

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
1.01	The name of this congregation shall be Immanuel Lutheran Church of Eden Prairie.	No change		Not Required	
1.02	For the purpose of this constitution and the accompanying bylaws, the congregation of Immanuel Lutheran Church of Eden Prairie is hereinafter designated as "this congregation."	No change		Not Required	
1.11	This congregation shall be incorporated under the laws of the State of Minnesota.	No change		Not Required	
*2.01	This congregation confesses the Triune God, Father, Son, and Holy Spirit.	No change		* = Required	
*2.02	<p>This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.</p> <p>a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose live, death, and resurrection God fashions a new creation.</p> <p>b. The proclamation of God's message to us as both Law</p>	<p>This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.</p> <p>a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose <u>life</u>, death, and resurrection God fashions a new creation.</p> <p>b. and c. – No change</p>		Required	Typo correction

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	<p>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.</p> <p>c. The canonical Scriptures of the Old and New Testaments are 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.</p>				
*2.03	This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.	No change		Required	
*2.04	This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.	No change		Required	

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*2.05	This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.	No change		Required	
*2.06	This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.	This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology <u>of the Augsburg Confession</u> , the <u>Smalcald Articles and the Treatise</u> , the <u>Small Catechism</u> , the <u>Large Catechism</u> , and the Formula of Concord, as further valid interpretations of the faith of the Church.		Required	These documents further explain Luther's teaching and Lutheran doctrine.
*2.07	This congregation confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.	This congregation confesses the Gospel, recorded in the Holy <u>Scripture</u> 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.		Required	Typo correction
*3.01	All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.	No change		Required	

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*3.02	<p>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 for the broader fellowship of the faithful. In length, it acknowledged 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.</p>	<p>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 <u>of</u> the broader fellowship of the faithful. In length, it <u>acknowledges</u> 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.</p>		Required	Housekeeping
*3.03		<p>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</p>		Required	<p>New section that explains the use of “church” in reference to the ELCA, whereas “congregation” refers to Immanuel Lutheran Church.</p>

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		Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.			
*4.01	The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.	No change		Required	
*4.02	To participate in God's mission, this congregation as a part of the Church shall: a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service. b. Proclaims 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	No change		Required	

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	<p>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.</p> <p>d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.</p> <p>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.</p> <p>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.</p>				

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*4.03	<p>To fulfill these purposes, this congregation shall:</p> <ul style="list-style-type: none"> a. Provide services of worship at which the Word of God is preached and the sacraments are administered. b. Provide pastoral care and assist all members to participate in this ministry. c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation. d. Teach the Word of God. e. Witness to the reconciling Word of God in Christ, reaching out to all people. f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society. g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America. h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide 	No change		Required	

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	<p>organization of the Evangelical Lutheran Church in America.</p> <p>i. Foster and participate in ecumenical relationships consistent with churchwide policy.</p>				
*4.04	<p>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.</p>	<p>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 <u>in the section on the Congregation Committees.</u></p>		Required	The new language adds clarifying language.
*4.05	<p>This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.</p>	No change		Required	
*4.06		<p>References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being</p>		Required	New section

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		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.			
*5.01	The powers of this congregation are those necessary to fulfill its purpose.	No change		Required	
*5.02	The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.	No change		Required	
*5.03	Only such authority as is delegated to the Congregation Council or other organizational units in this congregation's governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to: a. call a pastor as provided in Chapter 9.	Main clause – No change a. and b. – No change		Required	

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	<ul style="list-style-type: none"> b. terminate the call of a pastor as provided in Chapter 9 c. call or terminate the call of associate in ministry, deaconesses, and diaconal ministers in conformity with the applicable policy of the Evangelical Lutheran Church in America; d. adopt amendments to the constitution, as provided in Chapter 17, and amendments to the bylaws, as specified in Chapter 16. e. approve the annual budget; f. acquire real and personal property by gift, devise, purchase, or other lawful means; g. hold title to and use its property for any and all activities consistent with its purpose. h. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means; i. elect its officers, Congregation Council, boards, and committees, and require them to carry out their duties in accordance 	<ul style="list-style-type: none"> c. call or terminate the call of <u>associates</u> in ministry, deaconesses, and diaconal ministers in conformity with the applicable policy of the Evangelical Lutheran Church in America; d. adopt amendments to the constitution, as provided in Chapter 17, amendments to the bylaws, as specified in Chapter 16, <u>and continuing resolutions, as provided in Chapter 18.</u> e. through h. – No change i. elect its officers and Congregation Council and require <u>the members of the council</u> to carry <u>out</u> their duties in accordance with the 		Required	

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	with the constitution, bylaws, and continuing resolutions; and j. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.	constitution and bylaws and j. No change		Required	
*5.04	This congregation shall choose from among its voting members layperson to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by this synod.	This congregation shall choose from among its voting members <u>laypersons</u> to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by <u>the Minneapolis Area Synod of the Evangelical Lutheran Church in America.</u>		Required	This language clarifies that voting members at the Synod Assemblies are lay persons. In addition, the amendment points to the Minneapolis Area Synod because there are no previous references to a specific Synod.
5.05		The Congregation Council shall have the authority to establish an endowment fund for the purpose of mission work beyond the operational budget of this congregation and that would operate as specified in this congregation's bylaws and continuing resolutions.	Variation from ELCA model	Not Required	5.05 is new – The task force chose not to adopt the model constitution language (below) and to propose language that allows the Congregation Council to have the ability to establish an endowment fund rather than inserting a mandate in the congregation constitution.

