

The Constitution of
Desert Rose Church,
a Lutheran Brethren Congregation

Tempe, Arizona

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Article I - NAME

The name of this congregation is Desert Rose Church, a Lutheran Brethren Congregation.

Article II - CONFESSION OF FAITH

1. The Bible, including both Old and New Testaments as originally given, is the verbally and plerarily inspired Word of God and is free from error in the whole and in the part, and is therefore the final authoritative guide for faith and conduct.
2. There is one God eternally existent in three distinct persons in one divine essence, Father, Son and Holy Spirit.
3. God the Father has revealed Himself as the Creator and Preserver of the universe, to Whom the entire creation and all creatures are subject.
4. God created Adam and Eve in His image to live in fellowship with Him. They fell into sin through the temptation of Satan and thereby lost fellowship with God. Through their disobedience the entire human race became totally depraved, that is, self-centered sinners who oppose God, and who by nature are unable to trust, fear or love Him. They are subject to the devil, and are condemned to death under the eternal wrath of God.
5. Jesus Christ, the Eternal Son, is the image of the invisible God. To accomplish our redemption, He became fully human, being conceived of the Holy Spirit and born of the virgin Mary. Jesus Christ, who is true God and true man, by His perfect obedience and substitutionary death on the cross, has purchased our redemption. He arose from the dead for our justification in the body in which He was crucified. He ascended into heaven, where He is now seated at the right hand of God, the Father, as our interceding High Priest. He will come a second time personally, bodily, and visibly to gather the believers unto Himself. He will judge the living and the dead and make an eternal separation between believers and unbelievers. His kingdom shall have no end.

6. The Holy Spirit is a divine person eternally one with the Father and with the Son. Through the Word of God He convicts people of sin, persuades them to confess their sinfulness to God and calls them to faith through the Gospel. He regenerates, sanctifies, and preserves believers in the one true faith. He comforts, guides, equips, directs, and empowers the church to glorify God and fulfill the Great Commission (Matthew 28:16-20).

7. The knowledge and benefit of Christ's redemption of the human race from sin is brought to people through the means of grace, namely the Word and the sacraments.

a. Through the Word of the Law, God brings sinners to know their lost condition and to repent. Through the Word of the Gospel He brings sinners to believe in Jesus Christ, have the forgiveness of sin, become righteous in God's sight, and have eternal life. This occurs as the Holy Spirit awakens them to see their sin and invites and enables them to accept God's grace in Christ. Such individuals will then experience the power of the Gospel to live as children of God.

b. In the Sacrament of Baptism, God offers the benefits of Christ's redemption to all people and graciously bestows the washing of regeneration and newness of life to all who believe. God calls the baptized to live in daily repentance, that is, in sorrow for sin, in turning from sin, and in personal faith in the forgiveness of sin obtained by Christ. By Grace we are daily given the power to overcome sinful desires and to live a new life in Christ. Those who do not continue to live in God's grace need to be brought again to repentance and faith through the Law and Gospel.

Because the sinfulness of human nature passes on from generation to generation and the promise of God's grace includes little children, we baptize infants, who become members of Christ's believing church through baptism. These children need to come to know that they are sinners with a sinful nature that opposes God. Through the work of the Holy Spirit, they need to confess their sinfulness and yield to God, and to possess for themselves forgiveness of their sin through Jesus Christ, as they are led from the faith received in infant baptism into a clear conscious personal faith in Christ as their Lord and Savior and being assured of salvation, rely solely on the finished work of Christ, and the power of the Gospel to live as children of God.

c. In the Sacrament of Holy Communion, Christ gives to the communicants His body and blood in, with, and under the bread and wine. He declares the forgiveness of sin to all believers, and strengthens their faith.

8. The Church Universal consists of all those who truly believe on Jesus Christ as Savior. The local congregation is the communion of saints or true believers "in which the gospel is rightly taught and the sacraments are rightly administered" (Article 7, Augsburg Confession). Therefore, it follows that the membership of the local congregation shall consist of baptized children of the congregation and all others who are baptized and confess Jesus Christ as Lord and whose testimony and life confirm that confession.

