

**AMENDED AND
RESTATED
CONSTITUTION
BYLAWS AND
CONTINUING
RESOLUTIONS
OF
TRINITY LUTHERAN CHURCH
STILLWATER, MINNESOTA**

This document incorporates provisions mandated by the Evangelical Lutheran Church in America in 2025 and sets forth other provisions ratified by the congregation at its annual meeting on November 16, 2025.

As a guide to navigating this document, note the following:

Constitutional provisions are represented by two sets of numbers (e.g. C1.01) and are in this font. Constitutional provisions that are preceded by * (e.g. *C.2.01) are mandated by the Evangelical Lutheran Church in America and cannot be amended by this congregation.

Bylaws are represented by three sets of numbers (e.g. C13.06.01) and are in this font.

Continuing Resolutions are represented by three sets of numbers, except that the third set is preceded by a capital letter (e.g. C13.07.A01) and are in italics.

***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.

Chapter 1.

NAME AND INCORPORATION

- C1.01.** The name of this congregation shall be Trinity Lutheran Church of Stillwater Minnesota (Trinity Lutheran Church).
- C1.02.** For the purpose of this constitution and the accompanying bylaws (and continuing resolutions), the congregation of Trinity Lutheran Church is hereinafter designated as "this congregation."
- C1.03.** This congregation shall be incorporated under the laws of the State of Minnesota.

Chapter 2.

CONFESSION OF FAITH

- *C2.01** This congregation confesses the Triune God: Father, Son, and Holy Spirit.
- *C2.02.** 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.
- 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.

- *C2.03.** 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.
- *C2.04.** This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.
- *C2.05.** 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.
- *C2.06.** 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.
- *C2.07.** This congregation confesses the Gospel, recorded in the Holy Scripture 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

- *C3.01.** All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.
- *C3.02.** This church confesses the one holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- *C3.03.** 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.
- *C3.04.** This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.
- *C3.05.** The name Evangelical Lutheran Church in America (ELCA or "this church") as used herein refers in general references to this whole church, including its three

expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

Chapter 4.

STATEMENT OF PURPOSE

- *C4.01.** 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.
- *C4.02.** 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, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed 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.
- *C4.03.** 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 expressions of the Evangelical Lutheran Church in America.
 - h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
 - i. Foster and participate in ecumenical relationships consistent with churchwide

- policy.
- *C4.04.** 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 group and shall review their actions. Such descriptions shall be contained in continuing resolutions in the section on Congregation Committees.
 - C4.04.01.** The lead pastor shall create ministry teams of pastoral, staff, and lay members to fulfill the Statement of Purpose, as defined in Chapter 4 of the Constitution and the mission and vision of the Congregation. It is the intent of these bylaws that ministry teams shall be fluid in nature and composition, reflecting the needs of established or new ministry efforts. Ministry teams do not constitute committees of the Congregation, and are without authority to legally bind the Congregation.
 - *C4.05.** This congregation shall adopt and periodically review a mission statement which will provide specific direction for its programs.
 - *C4.06.** References herein to the nature of the relationship between the three expressions of this church – congregations, synods, and the churchwide organization – as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 5.

POWERS OF THE CONGREGATION

- *C5.01.** The powers of this congregation are those necessary to fulfill its purpose.
- *C5.02.** The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.
- *C5.03.** 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. call a Minister of Word and Service;
 - d. terminate the call of a Minister of Word and Service in conformity with the constitution of the Evangelical Lutheran Church in America;
 - e. adopt amendments to the constitution, as provided in Chapter 16, amendments to the bylaws, as specified in Chapter 17, and continuing resolutions, as provided in Chapter 18;
 - f. approve the annual budget;
 - g. acquire real and personal property by gift, devise, purchase, or other lawful means;
 - h. hold title to and use its property for any and all activities consistent with its purpose;
 - i. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful

means;

j. elect its Congregation Council, and require the members of the council to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and

k. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

***C5.04.** This congregation or the Congregation Council shall choose from among the voting members of the congregation 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 and other qualifications shall be as prescribed in guidelines established by the Saint Paul Area Synod of the Evangelical Lutheran Church in America.

C5.05. This congregation shall have a mission endowment fund that will operate as specified in this congregation's bylaws. The purpose of the mission endowment fund is to provide for mission work beyond the operational budget of this congregation.

Chapter 6.

CHURCH AFFILIATION

***C6.01.** This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor and of the Saint Paul Area Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.