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					ELCA Model Constitution language for Section 5.05 – 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.
*6.01	This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the Minneapolis Area Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.	No change		Required	
*6.02	This congregation accepts the Confession of Faith and agrees to the Purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.	No change		Required	
*6.03	This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which: a. This congregation agrees to be responsible for its life as a Christian community.	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.		Required	

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	<p>b. This congregation pledged its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.</p> <p>c. This congregation agrees to call pastoral leadership from the clergy roster of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod.</p> <p>d. This congregation agrees to consider associates in ministry, deaconesses, and diaconal ministers for call to</p>	<p>b. This congregation <u>pledges</u> its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.</p> <p>c. This congregation agrees to call pastoral leadership from the clergy roster of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. <u>These special circumstances are limited either to calling a candidate approved for the roster of ordained ministers of the Evangelical Lutheran Church in America or to contracting for pastoral services with an ordained minister of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.</u></p> <p>d. and e – No change</p>			<p>Correction of typographical error</p> <p>Clarification that “special circumstances” is limited in scope.</p>

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	<p>other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.</p> <p>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.</p>				
*6.04	<p>Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:</p> <p>a. This congregation takes action to dissolve.</p> <p>b. This congregation ceases to exist.</p> <p>c. This congregation is removed from membership in the Evangelical Lutheran Church in America according the procedures for discipline of the Evangelical Lutheran Church in America.</p> <p>d. This congregation follows the procedures outlined in C6.05.</p>	No change		Required	

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*6.05	<p>This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:</p> <p>a. A resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of this congregation by a two-thirds majority of the voting members present.</p> <p>b. The secretary of this congregation shall submit a</p>	<p>This congregation may terminate its relationship with this church by the following procedure:</p> <p>a. A resolution indicating the intent to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds vote of the voting members present. 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 the 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 he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.</p> <p>b. The Secretary of the congregation shall submit a</p>		Required	<p>The changes to Section 6.05 to bring it into agreement with the current language of the Model Constitution require extensive changes to the language of the section which would obscure the language of the updated section. Therefore, the updated section is reproduced here without highlighting the changes from the current constitution.</p>

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	<p>copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of this congregation. This notice shall be submitted within 10 days after the resolution has been adopted.</p> <p>c. The bishop of the synod shall consult with this congregation during a period of at least 90 days.</p> <p>d. If this congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majority of the voting members present, at which meeting the bishop of the synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all</p>	<p>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 mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.</p> <p>c. The bishop of the synod and the congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the synod of the notice as specified in paragraph b. above.</p> <p>d. If the congregation, after such consultation, still seeks to terminate its relationship, 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 meeting shall be mailed to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or</p>			

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	<p>voting members at least 10 days in advance of the meeting.</p> <p>e. A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop, at which time the relationship between this congregation and the Evangelical Lutheran Church in America shall be terminated.</p> <p>f. Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.</p>	<p>she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.</p> <p>e. A copy of the resolution, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, shall be sent to the bishop within 10 days after the resolution has been adopted, at which time the relationship between the congregation and this church shall be terminated subject to paragraphs g., h., and i. below. Unless this notification to the bishop also certifies that the congregation has voted by a two-thirds vote to affiliate with another Lutheran denomination, the congregation will be conclusively presumed to be an independent or non-Lutheran church.</p> <p>f. Notice of termination shall be forwarded by the bishop to the secretary of this church, who shall report the termination to the</p>			

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	<p>g. If this congregation was a member of the Lutheran Church in America, it shall be required, in addition to the foregoing provisions in C6.05, to receive synodical approval before terminating its membership in the Evangelical Lutheran Church in America.</p> <p>h. If this congregation was established by the Evangelical Lutheran Church, it shall be required, in addition to the foregoing provisions in C6.05, to receive synodical approval before terminating its membership in the Evangelical Lutheran Church in America.</p>	<p>Churchwide Assembly.</p> <p>g. 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.</p> <p>h. 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 synodical approval before terminating their membership in this church.</p> <p>i. 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.</p> <p>j. If a congregation fails to</p>			<p>Section h. - Immanuel was not a member of the Lutheran Church in America (LCA) prior to the formation of the ELCA. However, this language of this section is part of a required section and must be included in Immanuel's constitution.</p>

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		<p>achieve the required two-thirds vote of voting members present at the congregation's first meeting as specified in paragraph a. above, another special meeting to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If a congregation fails to achieve the required two-thirds vote of voting members present at the 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 that second meeting.</p>			
*6.06	<p>If this congregation is considering relocation, it shall confer with the bishop of the synod in which it is territorially located before any steps are taken leading to such action. The approval of the Synod</p>	<p>If this congregation <u>considers</u> relocation, it shall confer with the bishop of the synod in which it is territorially located <u>and the appropriate unit of the churchwide organization</u> before any steps are taken leading to</p>		Required	<p>Amendments are housekeeping changes to clarify the section.</p>

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	Council shall be received before any such action is effected.	such action. The approval of the Synod Council shall be received before any such action is effected.			
*6.07		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.		Required	New section
*7.01	If this congregation ceases to exist, title to undisposed property shall pass to the Minneapolis Area Synod of the Evangelical Lutheran Church in America.	No change		Required	
*7.02	If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.	No change		Required	
*7.03	If a two-thirds majority of the voting members of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation. Before this congregation takes	If a two-thirds majority of the voting members of this congregation <u>present at a legally called and conducted special meeting of this congregation</u> vote to transfer to another Lutheran church body,		Required	Amendments are housekeeping changes to clarify the section.

