

The CONSTITUTION of
FRENCH CREEK LUTHERAN CHURCH

Ettrick, Wisconsin

PREAMBLE

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

Chapter 1

NAME AND INCORPORATION

- C1.01.** The name of this congregation shall be French Creek Lutheran Church of Ettrick Township, Trempealeau County, Wisconsin.
- C1.02.** For the purpose of this constitution and the accompanying bylaws, the French Creek Lutheran Congregation is hereinafter designated as "this congregation".
- C1.03.** This congregation was incorporated under the laws of the State of Wisconsin on January 21, 1908.

Chapter 2

CONFESSION OF FAITH

- C2.01.** This congregation confesses the Triune God, Father, Son, and Holy Spirit.
- C2.02.** This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
- a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
 - b. The proclamation of God's message to us as both law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of

Jesus Christ.

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

- C2.03.** This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- C2.04.** This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.
- C2.05.** This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- C2.06.** This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- C2.07.** This congregation confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 3

NATURE OF THE CHURCH

- *C3.01.** All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under His rule and authority.
- *C3.02.** This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian Unity throughout the world.
- *C3.03** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, The Evangelical Lutheran Church in America, therefore, derives its character and power both

from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

***C3.05** The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

Chapter 4

STATEMENT OF PURPOSE

C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God’s creative, redeeming, and sanctifying activity in the world.

C4.02. To participate in God's mission, this congregation as a part of the Church shall:

- a. Worship God in proclamation of the word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- b. Proclaim God's saving Gospel of justification by grace for Christ’s sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
- c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and doing all ministry with a global awareness consistent with the understanding of God as creator, Redeemer, and Sanctifier of all.
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
- e. Nurture its members in the Word of God so as to grow in faith and

hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world

- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

C4.03. To fulfill these purposes, this congregation shall:

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
- b. Provide pastoral care and assist all members to participate in this ministry.
- c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
- d. Teach the Word of God.
- e. Witness to the reconciling Word of God in Christ, reaching out to all people.
- f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with other congregations, the Synod, and the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with churchwide policy.

C4.04. This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational groups and shall review their actions. (Such description shall be contained in continuing resolutions of the Congregation Council)

C4.05. This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.

Chapter 5

POWERS OF THE CONGREGATION

C5.01. The powers of this congregation are those necessary to fulfill its purpose.

C5.02. The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.

C5.03. Only such authority as is delegated to the Congregation Council or other organizational units in the congregation's governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:

- a. call a pastor as provided in Chapter 9;
- b. terminate the call of a pastor as provided in Chapter 9;
- c. call a minister of Word and Service
- d. ~~appoint or terminate the call appointment of associates in ministry a~~ minister of Word and Service in conformity with the applicable ~~policy~~ constitution of the Evangelical Lutheran Church in America;
- e. adopt amendments to the constitution, as provided in chapter 16, amendments to the bylaws, as specified in chapter 17, and continuing resolutions, as provided in Chapter 18;
- f. approve the annual budget;
- g. acquire real and personal property by gift, devise, purchase, or other lawful means;
- h. hold title to and use its property for any and all activities consistent with its purpose;
- i. sell, mortgage, lease, transfer, or otherwise dispose of its property by any means;
- h. elect its (officers), Congregation Council, boards, and committees. and require them to carry out their duties in accordance with the

- constitution (and) bylaws, (and continuing resolutions); and
- ik. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

Chapter 6

CHURCH AFFILIATION

- C6.01.** This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the La Crosse Area Synod of the Evangelical Lutheran Church in America. This congregation is subject; to the discipline of the Evangelical Lutheran Church in America.
- C6.02.** This congregation accepts the Confession of Faith and agrees to the Purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.
- C6.03.** This congregation acknowledges relationship with the Evangelical Lutheran Church in America in which:
- a. This congregation agrees to be responsible for its life as a Christian community.
 - b. This congregation pledges its financial support and participation in the life and mission-of the Evangelical Lutheran Church in America.
 - c. This congregation agrees to call pastoral leadership from the ~~clergy~~ roster of ministers of Word and Sacrament of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the Bishop of the Synod. These special circumstances are limited wither to calling a candidate approved for the roster of ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.
 - d. This congregation agrees to consider ~~associates in ministry~~ ministers of Word and Service for ~~appointment~~ call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.

