

Constitution and Bylaws

Cross of Glory Evangelical Lutheran Church Peoria, AZ

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Preamble

WHEREAS, 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 Peoria, Arizona, established November 12, 2000 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 GLORY EVANGELICAL LUTHERAN CHURCH OF PEORIA, ARIZONA.

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 spread to all people in God's World the glory of the cross of Christ, by sharing the gospel of Jesus Christ on the basis of the Holy Scriptures (1 Peter 2:24; Mathew 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.
- D. It is the privilege and duty of all male communicant members to actively and selflessly serve the whole congregation (Philippians 2:4-8) by putting Christ, his church, and the welfare of all members of this congregation above themselves (Mark 12:31);
 - 1) Have declared their agreement with this constitution by their signatures; and,
 - 2) Have been accepted by the congregational voters' assembly.

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 (2 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 his 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 the voters' meeting and lend the congregation their counsel and aid.
- D. Our God has implanted within us Christians the new man, who desires to live righteously (2 Corinthians 5:17; Ephesians 4:24). 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).
- E. Our God has lovingly created man and women in his own image, thus giving man and woman equal status in their relationships with himself (Genesis 1:26-27; Colossians 3:10). While yet in their state of perfect holiness, God ordered distinct male and female roles (Genesis 2:7,18,22) for man and woman to whom he had given equal status. These roles establish God's unchanging will for the relationship of man and woman with each other. Although sin has interfered with the perfect carrying out of these role relationships, as God restores his image in us we grow in our ability to live in our God assigned roles for Jesus' sake (Colossians 3:18-4:1; 1 Peter 3:5-7). Since God made man the head of woman (1 Corinthians 11:3) and made woman to be submissive to man (1 Corinthians 14:34) in these role relationships, members of his church will under grace
- 1) Accept these role relationships for their life and work in the world (Ephesians 5:6-17).
 - 2) Live out these role relationships in their marriages (Ephesians 5:22-33; 1 Peter 3:1-7).
 - 3) Apply these role relationships to their workings in the church, so that only men will exercise authority over men (1 Corinthians 11:3-10; 14:33-35; 1 Timothy 2:11-12) and women will exercise authority only over women and children (Romans 16:1-6,12). Authority in its common meaning is the right to make decisions that bind the will of others (Matthew 28:18; Ephesians 1:22-23; 5:24)

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 (cf. 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; and
- 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 his sin, he is 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 church council, 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 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.

Qualifications of Pastors, Staff Ministers, Lutheran Elementary Teachers and Pre-school Teachers:

A call to be a Pastor, Staff Minister or teacher in this congregation shall be issued only to such individuals who unqualifiedly profess their acceptance of the Articles of Faith as set forth in Article II of this Constitution and who are deemed qualified for their intended work by the Voters' Assembly of the congregation. (Ephesians 4:11-16; Timothy 3:1-7; Titus 1:6-9; Romans 12:6-8)

Section 2.

Procedures for calling of Pastors, Staff Ministers, Lutheran Elementary School Teachers and Pre-school Teachers:

1. The right to call and elect pastors, staff ministers, and teachers shall reside solely and totally within the voters' assembly of the congregation.
2. When the voters' assembly shall determine the need to call a pastor, staff minister or teacher to the congregation, the secretary of the congregation shall notify the President of our District of the Synod and shall request from him a list of candidates for the position as well as any other help and advice he may be able to give. This list, together with the names of any qualified candidates who may be nominated by members of the voters' assembly at a duly called and constituted meeting, shall constitute the slate from which the pastor, staff minister or teacher to be called shall be chosen.
3. A majority vote of those present at the voters' meeting shall determine the individual to whom the call shall be issued. If no election occurs on the first ballot, a motion to drop the names of a reasonable number of those candidates receiving the fewest votes may be entertained, and a subsequent ballot may be held. This procedure will continue until an election is declared.

Section 3.