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	action to transfer to another Lutheran church body, it shall consult with representatives of the Minneapolis Area Synod.	title to property shall continue to reside in this congregation, <u>provided the process for termination of relationship in *C6.05. has been followed.</u> Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Minneapolis Area Synod.			
*7.04	If a two-thirds majority of the voting members of this congregation present at a regularly called and conducted special meeting of this congregation vote to become independent or relate to an non-Lutheran church body, title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with	If a two-thirds majority of the voting members of this congregation present at a <u>legally</u> called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church <u>body and have followed the process for termination of relationship in *C6.05.</u> , title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod		Required	The Minneapolis Area Synod of the ELCA does not have a financial investment in Immanuel Lutheran Church. However, this language of this section is part of a required section and must be included in Immanuel's constitution.

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	those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.	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.			
7.05		<p>Notwithstanding the provisions of *C7.02. and *C.7.03. 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:</p> <p>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.</p> <p>b. Shall—upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the Minneapolis Area Synod of the Evangelical Lutheran Church in America. reconvey and transfer all right, title,</p>		Not Required	<p>New section</p> <p>At present, we do not believe that this section applies to Immanuel Lutheran Church.</p>

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	<p>congregations, or baptized persons received by affirmation of faith.</p> <p>c. Voting members are confirmed members. Such confirmed members shall have communed and made a contribution of record during the current or preceding year.</p> <p>d. Associate members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, or persons who wish to retain a relationship with this congregation while being members of other congregations. They have all the privileges and duties of membership except voting</p>	<p>c. Voting members are confirmed members. Such confirmed members, during the current or preceding <u>calendar year</u>, shall have communed <u>in this congregation</u> and shall have made a contribution of record <u>to this congregation</u>. <u>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.</u></p> <p>d. No change</p>		<p>Required</p>	<p>Section c - The task force recommends that “contribution of record” be interpreted to include gifts of time, talent or treasure to prevent exclusion of persons from membership due to financial need.</p>

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	rights and eligibility for elected offices or membership on the Congregation Council of this congregation.				
*8.03	All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.	No change		Required	Recommendation of the task force is that the Congregation Council should regularly engage in this activity.
*8.04	It shall be the privilege and duty of members of this congregation to: a. make regular use of the means of grace, both Word and sacraments; b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and c. support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.	No change		Required	
*8.05	Membership in this congregation shall be terminated by any of the following: a. death; b. resignation; c. transfer or release; d. disciplinary action by the	Membership in this congregation shall be terminated by any of the following: a. – c. – No change d. disciplinary action in		Required Required	

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	<p>Congregation Council; or</p> <p>e. removal from the roll due to inactivity as defined in the bylaws. Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.</p>	<p><u>accordance with ELCA constitutional provision 20.40. and the accompanying bylaws;</u> or</p> <p>e. No change</p>			
*9.01	<p>Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting regularly called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.</p>	<p>Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting <u>legally</u> 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.</p>		Required	<p>Change in proposed (required) language clarifies that a meeting under this section is legally called to ensure decisions are made in accordance with the congregational constitution.</p>
*9.02	<p>Only a member of the clergy roster of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.</p>	No change		Required	

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*9.03	<p>Consistent with the faith and practice of the Evangelical Lutheran Church in America,</p> <p>a. Every ordained minister shall:</p> <ol style="list-style-type: none"> 1) preach the Word; 2) administer the sacraments; 3) conduct public worship; 4) provide pastoral care; and 5) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world. <p>b. Each ordained minister with a congregational call shall, within the congregation:</p> <ol style="list-style-type: none"> 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead; 2) supervise all schools and organizations of this congregation; 3) install regularly elected members of the Congregation Council; and 4) with the council, 	No change		Required	

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	<p>administer discipline</p> <p>c. Every pastor shall:</p> <ol style="list-style-type: none"> 1) strive to extend the Kingdom of God in the community, in the nation, and abroad; 2) seek out and encourage qualified persons to prepare for the ministry of the Gospel; 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and 4) endeavor to increase the support given by the congregation to the work of the churchwide organization of the Evangelical Lutheran Church in America (ELCA) and of the Minneapolis Area Synod of the ELCA. 				
*9.04	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.	No change		Required	

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
*9.05	<p>a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which, except in the case of the death of the pastor, shall be terminated only following consultation with the synodical bishop and for the following reasons:</p> <ol style="list-style-type: none"> 1) mutual agreement to terminate the call or the completion of a call for a 2) specific term; 3) resignation of the pastor, which shall become effective, unless otherwise 4) agreed, 30 days after the date on which it was submitted. 5) inability to conduct the pastoral office effectively in the congregation in view of 	<p>a. The call of a 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 synodical bishop, for the following reasons:</p> <ol style="list-style-type: none"> 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) physical disability or mental incapacity of the pastor; 5) suspension of the pastor through discipline for more than three months; 		Required	<p>The changes to Section 9.05 to bring it into agreement with the current language of the Model Constitution require extensive changes to the language of the section which would obscure the language of the updated section. Therefore, the updated section is reproduced here without highlighting the changes from the current constitution.</p>

