

**Constitution Immanuel Lutheran Church of Wentzville
Wentzville, Missouri**

Approved January 24, 2022

PREAMBLE

It is the command of our Lord Jesus Christ that His disciples should preach the Gospel to the whole world (Mark 16:16, Matthew 28:18-20, Acts 1:8). That Christ's command might be carried out according to His will as laid out in Scripture, He has established the Church. In doing so, He has commanded that Christians unite in worship, study His Word, assist others in growing in that Word, witness to all people, encourage one another in prayer, practice fellowship with one another, serve the needs of all people in Christian love, and administer the Office of the Keys.

Since the Word of God requires that a Christian congregation shall conform to His Word in doctrine and practice and that all things be done decently and in order, we the stewards of Immanuel Lutheran Church of Wentzville (ILCW), accept and subscribe to the following Constitution, in accordance with which all spiritual and material affairs of our congregation shall be governed.

STATEMENT OF BELIEF

In addition, ILCW is part of The Lutheran Church — Missouri Synod (LCMS) which is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith “built on the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Ephesians 2:20 ESV). With the universal Christian Church, The Lutheran Church – Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world's redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God.

Therefore, we believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, this congregation accepts without reservation the writings contained in the Book of Concord (The Confessions of the Evangelical Lutheran Church) and agrees to conform all our teaching and practice to the Scriptures and the Confessions.

Additional statements of belief shall be approved by the voters and posted publicly and in the Policy Manual while no practice or policy may be in conflict with the Statement of Belief.

THE PURPOSE

- A. In response to the love of Jesus Christ and His great commission to us, our purpose is:

“Uniting Families in Christ to reach new generations for Christ”

To make this possible the stewards of Immanuel Lutheran Church of Wentzville will do whatever it takes to be

1. With God — Spend time in worship
2. With Others — Spend time in the study of God’s Word
3. For the World — Sharing Jesus by serving others

- B. Therefore, we are committed to biblical preaching and teaching that is faithful to the Word of God¹ and relevant for living in today’s world.

1. Matthew 10:7

As you go, preach this message: “The kingdom of heaven is near.”

2. Mark 16:15

He said to them, “Go into all the world and preach the good news to all creation.”

3. Acts 5:20

“Go, stand in the temple courts,” he said, “and tell the people the full message of this new life.”

4. Ephesians 4:2-5

Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit — just as you were called to one hope when you were called — one Lord, one faith, one baptism;

- C. Ongoing Bible study in large and small groups.

1. Colossians 2:6-7

So then, just as you received Christ Jesus as Lord, continue to live in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness.

2. II Timothy 2:2

And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.

3. Hebrews 6:1

Therefore let us leave the elementary teachings about Christ and go on to maturity, not laying again the foundation of repentance from acts that lead to death, and of faith in God,

4. I Peter 2:2

Like newborn babies, crave pure spiritual milk, so that by it you may grow up in your salvation,

D. Gathering for fellowship in small groups for purposes such as encouragement, spiritual growth, and recreation.

1. Romans 16:5

Greet also the church that meets at their house. Greet my dear friend Epenetus, who was the first convert to Christ in the province of Asia.

2. Acts 20:20

You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house.

3. Acts 16:33

At that hour of the night the jailer took them and washed their wounds; then immediately he and all his family were baptized.

4. II Chronicles 28:15

The men designated by name took the prisoners, and from the plunder they clothed all who were naked. They provided them with clothes and sandals, food and drink, and healing balm. All those who were weak they put on donkeys. So they took them back to their fellow countrymen at Jericho, the city of Palms, and returned to Samaria.

5. Galatians 6:2

Carry each other's burdens, and in this way you will fulfill the law of Christ.

E. Every steward using their gifts to the best of their ability for serving the world and growing the Kingdom of God.

1. Romans 12:6

We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith.

2. Ephesians 4:11-13 and 16

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ ... From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

3. Acts 1:8

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

4. Philemon 6

I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ.

5. Acts 2:47

... praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

I. ARTICLE I

The name of this congregation is Immanuel Lutheran Church of Wentzville, located in St. Charles County, Missouri.