***C6.02.** 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.

***C6.03.** 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 roster of Ministers of Word and Sacrament 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. These special circumstances are limited either to calling a candidate approved for the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.
- d. This congregation agrees to consider Ministers of Word and Sacrament for call 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.

***C6.04.** Affiliation with the Evangelical Lutheran Church in America is 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 or in accordance with provision 9.23 of the constitution and bylaws of the Evangelical Lutheran Church in America.
- d. The Saint Paul Area Synod takes charge and control of the property of this congregation to hold, manage, and convey the same on behalf of the synod pursuant to †S13.24 of the synod constitution. This congregation shall have the right to appeal the decision to the next Synod Assembly.
- e. This congregation follows the procedures outlined in *C6.05.

***C6.05.** This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless the bishop and/or the bishop's designees are voting members of this congregation, they shall have voice but not vote at the first meeting.
- b. Within 10 days after the resolution has been voted upon at the first meeting, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to voting members of this congregation.
- c. If the resolution was adopted by a two-thirds vote of the voting members present at the first meeting, the bishop of the synod and this congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the bishop of the attestation and certification as specified in paragraph b. above.
- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless the bishop and/or the bishop's designees are voting members of this congregation, they shall have voice but not vote at the second meeting.
- e. Within 10 days after the resolution has been voted upon, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the second special meeting was legally called and conducted and certifying the outcome

of the vote, and shall send copies of the resolution and certification to the voting members of the congregation. If the resolution was adopted by a two-thirds vote of the voting members present at the second meeting, the relationship between the congregation and this church shall be terminated subject to Synod Council approval as required by paragraphs f. and g. below.

- f. Unless this notification to the bishop also certifies that this congregation has voted to affiliate with another Lutheran denomination, this congregation shall be deemed an independent or non-Lutheran church, in which case *C7.04. shall apply.
- g. This congregation shall abide by these covenants by and among the three expressions of this church:
 - 1) Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in *C6.05. shall be required to receive Synod Council approval before terminating their membership in this church.
 - 2) Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to receive synod approval before terminating their membership in this church.
 - 3) Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.
- h. If this congregation fails to achieve the required two-thirds vote of voting members present at this congregation's first meeting as specified in paragraph a. above or fails to achieve the required two-thirds vote of voting members present at this congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of *C6.05. and may begin no sooner than six months after the meeting at which the two-thirds vote was not achieved.

***C6.06.** If this congregation considers relocation, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is taken.

***C6.07.** If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

Chapter 7.

PROPERTY OWNERSHIP

***C7.01.** If this congregation ceases to exist, title to undisposed property shall pass to the Saint Paul Area Synod of the Evangelical Lutheran Church in America.

***C7.02.** If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline or pursuant to 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America, title to property shall continue to reside in this congregation.

- *C7.03. If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to relate to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in *C6.05. has been followed. Before this congregation takes action to relate to another Lutheran church body, it shall consult with representatives of the Saint Paul Area Synod.
- *C7.04. If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for termination of relationship in *C6.05., 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 process established by the synod, 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.
- C7.05. Notwithstanding the provisions of *C7.02. and *C7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, this congregation accepts such restrictions and:
 - a. Shall not transfer, encumber, mortgage, or in any way burden or impair any right, title, or interest in the property without prior approval of the Synod Council.
 - b. Shall upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the Saint Paul Area Synod reconvey and transfer all right, title, and interest in the property to the synod.

Chapter 8.

MEMBERSHIP

- *C8.01. Members of this congregation shall be 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.
- *C8.02. 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. Members of this

congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws. They shall not have voted as a seasonal member of another congregation of this church in the previous two calendar months.

- 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. These individuals have all the privileges and duties of membership except voting rights or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
- e. **Seasonal** members are voting members of other congregations of this church who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this

congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:

- 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of this congregation;
- 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
- 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with this church;
- 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
- 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
- 6) they shall not, within any two-calendar-month period, exercise voting rights in this congregation and in the congregation where they remain voting members.

***C8.03.** All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.

***C8.04.** 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.

***C8.05.** Membership in this congregation shall be terminated by any of the following:

- a. death;
- b. resignation;
- c. transfer or release;
- d. disciplinary action in accordance with Chapter 20 of the Constitution and bylaws of the Evangelical Lutheran Church of America; or
- e. removal from the roll due to inactivity in accordance with the provisions of this constitution and its 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.