9. The Lutheran confessions are a summary of Bible doctrines. We adhere to the following confessional writings: The Apostolic Creed, Nicene and Athanasian Creeds, Augsburg Confession, and Luther's Small Catechism.

Article III - SYNODICAL AFFILIATION

Desert Rose Church is an autonomous local congregation synodically affiliated with the

Church of the Lutheran Brethren of America. A synod is a family of congregations voluntarily associated for the purpose of cooperative efforts such as publishing, education, missions, and ministerial credentialing. A synod has an advisory function rather than a ruling function.

Lutheran Brethren churches practice a simple, "low-church" worship, and require a profession of faith in Christ from baptized adults for church membership.

Article IV - MISSION STATEMENT

The mission of Desert Rose Church is to be a redemptive community of Jesus Christ doing the will of God the Father in the strength of the Holy Spirit, all to His glory!

This means:

We will preach, teach, and listen to God's Word.

We will worship, pray, confess our sins, and faithfully administer the sacraments.

We will love each other and share in meeting one another's needs.

We will go into the world, and send others, to do good in the name of Jesus Christ and tell His good news of repentance and forgiveness of sins.

Acts 2:42 "They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer."

Luke 24:46,47 "He told them, 'This is what is written: The Christ will suffer and rise from the dead on the third day, and repentance and forgiveness of sins will be preached in His name to all nations, beginning at Jerusalem.'"

The Mission statement shall be reviewed yearly at the Annual Vision meeting of the congregation.

Article V - CHURCH MANAGEMENT

(See Appendix II)

A. Christ is the Head of the Church

Through the Holy Spirit Christ guides the church by the Scriptures, and in His Grace He bestows upon the Church ministry gifts for the equipping of His people to fulfill His mission on earth. Among these ministries we particularly mention the following local church offices: Pastor(s), Elder(s), and Deacon(s) and Deaconess(es).

As the Body of Christ, the congregation has the highest authority to make decisions in the church. It is understood, therefore, that any decision initiated by any governing bodies is subject to the congregation.

B. Church Council

The Church Council shall be composed of the called pastor(s) of the congregation and the elders who have been elected by the congregation to this office. The Pastor leads the Church Council in its shepherding role. To this leadership the congregation commits its spiritual

direction and well-being. The pastor(s) and elders, as the lead ministry team, shall direct all ministries in fulfilling the mission statement of the congregation.

In implementing the mission of the congregation the Church Council shall formulate appropriate ministry and financial policies, with input from the Deaconate, subject to the approval of the congregation. The Church Council may delegate appropriate business or ministry functions to any other congregational ministries. No ministry or organization under the jurisdiction of the congregation shall organize or disband without the approval of the Church Council or congregation.

The Church Council shall interview applicants for membership and make recommendations to the congregation for acceptance at a congregational meeting.

As the congregation's representatives, the Church Council is responsible for church discipline, which is to be carried out in accordance with the Word of God and in a redemptive spirit (see Matthew 18:15-20; John 20:21-23; 1 Corinthians 5:1-5; and Titus 3:10).

When the need arises, the Church Council shall establish a Call Committee for pastoral search made up of the Joint Board.

The Church Council shall be represented on any congregational-wide nominating committee.

The Church Council is responsible for such other duties and responsibilities as defined in the by-laws of this constitution.

1. Pastor

a. Ministry

The Pastor is a shepherd of souls whose primary calling is to equip believers and lead them in evangelizing the lost. He does this through example, prayer, preaching and teaching the Word, administering the sacraments, and doing the work of an evangelist.

The pastor(s) shall be accountable to the other members of the Church Council for his/their conduct, teaching, and actions.

b. Qualifications

For the office of pastor, the congregation shall call a man who is a Christian, who accepts the Constitution of the Church of the Lutheran Brethren, and is listed on the Church of the Lutheran Brethren Clergy Roster or has been approved by the Synodical Council, pending formal listing on the Clergy roster.

