



UPPER ARLINGTON LUTHERAN CHURCH CONSTITUTION

Approved at a special congregational meeting held September 18, 2011 and ratified at a special congregational meeting held October 30, 2011

In the Name of the Father, and of the Son, and of the Holy Spirit. Amen

PREAMBLE

We, baptized members of the Church of Christ, responding in faith to the call of the Holy Spirit through the Gospel, desiring to unite to preach the Word, be governed by the Holy Scriptures, administer the sacraments, and carry out God's mission, do hereby adopt this Constitution and solemnly pledge ourselves to be governed by its provisions. In the name of the Father and of the Son and of the Holy Spirit.

ARTICLE I—NAME AND INCORPORATION

The name of this congregation is Upper Arlington Lutheran Church. This congregation has been organized as a nonprofit corporation under the laws of the State of Ohio and shall be subject to Ohio laws governing such corporations.

ARTICLE II—CONFESSION OF FAITH

- A. This congregation confesses the Triune God: Father, Son, and Holy Spirit.
- B. This congregation confesses Jesus Christ as Lord and Savior. Jesus Christ is the Word of God incarnate, through Whom everything was made and through whose life, death, and resurrection God fashions a new creation.
- C. This congregation confesses the Gospel as the power of God for the salvation of all who believe. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
- D. This congregation accepts the canonical Scriptures of the Old and New Testaments as the written, inerrant and infallible Word of God and the authoritative and reliable source and norm of its proclamation, faith and life. Inspired by God's Spirit speaking through their authors, the Scriptures record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.
- E. This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation. This congregation accepts the unaltered Augsburg Confession as a true witness to the Gospel.

- F. This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the church.
- G. This congregation confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the church for God's mission in the world.

ARTICLE III—PURPOSE

Upper Arlington Lutheran Church is dedicated to so preach, teach and live the Gospel, that people come to know Jesus Christ and are matured in their relationship with Him.

ARTICLE IV—POWERS

- A. All power in this congregation has its source in the Word of God.
- B. All individuals and groups within this congregation shall submit to the authority of the Word; and the life and activity of this congregation and its organizations shall conform to it.
- C. The powers of this congregation shall be those necessary to fulfill its purpose, as set forth in this Constitution.
- D. The powers of this congregation shall, except as conveyed to Council by this Constitution, be exercised in the congregational meeting, called and conducted in such manner as is provided in this Constitution. Any power of this congregation, other than those that the express provisions of this Constitution require be exercised in a congregational meeting, may be exercised by or under the direction of Council if conveyed to Council by this Constitution or assigned from time to time by action of a congregational meeting. The congregational meeting also may exercise any power assigned to Council by action of a congregational meeting and such action by the congregation shall prevail over conflicting action by Council. Any power assigned to Council from time to time by action of a congregational meeting may be revoked by action of a congregational meeting.
- E. In the fulfillment of its purpose, the congregation is empowered among other things to:
 - 1. call, or terminate the call of, a pastor;
 - 2. approve the annual budget;
 - 3. elect officers, members of Council and members of the Nominating Committee (as provided by this Constitution) to exercise their power and authority under this Constitution and require them to conduct their affairs in accordance with this Constitution and any bylaws of this congregation.

ARTICLE V—CHURCH AFFILIATION

- A. This congregation is a member congregation of the North American Lutheran Church (“NALC”) and Lutheran Congregations in Mission for Christ (“LCMC”) and agrees to financially support and participate in their life and mission. If the congregation ceases to be a member of the NALC or LCMC, then this Article V.A will automatically no longer refer to the organization of which this congregation is no longer a member.
- B. While this congregation is a member of both the NALC and LCMC, this congregation may terminate its relationship with either the NALC or LCMC by the affirmative vote of a majority of the voting members present and voting at a meeting of this congregation as long as the notice of the meeting indicates that this matter will be considered.
- C. If this congregation ceases to be a member of either the NALC or LCMC, whether as a result of terminating its relationship as provided in Article V.B or for any other reason, this congregation may terminate its relationship with the other organization only as provided in this Article V.C. The congregation’s relationship with the other organization may be terminated by the affirmative vote of two thirds of the voting members present and voting

at two special meetings of this congregation called for that purpose. The second special meeting must be at least 45 days after the first meeting. Notice of the second meeting, stating the time, place and purpose, shall be mailed, either electronically or by U.S. postal service, to all voting members at least 30 days in advance of the meeting.