- e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the Synod for review to ascertain that all of its provisions are in agreement with the constitution bylaws of the Evangelical Lutheran Church in America or with the constitution of the Synod.

06.04. Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:

- a. This congregation takes action to dissolve.
- b. This congregation ceases to exist.
- c. This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
- d. This congregation follows the procedures outlined in C6.05.

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

- a. A resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally and conducted special meeting of this congregation by a two-thirds majority of the voting members present
- b. The secretary of this congregation shall submit a copy of the resolution to the Synodical Bishop and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The Bishop of the Synod shall consult with this congregation during a period of at least 90 days.
- d. If this congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majority of the voting members present, at which meeting the Bishop of the Synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.
- e. A certified copy of the resolution to terminate its relationship shall be sent to the Synodical Bishop, at which time the relationship between this congregation and the ELCA shall be terminated.

- f. Notice of termination shall be forwarded by the Synodical Bishop to the secretary of ~~this church~~ the ELCA and published in the periodical of this church who shall report the termination to the Churchwide Assembly.
- g. If this congregation was a member of the Lutheran Church of America it shall be required, in addition to the provisions in C6.05., to receive Synodical approval before terminating its membership in the Evangelical Lutheran Church in America.

C6.06. If this congregation is considering relocation, it shall confer with the Bishop of the Synod before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

Chapter 7

PROPERTY OWNERSHIP

- C7.01.** If this congregation ceases to exist, title to undisposed property shall pass to the La Crosse Area Synod of the Evangelical Lutheran Church in America.
- C7.02.** If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.
- C7.03.** If a two-thirds majority of the voting members of this congregation present at a ~~regularly~~ legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in *c6.05 has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the La Crosse Area Synod.
- C7.04.** If a two-thirds majority of the voting members of this congregation present at a ~~regularly~~ legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body, and have followed the process for termination of relationship in *C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with the 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 the congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.

Chapter 8

MEMBERSHIP

C8.01 Members of this congregation shall be those baptized persons on the roll of the congregation at the time that this constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.

C8.02. Members shall be classified as follows:

- a. *Baptized* members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran Congregations or by affirmation of faith.
- b. *Confirmed* members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran Congregations, or baptized persons received by affirmation of faith.
- c. *Voting* members are confirmed members. ~~Such confirmed members shall have communed and made a contribution of record during the current or preceding year.~~ Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
- d. *Associate* members are persons holding membership in other Lutheran (Christian) congregations who wish such membership but desire to participate in the life and mission of this congregation. They have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Congregation Council of this congregation.

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

- C8.04.** It shall be the privilege and duty of members of this congregation to:
- a. make regular use of the means of grace, both Word and sacraments;
 - b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
 - c. support the work of this congregation and of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.
- C8.05.** Membership in this congregation shall be terminated by any of the following:
- a. death;
 - b. resignation;
 - c. transfer or release;
 - d. disciplinary action by the Congregation Council; or¹
 - e. removal from the roll due to inactivity as defined by the bylaws in accordance with the provisions of this constitution and its bylaws.
- C8.05.** Such persons who have been removed from the roll of members shall remain persons for whom the church has a continuing pastoral concern.

Chapter 9.

THE PASTOR

- C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds ~~majority~~ vote of members present and voting at a meeting ~~regularly~~ legally called for that purpose. Before a call is issued, the officers, or a committee elected by this congregation to recommend the call, shall seek the advice and help of the Bishop of the Synod.
- C9.02.** Only a member of the ~~clergy~~ roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for ~~it~~ the congregation by the Synodical Bishop may be called as a pastor of this

¹ Pastor's note to constitutional committee – kept this provision as is, rather than amending to meet the recommended, due to later decisions regarding discipline of members.

congregation.

