abuse, drug-related problems, delinquency, mentally and/or emotionally challenged individuals, and unwed mothers.
3. Together with the Pastor(s) study the possibilities and recommend implementation of offering spiritual services and care to hospitals, homes for the aged, and other agencies within the community.
4. Plan and implement a year-around program of support for Lutheran World Relief (financial gifts, clothing drives, health kits, etc.).
5. Plan and administer an ongoing program of support for the needy families in the community.
6. Develop and maintain a care ministry in conjunction with the Ministry of Spiritual Oversight to minister to the ongoing needs of the members of the congregation.
7. Arrange for food donations and servers to provide for funeral luncheons when needed.
8. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

I. By-Laws for Volunteer Ministry

The basic objectives of Volunteer Ministry are to plan and administer opportunities for people to become involved in service in the congregation, to determine Volunteer Ministry policies, and to direct and supervise Volunteer Ministry activities of the congregation.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Direct the effort to place new and existing members in a specific ministry or area of service within the congregation which will be beneficial to their growth and St. Paul's mission.
2. Gather information on new and existing members' interest, abilities, and needs.
3. Enable each person of the congregation to discover God-given abilities and make use of them within the church.
4. Encourage the participation of new members in small group Bible study and/or the adult education programs of the congregation.
5. Maintain periodic contact during the new member's first year at St. Paul to encourage involvement in the life of the congregation.
6. Follow up on involvement of members in ministry team and small group activities.
7. Maintain a listing of volunteers in the various service areas and ministries of the congregation, updating the list annually to keep current information available.
8. Serve as a resource to the ministry teams of the congregation as they recruit volunteers for ministry programs.
9. Develop and implement a program to reach out to inactive members
10. Seek out, develop, and implement new areas of Christian ministry within the congregation and in the community.
11. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

J. By-Laws for the Ministry of Youth

The basic objectives of the Ministry of Youth are to involve the young people of the congregation in the work of Christ, provide for their spiritual growth and nurture, and to promote genuine Christian fellowship for the young people of the congregation.

That the objectives of this ministry may be carried out, ministry teams or designated individuals shall:

1. Promote attendance and involvement of the congregation's youth at all activities of the church family.
2. Provide for the continuing spiritual growth of the young people of the congregation through Bible study, prayer, and Christian service.
3. Plan and carry out, together with other Ministry Areas, a year-round program for the young people of the congregation.
4. Involve youth leaders from all segments of the congregation in developing a planned parish program for young people.
5. Develop a program for the social fellowship of both young people and the young adults of the congregation, including various recreational programs.
6. Actively engage in the on-going selection and training of leaders for the young people's programs.
7. Plan a special event to welcome the newly confirmed young people of the congregation and to invite them to join the young people's group.
8. Provide for the continual education of young people on topics of current interest to them.
9. Provide opportunities for involvement as servants in the life of the community such as civic, school, cultural, humanitarian, recreational, and social groups.
10. Provide for public recognition of various youth achievements and accomplishments.
11. Plan and coordinate activities for youth with other young people's groups outside the congregation, particularly with other Lutheran young people's groups.
12. In conjunction with the Ministry of Christian Education and Outreach, train and involve the young people of the congregation in bringing others to faith in Christ.
13. Provide counseling for the spiritual, moral, social, and vocational development of young people.

14. Recruit young people for full time service in the church as pastors, teachers, and the like.
15. Welcome and utilize college students during the summer months for various young people's activities.
16. For administrative purposes, serve as liaison to the Boy Scouts sponsored by this congregation.
17. Submit an annual budget proposal to the Leadership Team for review by the Board of Governors.

ARTICLE VIII AMENDMENTS

These By-Laws may be amended at any Meeting of the Voting Membership by a simple majority of all voting members present, provided:

1. That a motion to submit for consideration such a proposal to amend has been made at a regular or special Meeting of the Voting Membership.
2. That the entire Voting Membership has been advised of the nature of the proposed changes and of the date of the meeting at which the proposed amendment is to be acted upon at least 14 days in advance.