- D. This congregation may become a member congregation of another denominational organization similar to the NALC or LCMC (a “denomination”) only by the affirmative vote of two-thirds of the voting members present and voting at a special meeting of this congregation called for that purpose. Notice of the meeting, stating the time, place and purpose, shall be mailed, either electronically or by U.S. postal service, to all voting members at least 30 days in advance of the meeting.

ARTICLE VI—PROPERTY OWNERSHIP

- A. This congregation shall own its property.
- B. If this congregation ceases to exist, unless otherwise designated by this congregation while it exists by the affirmative vote of a majority of the voting members present and voting at a legally called meeting of this congregation, (1) title to undisposed property shall pass to NALC or any other denomination of which this congregation is a member congregation at the time that it ceases to exist and (2) if this congregation ceases to be a member congregation of the NALC and is a member congregation of two or more denominations, then title to undisposed property shall pass to the denomination that this congregation joined first.
- C. If this congregation is removed from membership in any denomination, title to its property shall continue to reside in this congregation.
- D. If this congregation terminates its relationship with any denomination, title to the property of this congregation shall, in all events, continue to reside with this congregation regardless of whether it becomes independent or relates to another Lutheran or other denomination. This provision shall prevail even if it is in conflict with the provisions of the constitution of a denomination to which this congregation belongs.
- E. No real property shall be purchased unless approved by the affirmative vote of two-thirds of the voting members present and voting at a meeting of this congregation as long as the notice of the meeting indicates that this matter will be considered.
- F. No real property acquired for the purpose of or used for public worship services or other ministries of this congregation, including the real property at 2300 Lytham Road, Upper Arlington, Ohio, at 3500 Mill Run Drive, Columbus, Ohio and at 12 South Terrace Ave., Columbus, Ohio, shall be sold or otherwise disposed of, or encumbered in any manner unless approved by the affirmative vote of two-thirds of the voting members at a meeting of this congregation as long as the notice of the meeting indicates that this matter will be considered.

ARTICLE VII—MEMBERSHIP IN THIS CONGREGATION

- A. Members of this congregation are:
 - 1. those who have received the Sacrament of Holy Baptism in this congregation;
 - 2. those who have been previously baptized in the Name of the Triune God and then received into membership by proper transfer from other Lutheran congregations;
 - 3. those who have been baptized in the name of the Triune God and confirmed in this congregation;
 - 4. those who have been received by transfer as confirmed members from other Lutheran congregations;
 - 5. those who have been received by adult Baptism in this congregation;
 - 6. those who have been received by affirmation of their faith as baptized persons; or

7. children who have been previously baptized in the Name of the Triune God whose parents become Members by affirmation of their faith as baptized persons.
- B. Voting Members of this congregation are those who are Members pursuant to Article VII.A.3., VII.A.4., VII.A.5. or VII.A.6. above, who are active in the life of this congregation and who are at least 16 years of age. In order to be active in the life of this congregation, one must do the following, subject to waiver by Council, in its discretion, in unusual circumstances (such as a medical condition):
 1. partake of Holy Communion at least four times per year;
 2. financially support the work of this congregation;
 3. participate in the worship and life of this congregation by attending at least 12 worship services during the preceding 12 months. If the congregant became a Member of this congregation during the preceding 12 months, then he or she must have attended at least one worship service for each month since becoming a Member.
 - C. A congregant's race, color, national origin, or sex shall have no part in determining whether he or she is a Voting Member.
 - D. Membership in this congregation shall be terminated by any of the following:
 1. death;
 2. resignation;
 3. transfer or release;
 4. exclusion by Council under Article XIV.C.3 of this Constitution; or
 5. removal by Council if they are not active in the life of the congregation.

ARTICLE VIII—OFFICERS OF THIS CONGREGATION

- A. This congregation shall have five officers: a Council Chair, Council Vice Chair, President, Secretary and Treasurer.
- B. Duties of the Officers.
 1. The Council Chair shall preside at meetings of Council and this congregation and shall have the additional powers and duties assigned by Council.
 2. The Council Vice Chair shall perform the duties of the Council Chair in the absence of the Council Chair or in the event of his or her inability or refusal to act, and when so acting shall have all the powers and be subject to all the restrictions of the Council Chair. The Council Vice Chair shall have the additional powers and duties assigned by Council.
 3. The Senior Pastor of this congregation shall serve as President of the corporation and shall perform, subject to Council, such duties as may be required by law.
 4. The Secretary shall be responsible for keeping minutes of all proceedings of this congregation and Council; maintaining the archives of this congregation, which include all records except those maintained by the Treasurer or Senior Pastor; performing duties as may be required by law; performing other duties assigned by Council or the Senior Pastor; and upon expiration of his or her term of office, delivering the archives of

this congregation to his or her successor or the Senior Pastor.