ROSTERED MINISTER

- *C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers or a committee elected by the Congregation Council to recommend the call shall seek the advice and help of the bishop of the synod.
- *C9.02.** This congregation may call as a pastor only:
- a.** a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America; or
 - b.** a candidate for the roster of Ministers of Word and Sacrament who has been recommended for the congregation by the synod bishop.
- *C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a.** Every Minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
 - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, proclaiming God's love for the world, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
 - b.** Each pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of this congregation;
 - 3) install regularly elected members of the Congregation Council;
 - 4) with the council, administer discipline;
 - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of the Saint Paul Area Synod.
 - 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- *C9.04.** The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.

- *C9.05.** The provisions for termination of the mutual relationship between a Minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or following consultation with the synod bishop, for any of 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, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions;
 - 4) inability to conduct the pastoral office effectively in view of disability or incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement;or
 - 9) suspension of the congregation through discipline for more than six months.
 - b. When allegations of disability or incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations 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, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon resumption of the ability to conduct the office effectively the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
 - d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other

actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.

- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, this congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds 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 majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

***C9.06.** 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.

***C9.07.** During the period of service, an interim pastor shall have the rights and duties in this 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 rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

***C9.08.** 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 before beginning service in a call to another congregation or employment in another ministry setting.

***C9.09.** 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.

***C9.11.** With the approval of the bishop of the synod, the congregation may depart from *C9.05.a. and call a pastor for a specific term. 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 a call may also be terminated before its expiration in accordance with the provisions of *C9.05.a.

***C9.12.** The pastor of this congregation:

- a. shall keep accurate records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;
- b. shall submit a summary of such statistics annually to the synod; and
- c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold

- membership in one of the congregations.
- *C9.13.** The pastor(s) shall submit a report of ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- *C9.14.** The records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in the secretary's hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.
- *C9.15.** Under special circumstances, subject to the approval of the synod bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between this congregation and the pastor in a form proposed by the synod bishop and approved by this congregation.
- *C9.21.** Authority to call a Deacon shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers or a committee elected by the Congregation Council to recommend the call shall seek the advice and help of the bishop of the synod.
- *C9.22.** This congregation may call as a deacon only;
- a.** a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America; or
 - b.** a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synod bishop.
- *C9.23.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every Minister of Word and Service shall:
- a.** Be rooted in the Word of God, for proclamation and service;
 - b.** Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - c.** Speak publicly to the world in solidarity with the poor and oppressed, proclaiming God's love for the world, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
 - d.** Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e.** Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - f.** Practice stewardship that respects God's gift of time, talents, and resources;
 - g.** Be grounded in a gathered community for ongoing diaconal formation;
 - h.** Share knowledge of this church and its wider ministry of the gospel and advocate for the work of all expressions of this church; and
 - i.** Identify and encourage qualified persons to prepare for ministry of the gospel.
- *C9.24.** The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.

- *C9.25.** The provisions for termination of the mutual relationship between a Minister of Word and Service and congregation shall be as follows:
- a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
 - 4) inability to conduct the office effectively in view of disability or incapacity of the deacon;
 - 5) suspension of the deacon through discipline for more than three months;
 - 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement; or
 - 9) suspension of this congregation through discipline for more than six months.
 - b. When allegations of disability or incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations 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 this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.
 - d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee

must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.

- e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally 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 majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

***C9.26.** This congregation shall make satisfactory settlement of all financial obligations to a former deacon before calling a successor. A deacon shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.

***C9.27.** When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

***C9.28.** With the approval of the bishop of the synod, this congregation may depart from *C9.25.a. and call a deacon for a specific term. 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 deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.25.a.

***C9.29.** The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.

***C9.31.** The deacon(s) shall submit a report of ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 10

CONGREGATION MEETING

C10.01. This congregation shall have at least one regular meeting per year. The regular meeting(s) of the congregation shall be held at the time(s) specified in the bylaws. Consistent with the laws of the State of Minnesota, the bylaws shall designate one regular meeting per year as the annual meeting of this congregation.

C.10.01.01. The annual congregational meeting shall be held within ninety days subsequent to

the fiscal year end, except as changed by the Congregation Council for necessary cause.

