

**CONSTITUTION  
OF  
THE EVANGELICAL LUTHERAN CHURCH OF THE EPIPHANY**

Winston-Salem, North Carolina

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**CONSTITUTION  
OF  
EVANGELICAL LUTHERAN CHURCH OF THE EPIPHANY**

Winston-Salem, North Carolina

**\*PREAMBLE**

We, baptized members of the Church of Christ, responding in faith to the call of the Holy Spirit through the Gospel, desiring to unite together to preach the Word, administer the sacraments, and carry out God's mission, do hereby adopt this Constitution and solemnly pledge ourselves to be governed by its provisions. In the name of the Father, and of the Son and of the Holy Spirit. In this Constitution, "Church" with a capital letter is used in references to the one, holy, catholic, and apostolic Church. In references to the Evangelical Lutheran Church in America (sometimes referred to as the "ELCA"), the words "church" and "this church" \*in lower case letters are employed.

Chapter 1.

**NAME AND INCORPORATION**

Section 1.01. The name of this congregation shall be **EVANGELICAL LUTHERAN CHURCH OF THE EPIPHANY**.

Section 1.02. For the purpose of this Constitution and the accompanying Bylaws, the congregation of **EVANGELICAL LUTHERAN CHURCH OF THE EPIPHANY** is hereinafter designated as "this Congregation."

Section 1.03. This Congregation shall be incorporated under the laws of the State of North Carolina.

Chapter 2.

**CONFESSION OF FAITH**

\*Section 2.01. This Congregation confesses the Triune God, Father, Son and Holy Spirit.

\*Section 2.02. This Congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.

- a. 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
- b. 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.

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\*Required provision

- c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

\*Section 2.03. This Congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith and life.

\*Section 2.04. This Congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this Congregation.

\*Section 2.05. This Congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.

\*Section 2.06. 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.

\*Section 2.07. 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.

### Chapter 3. **NATURE OF THE CHURCH**

\*Section 3.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this Congregation are to be carried out under Christ's rule and authority.

\*Section 3.02. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be 'in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

Chapter 4.  
**STATEMENT OF PURPOSE**

\*Section 4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming and sanctifying activity in the world.

\*Section 4.02. To participate in God's mission, this Congregation as a part of the Church shall:

- a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise thanksgiving, witness and service.
- b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
- c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer and Sanctifier of all.
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and Justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together 'in the love of Christ and by joining with other Christians 'in prayer and action to express and preserve the unity which the Spirit gives.

\*Section 4.03. To fulfill these purposes, this Congregation shall:

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
- b. Provide pastoral care and assist all members to participate in this ministry.
- c. Challenge, equip and support all members in carrying out their calling in their daily lives and in their congregation.
- d. Teach the Word of God.
- e. Witness to the reconciling Word of God in Christ, reaching out to all people.

- f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- g. Motivate its members to provide financial support for the Congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with others, the synod and the churchwide organization of the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with churchwide policy.

\*Section 4.04. This Congregation shall develop an organizational structure to be described in the Bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force or other organizational groups and shall review their actions.

\*Section 4.05. This Congregation shall from time to time, adopt a mission statement which will provide specific direction for its programs.

## Chapter 5. **POWERS OF THE CONGREGATION**

\*Section 5.01. The powers of this Congregation are those necessary to fulfill its purpose.

\*Section 5.02. The powers of this Congregation are vested 'in the Congregation Meeting called and conducted as provided in this Constitution and the Bylaws.

\*Section 5.03. Only such authority as is delegated to the Congregation Council or other organizational units in this Congregation's governing documents is recognized. All remaining authority is retained by the Congregation. The Congregation is authorized to:

- a. call a pastor as provided in Chapter 9;
- b. terminate the call of a pastor as provided 'in Chapter 9;
- c. appoint or terminate the appointment of associates in ministry in conformity with the applicable policy of the Evangelical Lutheran Church in America;
- d. approve the annual budget;
- e. acquire real and personal property by gift, devise, purchase or other lawful means;
- f. hold title to and use its property for any and all activities consistent with its purpose;
- g. sell, mortgage, lease, transfer or otherwise dispose of its property by any lawful means;

- h. elect its officers, Congregation Council, boards and committees, and require them to carry out their duties in accordance with the Constitution, Bylaws and continuing resolutions; and
- i. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

\*Section 5.04 This congregation shall choose from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by the North Carolina Synod of the Evangelical Lutheran Church in America.