The pastor(s) of the congregation shall be approved for call by the process described in the by-laws of this constitution.

2. Elder

a. Ministry

An elder is a spiritually mature man from the congregation who is recognized as a wise leader who cares for the flock. He is therefore set apart to serve the congregation and assist the

pastor in the responsibilities of providing spiritual nourishment and church management.

The elder(s) shall be accountable to the other members of the Church Council for his/their conduct, teaching, and actions.

b. Qualifications

An elder shall be an adult male who has the qualifications and abilities as designated in the Scriptures (1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-3). He shall be a person respected by the congregation for his faith, knowledge, integrity, and heart to serve others.

Elders for the congregation shall be appointed according to the process described in the by-laws of this constitution.

The Apostle Paul told Timothy: "Do not be hasty in the laying on of hands" (1 Timothy 5:22).

C. Deaconate

The Deaconate (from the Greek word diakonoi, meaning 'servants,' 'those who wait upon others') shall be composed of the pastor, elder(s), Christian Education Director and as many members as deemed suitable by the Church Council, and may include both deacons and deaconesses.

a. Ministry

The Deaconate primarily serves the temporal needs of the congregation so that the Church Council can give itself to the ministry of the Word, prayer, and spiritual oversight (Acts 6:1-6; Philippians 1:1; 1 Peter 4:10-11).

The Deaconate shall assist the pastor and elders in the ministries as described in the by-laws of this constitution.

b. Qualifications

A deacon or deaconess shall be an adult who has the qualifications as designated in 1 Timothy 3:8-13. He/she shall be a person respected by the congregation for his/her practical wisdom, humility, cooperative spirit, and who manifests a sensitive heart toward the needs of the saints.

The Deaconate shall be responsible to the Church Council and shall submit a report of its activities to the congregation at the Annual Meeting.

The Deaconate shall annually elect from among its deacons a chairman, vice chairman, and secretary. The Chairman shall act as coordinator of Deaconate activity and as a contact person for the congregation and Church Council.

The Deaconate shall be appointed according to the process described in the by-laws of this constitution.

The Deaconate officers, along with the treasurer of the congregation, shall appear on the church's Annual Report of Disclosure on file with the Arizona Corporation Commission.

D. Supportive Administrations

While the following ministries are not necessarily scriptural offices, they exist to facilitate the management of the congregation's ministry.

1. Christian Education Director

a. Ministry

The Christian Education Director assists the Church Council in the management of the educational ministries of the congregation, the Sunday School, Vacation Bible School, Children's and Youth Ministries. He/she is directly accountable to the Church Council.

The Christian Education Director shall serve as the manager of the S.S. Superintendent as well as the youth, children's and VBS ministries. The Director's specific services shall be as described in the by-laws of this constitution.

b. Qualifications

The Christian Education Director shall be a mature adult who gives evidence of a sincere faith in Christ, a lifestyle consistent with that profession, an ability to work with others, a stable and dependable character, and love for people, especially children.

The Christian Education Director shall be appointed according to the process described in the by-laws of this constitution and shall serve as a member of the Deaconate.

2. Sunday School Teachers, VBS teachers, Youth and Children's ministry volunteers.

a. Ministry

As 'little shepherds' in the educational ministry of the congregation, Sunday School teachers, VBS teachers, Youth and Children's ministry volunteers are called to prayerfully prepare and teach with the goal of making more, and more biblically literate, disciples of Jesus Christ.

Teachers and volunteers shall take personal interest in the spiritual well-being of their students, pray for them, follow up on absent students, visit their homes when appropriate, get to know their parents if possible, and seek, as God enables, to lead all his/her students to a growing faith in Christ.

b. Qualifications

Sunday School teachers, VBS teachers, Youth and Children's ministry volunteers shall sincerely profess personal faith in Christ, have mature character, and teach in harmony with the congregation's Confession of Faith.