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	<p>local conditions, without reflection on the competence or the oral and spiritual character of the pastor.</p> <p>6) the physical or mental incapacity of the pastor;</p> <p>7) disqualification of the pastor through discipline on ground of doctrine, morality, or continued neglect of duty;</p> <p>8) the dissolution of the congregation; or</p> <p>9) suspension of the congregation as a result of discipline proceedings.</p> <p>b. When allegations of physical or mental incapacity of the pastor or ineffective conduct of the pastoral office have come to the attention of the bishop of the synod, the bishop in his or her sole discretion may, or when such allegations have been brought to the synod's attention by an official recital</p>	<p>6) resignation or removal of the pastor from the roster of ordained ministers of this church;</p> <p>7) termination of the relationship between this church and the congregation;</p> <p>8) dissolution of the congregation or the termination of a parish arrangement; or</p> <p>9) suspension of the congregation through discipline for more than six months.</p> <p>b. When allegations of physical disability or mental 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,</p> <p>1) the bishop in his or her sole discretion may investigate such conditions personally</p>			

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	<p>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 shall, investigate such conditions personally in company with a committee of two ordained ministers and one layperson.</p> <p>c. In case of alleged physical or mental incapacity, competent medical testimony shall be obtained. When such disability is evident, the bishop of the synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the bishop of the synod shall take steps to enable the</p>	<p>together with a committee of two ordained ministers and one layperson, or</p> <p>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 ordained ministers and one layperson.</p> <p>c. In case of alleged physical disability or mental 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 and the pastor shall be listed on the clergy roster as</p>			

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	<p>pastor to resume the ministry, either in the congregation last served or in another field of labor.</p> <p>d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, all concerned persons shall be heard, after which the bishop of the synod together with the committee described in C9.05.b. shall decide on the course of action to be recommended to the pastor and the congregation. If they agree to carry out such recommendations, no further action shall be taken by the synod. If either party fails to assent, the congregation may dismiss the pastor either (a) by a two-thirds majority vote of the voting members present at a regularly called meeting after consultation with the bishop voting where the bishop and</p>	<p>disabled. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.</p> <p>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</p>			

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	<p>the committee did not recommend termination of the call, or (b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call..</p> <p>e. If, in the course of proceedings described in C9.05.d, the committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action to the synodical bishop, who may bring charges, in accordance with the provisions of the constitution and bylaws of the Evangelical Lutheran Church in America and the constitution of this synod.</p> <p>f. If, following the appointment of the committee described in C9.05.b or d., it should become apparent that the pastoral office cannot be conducted effectively in the congregation(s) being served</p>	<p>pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.</p> <p>e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor 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 simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.</p> <p>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 disciplinary action, the committee shall make recommendations</p>			

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay provided through a joint synodical and churchwide fund and with housing provided by the congregation(s).	concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.			
*9.06	At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.	No change		Required	
*9.07	During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor.	During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor. <u>Unless previously agreed upon by the Synod Council, an interim</u>		Required	Change clarifies eligibility of interim pastors for regular call.

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
		<u>pastor is not available for a regular call to the congregation served.</u>			
*9.08	This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting related to the Evangelical Lutheran Church in America.	No change		Required	
*9.09	When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.	No change		Required	
*9.11	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	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		Required	Changes to language clarifies how the section is applied.

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	and 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.	and <u>conditions involved</u> . Prior to the completion of a term, the <u>bishop or a designated representative of the bishop</u> 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.		Required	
*9.12	The pastor shall keep accurate parochial records of all baptism, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, and shall submit a summary of such statistics annually to the synod. The pastor shall be a member of the congregation that has extended the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.	The pastor <u>of this congregation</u> : a. shall keep accurate parochial records of all <u>baptisms</u> , confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation; b. shall submit a summary of such statistics annually to the synod; and c. shall <u>become</u> a member of <u>this congregation upon receipt and acceptance of</u> the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.		Required	The proposed change revises the format of the section and adds clarifying language.
*9.13	The pastor(s) shall submit a report of his or her ministry to the bishop for the synod at least 90 days prior to each regular	The pastor(s) shall submit a report of his or her ministry to the bishop <u>of</u> the synod at least 90 days prior to each regular		Required	Proposed change provides minor typographical correction.

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	meeting of the Synod Assembly.	meeting of the Synod Assembly.			
*9.14	The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of retired status to the pastor.	No change		Required	
9.20	Ecumenical pastoral ministry				
9.21	Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, an ordained minister of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between the congregation and the ordained minister in a form proposed by the synodical	No change		Not Required	

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	bishop and approved by the congregation.				
10.01	The annual meeting of this congregation shall be held at a time specified in the bylaws.	No change		Not Required	
10.02	<p>A special Congregation Meeting may be called by action of this congregation at a Congregation Meeting, the pastor, the Congregation Council, or the president of this congregation. A special Congregation Meeting shall be called by the president of the congregation upon the written request of 10 percent of the voting members.</p> <p>a. Official notice of a special meeting of the congregation shall be in writing and shall be posted conspicuously in the place where the congregation customarily worships. Such notice shall state the time, the place, and the purpose of the meeting. It shall be signed by the president and secretary of the congregation, or by the persons who have called the meeting, as authorized by this paragraph.</p> <p>b. The call for each special</p>	<p>A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of 10 percent of the voting members. <u>The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.</u></p>		Not Required	Proposed change revises format of section. Note: Notice of meeting in current section 10.02 a is described in new section 10.03 and need not be duplicated here.