## Chapter 6. **CHURCH AFFILIATION**

\*Section 6.01. This Congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the North Carolina Synod of the Evangelical Lutheran Church in America. This Congregation is subject to the discipline of the Evangelical Lutheran Church 'in America.

\*Section 6.02. This Congregation accepts the Confession of Faith and agrees to the Purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.

\*Section 6.03. This Congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:

- a. This Congregation agrees to be responsible for its life as a Christian community.
- b. This Congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
- c. This Congregation agrees to call pastoral leadership from the clergy roster of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the Synod.
- d. This Congregation agrees to consider associates in ministry for appointment to other staff positions in the Congregation according to the procedures of the Evangelical Lutheran Church in America.
- e. This Congregation agrees to file this Constitution and any subsequent changes to this Constitution with the Synod for review to ascertain that all of its provisions are in agreement with the Constitution and Bylaws of the Evangelical Lutheran Church in America and with the Constitution of the Synod.

\*Section 6.04. Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:

- a. This Congregation takes action to dissolve.
- b. This Congregation ceases to exist.
- c. This Congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
- d. This Congregation follows the procedures outlined in Section 6.05.

\*Section 6.05. This Congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the desire of this Congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of this Congregation by a two-thirds majority of the voting members present.
- b. The secretary of this Congregation shall submit a copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of this Congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the Synod shall consult with this Congregation during a period of at least 90 days.
- d. If this Congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majority of the voting members present, at which meeting the bishop of the Synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least 10 days 'in advance of the meeting.
- e. A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop, at which time the relationship between this Congregation and the Evangelical Lutheran Church in America shall be terminated.
- f. Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.
- g. If this Congregation was a member of the Lutheran Church in America it shall be required, in addition to the foregoing provisions in this Section 6.05, to receive synodical approval before terminating its membership in the Evangelical Lutheran Church in America.
- h. Congregations that are established by the Evangelical Lutheran Church \*in America shall be required, in addition to the foregoing provisions \*in this Section 6.05, to receive synodical approval before terminating their membership 'in this church. .1

\*Section 6.06. If this Congregation considers relocation, it shall confer with the bishop of the Synod in which it is territorially located before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

Chapter 7.  
**PROPERTY OWNERSHIP**

\*Section 7.01. If this Congregation ceases to exist, title to undisposed property shall pass to the North Carolina Synod of the Evangelical Lutheran Church in America.

\*Section 7.02. If this Congregation is removed from membership in the Evangelical Lutheran Church 'in America according to its procedure for discipline, title to property shall continue to reside in this Congregation.

\*Section 7.03. If a two-thirds majority of the voting members of this Congregation present at a duly called and conducted special meeting of this Congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this Congregation. Before this Congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the North Carolina Synod.

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Section 7.04. If a two-thirds majority of the voting members of this Congregation present at a duly called and conducted special meeting of this Congregation vote to become independent or relate to a non-Lutheran church body, title to property of this Congregation shall continue to reside in this Congregation only with the consent of the Synod Council. The Synod Council, after consultation with this Congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this Congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church \*in America.

Chapter 8.  
**MEMBERSHIP**

\*Section 8.01. Members of this Congregation shall be its pastor or pastors and those baptized persons on the roll of this Congregation at the time that this Constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this Constitution and its Bylaws.

\*Section 8.02. Members shall be classified as follows:

- a. Baptized members are those persons who have been received by the Sacrament of Holy Baptism in this Congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
- b. Confirmed members are baptized persons who have been confirmed in this Congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
- c. Voting members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation.
- d. Associate members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this Congregation or persons who wish to retain a relationship with this congregation while being members of other congregations. Associate members shall have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Congregation Council of this Congregation.