~~C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every ordained minister shall preach the Word, administer the sacraments, conduct public worship, provide pastoral care, and speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world. Each ordained minister with a congregational call shall, within the congregation, offer instruction, confirm, marry, visit the sick and distressed, and bury the dead; supervise all schools and organizations of the congregation; shall install regularly elected members of the Congregation Council, and with the council administer discipline. Every pastor shall seek out and encourage qualified persons to prepare for the ministry of the Gospel and strive to extend the Kingdom of God in the community, in the nation, and abroad; shall impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and shall endeavor to increase the support given by the congregation to the work of the Evangelical Lutheran Church in America and of the Synod of the ELCA.~~

*C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every minister of Word and Sacrament shall:

- 1) preach the Word;
- 2) administer the sacraments;
- 3) conduct public worship;
- 4) provide pastoral care;
- 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
- 6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;
- 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each pastor with a congregational call shall, within the congregation:

- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
- 2) relate to all schools and organizations of this congregation;
- 3) install regularly elected members of the Congregation Council;
- 4) with the council, administer discipline; and
- 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of the La Crosse Area Synod of the ELCA.

C9.04. The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call.

C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by, except in the case of the death of the pastor, or shall be terminated following consultation with the Synodical Bishop, ~~and~~ for the following reasons:
 1. mutual agreement to terminate the call or the completion of a call for a specific term ~~of years~~;
 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, ~~without reflection on the competence or the moral and spiritual character of the pastor;~~
 4. the physical disability or mental incapacity of the pastor;
 5. suspension of the pastor through discipline for more than three months;
 6. resignation or removal of the pastor from the roster of ministers of

Word and Sacrament of this church;

7. termination of the relationship between this church and the congregation;
8. dissolution of the congregation or the termination of a parish arrangement; or
9. suspension of the congregation through discipline for more than six months. disqualification of the pastor through discipline on grounds of doctrine, morality; or continued neglect of duty; or

~~In the case of alleged physical or mental incapacity of the pastor or ineffective conduct of the pastoral office, it shall be the responsibility of the Bishop of the Synod, when such difficulties are personally known or have been brought to the Synod's attention by an official recital of allegations by the Congregation Council, or by a petition signed by at least one-third of the voting members of the congregation, to investigate such conditions personally in company with a committee of two ordained ministers and one layperson.~~

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,

- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
- 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

~~In case of alleged physical or mental incapacity competent medical testimony shall be obtained. When such disability is evident, the Bishop of the Synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the Bishop of the Synod shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another field of labor.~~

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. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament as 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.

~~In the case of alleged local difficulties which imperil the effective functioning of the congregation, all concerned persons shall be heard, after which the Bishop of the Synod together with the committee described in 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 by a two-thirds majority vote of the voting members present at a regularly called meeting after consultation with the Bishop.~~

d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.

~~The foregoing procedure shall never be invoked when questions of doctrine, morality, or continued neglect of duty are involved, all such cases being treated as disciplinary matters.~~

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 vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

~~—If in the course of the proceedings, it should become apparent that the pastoral office cannot be conducted effectively in the congregation being served by the ordained minister due to local conditions, the Bishop of the Synod may temporarily suspend the pastor from service in the congregation without prejudice and with pay provided through a joint church wide/Synod fund and with housing provided by the congregation.~~

f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

C9.06. At a time of pastoral vacancy, an interim pastor may be appointed by the Bishop of the Synod with the consent of this congregation or the Congregation Council.

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

C9.08. This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation.

C9.09. When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council, and the Bishop of the Synod. As occasion requires, the documents may be revised through a similar consultation.

~~C9.10.~~

C9.11 With the approval of the Bishop of the Synod the congregation may depart from C9.05 and call a pastor for a specific term of years. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the Bishop or a designated representative of the Bishop, shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in

accordance with the provisions of C9.05.a.