- C10.02.** A special congregation meeting may be called by the lead pastor, or the Congregation Council of this congregation, or shall be called at the written request of a minimum of 50 eligible voting members. The president of the Congregation Council shall call a special meeting upon request of the synod bishop. The call for each special meeting shall specify the purpose for which it is to held, and no other business shall be transacted.
- C10.03.** Notice of all congregation meetings shall be given to the voting members by not less than two of the methods defined in the bylaws, as determined by the Congregational Council.
 - C10.03.01.** Orally at the services of worship on the two consecutive Sundays that immediately precede the date of the meeting.
 - C10.03.02.** By electronic communication to the voting members at least 10 days in advance of the date of the meeting.
 - C10.03.03.** By mailing notice to the voting members by first class United States mail to the last known address of the voting member at least 10 days in advance of the date of the meeting.
 - C10.03.04.** Notice by mail is deemed given when deposited in the United States mail with sufficient postage. Notice by electronic communication is deemed given upon sending of the electronic transmission.
- C10.04.** A quorum for any regular or special congregational meeting consists of a minimum of 50 eligible voting members as defined in C8.02c, who are attending the meeting, following proper notice pursuant to C.10.03.
- C10.05.** Voting by proxy or by absentee ballot shall not be permitted. For avoidance of doubt, voting when participating in a remote meeting as established by the bylaws is not voting by absentee ballot.
- C10.06.** All actions by this congregation shall require the majority vote except as otherwise provided in this constitution or under applicable state law.
- C10.07.** Robert's Rules of Order, latest edition, shall govern parliamentary procedure of regular and special congregational and Congregational Council meetings.
 - C10.07.01.** The Congregational Council shall appoint a parliamentarian, whose duty it shall be to give an opinion (i) when called upon to do so on issues of procedure arising during the course of a regular or special meeting of the congregation and (ii) when the parliamentarian identifies an issue of procedure during the course of a regular or special meeting of the congregation.
- C10.08.** This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.
 - C10.08.01.** Any annual or special meeting of the congregation may be held by one or more means of remote communications, if notice of the meeting is given to all voting members, the number of voting members participating in the

meeting is sufficient to constitute a quorum at a meeting, and all voting members are provided an opportunity for simultaneous aural communication or its equivalent.

- C10.08.02.** The decision whether to conduct a congregational meeting in person, or by remote communication, shall be determined by the Congregational Council, and the notice of the meeting shall specify the manner in which the congregational meeting will be conducted. If the congregational meeting is held in person or by remote communication, voting will be conducted by voice, raising of hands, written ballot, electronic polling, or other reliable means of casting votes, as determined by the Congregational Council.
- C10.08.03.** As is pertains to Chapter 10, "Remote communication" means communication via electronic communication, conference telephone, video conference, the Internet, or such other means by which persons not physically present in the same location may communicate with each other on a substantially simultaneous basis.
- C10.09.** "Ex officio" as used herein means membership with full rights of voice, but without voting rights unless otherwise expressly allowed.

Chapter 11.

OFFICERS OF THIS CONGREGATION

- C11.01.** The officers of this congregation shall be a president, vice-president, secretary and treasurer.
- Duties of the congregation officers shall be specified in the bylaws.
 - The officers shall be voting members of this congregation.
 - Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council. The president, vice president, and secretary shall be selected from the elected membership of the Congregation Council.
 - The treasurer shall be elected by the Congregation Council. Candidates for treasurer will come from the congregation's voting membership.
- C11.01.01.** The president shall preside at meetings of the congregation and the Congregation Council. In the event of the president's absence or inability to serve, the vice-president shall preside.
- C.11.01.02.** The secretary shall keep accurate written minutes of all meetings of the congregation and of the Council in a volume provided by the congregation, which shall be preserved in its Archives.
- C11.01.03.** The treasurer shall be responsible for oversight of the books of account of the congregation and receipt of all funds and disbursement of them on proper orders, including making monthly remittance of benevolence receipts to the treasurer of the Synod. The treasurer shall monthly present a written financial report to the Congregation Council, and shall present a financial report accompanied by an audit report or annual review to the congregation at its annual meeting.

C11.02. 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 year or until their successors are elected. Their terms shall begin at the close of the meeting at which they are elected.

C11.03. No officer shall hold more than one office at a time.

Chapter 12.

CONGREGATION COUNCIL

C12.01. The voting membership of the Congregation Council shall consist of the lead pastor, a second called rostered minister (pastor or deacon), the officers of this congregation, and not more than 10 members of this congregation, the exact number to be specified in the bylaws. 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 shall be declared vacant by that body if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state of Minnesota, this congregation may adopt procedures for the removal of a member of the Congregation Council for any lawful reason.

C.12.01.01. The Congregation Council shall consist of eight voting members, including five congregation members elected by the Congregation, a treasurer elected by the Congregation Council, the lead pastor, and a second called rostered minister (pastor or deacon). If the Congregation does not have a second called rostered minister, the Congregation Council voting membership shall be seven members.