5. The Treasurer shall be responsible for receiving and safely keeping all money, checks, securities and other similar property belonging to this congregation and shall do with and disburse the same as directed by this congregation or Council; shall keep accurate account of the finances of this congregation, prepare the congregation's annual financial statements, and allow the accounts to be inspected by Council; shall perform other duties assigned by Council or the Senior Pastor; and upon expiration of his or her term of office, shall deliver the property of this congregation to his or her successor or the Senior Pastor.
- C. If the office of Council Chair becomes vacant, the Council Vice Chair shall automatically become Council Chair.
 - D. The Council Vice Chair shall be elected by this congregation at its April meeting for a term of twelve months, beginning July 1st of that year. After fulfilling this term, the Council Vice Chair shall automatically become Council Chair for a term of twelve months. If the office of Council Vice Chair becomes vacant, the Nominating Committee shall recommend a nominee and Council shall call a special meeting of this congregation to elect a Council Vice Chair to complete the term.
 - E. The Council Chair or Council Vice Chair may be removed with or without cause by the affirmative vote of a majority of the voting members present and voting at a special meeting of this congregation called for that purpose.
 - F. The Secretary and Treasurer of this congregation shall be appointed by, and serve at the pleasure of, Council.
 - G. Council may appoint additional officers to serve at its pleasure with the duties, powers and restrictions it may prescribe.

ARTICLE IX—COUNCIL

- A. This congregation conveys to Council, to be exercised by or under the direction of Council, the power to conduct, manage and control the ministries and affairs of this congregation, including all matters related to legal, corporate, financial, personnel, operations, and sale and purchase of property, other than those matters that the express provisions of this Constitution require be exercised in a congregational meeting.
- B. Council shall be composed of thirteen members: the Council Chair, the Council Vice Chair, the immediate past Council Chair, nine members at-large from the congregation, and the Senior Pastor.
- C. Each year at its April meeting the congregation shall elect three members at-large to serve on Council for a term of three years, beginning July 1st of that year. The terms of three of the members at-large will expire each year. Any of the members at-large or the immediate past Council Chair may be removed, with or without cause by the affirmative vote of a majority of the voting members present and voting at a special meeting of this congregation called for that purpose.
- D. Council shall direct the resources of the congregation toward the purpose of the congregation while acknowledging the headship of Jesus Christ, striving to function in unity, and being spiritual leaders and servants to the members. Among other things, Council shall:
 1. be in prayer to discern the Lord's will and vision for this congregation;
 2. provide spiritual leadership in guiding the witness, worship, ministries and affairs of this congregation;
 3. establish and articulate the broad policies and mission objectives for this congregation;
 4. oversee the legal and corporate affairs of this congregation and its property;
 5. establish policies and procedures related to, and oversee, the ministries and affairs of this congregation, including financial, personnel and property;

6. prepare an annual budget and submit it for approval at the Congregational Budget Meeting, as hereinafter defined;
7. ensure that the congregation's annual financial statements are audited by an independent accounting firm; and
8. appoint, subject to ratification by the congregation, a Call Committee for the calling of new or additional pastors.

E. Council Meetings and Minutes

Council shall meet in regular session at least 11 months per year at a time and place as determined by Council. Special meetings of Council may be called by the Council Chair, the Senior Pastor or three members of Council. Notice of any special meeting must be given to each member of Council at least 48 hours before the meeting. Except for executive sessions, all meetings of Council are open to every member of this congregation. Executive sessions attended only by Council members may be held to discuss sensitive issues, but Council may take action only in open session. Notice of Council meetings will normally be published in a weekly newsletter or equivalent publication and on the website of this congregation and/or its equivalent at least one week prior to scheduled Council meetings. Minutes of Council meetings will be available to members of this congregation in the church office.

F. Quorum

A quorum for any regular or special meeting of Council shall be one-half of the membership of Council.