Duties of Pastors, Staff Ministers, and Lutheran Elementary School Teachers and Pre-School Teachers:

1. The duties of the pastor(s) shall be to preach the Word of God in accord with the Holy Scriptures and the confessional writings of the Evangelical Lutheran Church, to administer the Holy Sacraments as instituted by Christ, to lead the education **and training of all members of the congregation, to help them live sanctified lives and accomplish the purpose of the congregation** as set forth in Articles III, IV and V of this Constitution. He should set an example for the congregation by leading a Christian life. The pastor(s) shall be ex-officio member(s) of all boards and committees.
2. Lutheran Elementary School and Pre-school
 - a. The duties of the Lutheran Elementary School and Pre-school teachers shall be to diligently and faithfully instruct and train the children entrusted to their care in the chief truths of the Word of God as they are revealed to us in the Scriptures and the confessional writings of the Evangelical Lutheran Church, to teach effectively the elementary branches of learning in the spirit of the Gospel, to maintain Christian discipline in the school, and to set an example for the children and the congregation with a Christian life. Called teachers shall be expected to serve the congregation in any manner consistent with their professional training and their role as spiritual leaders in the congregation.
 - b. A Lutheran Elementary School Teacher whom the congregation may call to be principal of the school is responsible for developing the curriculum and, conducting the school in an orderly and effective manner together with such other individual, committees and boards as the congregation may designate to share in the responsibility.

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 officers 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.

Removal from Called Position:

A pastor, staff minister or teacher in Cross of Glory Lutheran Church or Lutheran Elementary School or Pre-school may be removed from office in a Christian and lawful order by vote of the Voter's Assembly if he or she fails to conform to Articles II, III, VI, or V of this Constitution . The sufficient and urgent grounds for removal as specified in Scripture are:

1. A persistent adherence to false doctrine (Titus 1:9)
2. A scandalous life (1 Timothy 3: 1 – 7; Titus 1: 6-8)
3. Willful neglect of duty (1 Timothy 3:2; 1 Corinthians 4:1,2)
4. Establish inability to perform duties (1 Timothy 3: 2-6)

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 number.

Section 2.

In the event of termination or dissolution of the congregation, the 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 irrevocable, 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 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 church council for its study and recommendation.

Bylaws

Article I of Bylaws

Meetings of the Congregation

Section 1.

At, or shortly following, the beginning of each quarter of the calendar year a regular meeting of the congregation's voters shall be held.

Section 2.

The church council shall set the exact date, time and place of the meetings, unless otherwise specified by the congregation. Announcements of the meetings shall be given in print and/or orally on at least two different dates prior to the time of the meeting.

Section 3.

Special meetings of the congregation may be called by the church council, or the pastor, or upon written request of three voting members. Such meetings must be announced according to the general rule set forth in Section 2 with the purpose(s) clearly stated.

Section 4.

The regular January meeting shall be designated as the annual meeting.

Section 5.

The order of business for the regular meetings may be as follows:

- A. Opening with a devotion
- B. Roll call of Officers.
- C. Reception of new members; transfer, release, or removal from membership.
- D. Reading and approval of minutes of the previous regular and any intervening special meetings.
- E. Ministry reports and recommendations (outreach, adult spiritual growth, etc.).
- F. Financial reports
- G. Officer's reports.
- H. Committee reports.
- I. Signing of the Constitution by new members.
- J. Unfinished business.
- K. Recommendations of the church council and new business.
- L. Elections.
- M. Adjournment and prayer.

Section 6.

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

Section 7.

No one shall bring to any meeting a charge or complaint against any member or against a pastor, a teacher, or a staff minister unless he has first admonished him in a Christian manner in the spirit of Matthew 18:15-20.

Section 8.

Only voting members present at the meeting shall have the right to vote.

Section 9.

Voting membership shall be restricted to male communicant members who have reached the age of 18.

Section 10.

Voting members shall sign, thereby indicating their acceptance, the official copy of the Constitution and Bylaws at the meeting of the congregation in which they were received or as soon thereafter as possible.

Article II of Bylaws

Quorum

The voting members present at a properly announced meeting of the congregation shall constitute a quorum.