C.12.01.02. The parish administrator shall be an ex officio non-voting member of the congregation council.

C12.02. The members of the Congregation Council except the lead pastor, the treasurer, and a second called rostered minister (pastor or deacon) shall be elected by the Congregation by written ballot to serve for a term of three years or until their successors are elected. Such members shall be elected to no more than two full consecutive terms. Their terms shall begin at the close of the annual meeting at which they are elected.

C12.03. Should a member's place on the Congregation Council be declared vacant, the Congregation Council may elect, by majority vote, a successor until the next annual meeting; at such time the congregation shall elect a successor to serve the balance of the unexpired term.

C12.04. 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 rostered ministers and staff and help them annually to evaluate the fulfillment of their calling 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.
- h. To emphasize partnership with the synod and churchwide organization 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.
- j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

C12.05. 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 Minnesota.
- 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 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 in excess of the anticipated receipts, not to exceed \$250,000 unless specifically authorized to do so by majority vote of eligible voting members at a meeting of the congregation, such meeting to be called and held in accordance with the requirements of Chapter 10 *Congregation Meeting*, set forth above. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.
- d. For items not included in the budget, the Congregation Council may enter into contracts in amounts not to exceed \$250,000 unless specifically authorized to do so by majority vote of eligible voting members at a meeting of the congregation, such meeting to be called and held in accordance with the requirements of Chapter 10 *Congregation Meeting*, set forth above.
- 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 all obligations and to the regular forwarding of mission support monies to the synod.

- f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.
- g. The Congregation Council shall arrange for an annual review of all accounts of the congregation and organizations within the congregation.
- C12.05.01.** The fiscal year of this congregation runs from September 1 to August 31.
- C12.05.02.** Use of Name for Commercial Purposes. As it pertains solely to Trinity Lutheran Church of Stillwater, Minnesota, no person, entity or association shall for any commercial purpose use the name of "Trinity Lutheran Church" or a variation thereof, claim an affiliation with this congregation, or hold themselves out as acting for or on behalf of this congregation, unless prior written approval of the Congregation Council has been obtained.
- C12.06.** The Congregation Council shall see that the provisions of this constitution, its bylaws and the continuing resolutions are carried out.
- C12.07.** The Congregation Council shall provide for an annual review of the membership roster.
- C12.08.** The employment and supervision of the salaried lay workers of this congregation shall be described in the bylaws. Nothing in this provision shall be deemed to affect this congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.
- C12.08.01.** The congregation may have a parish administrator, who shall be hired by the lead pastor, subject to approval by the Congregation Council. The parish administrator reports to and shall have the duties assigned by the lead pastor and shall have a fiduciary responsibility to the Congregation Council.
- C12.09.** The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.
- C12.11.** The Congregation Council shall normally meet once a month. Special meetings of the Congregation Council may be called by the lead pastor or the Congregation Council president or at the request of at least one-half of its voting members. Notice of every Council meeting shall be placed on the Trinity website calendar.
- C12.11.01** Notice to Council Members of both regular monthly meetings and any special meetings of the Congregation Council may be given by electronic communication.
- C12.12.** A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council.
- C12.13.** The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.
- C12.13.01.** The decision whether to conduct a council meeting in person or by remote communication shall be determined by the Congregational Council President and the Lead Pastor, and the notice of council meeting shall specify the manner in which the council meeting will be conducted.

C12.13.02. Any meeting of the Congregational Council may be conducted by one or more means of remote communication through which all of the Council Members may participate in the meeting.

Chapter 13.

CONGREGATION COMMITTEES

C13.01. The officers of this Congregation Council that are specified in the Constitution and bylaws, and the lead pastor, shall constitute the ***Executive Committee***.

C13.01.01. To the extent permitted or required by applicable law, Executive Committee meetings may be held in executive session without visitors when discussing personnel matters or other issues requiring confidentiality. The Executive Committee shall have responsibility for personnel matters, including:

- a. Utilizing the Human Resources Committee, established by Continuing Resolution, for purposes of more effective management of Trinity's human resources in any effort to comply with applicable Federal and State laws and regulations.
- b. Establishing the initial compensation for the lead pastor and the initial compensation for any other called position.
- c. Prior approval of any changes to compensation or creation of new positions that would exceed the annual amount budgeted for salaries and compensation.
- d. Final review and resolution of grievances by ordained or lay staff concerning personnel actions taken by the lead pastor, including hiring, discipline, termination, or other personnel matters, subject to Chapter C9 of the Constitution and the constitutions and bylaws of the Saint Paul Area Synod and Evangelical Lutheran Church in America.
- e. Except as otherwise provided, the lead pastor has authority over personnel matters and may delegate authority and responsibility to other personnel.