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	meeting shall specify the purpose for which it is to be held and no other business shall be transacted.				
10.03	Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail to all voting members at least 10 days in advance of the date of the meeting. The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.	Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail <u>or electronic means, as permitted by state law</u> , to all voting members at least 10 days in advance of the date of the meeting.		Not Required	Posting by regular mail will not be required
10.04	10 percent of the voting members shall constitute a quorum.	No change		Not Required	
10.05	Voting by proxy or by absentee ballot shall not be permitted.	No change		Not Required	
10.06	All actions by the congregation shall be by majority vote except as otherwise provided in this constitution. A two-thirds majority vote of this congregation will be required to exercise powers pertaining to issues discussed in C5.03.e and	All actions approved by the congregation shall be by majority vote <u>of those voting members present and voting</u> , except as otherwise provided in this constitution <u>or by state law</u> .		Not Required	Model Constitution recommends removing the supermajority requirement for certain issues (approval of budget and holding title to real property).

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	C5.03-g				
10.07	<i>Robert's Rules of Order</i> , latest edition, shall govern parliamentary procedure of all meetings of this congregation.	No change		Not Required	
11.01	The congregation shall elect its officers. The officers shall be elected by written ballot and shall serve for two years or until their successors are elected. There terms shall begin at the close of the annual meeting at which they are elected.	No change	Variation from ELCA model	Not Required	Variation from ELCA model which provides one year terms for congregation officers. Currently, officers of Immanuel Lutheran Church serve two year terms. Note that sections 11.01 and 11.02 have been reversed in the current ELCA Model Congregation. However, the content of both sections remains the same
11.02	The officers of this congregation shall be a president, vice president, secretary, treasurer and financial secretary. a. Duties of the officers shall be specified in the bylaws. b. The officers shall be voting members of the congregation. c. Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.	No change	Variation from ELCA model	Not Required	Immanuel's constitution is a variation from the ELCA Model Constitution by including the Immanuel Financial Secretary as an officer.

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
11.03	No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office.	No change		Not Required	
12.01	<p>The membership of the Congregation Council shall consist of:</p> <p>a. The voting membership which shall consist of at least thirteen members of which the five executive officers are included.</p> <p>b. All duly called pastors, as spiritual leaders of this congregation, shall be ex-officio members of the Congregation Council and advisory members of all other boards, committees, and organizations of the congregation.</p>	<p>The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, <u>and not more than 14 nor fewer than 10 members of the congregation, at least one of whom shall be a youth and at least one of whom shall be a young adult.</u> 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 if the member</p> <p>a) ceases to be a voting member of this congregation or</p> <p>b) is absent from four successive regular meetings of the Congregation Council without cause.</p> <p>Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt</p>	Variation from ELCA model	Not Required	<p>Under the Proposed Change, (in accordance with the ELCA Model Constitution) Pastor(s) will be voting members of the Congregation Council.</p> <p>ELCA Model Constitution recommends the congregation select at least one youth member and one young adult to be members of the Congregation Council. However, no specific definition of the ages for these categories was provided. The task force removed this clause so no category of member is singled out as a required member of the Council.</p>

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
		procedures for the removal of a member of the Congregation Council in other circumstances.			
12.02	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 if the member a) ceases to be a voting member of this congregation b) is absent from three successive regular meetings of the Congregation Council without cause, or c) resigns from his/her position on the Congregational Council.	Delete this section.		Not Required	The language of section 12.02 in the current Immanuel constitution has been added to section 12.01 of the ELCA Model Constitution..
12.03	The members of the Congregation Council except the pastor(s) shall be elected by written ballot to serve for two years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.	No change except that this section will appear as section 12.02 after acceptance of the change to Section 12.01.		Not Required	The task force interpretation is that two consecutive terms is the maximum concurrent length of time on council. However, a break in service will allow a member to serve additional terms after such break in service.

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
12.04	Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.	No change except that this section will appear as section 12.03 after acceptance of the change to Section 12.01.		Not Required	
12.05	<p>The Congregation Council shall generally oversee the life and activities of this congregation, 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:</p> <ul style="list-style-type: none"> 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 	<p>This section will appear as section 12.04 after acceptance of the change to Section 12.01.</p> <p>The Congregation Council shall <u>have general oversight</u> of the life and activities of this congregation, <u>and</u> 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:</p> <ul style="list-style-type: none"> a. – g. – No change 		Not Required	The task force recommends adoption of ELCA Model Constitution language, for minor clarifying language changes

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	<p>congregation to enable it to fulfill its functions and perform its mission.</p> <p>d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.</p> <p>e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.</p> <p>f. To promote a congregational climate of peace and goodwill, and, as differences And conflicts arise, to endeavor to foster mutual understanding.</p> <p>g. To arrange for pastoral service during the sickness or absence of the pastor.</p> <p>h. To emphasize partnership with the synod and churchwide units of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.</p>	<p>h. To emphasize partnership with the synod and churchwide <u>organization</u> 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.</p>			

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	<ul style="list-style-type: none"> 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. 	i. – j. – No change			
12.06	<p>The Congregation Council shall be responsible for the financial and property matters of this Congregation.</p> <ul style="list-style-type: none"> a. The Congregation Council shall be the board of trustees 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, except as otherwise provided herein. b. The Congregation Council shall not have the authority to buy, sell, or encumber 	<p>This section will appear as section 12.05 after acceptance of the change to Section 12.01.</p> <p>The Congregation Council shall be responsible for the financial and property matters of this Congregation.</p> <p>a. - b. – No change</p>		Not Required	The task force recommends adoption of the ELCA Model Constitution language. See comments below.