G. Absences

A member of Council who is absent from 2 consecutive regular meetings shall be consulted by the Council Chair; if the member is absent from 3 consecutive regular meetings without valid excuse, Council may declare the office vacant.

H. Vacancies

After consulting with the Nominating Committee, the Council may fill any vacancy among the members at-large of Council by appointing a replacement to serve through June 30th following the next April congregational meeting. At the April congregational meeting, a member at-large shall be elected by the congregation to fill the balance of the vacated term, beginning July 1st.

ARTICLE X—COMMITTEES, TASK FORCES, AND OTHER POSITIONS

- A. The Executive Committee of the Council shall consist of the Council Chair, the Council Vice Chair, the immediate past Council Chair, the Senior Pastor and such other members of Council as Council may select. The Executive Committee shall approve compensation of pastors and the Treasurer, shall consult with the Senior Pastor on sensitive staff matters, and shall have the additional powers and duties assigned by Council. The Executive Committee shall meet in regular session not less than once every second month at a time and place as determined by Council Chair. Special meetings of the Executive Committee may be called by any member of the Executive Committee. Notice of any special meeting must be given to each member of the Committee at least 48 hours before the meeting.
- B. In order to facilitate the ministry of this congregation, Council may form other committees, task forces, or other groups as needed. Council may designate positions and appoint people to serve on the committees, task forces or groups and to fill those positions. All groups formed and persons appointed by Council shall serve at its pleasure with the duties, powers and restrictions it may prescribe.
- C. In order to fulfill the duties set forth in Article XII. B. of this Constitution, the Senior Pastor may also form and delegate authority to committees, task forces or individuals which then serve at the pleasure of the Senior Pastor.

ARTICLE XI—NOMINATING COMMITTEE AND NOMINATIONS

A. This congregation shall have a Nominating Committee, composed of seven members, as follows:

1. Four at-large members shall be elected from this congregation as described in Article XI.B. below.
2. The immediate past Council Chair shall be the Chair of the Nominating Committee. The Council Vice Chair and Senior Pastor shall also serve on the committee.
3. Members of the Nominating Committee may not stand for election to any elected office during their term on the Nominating Committee.
4. Members of the Nominating Committee serve as specified in Article XI.B below beginning July 1st, except that a Nominating Committee still seeking a candidate for a vacant position may continue until it has submitted a nominee.

B. The Nominating Committee shall be in prayer to discern the Lord's will and shall:

1. Prepare a slate of candidates for the following:
 - a. Council Vice Chair,
 - b. Three at-large members of Council plus a replacement to fill any vacancy in the at-large membership of Council, and
 - c. Beginning with the April 2013 congregational meeting, two at-large members of the Nominating Committee for a two-year term (at the April 2012 congregational meeting, two at-large members for a one-year term and two at-large members for a two-year term).
 - d. The Nominating Committee shall not be allowed to nominate as at-large members of Council people who have served a full three-year term on Council, until an absence of at least three years.
2. Publish the slate of candidates in either a weekly newsletter or a bulletin distributed at worship services and on the website of this congregation at least four weeks prior to the election.
3. Publish the biographies of all candidates for elected offices.
4. Advise Council and the Senior Pastor on filling vacancies among the officers of the congregation, members of Council or positions on other committees, task forces and groups as requested.

C. Candidates submitted by the Nominating Committee shall be voting members of this congregation who have demonstrated involvement in the life of the congregation and its worship. (Acts 6:3; Galatians 5:22, 23; 1 Timothy 3:2-10).

D. Other Nominations

In addition to candidates submitted by the Nominating Committee, nominations of persons meeting the requirements of C. above may be made by any voting member, with the approval of the nominee, at least 15 days prior to the April Congregational meeting, by communication to the Chair of the Nominating Committee in writing. In such cases, the Nominating Committee will publish the biography and name of the nominee as soon as possible.

ARTICLE XII—PASTORS AND STAFF

A. Authority to call a pastor shall be in this congregation by the affirmative ballot vote of two-thirds of the voting members present and voting at a meeting duly called for that purpose. Prior to recommending a pastor for call by this congregation, the Call Committee shall determine that the pastor has demonstrated a commitment to

Jesus Christ as Lord and Savior, satisfies the principles in the Bible for pastoral leadership (i.e., 1 Timothy 3:2-10, Titus 1:6-9), holds and advocates doctrines consistent with Holy Scripture and the Confession of Faith in Article II above, has completed a master of divinity or theology from a recognized theological seminary or has equivalent ministry experience, and has appropriate training in Lutheran theology.