\*Section 8.03. All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.

\*Section 8.04. It shall be the privilege and duty of members of this Congregation to:

- a. make regular use of the means of grace, both Word and sacraments;
- b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
- c. support the work of this Congregation, the Synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities and financial support as biblical stewards.

\*Section 8.05. Membership in this Congregation shall be terminated by any of the following:

- a. death;
- b. resignation;
- c. transfer or release;
- d. disciplinary action by the Congregation Council; or

- e. removal from the roll due to inactivity as defined in the Bylaws. Such persons who have been removed from the roll of members shall remain persons for whom the church has a continuing pastoral concern.

Chapter 9.  
**THE PASTOR(S)**

\*Section 9.01. Authority to call a pastor shall be in this Congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting regularly called for that purpose. Before a call is issued, the officers or a committee elected by this Congregation to recommend the call, shall seek the advice and help of the bishop of the Synod.

\*Section 9.02 . Only a member of the clergy roster of the Evangelical Lutheran Church in America or who has been recommended for it by the synodical bishop may be called as a pastor of this Congregation.

\*Section 9.03.

- a. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every ordained minister shall:
  - 1) preach the Word;
  - 2) administer the sacraments;
  - 3) conduct public worship;
  - 4) provide pastoral care; and
  - 5) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
- b. Each ordained minister with a congregational call shall, within the Congregation:
  - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
  - 2) supervise all schools and organizations of this Congregation;
  - 3) install regularly elected members of the Congregation Council; and
  - 4) with the Congregation Council, administer discipline.
- c. Every pastor of this Congregation shall:
  - 1) seek out and encourage qualified persons to prepare for the ministry of the Gospel and strive to extend the Kingdom of God in the community, in the nation and abroad;

- 2) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and
- 3) endeavor to increase the support given by the Congregation to work of the ELCA churchwide organization and of the North Carolina Synod of the ELCA.

\*Section 9.04. The specific duties of each pastor, compensation, and other matters pertaining to the service of each pastor shall be included in a letter of call, which shall be attested by the bishop of the Synod.

\*Section 9.05.

- a. The call of this Congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which, except in the case of the death of the pastor, shall be terminated only following consultation with the synodical bishop and for the following reasons:
  - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
  - 2) resignation of the pastor;
  - 3) inability to conduct the pastoral office effectively in the Congregation in view of local conditions, without reflection on the competence or the moral and spiritual character of the pastor;
  - 4) the physical or mental incapacity of the pastor;
  - 5) disqualification of the pastor through discipline on grounds of doctrine, morality or continued neglect of duty; or
  - 6) the dissolution of the Congregation.
- b. In the case of alleged physical or mental incapacity of any pastor or ineffective conduct of the pastoral office, it shall be the responsibility of the bishop of the Synod, when such difficulties are personally known or have been brought to the Synod's attention by an official recital of allegations by the Congregation Council, or by a petition signed by at least one-third of the voting members of the Congregation, to investigate such conditions personally in company with a committee of two ordained ministers and one layperson.
- c. In case of alleged physical or mental incapacity, competent medical testimony shall be obtained. When such disability is evident, the bishop of the Synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the bishop of the Synod shall take steps to enable the pastor to resume the ministry, either in the Congregation last served or in another field of labor.

- d. In the case of alleged local difficulties which imperil the effective functioning of the Congregation, all concerned persons shall be heard, after which the bishop of the Synod together with the committee described in subsection 9.05.b shall decide on the course of action to be recommended to the pastor and the Congregation. If they agree to carry out such recommendations, no further action shall be taken by the Synod. If either party fails to assent, the Congregation may dismiss the pastor at a regularly called meeting after consultation with the bishop, either (a) by a two-thirds majority vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- e. The foregoing procedure shall never be invoked when questions of doctrine, morality or continued neglect of duty are involved, all such cases being treated as disciplinary matters.
- f. If, in the course of the proceedings, it should become apparent that the pastoral office cannot be conducted effectively in the Congregation being served by the ordained minister due to local conditions, the bishop of the Synod may temporarily suspend the pastor from service in the Congregation without prejudice and with pay provided through a joint churchwide/Synod fund and with housing provided by the Congregation.