~~C9.11.~~

C9.12 The pastor of this congregation:

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

~~C9.12.~~

C9.13 The pastor(s) shall submit a report of his or her ministry to the Bishop of the Synod at least 90 days prior to each regular meeting of the Synod Assembly.

***C9.14.** 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.

C9.15. Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between the congregation and the pastor in a form proposed by the synodical bishop and approved by the congregation.

***C9.21.** Authority to call a minister of Word and Service shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.

***C9.22.** Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this

congregation by the synodical bishop may be called as a deacon of this congregation.

*C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

- a. Be rooted in the Word of God, for proclamation and service;
- b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
- c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
- d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
- e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
- f. Practice stewardship that respects God's gift of time, talents, and resources;
- g. Be grounded in a gathered community for ongoing diaconal formation;
- h. Share knowledge of the ELCA and its wider ministry of the gospel and advocate for the work of all expressions of this church; and
- i. Identify and encourage qualified persons to prepare for ministry of the gospel.

*C9.24. The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.

*C9.25. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

- a. The call of a congregation, when accepted by a deacon, 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:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the deacon;
 - 5) suspension of the deacon through discipline for more than three months;
 - 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement; or
 - 9) suspension of this congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's

condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service as disabled. Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.

e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

*C9.26. The deacon shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another field of labor, or
- b. the issuance of a certificate of dismissal or transfer.

*C9.27. When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be

drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

- *C9.28. With the approval of the bishop of the synod, this congregation may depart from *C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.25.a.
- *C9.29. The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.
- *C9.31. The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 10

CONGREGATION MEETING

- C10.01.** The annual meeting of this congregation shall be held on the ~~third Sunday of January~~ second Sunday in February. Notice of the Annual Meeting shall be given as provided in C10.03.
- C10.02.** A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called at; the written request of 10% of the voting members. 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 ~~date and time, place~~ and purpose for which it is to be held and no other business shall be transacted. Any meeting called to consider the disposition or encumbrance of real property must be called and held in conformity with such provisions of civil law as applicable.
- C10.03.** Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays or 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.

- C10.04.** Fifty (50) voting members shall constitute a quorum.
- C10.05.** Voting by proxy or by absentee ballot shall not be permitted.
- C10.06.** All actions by the congregation shall be by majority vote except as otherwise provided in this constitution.
- C10.07.** A meeting of the congregation may by majority vote recess to reconvene at a specified time and place. A meeting may also recess to reconvene upon call; provided, however, that the time and place of such a reconvened meeting must be announced at a public service of the congregation, or written notice be mailed to the voting members no less than three days in advance of the reconvened meeting.
- C10.08.** The current roster of voting, confirmed, and baptized members shall be determined prior to each annual meeting.
- C10.09.** The order of business at the annual meeting shall be:
- Opening devotion
 - Approval of the minutes of the previous meeting.
 - Reports of Pastor, Congregation Council, Treasurer, Committees, and others.
 - Elections
 - Approval of budget
 - Unfinished business
 - New business
 - Closing Prayers
- C10.10.** In the following cases voting shall be by written ballot:
- To elect the officers and members of boards.
 - To adopt or amend the articles of incorporation, constitution, or bylaws of the congregation.
 - To excommunicate a member from the congregation or to remove a member from office.

To dispose of, encumber, or purchase real property.

To sever affiliation with the Evangelical Lutheran Church in America.

When ten or more voting members request the use of a ballot.

- C10.11.** No one shall be declared elected unless they have received a majority of votes cast. If more than one is required in an election, a motion shall be in order to limit the balloting after the first ballot to the three candidates receiving the highest number of votes on the first ballot; and after the second ballot to limit the balloting to the two candidates receiving the highest number of votes.
- C10.12.** Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

Chapter 11.

OFFICERS

- C11.01.** The officers of this congregation shall be a president, vice-president, secretary, and treasurer.

Duties of the officers shall be specified in the bylaws.

The officers shall be voting members of the congregation.

Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.