II. ARTICLE II CONFSSIONAL STANDARDS

This congregation acknowledges and accepts all the canonical books of the Old and the New Testament as the revealed Word of God, verbally inspired, and acknowledges and accepts all the confessional writings of the Evangelical Lutheran Church contained in the Book of Concord of the year 1580 to be the true and genuine exposition of the doctrines of the Bible.

- A. These confessional writings are:
 - 1. The Three Ecumenical Creeds: Apostles', Nicene, and Athanasian
 - 2. The Unaltered Augsburg Confession
 - 3. The Apology of the Augsburg Confession
 - 4. The Smalcald Articles
 - 5. Luther's Large and Small Catechisms
 - 6. The Formula of Concord
- B. On the basis of Holy Scripture, all Christian Doctrine shall be given, all congregational activities regulated, and all controversies, doctrinal or otherwise, which may arise within the congregation shall be resolved.

III. ARTICLE III SYNODICAL AFFILIATION

This congregation shall be a member of the Lutheran Church — Missouri Synod as long as the LCMS conforms to the congregation's confessional standard. Nonconformance shall be agreed upon by a two-thirds majority vote of the voters assembly at a meeting called for that purpose. Endeavoring "to keep the unity of the Spirit through the bond of peace" (Ephesians 4:1-3), this congregation shall join with fellow Christians in other congregations in promoting the unity of faith, providing for the proper training of pastors and teachers, and conducting mission work beyond our parochial limits.

In accord with these principles, it shall:

- A. Send the required delegates to the conferences and conventions of the LCMS; and,
- B. Be the duty of the congregation and its individual stewards to support the work of the LCMS, since they thereby support their own Christ-appointed work.

IV. ARTICLE IV STEWARDSHIP

- A. Baptized Stewards

Baptized stewards in this church shall consist of all who have been baptized in the name of the Father, Son and Holy Spirit, and who have been placed under the spiritual care of the church through the baptism itself, or by transfer from another LCMS congregation or by joining the congregation from another Christian church.

B. Communicant Stewards

Communicant stewards in this church shall consist of all persons who trust Jesus Christ as their personal Savior and who have met the qualifications for stewardship.

C. Qualifications for Communicant Stewardship

1. Christian baptism;
2. A personal faith in Jesus Christ for salvation;
3. Completion of a junior or adult confirmation class, transfer from another LCMS congregation or a personal profession of faith;
4. Agreement with the church's confessional standards as clarified in Article II.

D. Application for Communicant Stewardship

1. Applicants for communicant stewardship shall notify the church office of their intention to join the congregation.
2. Transfers: Those with an active membership at another LCMS congregation shall inform that congregation of their desire for a transfer.
3. Reaffirmation: Those whose membership at an LCMS congregation has lapse shall attend an Adult Instruction Class before making reaffirmation of their faith.
4. Confirmation: Those who are new to the Lutheran Church shall take an Adult Instruction Class before public confirmation.

E. Privileges and Responsibilities of Communicant Stewards

Communicant stewards of this church accept the privilege of church membership and submit themselves to its leadership and discipline. Communicant stewards are expected to live a life which is in agreement

with the Holy Scriptures (leading a Christian life, in accordance with the fruit of the Spirit, and not manifesting works of the flesh...Galatians 5:19-23), and — within the context of a vital relationship with Jesus Christ — agree to be growing through Word and Sacrament in living out the following discipleship goals for stewards of the church as they are able and enabled by the Holy Spirit:

1. Acceptance of Jesus Christ as Savior and Lord;
2. Bible study attendance;
3. Consistent church attendance and participation in Holy Communion;
4. Daily prayer and devotional life;
5. Evangelistic attitude and action;
6. Faithful use of personal spiritual gifts and treasures; and
7. Godly love expressed through Christian fellowship.
8. Communicant stewards of the church may not belong to any secret, oath bound organizations that are in conflict with the Word of God (Romans 16:17, I Corinthians 5:11-13, I Corinthians 10:19-20, I John 5:21, I Thessalonians 1:9, Acts 14:15, Numbers 25:1-6, Exodus 20:3-5a).