Article III of Bylaws

The Church Council

Section 1. Structure and Power

- 1.1 The voters' assembly shall elect by ballot at its annual meeting, specified in the Bylaws, Article I, a church council composed of:
 - President, Secretary, Treasurer and Financial Secretary
 - Chairman of Board of Elders elected by the Board of Elders
 - Chairman of Board of Trustees elected by the Board of Trustees⁵
 - Chairman of the Evangelism Committee elected by the Voters, who shall then form a committee⁶
 - Chairman of the Board of Education elected by the Board of Education.⁷
 - Chairman of the Board of Stewardship elected by Voters, who shall then form a committee
- 1.2 The voters' assembly may also elect additional members by resolution from time to time as they determine.
- 1.3 The church council shall control the corporate property of the congregation according to the direction given to it by the voters' assembly. The church council 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. The president and the secretary (or the treasurer, in the secretary's absence) are hereby designated as the persons who shall sign all documents of the congregation.
- 1.4 The term of one third of the members, if possible, shall expire each year, such expired terms to be filled by election at the annual meeting of the voters' assembly. Each member shall serve until his successor is installed.
- 1.5 The pastor shall be an ex-officio member of the church council. The principal of the school and any staff minister may be advisory members of the church council.

Section 2. Term of Office

The term of office for each council member shall be three years. No council member shall serve more than two consecutive full terms. He shall again be eligible for election to the council one year after the expiration of his second consecutive term of office.

Section 3. Organization

Council members may hold more than one office provided that the office of financial secretary and treasurer are not held by the same person.

Section 4. Installation

As soon as possible after the election and organization, the new members of the church council shall be installed in office at a regular service and shall thus be presented to the congregation.

Section 5. Meetings

The church council shall meet regularly, normally once each month. Special meetings may be called by the pastor or president. The council shall not convene to transact business without the knowledge of the pastor. A majority of the members of the council shall constitute a quorum.

Section 6. Responsibilities

The members of the church council shall adorn their high office with a godly way of life and be good examples to the congregation (1 Timothy 3:8-12). They shall be responsible for the spiritual and material affairs of the congregation under the guidance of the pastor. They shall be accountable for good order in the services. They shall particularly care in love for their fellow members who have special needs (Galatians 6:9-10). The members of the church council 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. The church council shall implement resolutions of the voters' assembly and

⁵ Section 6. Trustees was added by amendment on November 12, 2000.

⁶ Chairman of Evangelism Committee: added to Council (July 14, 2002 Voters Meeting)

⁷ The Board of Education was established by the Voters 09/2003.

carry out such assignments as are directed to it by the voters' assembly. It shall recommend to the voters' assembly the annual budget of the congregation.

Section 7. Council Vacancies

In the event of a vacancy on the church council, the vacancy shall be filled at the next meeting of the voters' assembly by ballot from a list of candidates proposed by the Nominating Committee. Such newly-elected officers shall normally be installed the Sunday following their election. The church council may appoint a person to fill the vacancy until the election occurs.

Article IV of Bylaws Committees of the Church Council

Section 1. Budget Committee “Fiscal Year” clarified at January 2006 Council Retreat

At least two months prior to the meeting to approve the fiscal budget the church council president shall appoint a budget committee chairman. The Chairman shall select additional voter committee members as needed. The treasurer and financial secretary shall be members of the committee. The committee shall be responsible for gathering the budget requests from the various committees of the congregation and preparing the congregation's budget for the following year. It shall submit its recommendation to the church council for the budget meeting of the voters' assembly. In the preparation of the budget it shall conduct a review of the compensation package of the called workers and other paid workers the congregation may have.

Section 2. Evangelism Committee

The Evangelism Committee shall establish and maintain an active program for the congregation to reach out to the neighborhood and the community with the gospel. It shall also promote the work that the congregation does together with its fellow congregations as a synod. The term of service for anyone serving on the Evangelism Committee will be three years. The chairman of the Evangelism Committee is also a member of the church council.

Section 3. Stewardship Committee

The Stewardship Committee shall guide and encourage the members of the congregation in carrying out the principles of Christian stewardship. The activity of this committee will stress Biblical teaching as it pertains to the systematic and proportionate giving of time, abilities, and material possessions. At the center of this committee's teaching activity will be the grateful management of all of God's gifts as a generous trust, to be used in God's service with thankful hearts moved by Christ's redeeming love. The term of service for anyone serving on the Stewardship Committee will be three years. The chairman of the Stewardship committee is also a member of the church council.