\*Section 9.06. At a time of pastoral vacancy, an interim pastor may be appointed by the bishop of the Synod with the consent of this Congregation or the Congregation Council.

\*Section 9.07. During the period of service, an interim pastor shall have the rights and duties in the Congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the Synod and this Congregation or Congregation Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence 'in the selection of a pastor.

\*Section 9.08. This Congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this Congregation.

\*Section 9.09. When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified 'in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council and the bishop of the Synod. As occasion requires, the documents may be revised through a similar consultation.

Section 9.10. With the approval of the bishop of the Synod, the Congregation may depart from subsection 9.05.a. and call a pastor for a specific term of years. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the Congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of subsection 9.05.a.

\*Section 9.11. The pastor shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed or members excluded from the Congregation, and shall submit a summary of such statistics annually to the Synod. Each pastor shall be a member of the Congregation that has extended the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

\*Section 9.12. Each pastor shall submit a report of his or her ministry to the bishop of the Synod at least ninety (90) days prior to each regular meeting of the Synod Assembly.

\*Section 9:13. **Ecumenical pastoral ministry.** Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, an ordained minister of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily under contract as pastor of this congregation.

## Chapter 10. **CONGREGATION MEETINGS**

Section 10.01. The annual meeting of this Congregation shall be held at such times as specified in the Bylaws.

Section 10.02. A special Congregational meeting may be called by the pastor, the Congregation Council or the president of this Congregation, and shall be called at the written request of ten percent (10%) of the voting members of the Congregation. The call for each special Congregation meeting shall specify the purpose for which it is to be held and no other business shall be transacted.

Section 10.03. Notice of all meetings of this Congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail to all voting members at least 10 days in advance of the date of the meeting. The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.

Section 10.04. Ten percent (10%) of the voting members of the Congregation shall constitute a quorum.

Section 10.05. Voting by proxy or by absentee ballot shall not be permitted.

Section 10.06. All actions by the Congregation shall be by majority vote except as otherwise provided in this Constitution.

Section 10.07. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this Congregation.

Chapter 11.  
**OFFICERS**

Section 11.01. The officers of this Congregation shall be a president, vice-president, secretary and treasurer.

- a. Duties of the officers shall be specified in the Bylaws.
- b. The officers shall be voting members of the Congregation.
- c. Officers of this Congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council; provided, however, that the Treasurer may, but need not, be an elected member of the Congregation Council.

Section 11.02. The Congregation Council shall elect its officers and they shall be the officers of the Congregation. The officers shall be elected by written ballot and shall serve for one (1) year or until their successors are elected. Their terms shall begin at the close of the Congregation Council meeting at which they are elected.

Section 11.03. No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two (2) consecutive terms in the same office.

Chapter 12.  
**CONGREGATION COUNCIL**

Section 12.01. The voting membership of the Congregation Council shall consist of the pastor(s) and not more than fifteen (15) members nor fewer than twelve (12) of the Congregation (\*including the officers of the Congregation). Any voting member of the Congregation may be elected, subject only to the limitation on the length of continuous service permitted \*in that office. A member's place on the Congregation Council may be declared vacant if the member (i) ceases to be a voting member of this Congregation; (ii) is absent from two (2) successive regular meetings of the Congregation Council without cause; or (iii) submits a resignation which is subsequently accepted by the Congregation Council.

Section 12.02. The members of the Congregation Council except the pastor(s) shall be elected by written ballot to serve for a term of three (3) years or until their successors are elected. Such members shall be eligible to serve no more than one (1) full term without a one year's absence from the Council.

Section 12.03. Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting. Individuals who have served less than one-half of a regular term shall be eligible for nomination and possible election to a full term.