- B. The Senior Pastor is responsible for the preaching and teaching of the Word, the administration of the Sacraments, and the proclamation and propagation of the Christian Faith, and oversees the maintenance of accurate parochial records for this congregation. The Senior Pastor, subject to Council, has general supervisory responsibility for the activities of this congregation plus such additional duties as Council may assign. Each other pastor has the duties and responsibilities assigned by the Senior Pastor. The Senior Pastor has the responsibility to hire staff (other than pastors and the Treasurer) and to assign their duties and responsibilities. The Senior Pastor may terminate staff (other than pastors and the Treasurer) with or without cause. The Senior Pastor will assign pastoral, administrative and financial duties and responsibilities to the pastors and staff to facilitate the ministries of this congregation.
- C. The Senior Pastor may be removed, with or without cause, by the affirmative vote of two-thirds of the voting members present and voting at a special meeting of this congregation called for that purpose. This meeting may be called by Council or 250 voting members of this congregation. At least 30 days notice of the meeting must be mailed, either electronically or by U.S. postal service, to the voting members of this congregation. Any pastor (other than the Senior Pastor) may be suspended by Council in the event of alleged misconduct and removed for any reason by the affirmative vote of two-thirds of the voting members present and voting at a special meeting of this congregation called for that purpose. The Senior Pastor may be suspended by the Council for misconduct or alleged misconduct, but may not be suspended for longer than 60 days without a special meeting of this congregation being called for the purpose of removing the Senior Pastor.
- D. Council may appoint and terminate an interim Senior Pastor and other interim pastors.

ARTICLE XIII— MEETINGS OF THIS CONGREGATION

- A. There shall be two regular meetings of this congregation annually. One meeting shall be held in the first month of the congregation's fiscal year for adoption of an annual budget (the "Congregational Budget Meeting") and at which a report on the ministries and finances of this congregation shall be presented. One meeting shall be held in April for the election of the Council Vice Chair, the members at-large of Council, and the members at-large of the Nominating Committee. The date for each congregational meeting shall be set by Council. Notice of the time, place and purpose of each meeting shall be (1) posted on the website of this congregation (if it has a website), (2) published in materials generally distributed at regular worship services of this congregation at least 30 days prior to the meeting, and (3) read at regular worship services on two consecutive Sundays immediately preceding the day of the meeting. The business of these regular meetings shall not be limited to the stated purpose of the meeting.
- B. Council shall prepare an annual budget and submit it to the congregation in a timely manner before the Congregational Budget Meeting, according to a procedure outlined in the Bylaws of this congregation.
- C. In addition to the regular meetings described in Article XIII. A., a special meeting of this congregation may be called by any of the following:
 - 1. This congregation by petition stating the purpose of the meeting and signed by not fewer than 50 voting members of this congregation;
 - 2. Council;
 - 3. The Council Chair; or
 - 4. The Senior Pastor.

Notice of any special meeting shall be given not less than 25 days or more than 60 days before the date of the

meeting. This notice, stating the time, place and purpose of the meeting, shall be (1) posted on the website of this congregation (if it has a website), (2) published in materials generally distributed at regular worship services of this congregation at least 25 days prior to the meeting and (3) read at regular worship services on two consecutive Sundays immediately preceding the day of the meeting. If no services are held, written notice must be mailed, either electronically or by U.S. postal service, to all voting members of this congregation. Only business incidental to the purpose of a special meeting may be transacted.

- D. The voting members present shall constitute a quorum at any regular or special meeting of the congregation. By majority vote, a meeting may recess to reconvene at a specified time and place, but shall not recess to reconvene upon call. All congregational meetings shall be held in Franklin County, Ohio in facilities adequate to accommodate the members. Voting by proxy or by absentee ballot shall not be permitted, except that Council may adopt procedures to allow absentee ballots at special congregational meetings. All actions by the congregation shall be by the affirmative vote of the majority of the voting members voting on the matter, except as otherwise provided in this Constitution. Council also may adopt procedures for participation in, and voting at, a congregational meeting through the use of communications equipment. Except as set forth in this Constitution, the current edition of Robert's Rules of Order, Newly Revised, shall govern parliamentary procedure for all meetings of the congregation.