- C11.02.** The congregation shall elect its officers and they shall be the officers of the congregation and Congregation Council. The officers shall be elected by written ballot and shall serve for one year or until their successors are elected. Their terms shall begin at the close of the annual meeting at which they are elected.
- C11.03.** 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.

Chapter 12

CONGREGATION COUNCIL

- C12.01.** There shall be a *Board of Deacons* of three members, elected by ballot at the annual meeting in such a way that the term of one deacon expires each year.

The term of office shall be three years, and no member shall be for two consecutive terms. It shall be the nature of the office of Deacon to deal with the spiritual matters of the life of the congregation, under the guidance of the pastor, and advisement of the president.

- C12.02.** There shall be a *Board of Trustees* of five members, elected by ballot at the annual meeting in such a way that the terms of approximately one-third of the trustees expire each year. The term of office shall be three years, and no member shall be eligible for two consecutive terms. It shall be the nature of the office of Trustee to deal with the general management and business affairs of the congregation, under the guidance of the pastor, and advisement of the president.
- C12.03.** The voting membership of the Congregation Council shall consist of the Officers, Deacons and Trustees. The President of the W-ELCA and the President of the Youth Group may serve in ex officio capacities, at their option, or as necessary. The Congregation President shall be its chairman, and the Secretary of the congregation, its Secretary.
- C12.04.** Any voting member of the congregation may be elected, subject only to the limitations 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 or b) is absent from four successive regular meetings of the Congregation Council without cause, and after two absences shall be notified by the secretary.
- C12.05.** Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by a majority vote, a successor until the next annual meeting.
- C12.06.** The Congregation Council's Deacons primary responsibility shall be the general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Deacons shall include the following:
- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
 - b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.
 - c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.

- d. To maintain supportive relationships with the ~~pastor~~ rostered minister and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment.
- e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- g. To arrange for pastoral service during the sickness or absence of the pastor.
- h. To emphasize partnership with the Synod and church wide units of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the Synod and the Evangelical Lutheran Church in America.
- i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- j. Appoint and meet annually with the church ushering staff.

C12.07. The Congregation Council's Trustees primary responsibility shall be for the financial and property matters of this congregation.

- a. The Trustees 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 Wisconsin, except as otherwise provided herein.
- b. The Trustees and Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
- c. The Trustees and Congregation Council may enter into contracts for up to \$5000.00 for items not included in the approved annual budget,
- d. The Congregation Council and Trustees shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations more than \$5,000.00 in excess for the

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 church wide organization.

e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular and systematic forwarding of benevolence monies to the Synodical treasurer.

f. The Congregation Council's Trustees shall be responsible for this congregation's investments and its total insurance program.

C12.08. The Congregation Council shall see that the provisions of this constitution and its bylaws (and continuing resolutions) are carried out.

C12.09. The Congregation Council shall provide for an annual review of the membership roster.

C12.10. The Congregation Council shall be responsible for appointment and supervision of salaried and nonsalaried lay workers of this congregation.

C12.11. The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.

C12.12. The Congregation Council shall normally meet once a month. A special meeting may be called by the ~~pastor~~ rostered minister or president, and shall be called at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

C12.13. A quorum for the transaction of business shall consist of a majority of the voting members of the Congregation Council.

Chapter 13

CONGREGATIONAL COMMITTEES

C13.01. The officers of this congregation and the pastor shall constitute the *Executive Committee*.

C13.02. A *Nominating Committee* of three voting members of this congregation shall be elected at the annual meeting of the congregation for a term of one year. Members of the Nominating Committee are not eligible for re-election. The

~~pastor~~ rostered minister and president shall serve as advisory members. It is required that the nominating committee conduct their business in the following manner:

- a. The committee shall receive a list of position vacancies from the Congregation Council for proper planning time.
- b. Nomination contacts shall be made in person when at all possible.
- c. The nominating committee shall nominate one or more candidates for each office to be filled.
- d. Nominations shall be completed and submitted to the December Congregation Council meeting for review.
- e. An announcement of the candidates, or a written sample ballot listing the candidates shall be provided no later than at the annual meeting of the congregation.
- f. In addition to the candidates submitted by the Nominating Committee, additional nominations may be made from the floor at the annual meeting.
- g. A vacancy in the Nominating Committee shall be filled by a special congregational meeting called for that purpose.