F. Voting Steward

Every communicant steward who is 18 years of age or older and has attended at least one of the three previous congregational voters meetings shall have the right to vote.

G. Termination of Stewardship

Stewards shall be removed from the church's stewardship roll for one of the following reasons only:

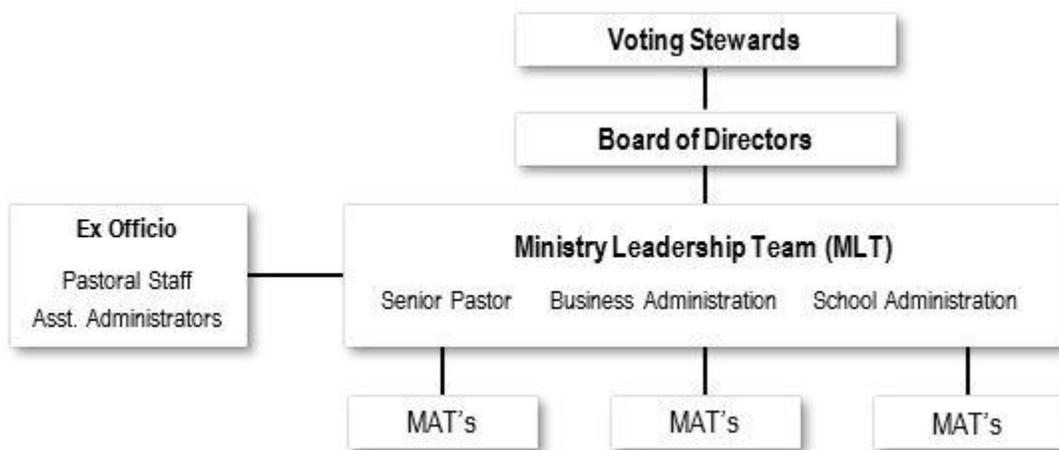
1. Death;
2. Personal request of the steward for transfer of membership to another church;
3. Personal request of the steward for release from stewardship;
4. "Whereabouts Unknown" (given reasonable effort) for a period of one year or longer;

5. Excommunication and self-exclusion:
 - a) An erring steward shall be admonished in accordance with the various steps prescribed in Matthew 18:15-17, whenever that procedure is possible;
 - b) Fruitless admonition of a manifest and impenitent sinner shall result in excommunication from the congregation by the Board of Directors (BOD);
 - c) A steward who refuses to submit to church discipline has thereby excommunicated himself/herself;
 - d) A person whose communicant stewardship has been terminated has forfeited all rights of a steward of this congregation and all claims upon the property of the congregations as such, or upon any part thereof, so long as he/she is not reinstated into stewardship.

H. Absolution and Resolution

After sincere repentance, an excommunicated person shall receive absolution and be reinstated into stewardship upon the recommendation of the senior pastor and subsequent approval of the BOD.

V. ARTICLE V ORGANIZATION



A. Voting Stewards

Every communicant steward who is 18 years of age or older and has attended at least one of the three previous congregational voters meetings shall have the right to vote on the following matters:

1. The official call or removal of a called worker. Removal of a called worker may occur for one of the following reasons:
 - a) teaching of false doctrine;
 - b) a scandalous life;
 - c) dereliction of official duties;
 - d) insubordination; or
 - e) protracted inability to perform his/her duties.
2. The acquisition or disposal of real property (land, fixed improvements, and construction of fixed properties);
3. The disposal of personal or unfixed property of the church for which the original cost exceeded \$60,000;
4. All long-term borrowing of monies (borrowing of monies with more than a three-year amortization); and the short-term borrowing of monies (borrowing of monies with a maximum three-year amortization) when the total principal of all outstanding short-term borrowing exceeds \$50,000;
5. The adoption of the annual church budget;
6. The election of members for the Board of Directors
7. The removal of a BOD member for one of the following reasons:
 - a) teaching of false doctrine;
 - b) a scandalous life;
 - c) dereliction of official duties;
 - d) noncompliance;
 - e) a protracted inability to perform their duties; or
 - f) violating the trust of the congregation.
8. The congregation shall have the right to call a special voters meeting as defined in Article V, B, 2 for:
 - a) The merger or dissolution of the church;
 - b) The amending of the Constitution of the church;

- c) The appeal of any policy in the Policy Manual;
- d) Yearly review to consider and act upon a long-range ministry plan as recommended by the BOD.