3. Chairman

The congregation shall elect a chairman of the congregation each year at the Annual Meeting. The chairman shall be a member of the Church Council. He shall, in consultation with the pastor, determine the agendas for congregational meetings and shall lead all congregational meetings.

4. Vice Chairman

The congregation shall elect a vice-chairman of the congregation each year at the Annual Meeting. The vice-chairman shall be a member of the Church Council and shall assume chairmanship duties either upon request of the chairman, or in the chairman's absence. A pastor may only serve as vice-chairman.

5. Secretary

The congregation shall elect a secretary of the congregation each year at the Annual Meeting. He/she shall keep accurate minutes of the decisions and transactions made at all congregational meetings, care for its correspondence, and provide and record minutes at each meeting. In his/her absence, a secretary may be appointed by the chairman.

6. Treasurer

The congregation shall elect a treasurer of the congregation each year at the Annual Meeting. He/she shall oversee an itemized account of all receipts and disbursements of the congregation on file in the congregation's office. He/she shall oversee the keeping of accurate counting, recording, and depositing of all receipts of the congregation in a local financial institution. The treasurer will oversee the paying of all bills authorized by a congregational meeting or the Church Council. Regular reports will periodically be shared with the Church Council and with the congregation at the Annual Meeting and other congregational meetings as required.

The treasurer's name shall appear on the church's Annual Report of Disclosure on file with the Arizona Corporation Commission.

The treasurer shall serve on the Deaconate as a non-voting member and attend meetings as requested.

7. Deaconate

The congregation commits to the Deaconate the stewardship of managing the finance and property matters of the congregation on behalf of the Church Council. They are directly accountable to the Church Council and the congregation and serve in cooperation with the facility maintenance oversight of the Deaconate.

The Deaconate shall manage the day to day business of all real properties belonging to the congregation. They shall transact all other business of the congregation assigned it by a congregational meeting or the Church Council. They have no authority to buy, sell, mortgage, rent or transfer any real property belonging to the congregation except as directed by the congregation.

The Deaconate shall submit an itemized proposed budget of anticipated expenditures for the coming year to the congregation at its Annual Meeting, after approval by the Church Council.

The Deaconate shall review the compensation packages of all employees on the payroll of the congregation and submit any proposed adjustments to the congregation at its Annual Meeting.

The Deaconate shall employ necessary custodial or construction/maintenance employees

and/or services to maintain congregational property when so recommended by the Church Council, or congregation and approved by the congregation as required.

The Deaconate the congregation shall be elected according to the guidelines described in the by-laws of this constitution.

8. Joint Board

A Joint Board consisting of the Church Council and Deaconate may be convened as requested by any member of the Joint Board. Such a meeting shall be chaired by a member of the Church Council.

9. Miscellaneous Ministries

Congregational ministries other than those named above may be administered and/or coordinated by the Church Council and/or Deaconate according to the process described in the by-laws of this constitution.

Article VI - MEMBERSHIP

CLASSIFICATION OF MEMBERS

Members of the congregation shall be classified as follows:

A. Confessing Members

Confessing members shall have been baptized into "the name of the Father, the Son and the Holy Spirit," confess personal faith in the Lord Jesus Christ, maintain a good reputation in the community and accept this constitution.

All requests for confessing membership are made to the Church Council which recommends candidates to the congregation.

Baptized children of the congregation who have become confessing Christians may request confessing membership when they reach confirmation age. Only confessing members of the congregation who have reached the voting age specified in the by-laws of this constitution may vote at congregational meetings. They shall not have membership in any secret society or other organization which in its official statements or rites assert that individuals are reconciled to God outside of Jesus Christ and His atonement.

B. Baptized Children of the Congregation

Children baptized in the congregation and all baptized children of confessing members shall be designated baptized children of the congregation. This status continues until they reach the voting age determined by the congregation, or are accepted as confessing members of the congregation, whichever occurs first. Those not requesting adult membership shall become parishioners.