C13.03. An *Audit Committee* of two voting members shall be elected by the annual meeting of the congregation. The Audit Committee shall audit all financial records, and insurance policies of the congregation proper, and present their findings in writing to the annual meeting. Term of office shall be one year, and members shall be eligible for re-election.

C13.04. When a pastoral vacancy occurs, a *Call Committee* of six voting members shall be appointed by the Congregation Council. Term of office will terminate at the installation of the newly-called pastor. The Congregation President shall also serve on this committee. Upon completing the candidate interview process, all members of the committee shall report their findings to the Congregation Council at a regularly called meeting.

C13.05. There shall be a *Board of Parish Education Committee* of three members elected at the annual meeting of the congregation. The term of office shall be three years, with one-third of the members term expiring each year. No member shall be eligible for re-election. The following are responsibilities of this committee:

- a. Provide leadership and supervision of the educational programs of the

congregation.

- b. Appoint annually a Sunday School Superintendent who shall have oversight of the Sunday School, and shall preside at regular and periodic meetings of the Sunday School teachers and staff members. The Superintendent shall seek to promote interest and attendance at all activities pertaining to the Sunday School.
- c. Appoint annually Sunday School and Vacation Bible School teachers from the active membership of this Congregation.
- d. All appointees to teaching positions shall be reported to the Congregation Council prior to their installation for review. The Pastor and Sunday School Superintendent serve as advisory members of this committee.

C13.06. There shall be a *Memorial Committee* comprised of; a Senior Trustee of the Congregation Council who shall serve a one year term of office, a representative of the French Creek Lutheran Church Foundation, Inc. who shall serve no more than three consecutive one year terms, and a member at large from the congregation elected at the annual meeting who shall serve no more than three one year terms. The Pastor and President shall serve as advisory members. The function of this committee shall be to provide advice as to potential uses of bequests and monies received from benefactors of this congregation. A treasurer shall be appointed by this committee to administer any funds received by this committee.

C13.07. There shall be a *Worship and Music Committee* comprised of the active regular church organists and choir directors who shall meet periodically with the pastor. The pastor shall lead the committee in the planning and use of music: in the worship and other services of this congregation.

C13.08. Other congregational committees may be formed as the need arises, by decision of the Congregation Council.

C13.05. Duties of congregational committees shall be specified in the bylaws.

Chapter 14

ADDITIONAL ADMINISTRATION

C14.01. A Financial Secretary shall be elected annually by the congregation at its annual meeting. The term of office shall be one year and may be re-elected without limit. This secretary shall keep a record of all pledges and

contributions of the congregation. Quarterly reports of contributions shall be prepared and mailed to each member of this congregation. Any salary paid to the Secretary shall be determined by the Congregation Council and adopted by the congregation at its annual meeting. In the event of a vacancy, the Congregation Council shall appoint a secretary to fulfill the unexpired term

- C14.02.** Any compensation for services provided by either officers, local support staff, or any other paid from the treasury of this congregation shall be determined by the Congregation Council. Rostered positions shall be approved by the congregation at its annual meeting.

Chapter 15

ORGANIZATIONS WITHIN THE CONGREGATION

- C15.01.** 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.
- C15.02.** Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council.
- C15.03.** All committees and organizations handling funds within the congregation shall submit accounts to the treasurer or the church office at least ten days prior to the annual meeting, and such reports shall be included in the report to the annual meeting.

Chapter 16

DISCIPLINE OF MEMBERS

- C16.01.** Denial of the Christian faith as described in this constitution, conduct grossly unbecoming a member of the Church of Christ, willful and repeated harassment or defamation of member(s) of the congregation or persistent troublemaking 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, b) admonition by the Pastor in the presence of two or three witnesses, and c) citation to appear before the Congregation Council.