Section 4. Forming or dismissing committees

The church council may appoint or dismiss any committees as deemed necessary.

Section 5. Ex Officio Membership

The pastor and president by virtue of their offices are members of all boards and committees and are to be informed of all meetings of all committees so that they may attend if they desire to do so.

Article V of Bylaws

Legacy Fund

Section 1: Definition

The Cross of Glory Evangelical Lutheran Church, Peoria, Arizona, Legacy Fund (FUND) shall be a permanently restricted fund established to receive and administer all gifts that are designed for the FUND.

Section 2: Purpose

The purpose of the FUND shall be to provide a perpetual memorial of the Christian stewardship of a family or individual, as well as to support the work of the congregation for Christ both in the community and in the world at large.

Section 3: Administration

The FUND shall be administered through the Cross of Glory Stewardship Committee.

The Stewardship Committee is to plan and carry out an annual program to inform congregation members of the benefits of Christian giving and the purpose of the FUND. It will encourage members of the congregation to meet with

Christian giving counselors to discuss their planned gifts. The Stewardship Committee will utilize the resources of WELS Ministry of Christian Giving.

The Stewardship Committee oversees the investing and distribution functions listed below.

Section 4: Gifts to the FUND

All gifts received shall comply with the "Gift Acceptance Policy".

Section 5: Investments

All FUND assets are to be managed and invested in good faith and with the care of an ordinarily prudent person who in a like position would exercise under similar circumstances. Investment assets may be invested with a reputable investment firm (for example, the WELS Investment Funds, Inc., and the WELS Foundation Fund, Inc.).

Section 6: Distributions from the FUND

To preserve the purchasing power of the FUND while providing financial resources for current operations, the following distribution formula will be used, subject to annual review:

In order to balance the effects of inflation as well as continue to build legacy principal, no more than 5% of the three-year rolling average market value of the legacy principal shall be spent in any single fiscal year. The original principal balance shall not be invaded.

Income gained from the FUND will be used to support three areas of church life: buildings and grounds maintenance, tuition assistance, and mission initiatives. Income from the FUND will be applied equally among these three subfunds. Distributions will be announced for the purpose of celebrating the Lord's blessings to the congregation through the Legacy Fund.

Section 7: Disposition or transfer of the FUND

In the event Cross of Glory Evangelical Lutheran Church ceases to exist either through merger or dissolution, distribution of the FUND to a successor organization shall be at the recommendation of the church council and approval of the voters' assembly in conformity with non-profit corporation statutes and Cross of Glory Evangelical Lutheran Church's constitution and bylaws.

Article VI of Bylaws

Duties of Officers

Section 1. President

The president shall preside as chairman of all business sessions of the congregation and church council and shall perform such other duties as may be assigned to him. He shall have general supervision of the affairs of the congregation and conduct all its business affairs according to established good order. He shall sign all deeds, mortgages, notes, leases, and all other legal documents directed to be executed by the congregation. He shall assure that the congregation's financial records are audited annually and that a report of the audit is presented to the voters at the meeting following the close of the fiscal year. In the absence of the president, the council shall appoint a temporary chairman. The president is an ex officio member of all boards and committees.

Section 2. Secretary

The secretary shall record accurately the proceedings of all meetings of the congregation and the church council. He shall be responsible for the legal records of the congregation. He shall have the authority to countersign all deeds, mortgages, notes, leases, and all other legal documents executed by the congregation and assist in the orderly conduct of its business affairs according to established good order. He shall also perform such other duties as may be assigned to him by the congregation.

Section 3. Treasurer

The treasurer shall receive from the financial secretary a monthly report of all monies received and credit the same to the proper accounts. He shall make disbursements according to instructions from the church council as directed by the congregation. He shall make a monthly report to the church council, quarterly financial reports to the voters' assembly, and special reports whenever the council shall so request. He shall submit his records annually for audit or at any time

the voters' assembly so desires. In the absence of the secretary, he shall have the authority to countersign legal documents on behalf of the congregation. In the event the treasurer is unable to carry out his duties, the president or secretary shall have the authority to do so.