C13.02. A ***Council Nominating Committee*** of not more than seven or less than three voting members of this congregation shall be elected at the annual congregation meeting for a term of one year for the purpose of nominating candidates for the Congregation Council. A Council Nomination Committee shall only be elected if the term of office of one or more congregational elected council members is set to expire at the following year's annual meeting.

C13.02.01. Each year the Nominating Committee shall nominate one or more candidates from this congregation for each vacancy occurring on the Congregation Council and the Nominating Committee. It shall invite and encourage recommendations from members on the active role of the congregation for Congregation Council nominations. The Nominating Committee shall, after study of all recommendations and the role of the congregation, present through the Congregational Council, a slate of at

least one candidate for each vacancy to be filled. These candidates shall have been informed prior to their acceptance of the nominations. Personal and church activities profile shall be published in the annual report and distributed to the congregation prior to the annual meeting. Nominations from the floor at the annual meeting shall remain as a privilege and prerogative of voting members of the congregation.

C13.05. When a vacancy occurs in a position for which this congregation calls a rostered minister, a **Call Committee** shall be elected by the Congregation Council. Term of office will terminate upon installation of the newly called rostered minister.

C13.06. Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.

C13.07. The composition of a committee and the duties, responsibilities, and reporting requirements of a committee shall be as provided in the bylaws or the continuing resolution forming the committee.

C13.07.01. The Congregation Council shall appoint a Finance Committee to assist the treasurer in the oversight and maintenance of the Congregation's finances, including coordination and review of audits or annual reviews. The Finance Committee shall present a proposed annual budget for consideration by the Congregation Council prior to the Congregation's annual meeting.

C13.07.01.A01. *Finance Committee Continuing Resolution adopted August 18, 2025.*

The membership of the Finance Committee consists of the treasurer, Finance Committee Chair (if separate from the treasurer), Parish Administrator, Stewardship Committee Chair, and up to five additional at-large members who meet the congregation member definition in C.8.02.c. At-large team members will serve a minimum of two consecutive years.

The primary purpose of the Finance Committee is to serve the lead Pastor, Parish Administrator, treasurer, and Congregational Council in an advisory capacity. The committee provides strategic direction and oversight on the overall financial well-being of the congregation and makes recommendations to the Congregational Council on all financial matters as deemed appropriate by the Committee or as requested by the Council. The duties and responsibilities of the Finance Committee include, but are not limited, to the following:

- a. Advise the treasurer and Trinity's staff on the preparation of the annual budget and appropriate financial targets in coordination with committee chairs and others responsible for budget items for Council approval.*
- b. Advise on internal procedures and control measures for managing offering collection and counting offerings.*
- c. Advise on asset and debt considerations of the church including refinancing, possible sale of real property and appropriate financial targets.*
- d. Advise and coordinate with the Stewardship Committee to develop and grow endowment funds.*
- e. Advise on considerations regarding insurance policies, as needed.*
- f. Advise the Council on major capital outlays and other financial matters, as needed.*
- g. Advise on ways to improve and modify financial procedures and controls, as needed.*
- h. Advise the treasurer, Trinity's staff, and Congregation Council in preparation for congregational meetings during which a congregational vote is required for action and highlight important observations or trends for the council to consider.*

- i. *The Finance Committee Chair will coordinate with Parish Administrator to set an agenda for each committee meeting, provide advance notice of scheduled committee meetings, set goals and the agenda, and preparing information to better facilitate discussions.*
- j. *Present an annual report to the congregation for the Annual Congregational Meeting (treasurer or Parish Administrator).*
- k. *Attend all quarterly Finance Committee meetings and as needed special monthly meeting.*

C13.07.01.A02. Congregational Treasurer Duties Continuing Resolution adopted August 19, 2024.

The treasurer is elected by the Congregational Council with the expectation the individual will serve a minimum of two consecutive years up to no more than five consecutive years. The treasurer will preferably have experience in accounting, finance or another analytical discipline. The treasurer must be an eligible voting member of Trinity Lutheran Church as defined in C.08.02c. The treasurer is an officer of the congregation as defined in C.11.01, C12.01, and C.12.01.01. The treasurer will serve on the Finance Committee.