Section 12.04. The Congregation Council shall have general oversight of the life and activities of this Congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a. To lead this Congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- b. To seek to involve all members of this Congregation in worship, learning, witness, service and support.
- c. To oversee and provide for the administration of this Congregation to enable it to fulfill its functions and perform its mission.
- d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment or employment.
- e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- g. To arrange for pastoral service during the sickness or absence of the pastor(s).
- h. To emphasize partnership with the Synod and churchwide units of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the Synod and the Evangelical Lutheran Church in America.
- i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.

Section 12.05. The Congregation Council shall be responsible for the financial and property matters of this Congregation:

- a. The Congregation Council shall be the board of directors of this Congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of North Carolina, except as otherwise provided herein.
- b. The Congregation Council shall not have the authority to buy, sell or encumber real property unless specifically authorized to do so by a meeting of the Congregation.
- c. The Congregation Council may enter into contracts of up to \$10,000.00 for items not included in the budget.

- d. The Congregation Council shall prepare an annual budget for adoption by this Congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations more than \$10,000.00 in excess of the anticipated receipts only after approval by a Congregation meeting.
- e. The Congregation Council shall ascertain that the financial affairs of this Congregation are being conducted efficiently, giving particular attention to the prompt payment of an obligations and to the regular forwarding of benevolence monies to the synodical treasurer.
- f. The Congregation Council shall be responsible for this Congregation's investments and its total insurance program.

Section 12.06. The Congregation Council shall see that the provisions of this Constitution, its Bylaws and the continuing resolutions of the Congregation are carried out.

Section 12.07. The Congregation Council shall provide for an annual review of the membership roster.

Section 12.08. The Congregation Council shall be responsible for the appointment and supervision of the salaried lay workers of this Congregation.

Section 12.09. The Congregation Council shall submit a comprehensive report to this Congregation annually.

Section 12.10. The Congregation Council shall normally meet once a month. Special meetings may be called by any pastor or the president, and shall be called at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

Section 12.11. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor or interim pastor, except when such person requests or consents to be absent and has given prior approval to an agenda of routine matters which shall be the only business of the meeting.

### Chapter 13. **CONGREGATION COMMITTEES**

Section 13.01. Committees of this Congregation shall be established and constituted in accordance with the Bylaws.

Chapter 14.  
**ORGANIZATIONS WITHIN THE CONGREGATION**

Section 14.01. All organizations within this Congregation shall exist to aid it in ministering to the members of this Congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this Congregation's life, the organizations are subject to its oversight and direction. This Congregation at its meeting shall determine their policies, guide their activities and receive reports concerning their membership, work and finances.

Section 14.02. Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council and specified in a continuing resolution.

Chapter 15.  
**DISCIPLINE OF MEMBERS**

\*Section 15.01. Denial of the Christian faith as described in this Constitution, conduct grossly unbecoming a member of the Church of Christ or persistent trouble-making in this Congregation are sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:15-17, proceeding through these successive steps: (i) private admonition by the pastor; (ii) admonition by the pastor in the presence of two or three witnesses; and (iii) citation to appear before the Congregation Council.

\*Section 15.02. The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. A member charged with the offense shall appear before the Congregation Council after having received a written notice, at least ten days prior to the meeting, specifying the exact charges that have been made against the member. If the member charged with the offense fails to appear at the scheduled hearing, the Congregation Council may proceed with the hearing and may pass judgment in the member's absence.

\*Section 15.03. Should the allegations be sustained by a two-thirds majority vote of the members of the Congregation Council and renewed admonition prove ineffectual, the Congregation Council shall impose one of the following disciplinary actions:

- a. censure before the Congregation Council or Congregation;
- b. suspension from membership for a definite period of time; or
- c. exclusion from membership in this Congregation.

Any disciplinary action issued pursuant to subsection b. or c. shall be delivered to the member in writing.

\*Section 15.04. The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.

\*Section 15.05. Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of (1) evidence that injustice has been done or (ii) evidence of repentance and amendment.