Section 4. Financial Secretary

The financial secretary shall receive and deposit all contributions from the congregation, shall keep an accurate account of the same and deliver a report of them to the treasurer, indicating the proper accounts to be credited. He shall make a report for the regular meetings of the congregation and submit his books for audit annually or at any time the voters' assembly so desires. He shall submit to the members a quarterly report of their offerings.

Section 5. Elders

The Elders shall set examples of Christian conduct in word and deed (Titus 2:17). They shall serve as assistants to the pastor in his Pastoral duties. They shall consult together concerning the total spiritual and physical well being of the congregation. They shall assure that all worship services are carried out in a fitting and orderly manner and provide direction to the ushers. According to the Scriptures, they shall, visit, counsel and encourage members who have shown a lack of concern for the hearing of God's Word and the reception of the Lord's Supper, or who have shown a general disregard for the work of the church. They shall assist in the exercise of Christian discipline. They shall be responsible for the spiritual and physical needs of the pastor and other called workers.

Section 6. Trustees Section 6. Trustees was added by amendment on November 12, 2000. Amended January 2006 at Council Retreat

The Board of Trustees shall inventory all church property items and account for same. They shall also be responsible for the upkeep and repair of the church property. They shall be responsible for the upkeep and repair to all properties and possessions owned or leased. They shall keep the church council advised on the status of all owned and leased property.

Section 7. Board of Education Section 7. Board of Education was added by amendment on September 21, 2003.

The Board of Education shall be responsible for the following. A. Keep the educational ministry's focus on the congregation's mission, philosophy and objectives. B. Develop policies to guide the **workers and volunteers** in the daily operation of the school **and youth ministries**. C. Prepare and present to the congregation both long- and short-term goals for the school **and youth ministries**. D. Plan a yearly schedule of Board responsibilities. E. Communicate the work with the congregation, district and synodical offices of WELS. F. Call or hire the principal, director, teachers, staff **and volunteers** to ensure quality programs. G. Assist the principal, director, staff **and volunteers** in providing programs that exceed state requirement and fulfill the mission and objectives. H. Prepare and annually review job descriptions for all the staff **and volunteers**. I. Conduct annual evaluations of the principal and director. J. Be responsible for funding and financial management of the school. K. Oversee property needs including facility, equipment and furnishings. L. Conduct annual on-site reviews of school facility, equipment and material. M. As it carries out these duties it will work through the Council to present to the Votes the matters of calling teachers and of budgeting for the church's youth ministries, preschool and Lutheran elementary school.

Article VII of Bylaws Election of the Church Officers

Section 1.

The church council at the quarterly meeting prior to the annual meeting of the voters' assembly shall present to the assembly for ratification a committee of three voting members to serve as a nominating committee. The pastor is an ex officio member of this committee.

Section 2.

After receiving from the secretary a list of expired terms of office, the nominating committee shall select from the voting membership a slate of candidates for the vacancies 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 office to which he is nominated. Consent of each nominee is necessary for candidacy.

Section 3.

The nominating committee shall report to the church council, one month prior to the voters' annual meeting, the status of selecting the slate of candidates for the election meeting. The candidates' names shall be published and also posted (with the nominating committee members' names) three Sundays before the election. Additional recommendations for nominations may be made in writing to the nominating committee through any voting member. The committee shall consider such written nominations and take appropriate action (cf. section 2) posting any revisions.

Section 4.

At the annual meeting the voters' assembly shall hear the recommendations of the nominating committee and proceed to elect by ballot. Nominations shall be open to the floor at the election meeting. A majority of votes cast shall be necessary for election.

Article VIII of Bylaws

Reception into Membership

Section 1.

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 the pastor or the church council. The council shall honor the request when accompanied by a letter of transfer, a recommendation from a sister congregation, or a profession of faith, provided that qualifications for membership, as specified in Article V of this Constitution, have been met. Such action of the council shall be ratified at the next regular or special meeting of the voters' assembly. Notice of such receptions shall be reported to the entire congregation.

Section 2.