- C16.02.** A member charged with the offense shall appear before the Congregation Council having received a written notice, specifying the exact charges that have been made against the member, at least 10 days prior to the meeting.
- C16.03.** Should the allegations be sustained by a two-thirds majority vote of the Congregation Council, the council shall impose one of the following disciplinary actions:
- a. censure before the council or congregation;
 - b. suspension from membership for a definite period of time; or
 - c. exclusion from membership in this congregation. Disciplinary actions b.. and c. shall- be delivered to the member in writing.
- C16.04.** The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.
- C16.05.** Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of: a) evidence that injustice has been done or b) evidence of repentance and amendment.
- C16.06.** A confirmed member who, in the judgment of the Congregation Council, shows no interest in attending church services and does not partake of Holy Communion; and who does not contribute to the congregation treasury, according to the congregation's records, for a period of one year, shall be presumed no longer to desire membership, shall lose the right to vote, and not be counted in the membership statistics of the congregation. However, their name and record shall be kept in the records for a period of five years thereafter. Such person shall be encouraged to take part in the congregational life, or to transfer elsewhere, as the situation may indicate to be advisable. If they resume activity within the five-year period, they shall be restored to the active membership list; if not, they shall be dismissed from the congregation, and a notice of such action sent to their last known address.
- C16.07.** Children, neither of whose parents or guardians are active member of the congregation, shall be dropped form the baptized membership roll if they fail to participate in the Christian education program of the congregation.

C16.08. Members who have been excommunicated or dismissed, or who have resigned; and members who have transferred to other Lutheran congregations; or who are definitely known to have become members of other congregations without transfer, have thereby terminated their membership in the congregation and have surrendered all membership rights.

Chapter 17

BYLAWS

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

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

C17.03. 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 and that the Congregation Council notify the members of the proposal with its recommendations at least 30 days in advance of the congregation meeting.

017.04. Approved changes to the bylaws shall be sent to the Synod.

Chapter 18

AMENDMENTS

C18.01. Amendments to this Constitution may be proposed by at least 12 voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at its regular or special meeting called for that purpose. The Congregation Council shall notify the members of the proposal with their recommendations at least 30 days in advance of the meeting.

C18.02. A proposed amendment to this Constitution shall:

- a. be approved at a properly called meeting according to this constitution by a majority vote of those present and voting;

- b. be ratified without changes at the next annual meeting by a two-thirds majority vote of those present and voting; and
- c. have the effective date included in the resolution and noted in the constitution.

C18.03. 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 Evangelical Lutheran Church in America, or the constitution of the La Crosse Area Synod.

Chapter 20.

PARISH AUTHORIZATION

[Required provisions when congregation is part of a parish]*

***C20.01.**This congregation may unite in partnership with one or more other congregations recognized by the synod named in *C6.01. to form a parish. Except as provided in *C20.02. and *C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to the Parish Council. The Parish Agreement shall identify which congregation of the parish issues calls on behalf of the member congregations or shall establish a process for identifying which congregation issues calls on behalf of the member congregations.

***C20.02.**One congregation of a parish shall issue a call on behalf of the member congregations to a minister of Word and Sacrament or a candidate for the roster of Ministers of Word and Sacrament who has been recommended by the synodical bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.

***C20.03.**One congregation of a parish may issue a call on behalf of the member congregations to a minister of Word and Service or a candidate for the roster of Ministers of Word and Service who has been recommended by the synodical bishop to serve the congregations of the parish. Such a call shall

be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.

*C20.04. Any one of the congregations of the parish may terminate their relationship with the pastor as provided in †S14.18.d. of the synodical constitution of the synod named in *C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.

*C20.05. Any one of the congregations of the parish may terminate their relationship with a minister of Word and Service as provided in †S14.43.d. of the synodical constitution of the synod named in *C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.

*C20.06. Whenever a parish agreement is terminated, the call of any rostered minister serving that parish is terminated. Should any congregation that was formerly part of the parish agreement desire to issue a new call to that rostered minister, it may do so in accordance with the call process of this church.