The primary purpose of the treasurer is to supervise the church financial records, ensuring Council policies are followed, and that overall financial assets are being properly administered. The treasurer shall work closely with the Parish Administrator, appropriate Trinity staff, and the Finance Committee Chair to ensure the financial well-being and business integrity of the church.

The duties and responsibilities of the treasurer include, but are not limited, to the following:

- a. *Responsible for oversight of the books of account of the congregation-and receipt of all funds and disbursement of them on proper orders, including making monthly remittance of benevolence receipts to the treasurer of the Synod.*
- b. *Regularly present a written financial report to the Congregation Council.*
- c. *Present a financial report accompanied by an audit report or annual review to the congregation at its annual meeting.*
- d. *The treasurer will serve as the Finance Committee Chair, unless a separate individual is designated.*
- e. *Advise the Congregational Council on major capital outlays in coordination with Trinity staff and the Finance Committee.*
- f. *Advise on ways to improve and modify financial procedures and controls, as needed.*
- g. *Attend all monthly Congregational Council meetings, all quarterly Finance Committee meetings, and as needed special monthly meetings.*

C13.07.01.A03. Human Resources Committee Continuing Resolution adopted April 17, 2001.

Whereas, Trinity Lutheran Church employs a number of full-time and part-time employees, and

Whereas, the Bylaws of Trinity Lutheran Church assign to the Executive Committee responsibility for development and supervision of staff, providing evaluations and compensation decisions, and development of specific personnel policies and procedures, and

Whereas, responsibility for appointment of staff other than called positions, and supervision and evaluation of all staff, and other routine human resource tasks have been delegated to the lead Pastor, Parish Administrator and other senior staff, and Whereas, the effective management of Trinity's human resources requires greater time and specialize expertise than is available within the Executive Committee or senior staff,

Now therefore, be it resolved that the Council of Trinity Lutheran Church does hereby establish the Human Resources Committee whose duties shall be as follows;

1. Advise the Executive Committee on the creation of specific personnel policies, hiring and evaluation procedures, and general compensation and benefits guidelines,
2. Advise the Staff on the application of policies, procedures, and guidelines,
3. Conduct performance evaluations for the lead Pastor,
4. Investigate personnel issues delegated by staff or Executive Committee, and
5. Report at least annually to the Executive Committee on the prior year's activities or as significant events occur,

Furthermore, a chairperson and committee members of the Human Resource Committee shall be appointed by the Executive Committee, but shall include the Council President and Vice President. The lead Pastor and the Parish Administrator shall be advisory members.

C13.07.01.A04. Trinity Lutheran Church Missions Board Continuing Resolution adopted February 16, 2015.

Trinity Lutheran Church of Stillwater, Minnesota, is dedicated to its mission to Love Everyone, Transform Lives through Jesus and Serve the World. Trinity's ministry encompasses a culture of passion for local, national, and global mission, with a long and rich history of involvement in missions in many areas, including hunger relief, natural disaster assistance, economic development, and community assistance. As part of its stewardship of ministry programs and the human and capital resources devoted to these ministries, a Missions Board is established for the purpose of coordination and oversight of Trinity's mission ministry outside the congregation as follows:

1. *The Missions Board shall report to the Trinity Congregational Council. The board shall have general coordination and oversight responsibilities for all missions ministries of Trinity Lutheran Church.*
2. *The council shall appoint a chair and at least six and up to ten members of the Congregation who are not Trinity staff to serve on the board for terms of three years. Initial terms will be one, two or three years to provide continuity. Board members may serve up to two full terms. The Missions director shall be an ex officio nonvoting member of the board. The Missions Board shall meet on a regular basis. Meetings shall be open to the congregation unless the board determines it is necessary to meet in executive session.*
3. *The board shall:*
 - a. *Evaluate the current missions endeavors of Trinity Lutheran Church and help guide Trinity's investments of resources in missions.*
 - b. *Provide guidance to the missions staff in evaluating and prioritizing proposed new missions projects.*
 - c. *Articulate the goals of Trinity's missions activities, including the intended benefits for those served as well as missions activities participants.*
 - d. *Define the relationship between Trinity's missions activities and those of the Saint Paul Area Synod and Evangelical Lutheran Church in America.*
 - e. *Help tell the story of Trinity's missional partnerships and nurture these relationships.*

- f. *Help develop needed resources to assure continuity of strong and growing missions work at Trinity into the future.*
- g. *Ensure appropriate accountability of financial and personnel resources involved in Trinity's missions activities.*
- h. *Develop and implement policies and procedures applicable to missions efforts and participants, subject to review by the congregational council.*
- i. *Report periodically to the Congregational Council and congregation regarding Trinity's missions activities, and may recommend changes to the congregational council regarding the missions board charter.*

C13.07.02. Trinity Lutheran Endowment Committee. The Finance Committee shall serve as the Trinity Lutheran Endowment Committee to administer endowment funds that have been established to benefit the church and its related organizations. This committee shall be deemed the successor to the Trust Fund Committee, as established by the trust documents of 1926 and 1931, or any other trust documents applicable to this congregation, and shall possess all privileges and responsibilities as established in said trusts. The finance committee shall coordinate with the stewardship committee to develop and grow endowment funds.