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	<p>real property unless specifically authorized to do so by a meeting of the congregation.</p> <p>c. The Congregation Council shall prepare an annual budget for adoption by this congregation.</p> <p>d. 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 benevolence monies to the synodical treasurer.</p> <p>e. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.</p>	<p>c. <u>The Congregation Council may enter into contracts of up to \$75,000 for items not included in the budget.</u></p> <p>d. The Congregation Council shall prepare an annual budget for adoption by this congregation, <u>shall supervise the expenditure of funds in accordance therewith</u> following its adoption, and may incur obligations of more than \$75,000 in excess of the <u>anticipated receipts only after approval by a Congregation Meeting. 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.</u></p> <p>e. No change from current state d.</p> <p>f. No change from current state e.</p>			<p>New provision "c." allows the Council to spend additional funds over approved budget up to a certain limit.</p> <p>Likewise, subparagraph "d." gives Council authority to spend an amount over anticipated receipts. Anticipated receipts - presumed to mean projected actual receipts for the entire year.</p> <p>\$75,000 was set as the current threshold for these provisions. However, this threshold should be reviewed periodically by the Treasurer to maintain relevance to the total annual budget.</p>

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
12.07	The Congregation Council shall see that the provisions of this constitution, its bylaws, and the continuing resolutions are carried out.	No change except that this section will appear as section 12.06 after acceptance of the change to Section 12.01.		Not Required	
12.08	The Congregation Council shall provide for an annual review of the membership roster.	No change except that this section will appear as section 12.07 after acceptance of the change to Section 12.01.		Not Required	
12.09	The Congregation Council shall hire employees or contract for services as is needed to carry on the work of the congregation and shall fix their salaries or compensations.	This section will appear as section 12.08 after acceptance of the change to Section 12.01. The Congregation Council shall be responsible for the employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect the congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.		Not Required	The task force recommends the adoption of the ELCA Model Constitution language. This change indicates that the Council is responsible for the staff, but allows the By-laws to govern the specifics of who sets terms of employment and salary. By-laws currently indicate this is done by Executive Committee. C13.01.01
12.10	(none)				Note: Although there is no content in this section, the ELCA Model Constitution reserves the numbering that omits section 12.10.
12.11	The Congregation Council shall submit a comprehensive report to this congregation at the	No change except that this section will appear as section 12.09 after acceptance of the		Not Required	

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	annual meeting.	change to Section 12.01.			
12.12	The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all Congregation Council members.	This section will appear as section 12.11 after acceptance of the change to Section 12.01. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all <u>who are entitled to be present.</u>		Not Required	
12.13	A quorum for the transaction of business shall consist of a majority of the voting members of the Congregation Council.	This section will appear as section 12.12 after acceptance of the change to Section 12.01. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, <u>including the pastor(s) or interim pastor, except when the pastor(s) or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting.</u> <u>Chronic or repeated absence of</u>		Not Required	The change requires the presence of a pastor for conducting the business of the Congregation Council

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		<p><u>the pastor(s) or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.</u></p>			
N/A	No corresponding provision	<p>New 12.13 The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, and, to the extent permitted by state law, notice of all meetings may be provided electronically.</p>		Not Required	<p>The task force recommends the adoption of the ELCA Model Constitution language. – Current Immanuel constitution has no corresponding provision.</p>
13.01	<p>The officers of this congregation and the pastor(s) as ex-officio members shall constitute the Executive Committee.</p>	<p>The officers of this congregation and the pastor(s) shall constitute the Executive Committee.</p>		Not Required	<p>The task force recommends the adoption of the ELCA Model Constitution language. Section 13.08 of the ELCA constitution specifies the pastors remain ex-officio members of all committees of the congregation</p>
13.02	<p>A Nominating Committee of five voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council, shall be elected at the annual meeting for a term of</p>	<p>A Nominating Committee of <u>six</u> voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council, shall be elected at the annual meeting for a term of</p>		Not Required	<p>The task force recommends the adoption of the ELCA Model Constitution language.</p>

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	one year. Members of the Nominating Committee are not eligible for consecutive reelection.	one year. Members of the Nominating Committee are not eligible for consecutive re-election.			
13.03	An Audit Committee of three voting members shall be elected at the annual meeting . Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for reelection.	An Audit Committee of three voting members shall be elected <u>by the Congregation Council</u> . Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for re-election.		Not Required	The task force recommends the adoption of the ELCA Model Constitution language. The Audit Committee will now be elected by the Congregation Council, rather than the entire congregation.
		New 13.04 is inserted in the ELCA Model Constitution. A <i>Mutual Ministry Committee</i> (in the absence of a mutual ministry committee, the duties shall be fulfilled by the executive committee) shall be appointed jointly by the president and the pastor. Term of office shall be two years, with three members to be appointed each successive year.		Not Required	The task force recommends the adoption of the ELCA Model Constitution language.
13.04	When a pastoral vacancy occurs, a Call Committee of at least seven voting members shall be elected by the Congregation Council. Term of	This section will be renumbered as 13.05 when section 13.04 is added.	Variation from ELCA model	Not Required	The task force recommends maintaining current Immanuel constitution language. ELCA Model Constitution language reduces size of Call Committee to