B. Congregational Voters Meetings

1. Regular Voters Meetings – Three meetings per calendar year shall be held in January (Town Hall Meeting), May (Adoption of Budget/Election of BOD), and September (Ministry Update).
2. Special Voters Meetings – The BOD, the senior pastor or any 25 voting stewards, by petition to the chair, may call a special meeting of the voters, providing that BOD ensures proper notification has been given to announce this special meeting.
 - a) Proper notification for any voters meeting shall consist of a verbal and written announcement in congregational worship services on at least two consecutive Sundays immediately before the meeting date. Notification must include agenda items to be voted on by the congregation.
 - b) Quorum Requirements – Whenever a meeting has been properly called, the number of the voting stewards present shall constitute a quorum with a minimum of 25. All decisions shall be by majority vote with the exception of:
 - (1) the amending of the Constitution;
 - (2) removal of a BOD member;
 - (3) the removal of a called worker;
 - (4) and merger or dissolution of the church, which shall be by two-thirds majority vote of stewards present.
 - c) Minutes shall be kept of all regular and special meetings of the church.
 - d) Policies adopted at previous BOD meetings shall be communicated to the congregational stewards.
 - e) Absentee ballots – will be available at the discretion of the BOD and upon request through the church office for eligible voters; exceptions to the eligibility requirements will be considered for special circumstances, i.e., such as those who are shut-ins or hospitalized.

C. Board of Directors

1. The BOD refers to members who have a responsibility to God, each other, the ministerial and support staff, the stewards, and the community. The BOD recognizes that it has obligations to the congregation as a whole and not to individuals or special interest groups. They shall endeavor to follow the Scriptures regarding applicable qualifications.

The number of members of the Board of Directors shall not exceed nine (9) or be less than five (5). The members of the board shall be elected on a rotation basis with approximately one-third of the BOD being elected each year.

2. Qualifications

- a) Be a member in good standing of the congregation;
- b) Be regular and faithful in both worship and participation in Bible study, such that they are known and respected for their example;
- c) Relate to other individuals as Christians with integrity, honesty, and straightforwardness;
- d) Attend and actively participate in BOD meetings, special briefings, and policy decision-making.

3. Responsibilities

- a) The leading responsibility of the BOD is to represent the stewards of the congregation. This is mainly done by identifying the congregational vision through continued open communication with the stewards. The BOD solicits input annually on the appropriateness of the congregational vision.
- b) The BOD shall be responsible for Policy Manual development:
 - (1) The BOD policies are to be active and dynamic. They are meant to be changed and refined regularly, based on the intent of each section, the Christian values of the BOD, and the changing context within which the congregation functions;
 - (2) The Policy Manual must be in harmony with the Constitution of Immanuel Lutheran Church of Wentzville, Missouri;
 - (3) The BOD shall publish all changes to the Policy Manual for congregational review.

c) Fiscal Responsibility

The BOD's fiscal responsibility shall be discharged by:

- (1) Establishing policies limiting MLT financial authority, budget development, and control of assets;
- (2) Monitoring the fiscal soundness of the congregation.

d) Communication with the Stewards

- (1) Conduct three regular voters meetings per year during the following months: January, May, and September, with the January meeting serving as a town-hall meeting. Consistently and regularly inform the stewards of the degree of success in meeting the congregational vision;
- (2) The BOD will encourage dialogue with stewards in regard to potential additional ministries in at least one of its meetings per year. The stewards' dialogue will center on these central questions:
 - a. Whom are we serving?
 - b. Are there others we should be serving?
 - c. What resources are needed to effectively fund these potential areas of ministry?
 - d. Are these potential ministries positively affect our mission and vision?

e) Board of Directors Meetings

- (1) Only members of the BOD, its officers and presenters shall be seated at the BOD table.
- (2) Each member of the BOD shall have a vote. However, the chair will vote only to break a tie vote. The MLT shall not have a vote.
- (3) Stewards are welcome to attend all meetings. The BOD reserves the right to close portions of the session for matters of a confidential nature.
- (4) Stewards may not engage members of the BOD during the meeting unless authorized by the chair.