C13.08. The lead pastor of this congregation, in a nonvoting *ex officio* role, may be a member of all committees and boards of this congregation. The president of this congregation, in a nonvoting *ex officio* role, may be a member of all committees and boards of this congregation, except the Nominating Committee. However, the lead pastor and president of this congregation shall serve as voting members of the Executive Committee by virtue of their respective roles as members of the Congregation Council, such roles as are set forth in Chapter 12 *Congregation Council*, above.

Chapter 14.

ORGANIZATIONS WITHIN THE CONGREGATION

C14.01. 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. Each organization will submit a report to the congregation in the published annual report.

C14.02. 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 AND ADJUDICATION

*C15.01. Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of the congregation, or willful and repeated

harassment or defamation of member(s) of the congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary:

- a. private counsel and admonition by the pastor,
- b. censure and admonition by the pastor in the presence of two or three witnesses,
- c. written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and
- d. written referral of the matter by the consultation panel to the Committee on Discipline of the synod.

If, for any reason, the pastor is unable to administer the admonitions required by a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.

***C15.02.** 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*.

If the counseling, censure, and admonitions pursuant to *C15.01 do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three lay persons and two rostered ministers). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.

***C15.03.** If the consultation panel fails to resolve the matter, that panel shall refer the case in writing, including the written charges and the accused member's reply, to the Committee on Discipline of the synod for a hearing. A copy of the panel's written referral shall be delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then select six members from the Committee on Discipline to decide the case and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members plus the nonvoting chair comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.

***C15.04.** The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

***C15.05.** By the vote of at least two-thirds of the members of the discipline hearing panel who are present and voting, one of the following disciplinary sanctions can be

imposed:

- a. suspension from the privileges of congregation membership for a designated period of time;
- b. suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
- c. termination of membership in the congregation; or
- d. termination of membership in the congregation and exclusion from the church property and from all congregation activities.

***C15.06.** The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused member(s), and the Congregation Council as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.

***C15.07.** No member of the congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.

***C15.10. Adjudication.**

***C15.11.** When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in *C9.05.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Chapter 16.

AMENDMENTS TO THE CONSTITUTION

***C16.01.** Unless provision *C16.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments may be proposed by at least ten percent (10%) of the voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.

***C16.02.** An amendment to this constitution, proposed under *C16.01., shall:

- a. be approved at a legally called meeting of this congregation by a majority vote

of those present and voting; and

b. ratified unchanged at the next regular meeting of this congregation by a two-thirds vote of those voting members present and voting.

***C16.03.** Any amendments to this constitution that result from the processes provided in *C16.01. and *C16.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify the congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.

***C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) of the voting members of the congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following the congregation's vote of approval.

Chapter 17. BYLAWS

***C17.01.** This congregation may adopt bylaws. No bylaw may conflict with this constitution.

***C17.02.** Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a two-thirds vote of those voting members present and voting.

***C17.03.** Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this congregation's members of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.

***C17.04.** Adopted or amended bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 18. CONTINUING RESOLUTIONS

***C18.01.** The congregation in a legally called meeting or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.

***C18.02.** Continuing resolutions shall be enacted or amended by a majority vote of a meeting of the congregation or a two-thirds vote of all voting members of the Congregation Council.

- *C18.03.** Adopted or amended continuing resolutions shall be sent by the secretary of this congregation to the synod.

Chapter 19.

INDEMNIFICATION

- *C19.01.** 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.

In Witness Whereof, we the undersigned President and Secretary of Trinity Lutheran Church of Stillwater, Minnesota, have signed this combined Amended and Restated Constitution, Bylaws and Continuing Resolutions, (the "Constitution") and certify that it was adopted pursuant to the provisions of the Constitution by the Congregation of Trinity Lutheran Church of Stillwater, Minnesota, on November 16, 2025, with an effective date of November 17, 2025.



John W Hodler
Congregation President



Kirsten Parker
Congregation Secretary