Article VII - PARISHIONERS

Baptized children of the congregation become parishioners upon reaching voting age if they have not been received as confessing members. In addition, the Church Council may include as parishioners those who wish to call this their congregational home. The Church Council may also remove the names of parishioners when they deem it necessary or advisable.

Article VIII - PROPERTY

All property of the congregation shall be deeded to the congregation itself and held in its corporate name. No property of the congregation shall be sold, leased or mortgaged or otherwise disposed of without the same having first been approved by a 2/3 vote of the members of the congregation who are in attendance at a regular congregational meeting or special congregational meeting, which has been called for the specific consideration of the proposal. The secretary of the congregation and the chairman of the congregation shall certify in such conveyance, lease, or mortgage, that the same has been duly authorized and approved by the congregation.

Any gifts and contributions given to the congregation, whether monetary or in goods and services, shall be considered the permanent and manageable property of the congregation unless designated or agreed upon in writing otherwise.

Article IX - DISSOLUTION

Upon dissolution of the congregational corporation or the winding down of its affairs, the assets of the corporation shall be distributed exclusively to an organization(s) which qualifies under the provisions of Section 501 (c)(3) of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended, and in accordance with the following provision:

If a division should ever occur in this congregation, which God forbid, its properties and assets shall belong to that part of the congregation which abides by this constitution and remains in affiliation with the Church of the Lutheran Brethren of America, whether that part be in the majority or minority. In the event that this congregation is dissolved, the property shall be deeded over to the Church of the Lutheran Brethren of America.

Article X - AMENDMENTS

A. This constitution may be amended at the Annual Meeting of the congregation, provided:

1. The amendment does not conflict with Article II, CONFESSIOIN OF FAITH, OR ARTICLE IV, MISSION STATEMENT.
2. The amendment is first affirmed by a majority of the Church Council. Any confessing member of voting age may propose amendments to the constitution. They must be submitted in writing to the Church Council not less than thirty (30) days prior to the congregational Annual Meeting. If the elders disapprove, a member can still have his/her proposal read before the congregational Annual Meeting, provided he/she submits a petition signed by no less than 10 voting members to the Church Council, meeting the time requirements above.
3. A constitutional amendment must be read at a previous congregational meeting before considering it for adoption.

B. The by-laws of this constitution may be amended, provided:

1. The amendment does not conflict with Article II, CONFESSIO OF FAITH, OR ARTICLE IV, MISSION STATEMENT.

2. The amendment is first affirmed by a majority of the Church Council. Any confessing member of voting age may propose amendments to the by-laws of the constitution. They must be submitted in writing to the Church Council not less than thirty (30) days prior to the congregational Annual Meeting. If the elders disapprove, a member can still have his/her proposal read before the congregational Annual Meeting, provided he/she submits a petition signed by no less than 10 voting members to the Church Council, meeting the time requirements above.

3. The amendment must be read at a previous congregational meeting.

4. The amendment is approved by a two-thirds (2/3) vote of the congregation at its duly convened congregational meeting.

C. Article IX of this constitution shall be unalterable.

BY-LAWS OF THE CONSTITUTION

Article I - CHURCH MANAGEMENT

A. Church Council

As much as possible, the pastor and elders shall reach joint conclusions and decisions by seeking the mind of Christ in a process of consensus (1 Corinthians 1:10).

The pastor and elders shall prepare an annual congregational ministry plan to be presented to the congregation for approval at its Annual Meeting.

1. Pastor

The voting membership is responsible for calling all pastors who will shepherd them. All candidates will be recommended to the congregation by the Call Committee. The Call Committee shall be composed of the Church Council and at least three additional members of the congregation selected by the Church Council. The chairman of the congregation shall serve as the chairman of the Call Committee. The Call Committee shall evaluate the needs of the congregation in the light of the congregation's mission statement, goals, and specific character. In consultation with the district and/or synodical president, it shall seek to find candidates for the congregation's consideration. The Call Committee shall arrange for candidate visits in accordance with budgetary allowances, interview the candidates, prepare the compensation package and present their recommendations to the congregation for decision. The Call Committee shall prepare the Letter of Call which shall be signed by the congregational chairman and secretary.