- (5) Stewards can request access to present and/or make inquiries of the BOD, provided that such notice is given to the chair at least 24 hours in advance. Consent shall not be unreasonably withheld.

4. Actions requiring specific BOD approval:

- a) Selection of the financial reviewer or auditor;
- b) Receipt and review of financial reviews or audits;
- c) Appointment of Legal Counsel;
- d) Sale of Stocks;
- e) Election of the Board of Directors.

5. Nominating Committee

- a) Nominating Committee, consisting of the vice-chair; three BOD members; at least two other stewards appointed by the BOD; and a pastoral staff member designated by the senior pastor, shall be chartered each year at the regular meeting in January. The MLT or their designee shall serve as ex officio members of this committee.
- b) The Nominating Committee shall solicit and receive the names of prospective candidates from the BOD or any steward of the congregation.
- c) The Nominating Committee shall develop a recommended slate of qualified candidates to fill the upcoming vacancies.
- d) The Nominating Committee will present the slate to the congregation four weeks prior to its regular meeting in May.

Following the publication of the Nominating Committee's list, any communicant member of the congregation may submit to the Committee additional names for inclusion on the list, and such names shall be placed in nomination along with the candidates already chosen provided:

- (1) That such names shall be submitted at least two weeks before the date of the May meeting of the voters assembly; and

- (2) That the Nominating Committee, through consultation with the pastor(s), shall have investigated the status of the proposed candidates and found them spiritually eligible for office and willing to serve.

D. Election

1. Election of the BOD members shall take place each year at the regular meeting of the congregation in May.
2. The congregation shall only elect BOD members who have been deemed qualified by the Nominating Committee and included on the slate of nominees.
3. Procedures for appointment of officers are as follows: Each year after the BOD is elected and the board members are confirmed to be in service to the congregation, the BOD will elect a chair, vice-chair, and a secretary from the existing BOD as of July 1st. In the event the previous chair will not be a board member as of the end of June, the outgoing chair will appoint an interim chair to serve until the appointment of officers is completed.

E. Terms of Service

1. With the exception of treasurer, a term of service for a BOD member shall be no more than three years beginning July 1st following the May elections.
2. Approximately one-third of the BOD shall be elected each year to assure continuity of service and experience on the BOD.
3. BOD members shall be limited to two consecutive terms with a minimum break of one year until they are eligible for nomination again.

F. Vacancies

1. Membership vacancies that occur on the BOD shall be filled by appointment of the BOD. However, only individuals deemed qualified by the Nominating Committee may be appointed to fill a vacancy.
2. Appointment to fill a vacancy on the BOD shall always be to complete the remainder of the term and in no case shall such an appointment work in contradiction to the election of approximately one-third of the BOD each year.

3. Every effort shall be made to fill vacancies within three months of their occurrence. However, if there is less than one year of service left in the term, the position may remain vacant until it is filled through the election process.

G. Organization

1. Executive Committee

The chair, vice-chair, secretary, and treasurer of the BOD shall constitute the Executive Committee of the BOD. The MLT shall be non-voting members of the Executive Committee. The Executive Committee is responsible for acting on behalf of the BOD in all matters delegated to it by specific action.

2. Officers

Officers of the BOD shall be a chair, vice-chair, treasurer, and secretary.

3. Chair

The chair shall:

- a) Be 18 years of age or older;
- b) Serve on and oversee the work of the Executive Committee of the BOD;
- c) Establish the agenda and preside at meetings of the BOD and voters meetings.

4. Vice-Chair

The vice-chair shall:

- a) Be 18 years of age or older;
- b) Serve on the Executive Committee of the BOD;
- c) Preside at meetings of the BOD and congregational assemblies when the chair is absent or when requested to do so by the chair of the BOD;
- d) Serve as chair of the Nominating Committee.