\*Section 15.06 For disciplinary actions in this congregation, "due process" shall be observed as specified in 20.41.03. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

\*Section 15.07 No member of a congregation shall be subject to discipline for offenses that the Congregation Council has previously heard and decided, unless so ordered by the Synod Council after an appeal.

\*Section 15.10 **Adjudication**

\*Section 15. 11 When there is disagreement among factions within this congregation on a substantive issue that cannot be resolved by the parties, members of this congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter 16.  
**BYLAWS**

\*Section 16.01. This Congregation may adopt Bylaws. No Bylaw may conflict with this Constitution.

\*Section 16.02. Bylaws may be adopted or amended at any duly called meeting of this Congregation with a quorum present by a majority vote of those voting members present and voting.

\*Section 16.03. Changes to the Bylaws may be proposed by any voting member of the Congregation; provided, however, that such additions or amendments shall be submitted in writing to the Congregation Council at least sixty (60) days before a regular or special Congregation meeting called for that purpose; and, provided further, that the Congregation Council shall notify the members of the proposal with its recommendations at least thirty (30) days in advance of the Congregation meeting.

\*Section 16.04. Approved changes to the Bylaws shall be sent by the secretary of this Congregation to the Synod.

Chapter 17.  
**AMENDMENTS**

\*Section 17.01. Amendments to this Constitution may be proposed by at least five (5) voting members or by the Congregation Council. Proposals must be filed 'in writing with the Congregation Council sixty (60) days before formal consideration by this Congregation at its regular or special meeting called for that purpose. The Congregation Council shall notify the members of the proposal with their recommendations at least thirty (30) days in advance of the meeting.

\*Section 17.02. A proposed amendment to this Constitution shall:

- a. be approved at a properly called meeting according to this Constitution by a majority vote of those present and voting;
- b. be ratified without change at the next annual meeting by a two-thirds majority vote of those present and voting; and
- c. have the effective date included in the resolution and noted in the Constitution.

\*Section 17.03. Any amendments to this Constitution shall be sent by the secretary of this Congregation to the Synod. The amendment shall become effective within one hundred twenty (120) days from the date of the receipt of the notice by the Synod, unless the Synod informs this Congregation that the amendment is in conflict with the constitution and bylaws of the Evangelical Lutheran Church in America, or the constitution of the North Carolina Synod.

\*Section 17.04. Whenever the Constitution of the Evangelical Lutheran Church of the Epiphany is amended by the Churchwide Assembly, this constitution may be amended to reflect any such amendment by a simple majority vote at any subsequent meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail notice to the congregation of such an amendment or amendments at least 30 days prior to the meeting. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod, consistent with \*C17.03.

Chapter 18.  
**CONTINUING RESOLUTIONS**

\*Section 18.01. The Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.

\*Section 18.02. Continuing resolutions shall be enacted or amended by a two-thirds vote of all voting members of the Congregation Council.

Chapter 19.  
**INDEMNIFICATION**

\*Section 19.01. Consistent with the provisions of the laws under which this congregation is incorporated, this congregation may adopt provisions providing indemnification for each person who, by reason of the fact that such person is or was a congregation council member, officer, employee, agent or other member of any committee of this congregation, was or is threatened to be made a party to any threatened, pending or completed civil, criminal, administrative, arbitration or investigative proceeding.

**SECRETARY'S CERTIFICATE**

I, Joy Lester, the duly elected Secretary of the Congregation Council of EVANGELICAL LUTHERAN CHURCH OF THE EPIPHANY, hereby certify that the foregoing Constitution was duly adopted and approved by resolution of the Congregation Council on April 16, 2002 and was submitted by the undersigned to the North Carolina Synod for its review and approval on January 12, 2003, in accordance with Section 17.03 of the Constitution.

In accordance with the resolution of the Congregation Council, this Constitution shall be effective January 12, 2003.

WITNESS MY HAND this 18th day of May, 2005.

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Joy Lester  
Secretary of the Congregation Council