Since reception into membership signifies acceptance of and submission to this Constitution and Bylaws, each individual or family shall be given a copy of the same prior to their reception so that they may become familiar with its provisions.

Article IX of Bylaws

Transfer, Release, or Removal from Membership

Section 1.

Those desiring a transfer or release from membership shall bring their request to the attention of the pastor or the church council for action to be ratified at the next meeting of the voters' assembly.

Section 2.

Transfer of membership shall apply only to those who desire membership in a congregation that 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 with whom the congregation has been unable to communicate, despite diligent efforts to do so, may be removed from the membership list.

Section 4.

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

Section 5.

Any person who has been subject to disciplinary action by this congregation shall be notified in writing by the congregation of the right of appeal. This notification shall occur within 30 days of the completion of the disciplinary action. Such appeal must be filed with the district president in writing, with a copy to the congregation, within 60 days of the disciplinary action. Adopted by voters 01/2005

Article X of Bylaws

Marriage and Human Sexuality

- A. God instituted marriage at creation (Genesis 1:28; 2:22-24). God defines marriage as the lifelong union of one man and one woman (Genesis 1:27-28; 2:22-24; Matthew 19:4-6). God's institution of marriage is valid for all time (Matthew 19:6).
- B. Sexual relations are to be exercised solely within marriage between one man and one woman. All other sexual relations are contrary to God's will (Leviticus 18:22-23; 20: 10-17,19,20; Romans 1:24-32; 1 Corinthians 6:9-11; 1 Timothy 1:10).

Article XI of Bylaws 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 quarterly 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 church council for its study and recommendation.

Gift Acceptance Policy (separate from constitution) (any gifts given to Cross of Glory Church)

A. General principles

1. All gifts to the church, whether gifts of money or otherwise, are irrevocable.
2. No gift may be returned to a donor unless authorized by state law. This should not be done without legal advice because of potential state law and tax ramifications.
3. Requests from donors to remain anonymous will be respected.
4. Gifts that are not restricted by the donor are unrestricted and thus available for the congregation's general purposes, with the following exceptions:
 - a. If the donor gives written instructions to benefit an existing special fund/purpose, the gift will be restricted to that fund or purpose, either temporarily or permanently, subject to the further requirements herein;
 - b. If the donor gives written instructions to benefit a new special fund/purpose, these may be accepted based upon approval by the congregation. If accepted, the gift will be restricted according to the donor's intent.
5. Any gift of property other than cash or negotiable securities must be specifically accepted. Prior to making a non-cash donation, donors are requested to discuss their intentions with appropriate representatives of the congregation and/or a WELS Christian giving counselor. Non-cash gifts should be readily marketable or redeemable, unencumbered, free of environmental or other liabilities, and should not require additional funding by the congregation. Examples include but are not limited to the following:
 - a. Real estate may consist of vacant land, residence, rental, farmland, or commercial property.
 - b. Privately held assets may include ownership of a business, income property, collectibles, or other items of value.

B. Gifts of negotiable securities

Negotiable securities include publicly held financial assets such as stocks, bonds, mutual funds, money market accounts, certificates of deposit, and annuities or life insurance that can be readily sold or redeemed. The congregation shall liquidate all gifts of negotiable securities, whether intended for the general operating budget or an existing special fund or purpose, as promptly as reasonably possible. The council shall approve the mechanism for such liquidations. Any transaction fee attributable to the liquidation shall be paid out of the proceeds of the gift. WELS Foundation may be asked to assist in selling the securities.

C. Gifts offered with restrictions

When a gift is offered with specific restrictions on its use, the decision on whether to accept the gift rests with the congregation. If accepted, the gift must be used in accordance with the accepted restrictions and the restrictions must be documented. The financial secretary will keep a log of accepted restricted gifts that includes appropriate gift information, such as donor names, gift descriptions, dates received, how gifts were acknowledged, and specific restrictions on the use of gifts (purpose, terms of liquidation, use in kind, etc).

D. Special exceptions

The voters' assembly shall have the power to grant exceptions to these gift acceptance guidelines on a case-by-case basis provided the specific reasons and condition of the exceptions are documented. However, such exceptions are unusual and highly discouraged.