5. Secretary

The secretary shall:

- a) Maintain the minutes of all meetings of the BOD;
- b) Serve on the Executive Committee of the BOD;
- c) Conduct official correspondence of the BOD;
- d) Regularly report to congregation by summarizing events of BOD meetings;
- e) Publish all changes to the Policy Manual for steward awareness.

6. Treasurer

The treasurer shall:

- a) Serve on the Executive Committee of the BOD;
- b) Work in conjunction with the business manager to assure sound fiscal practices and accountability;
- c) Oversee any external audits or financial reviews;
- d) Oversee sound cash handling practices;
- e) The treasurer will serve as one of the BOD members but will be elected separately from the rest of the BOD to a three-year term and shall not be limited to the number of terms he/she may serve. The purpose of this is to allow consistency in the financial matters of the congregation.

H. Limitations of the BOD

While the BOD has wide ranging responsibility and authority to give direction to the ministry of the congregation, it shall not:

- 1. Engage in actions or privileges specifically granted to the voting stewards in Article V, Section A;
- 2. Deviate substantially (more than 5%) from the congregation approved budget;
- 3. Undertake capital expenditures of any amount greater than 5% of the previous year's unrestricted revenue.

I. Ministry Leadership Team (MLT)

1. The MLT will consist of the senior pastor, school administrator, and the business administrator, as well as with the consent of the BOD, any future functional positions that may become necessary for the continuity, growth, and successfulness of our ministry and Ministry Leadership Team.
 - a) Associate pastors and assistant administrators will serve as ex officio members of the MLT. In the event that any of the MLT cannot fulfill their duties due to such issues as prolonged illness, the BOD will appoint interim member(s) to serve on the MLT.
 - b) The authority of the MLT shall begin where the explicit pronouncements of the BOD end. Except as required by governing policies or law, decisions of the MLT do not need approval by the BOD.
 - c) It is the responsibility of the MLT to implement policy as established by the BOD.

2. Senior Pastor

Upon being installed the pastor is authorized and obligated to:

- a) While the Office of the Keys and the public ministry are given to the local congregation by Christ and His Holy Word (see John 20:22-23), the management of the public office of ministry and the spiritual leadership of the church, under the leadership of the Holy Spirit, shall be vested in and delegated to the senior pastor.

His authority is derived from the order established in the Scriptures, which gives the title of “elder” or “overseer” to the “pastor/shepherd” of the church who receives financial support from the church for the exercise of this ministry functions (see I Timothy 5:17-18; Titus 1:5-9; I Peter 5:1-2; Acts 20:17, 28). All members of the ministry staff/team shall perform their ministry under the spiritual supervision and authority of the senior pastor. The ministry staff/team shall include both ordained clergy and men and women who have been commissioned by the church as a minister of the Gospel. The duties of the ordained clergy shall include, but not be limited to:

- (1) The preaching and teaching of God’s Word;
- (2) Administration of the sacraments;

- (3) Visitation of the sick;
- (4) Performing marriages and funerals;
- (5) The pastor(s) shall have the authority and responsibility for supervising all worship services so that they are at all times in harmony with the doctrine and practice of the Lutheran Church — Missouri Synod.

3. School Administrator

- a) Shall represent the school whenever representation of the school as a whole is necessary and endeavor to promote, and to work for the efficiency of, the entire school.
- b) Shall lead all colleagues in zeal for, and devotion to, the school and its improvement as a Christian institution and an as educational agency.
- c) Shall administer the school in such a way as to reflect standards of the State of Missouri and the Lutheran Church - Missouri Synod.
- d) Shall supervise the school staff, the school office, and the children.
- e) Shall supervise curriculum and instruction in the school, have charge of enrollment, attendance, decorum, safety, records, hygiene, sanitation, and school facilities.
- f) Shall endeavor to continue professional growth.

4. Business Administrator

- a) Oversee the financial operations of the church and school;
- b) Manage the facilities;
- c) Coordinate the administration of human resources and benefits.