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	office will terminate upon installation of the newly called pastor.				six (an even number).
13.05	Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council or this congregation.	This section will be renumbered as 13.06 when section 13.04 is added. Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.		Not Required	The task force recommends the adoption of the ELCA Model Constitution language.
13.06	Should a member's place on any Congregation Committee be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting. A member's place shall be declared vacant if the member a) ceases to be a member of this congregation or b) resigns from his/her position on the committee.	This section is deleted in the ELCA Model Constitution.		Not Required	The task force recommends the deletion of this section in agreement with the ELCA Model Constitution language. (See ELCA Model Constitution section 12.03)
13.07	Duties of committees of this congregation shall be specified in the bylaws or continuing resolutions.	No change		Not Required	
13.08	No corresponding provision in current Immanuel constitution	The pastor(s) of this congregation shall be <i>ex officio</i> a member of all committees and boards of the congregation. The president of this		Not Required	The task force recommends the adoption of this new section in agreement with the ELCA Model Constitution language.

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		congregation shall be <i>ex officio</i> a member of all committees and boards of the congregation, except the Nominating Committee.			
14.01	All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction.	No change		Not Required	<p>The task force recommends maintaining Immanuel constitution language.</p> <p>If the ELCA language were adopted, the church would need to inform organizations within this congregation that reports of their membership, work, and finances are now required. This reporting requirement seems to be unnecessary.</p> <p>[Model Constitution Section 14.01: All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.]</p>

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14.02	Special interest groups, other than those of the official organizations of the Evangelical Church in America, may be organized only after authorization has been given by the Congregation Council and specified in a continuing resolution.	No change		Not Required	
*15.01	Denial of the Christian faith as described in this constitution, conduct grossly unbecoming a member of the Church of Christ, or persistent trouble-making in this congregation are sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:15-17, proceeding through these successive steps: a) private admonition by the pastor in the presence of two or three witnesses, and c) citation to appear before the Congregation Council. If, for any reason, the pastor is unable to administer the admonitions required by a. and b. hereof, the president (if not the pastor) or vice president shall administer such admonitions.	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		Required	<p>The task force recommends adopting the revised language for all sections of Chapter 15.</p> <p>The changes to Sections 15.01 through 15.05 to bring them into agreement with the current language of the Model Constitution require extensive changes to the language of the section which would obscure the language of the updated section. Therefore, the updated section is reproduced here without highlighting the changes from the current constitution.</p>

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		<p>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 paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.</p>			
*15.02	<p>The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the <i>Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America</i>. If discipline against a member proceeds beyond counseling and admonition by the pastor, charges against the accused member(s) that are specific and in writing shall be prepared by member(s) of the congregation who shall sign the charges as the accuser(s). The written charges shall be filed with the pastor, who shall advise</p>	<p>The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the <i>Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America</i>. 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</p>		Required	

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	<p>the Congregation Council of the need to issue a written citation to the accused and the accusers that specifies the time and place of the hearing before the Congregation Council. the written charges shall accompany the written citation to the accused. A member charged with the offense shall appear before the Congregation Council after having received a written citation, at least ten days prior to the meeting. If the member charged with the offense fails to appear at the scheduled hearing, the Congregation Council may proceed with the hearing and may pass judgment in the member's absence.</p>	<p>vice president shall select from the synod's Consultation Committee a panel of five members (three lay persons and two clergy). 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.</p>			
*15.03		<p>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</p>		Required	

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		<p>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.</p>			
*15.04		<p>The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the <i>Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America</i>.</p>		Required	
*15.05		<p>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:</p>		Required	

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		<ul style="list-style-type: none"> 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. 			
*15.06		<p>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 <i>Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America</i>. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.</p>		Required	

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*15.07	No member of a congregation shall be subject to discipline for offenses that the Congregation Council has previously heard and decided, unless so ordered by the Synod Council after an appeal.	No member of the congregation shall be subject to discipline <u>a second time</u> for <u>offenses that a discipline hearing panel</u> has heard previously and decided <u>pursuant to this chapter.</u>		Required	
*15.10	Adjudication				
*15.11	When there is disagreement among factions within this congregation on a substantive issue that cannot be resolved by the parties, members of this congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.	No change		Required	
*16.01	This congregation may adopt bylaws. No bylaw may conflict with this constitution	No change		Required	
*16.02	Bylaws may be adopted or amended at any legally called	No change		Required	

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	meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.				
*16.03	Changes to the bylaws may be proposed by any voting member, provided, however, 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 <u>and that the Congregation Council notify the members of the proposal with its recommendations at least 30 days in advance of the Congregation Meeting.</u>	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 <u>shall</u> notify the <u>congregation's</u> members of the proposal with <u>the council's</u> recommendations at least 30 days in advance of the Congregation Meeting. <u>Notification may take place by mail or electronic means, as permitted by state law.</u>		Required	Proposed changes simplify the language of the section and update the notification requirements to include electronic means, such as email.
*16.04	Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.	No change		Required	
*17.01	Those sections of this constitution that are not required, in accord with the <i>Model Constitution for Congregations of the</i>	<u>Unless provision C17.04 is applicable,</u> those sections of this constitution that are not required, in accord with the <i>Model Constitution for</i>		Required	Change provides Congregation Council with the ability to propose a change and clarifies that a certain percentage or number of congregational members may