ARTICLE XIV—DISCIPLINE

- A. A member who advocates doctrine which is contrary to Holy Scripture and the Confession of Faith or who is guilty of conduct that is grossly unbecoming a member of the Body of Christ shall be subject to discipline by this congregation. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:15-17, and proceeding through three successive steps in this sequence:
1. private admonition by the Senior Pastor or the Senior Pastor's designee;
 2. admonition by the Senior Pastor or the Senior Pastor's designee in the presence of two or three witnesses; and
 3. notice to appear before Council.
- B. Written notice, specifying the exact charge that has been made against them, shall be mailed by the Senior Pastor to any member charged with an offense at least 10 days prior to the first meeting of Council at which it may act on the matter. The member charged with an offense has the right to appear and be heard at this meeting.
- C. Should the allegations against a member be sustained by unanimous vote of all the members of Council present and voting, Council shall impose one of the following disciplinary actions:
1. censure before Council or this congregation;
 2. suspension from membership for a defined period of time; or
 3. exclusion from membership in this congregation.
- Notice of disciplinary actions (2) or (3) shall be delivered to the member in writing.
- D. Discipline shall be administered by Council on behalf of this congregation, with the right of appeal to a congregational meeting.
- E. Disciplinary actions may be reconsidered and revoked by Council upon receipt of:
1. evidence that injustice has been done to the member; or
 2. evidence of repentance and amendment.

ARTICLE XV—BYLAWS

This congregation may adopt bylaws from time to time. No bylaw may conflict with this Constitution. Bylaws may be adopted or amended by the affirmative vote of two-thirds of the voting members present and voting at a special meeting of this congregation called for that purpose, or at any regular congregational meeting provided that the text of the proposed or amended bylaw is posted on the website of this congregation (if it has a website) and mailed, either electronically or by U.S. postal service, to the congregation not less than 30 days before the regular congregational meeting.

ARTICLE XVI—AMENDMENTS TO THIS CONSTITUTION

Any amendment to this Constitution must be approved by the affirmative vote of a majority of the voting members present and voting at a special meeting of this congregation called for that purpose and ratified without any change by the affirmative vote of two-thirds of the voting members present and voting at a second special meeting of this congregation called for that purpose held not fewer than 10 days after the first meeting. The proposed amendments to this Constitution shall be posted on the website of this congregation (if it has a website) and mailed, either electronically or by U.S. postal service, to the voting members of this congregation not less than 30 days before the first meeting of this congregation at which it is to be considered.

BYLAWS

PART I—COMMUNION PARTICIPATION

- A. Participation in Holy Communion shall be open to members who have been confirmed, children age 10 and above who have been instructed and admitted by the Senior Pastor or his designee, and individual members of other congregations who accept the Lutheran teaching with regard to Holy Communion set forth in B. below.
- B. Holy Communion requires sincere repentance, faith in Jesus Christ as Savior, and an earnest desire to amend one's sinful life, as well as acceptance of the Scriptural teaching of the real presence of Christ with His body and blood in the Sacrament. Registration forms or oral announcements shall be used to make prospective participants aware of these requirements.

PART II—FELLOWSHIP AND USE OF FACILITIES

- A. All people are invited to share in the worship, instruction, pastoral care and fellowship of this congregation. This congregation will fellowship with organizations which confess faith in the Triune God and in Jesus Christ as the eternal Son of God incarnate and our only Savior from sin, and which thus teach salvation by faith.
- B. This congregation rejects fellowship with organizations, which are avowedly religious or which practice forms of religion, but which do not confess faith in the Triune God and Jesus Christ as the eternal Son of God incarnate and our only Savior from sin, and thus teach salvation by works. Ceremonies of such organizations shall not be permitted in the buildings or on the premises of the congregation except with the specific authorization and oversight of the Senior Pastor.

PART III—ANNUAL BUDGET PROCEDURE

Council shall submit the proposed budget to this congregation at least 3 weeks prior to the Congregational Budget Meeting. All proposed amendments to the proposed budget shall be submitted to the Council Chair in writing at

least 10 days prior to the Congregational Budget Meeting. After the budget has been approved by this congregation, Council shall submit to this congregation for approval any material change to the budget, except that Council may redirect funds among budget categories as may be required by shortfall of receipts, fiscal responsibility and special needs and may authorize disbursement of monies remaining in the general fund at the end of any year up to 10% of that year's budget.