

BYLAWS

Part I. COMMUNION PARTICIPATION

1. This congregation invites all of its members, who have been prepared to receive the Sacrament, to participate regularly in Holy Communion.
2. Participation in Holy Communion shall be open to baptized, communing members of other congregations who are present and who wish to commune with us.
3. It shall be made known to prospective participants that this congregation holds to the traditional Lutheran teaching, believing that the true body and blood of Christ are really present under the form of bread and wine in the Sacrament of Holy Communion and that in receiving this sacrament we have the forgiveness of sins.
4. Record of participation in Holy Communion shall be entered upon the books of the congregation. If a member of another congregation communes, notice shall be sent to that person's congregation.

PART II. FELLOWSHIP WITH OTHER RELIGIOUS GROUPS

1. This congregation declares itself to be in pulpit and altar fellowship with all denominational churches that accept the Unaltered Augsburg Confession and the confessional writings of the Book of Concord.
2. This congregation shall extend pulpit and altar fellowship to other denominational churches whenever the North American Lutheran Church (NALC) in America should take official action to enter into such fellowship.
3. This congregation rejects all fellowship with organizations, secret or open, which practice forms of religion without confession of faith in the Triune God and in Jesus Christ as the eternal Son of God, incarnate to be our only Savior from sin, and thus teaching a salvation by works.
4. Ceremonies of lodges or other such organizations shall not be permitted in the church building or on the premises of this congregation.
5. The pastor(s) of this congregation shall take no part in any such ceremonies even if they are conducted outside of the premises or the congregation.

PART III. MEMBERSHIP

1. When children are baptized, one or both of their parents or guardians should be members of this congregation.
2. When neither of the parents or guardians of children being baptized are members of this congregation, notice of the baptism shall be sent to the congregation in which one or both of the parents or guardians hold membership; unless there is an understanding that, for good reason, they will be enrolled as baptized members of this congregation.
3. Members who have moved to other communities shall be encouraged to transfer their membership to congregations where they are living. A confirmed member, desiring to change membership to another congregation, shall, upon request, receive a Letter of Transfer to that congregation.

4. Members living in other communities who have had no contact with this congregation for a period of at least two full years may be removed from the membership roll by action of the Congregation Council.
5. Members who are living within the area served by this congregation who have shown no interest in attending worship services, have not received Holy Communion and have not made a contribution of record to this congregation during consecutive calendar years may be removed from the membership roll by action of the Congregation Council. Notice of such action shall be communicated to them in advance of their formal removal. Such persons, who have been removed, shall remain persons for whom the congregation has a continuing pastoral concern.

PART IV. CONGREGATIONAL MEETINGS

1. The annual meeting and the semi-annual meeting of this congregation shall take place, respectively, in January and July on dates and times set by the Congregation Council.
2. Written ballots shall be used whenever ten or more voting members who are present at the meeting request such ballots.
3. The congregation's fiscal year shall run from January 1 through December 31.

PART V. CONGREGATION COUNCIL

1. The voting membership of the Congregation Council shall consist of eight members.
2. Approximately one-third of the members shall be elected annually at the annual meeting.
3. Immediately after the annual meeting, the Congregation Council shall elect the officers as prescribed in CII.02.
4. The Congregation Council shall have responsibility for the coordination of all organizations within the congregation with special oversight for the leadership of the food stand at the County Fair and the annual Church Supper.

PART VI. CONGREGATIONAL COMMITTEES

1. The Congregation Council shall elect from within its own membership chairpersons for the following committees: Education, Evangelism, Finance, Property, Outreach, Stewardship and Worship.
2. The Congregation Council shall have authority to appoint or elect additional congregation members who are not members of the Council as members of the congregational committees.
3. The Congregation Council shall, at least once a year, invite the full membership of its regular committees together with representatives chosen by the organizations of the congregation to review the entire program of the congregation.

PART VII. DUTIES OF OFFICERS AND CONGREGATIONAL COMMITTEES

1. The President shall preside over the meetings of the Congregation Council and of the congregation. The president is an ex-officio member of all committees of the congregation. The president shall set the agenda for regular council meetings and the annual and semi-annual congregational meetings.