Chapter	Current State	Proposed Change	Changes that are Variations from ELCA Model	ELCA required provisions	Recommendation, Rationale, Action
	<p><i>Evangelical Lutheran Church in America</i>, may be amended in the following manner. Amendments to this constitution may be proposed by at least 30 voting members or the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at its regular or special Meeting called for that purpose. The Congregation Council shall notify the members of the proposal with the council's recommendation at least 30 days in advance of the meeting.</p>	<p><i>Congregations of the Evangelical Lutheran Church in America</i>, may be amended in the following manner. Amendments may be proposed by at least 30 voting members or 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 <u>Congregation Meeting</u> called for that purpose. The Congregation Council shall notify the <u>congregation's</u> members of the proposal <u>together</u> with the council's recommendation at least 30 days in advance of the meeting. <u>Notification may take place by mail or electronic means, as permitted by state law.</u></p>			<p>make a proposal in addition to Congregation Council.</p> <p>Proposed changes update the notification requirements to include electronic means, such as email.</p>
*17.02	<p>A proposed amendment to this constitution shall:</p> <ol style="list-style-type: none"> a. Be approved at a properly called Meeting according to this constitution by a majority vote of those present and voting; b. Be ratified without change at the next annual meeting by a two-thirds majority vote 	<p>An amendment to this constitution, <u>proposed under 17.01</u>, shall:</p> <ol style="list-style-type: none"> a. Be approved at a <u>legally</u> called <u>Congregation Meeting</u> according to this constitution by a majority vote of those present and voting; b. No change c. Have the effective date 		Required	<p>Change provides language clarification and appropriate cross references.</p>

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	<p>of those present and voting; and</p> <p>c. Have the effective date included in the resolution and noted in this constitution.</p>	<p>included in the resolution² and noted in this constitution.</p> <p>² <i>Such an effective date must be stated in relation to the requirements of 17.03 to allow time for synodical review of the amendment.</i></p>			
*17.03	<p>Any amendments to this constitution shall be sent by the secretary of this congregation to the synod. The amendment shall become effective within 120 days from the date of the receipt of the notice by the synod unless the synod informs this congregation that the amendment is in conflict with the constitution and bylaws of the <i>Evangelical Lutheran Church in America</i> or the constitution of the Minneapolis Area Synod of the ELCA.</p>	<p>Any amendments to this constitution that result from the processes provided in C17.01 and C17.02 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 <u>within 120 days from the date of the receipt of the notice by the synod</u>; the changes shall go into effect upon notification that the synod has approved them, <u>or after 120 days from the receipt of the notice if the synod does not respond.</u></p>	Variation from ELCA model	Required	<p>Former Section 17.03 was split into two section – 17.03 and 17.04. Together, the changes eliminate 120 day period and automatic effective date if the synod does not respond. The new provision indicates that the synod must affirmatively approve or disapprove the proposed changes. Immanuel Council added the underlined clauses to maintain a specific time frame for the synod to respond, and changes to go into effect. <u>However, Council voted in October to recommend adoption of model language after learning that including the 120 day requirement would not be approved.</u></p>
*17.04	<p>Whenever the Model Constitution for Congregations is amended by the Churchwide Assembly, this constitution may be amended to reflect any such amendment by a simple majority vote at any subsequent meeting</p>	<p>This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the <i>Model Constitution for Congregation of the Evangelical Lutheran</i></p>		Required	<p>Change allows for amendments to bring the constitution in conformity with amendments to the ELCA Model Constitution that are made periodically at ELCA churchwide assemblies. In other words, in such instances, much of the formal</p>

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	<p>of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail notice to the congregation of such an amendment or amendments at least 30 days prior to the meeting. Following the adoption on an amendment, the secretary of the congregation shall submit a copy thereof to the synod, consistent with C17.03.</p>	<p><i>Church in America</i> as most recently amended by the Churchwide Assembly. Such amendments may be approved by a simple 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 10 percent of 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 a vote of approval.</p>			<p>notification and approval process is not necessary in this limited circumstance. Any deviations from the model language would require approval pursuant to Sections 17.01 to 17.03.</p>
*18.01	<p>The Congregation Council may enact continuing resolutions which describe the function of</p>	<p>The congregation <u>in a legally called meeting or the Congregation Council</u> may</p>		Required	<p>The provision expands the authority to enact continuing resolutions to the congregation in a</p>

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	the various committees or organizations of this congregation.	enact continuing resolutions. <u>Such continuing resolutions may not conflict with the constitution or bylaws</u> of this congregation.			legally called meeting. This procedure provides the Congregation Council with the flexibility to seek a congregation wide vote on any continuing resolution it determines would be in the best interest to need broader visibility.
*18.02	Continuing resolutions shall be enacted or amended by a two-thirds vote of all voting members of the Congregation Council.	Continuing resolutions shall be enacted or amended by a <u>majority vote of a meeting of the congregation</u> or a two-thirds vote of all voting members of the Congregation Council.		Required	The provision expands the authority to enact or amend continuing resolution to include the congregation. This procedure provides the Congregation Council with the flexibility to seek a congregation wide vote on any continuing resolutions it determines would be in the best interest.
*19.01	Consistent with the provisions of the laws under which this congregation is incorporated, this congregation may adopt provisions providing indemnification for each person who, by reason of the fact that such person is or was a Congregation Council member, officer, employee, agent, or other member of any committee of this congregation, was or is threatened to be made a party to any threatened, pending, or	No change		Required	

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	completed civil, criminal, administrative, arbitration, or investigative proceeding.				