5. MLT limitations are implemented through policy as developed by the Board of Directors. When representing the congregation, the MLT and staff shall not act in a manner that is unethical, imprudent, illegal, or inconsistent with the Holy Scriptures, the Lutheran Confessions, the Articles of Incorporation, the Constitution, or the Policy Manual.

J. Ministry Action Teams (MAT)

A Ministry Action Team is a group of stewards doing ministry work. Ministry Action Teams are meant to be active and dynamic. They will change regularly to meet the changing ministry needs of the congregation and community.

VI. ARTICLE VI THE OFFICES OF PASTOR AND TEACHER

- A. The pastoral office of this congregation, as well as that of a called school administrator or teacher, shall be conferred upon such ministers, teachers, and candidates who adhere to the confessional standards set forth in Article II of this Constitution and are well qualified in their field.
1. This may include a LCMS rostered school administrator, teacher, musician, Director of Christian Education, and any future functional positions that may become necessary for the continuity, growth and successfulness of our ministry and Ministry Leadership Team.
 2. Pastors and teachers in the call extended to and accepted by them, shall be pledged to this confessional standard.
- B. Procedure for calling a Pastor or Commissioned Minister
1. Establishing a Call Committee
 - a) The BOD in consultation with the MLT will establish a Call Committee to oversee the selection of eligible candidates. The Call Committee will be chaired by the Vice-Chair of the BOD and include a diverse cross-section of stewards in good standing.
 - b) The Call Committee may employ various methods to narrow down the field of candidates, which have been approved by the LCMS District President, to be presented at a voters meeting. Such forms may include questionnaires, phone interviews, and onsite visits. Once an individual or slate of candidates has been selected by the Call Committee, the voters shall elect one of the proposed candidates by a simple majority vote.
 2. For the position of Teacher: The School Administrator shall lead a hiring group which includes other school personnel that solicits, reviews, and selects the successful candidate according to processes the group deems appropriate. If that candidate is eligible to be called (at time of selection or subsequently) to the position

and desires a call, the name is submitted for a simple majority approval by the voters who hold the right to extend calls.

3. The Call Committee will solicit candidate names from the congregation as well as from the District President. The candidate list will be submitted to the Missouri District to gather additional input and to enable evaluation and approval.

C. Pastoral Oversight Team

1. Should the BOD or the voters determine that there is issue requiring the public accountability for the functioning of the pastoral office, the BOD shall consult with the District President and Circuit Visitor in an effort to seek resolution. In the absence of timely resolution and in ongoing consultation (District President and Circuit Visitor), the BOD may create a Pastoral Oversight Team.
2. The Pastoral Oversight team is an ad hoc team of men assembled with singular focus on the identified issue only for the duration required to manage the issue.

Formation of the Pastoral Oversight Team shall be done by placing the names of willing men on the BOD and men serving as worship service leaders into a pool and three names withdrawn that shall comprise the team. The team will self-select a chair and will provide monthly reports to the BOD and subsequently to a voters assembly in a manner deemed appropriate by the BOD as it receives ongoing consultation.

VII. ARTICLE VII PROPERTY

- A. If at any time a division should take place, the property of the congregation and all benefits connected there with shall remain with those stewards who continue to adhere in confession and practice to Article II.
- B. In the event the congregation should dissolve, the property and all rights connected therewith shall be transferred to an LCMS ministry or institution as determined by a majority vote.

VIII. ARTICLE VIII

AMENDMENTS

Amendments to this Constitution may be adopted at a regular congregational voters meeting provided:

- A. That they do not conflict with the provisions laid down in Article II or with any other article that pertains to scriptural doctrine and practice;
- B. That they have been submitted to the president of the district and been reviewed and approved by the district's constitution committee;
- C. That the proposed amendment has been submitted in writing and presented to the congregation at a previous congregational voters meeting;
- D. The affirmative vote of a two-thirds (2/3) majority of the voting stewardship present at the congregational voters meeting shall be required for the adoption of an amendment.

Notes:

¹ All Scripture references are taken from the NIV translation, unless otherwise noted.