2. The Vice-President shall preside over meetings in the absence of the president.
3. The Secretary shall keep minutes of all council and congregational meetings and give reports of such meetings when appropriate.
4. The Treasurer shall be custodian of all funds of the congregation, disbursing all such funds in accordance with the decisions of the congregation or Congregation Council. An accurate record shall be kept of all monies received by the congregation and spent by the congregation, with written reports shared with the Congregation Council at its monthly meetings and with the congregation at its annual and semi-annual meetings.
5. The Executive Committee shall be responsible for preparing the initial draft of the annual budget for submission to the full Congregation Council. It shall also be responsible for interviewing prospective employees of the congregation, giving its recommendation to the council for action; and, when it seems necessary, to make recommendation concerning the termination of an employee. The pastor has voice by no vote on this committee.
6. The Nominating Committee shall nominate one or more persons for each office to be filled and shall secure the consent of each candidate to serve if elected. The candidates being nominated by the committee shall be made known to the congregation in advance of the meeting at which election is to take place. Additional candidates may be nominated from the floor with the consent of the person being nominated.
7. The Audit Committee shall audit all financial records of the congregation in advance of the January annual meeting and shall present its report to that meeting in writing. The committee shall also examine all congregational insurance policies and include any recommendations concerning such Policies in their report.
8. The Staff Support Committee shall serve as counsel to the pastor(s), lay professional staff and all support staff. The committee will meet on a regular basis with all such persons, providing them with positive support and constructive criticism. The committee will work to overcome any friction between members of the staff and the congregation. The committee will make an annual evaluation of the pastor(s) and all other staff persons. It will also make compensation recommendations on behalf of the pastor(s) and staff to the Executive Committee.
9. The Education Committee shall have responsibility, under the supervision of the pastor(s), to give direction to the operation of a Sunday Church School and other schools of the congregation; to provide adult education opportunities; to support a youth ministry; and to encourage participation in the camping ministry of the church.
10. The Finance Committee shall record and enter in appropriate record books all offerings given to the congregation and its schools, make bank deposits of all such funds and provide the treasurer with original deposit slips. The committee shall also handle all monies received from special fund raising events and shall provide reports thereof to council and congregational meetings. The committee shall record all donations given to the congregation and shall send congregational members a record of their individual gifts at least once a year (January).
11. The Property Committee shall oversee the care of all congregational property: its building (both inside and outside), its grounds and parking areas, and its parsonage (both inside and outside). It shall supervise any work days that may be called. It shall

endeavor to make annual improvements within the approved budget allocation and recommend to the Congregation Council major improvements requiring special funding.

12. The Outreach Committee shall have responsibility to work with the pastor(s) in areas of community need and service. The committee shall work with other community-based organizations such as Traveler's Aid, Avoca Good Guys and the Avoca Area Food Pantry. In addition to helping persons in need, the committee should acquaint themselves and the congregation with opportunities to enhance community life through joint action with others and by working in the legislative field and with governmental agencies. The Outreach Committee shall also have responsibility for reaching out to the unchurched in the community and sharing with them the gospel of Jesus Christ; for initiating ways to activate inactive members; for making provisions to visit on a regular basis the ill, those persons confined to their home or care center, and all known to be hospitalized; and for helping to involve new members in the life of the congregation.
13. The Stewardship Committee shall have responsibility, together with the pastor(s), for developing an on-going program of stewardship education emphasizing the Christian management of one's time, talent and material wealth. It shall seek to involve all members in the giving of themselves for the benefit of the work of this congregation and the church-at-large.
14. The Worship Committee shall have responsibility to work with the pastor(s) in matters pertaining to the worship life of the congregation. The committee shall secure ushers and greeters; involve members of the congregation in leading the worship; help recruit musicians and oversee the music program of the congregation; and see that the worship area is decorated for the seasons of the year.

Appendix A:

The Common Confession (2005)

1. The Lord Jesus Christ

We are people who believe and confess our faith in the Triune God—Father, Son, and Holy Spirit. We trust and believe in Jesus Christ as our Savior and Lord.

2. The Gospel of Salvation

We believe and confess that all human beings are sinners, and that sinners are redeemed by the death and resurrection of Jesus Christ. God alone justifies human beings by faith in Christ—a faith that God creates through the message of the Gospel. As ambassadors for Christ, God uses us to speak His Word and build His kingdom.

3. The Authority of Scripture

We believe and confess that the Bible is God's revealed Word to us, spoken in Law and Gospel. The Bible is the final authority for us in all matters of our faith and life.

4. A Common Confession of Faith

We accept and uphold that the Lutheran Confessions reliably guide us as faithful interpretations of Scripture, and that we share a unity and fellowship in faith with others among whom the Gospel of Jesus Christ is preached and the sacraments are administered in accordance with the Gospel.

5. The Priesthood of All Believers

We believe and confess that the Holy Spirit makes all who believe in Jesus Christ to be priests for service to others in Jesus' name, and that God desires to make use of the spiritual gifts he has given through the priesthood of all believers.

6. Marriage and Family

We believe and confess that the marriage of male and female is an institution created and blessed by God. From marriage, God forms families to serve as the building blocks of all human civilization and community. We teach and practice that sexual activity belongs exclusively within the Biblical boundaries of a faithful marriage between one man and one woman.

7. The Mission and Ministry of the Congregation

We believe and confess that the church is the assembly of believers called and gathered by God around Word and Sacrament, and that the mission and ministry of the church is carried out within the context of individual congregations, which are able to work together locally and globally.