A candidate for pastor must receive a 2/3 vote of approval at a lawful congregational meeting.

The pastor shall conduct himself and his ministry according to the guidelines set forth in the

synodical policy statement entitled, "Clergy Congregation Relations."

The pastor shall generally follow the Order of Service provided in the Church of the Lutheran Brethren's Ministerial Acts book for special services such as baptisms, communions, marriages, funerals, installations, dedications, reception of new members, etc.

The dismissal of a pastor shall take place at a special congregational meeting upon the recommendation of the Church Council, and with a congregational vote of 2/3 approving his dismissal. When a pastor's time of service is terminated by this congregation, he shall be provided his current compensation package at the rate of one month per year of service up to three months compensation with a minimum of one month, or until he is placed in another call if that occurs before this period is completed.

The resignation of a pastor may be accepted by the congregation by a simple majority vote. The pastor shall remain in office as long thereafter as both the pastor and the congregation find it desirable, but normally his departure from the congregation shall take place within a negotiated period of from one to three months.

2. Elder

a. Ministry

While serving, the elder is to grow in knowledge and ministry skills by working with the pastor in implementing a continuing education and training program suitable to his ministry, gifts, and personality.

b. Qualifications

Sometime prior to his appointment, an elder shall have completed a course of basic instruction in Christian doctrine from Luther's Small and Large Catechism, be familiar with the content of the Augsburg Confession, and demonstrate to the Church Council his sincere holding to the teaching of these confessional writings. (The catechetical instruction may be completed through formal course work and/or informal instruction in consultation with the pastor).

An elder shall have served faithfully in the church sometime prior to serving as an elder. His sincere concern for the total well-being of the whole church must be evident. (Mark 10:42-45)

c. Appointment

An elder shall be nominated by the Church Council and approved by congregational election prior to his ordination/ installation. Ordination shall be carried out in accordance with the synodical practices and policies of the Church of the Lutheran Brethren.

d. Term of Service

An elder serve for as long as the congregation and/or the elder finds it necessary and practical. After three years an elder may request, and will always be granted, a one-year sabbatical. If an elder wishes to be off of the Church Council for longer than that he must resign.

B. Deaconate

1. Ministries

The Deaconate shall assist the pastors and elders, as needed, in:

- 1) The Service of Worship: worship service needs and decorum, facility preparation and clean-up, greeting, ushering, and the like;
- 2) Charity: visiting the poor, sick, shut-in, and needy, and administering the benevolent funds of the church;
- 3) Hospitality: overseeing the arrangement of meals for those among the congregation who may need temporary assistance due to illness, childbirth, death in the family, personal crisis, and the like, and overseeing any other assigned hospitality ministries such as to visitors, etc.
- 4) Facility Maintenance: Overseeing church building(s) maintenance and custodial needs; seeking volunteers and/or requesting the Trustees to employ necessary services to maintain congregational property.
- 5) And any other service initiated and/or approved by the Church Council.

2. Appointment

Members of the Deaconate shall be nominated and elected from the voting membership of the congregation. They shall be publicly set apart for their ministry in a worship service of the congregation with prayer and the laying on of hands by the Church Council (Acts 6:3-6).

3. Term of Service

Members of the Deaconate shall be elected at a lawful congregational meeting to a three-year term of service on a rotating basis. In the event someone is unable or unwilling to fulfill their term of service a member of the congregation may be nominated by any member and elected to serve out the remainder of that term.

C. Supportive Administrations

1. Sunday School Superintendent

a. Ministry

The Sunday School Superintendent services shall include the following:

- 1) Recruit teachers and select and order curriculum in cooperation with the pastor and/or designated elder(s).
- 2) Coordinate a teacher orientation seminar as needed in the fall for all teachers in cooperation with the pastor or designated elder(s).
- 3) Manage and facilitate all Sunday School activity including records of student information (address, birthday, etc.) and attendance.
- 4) Encourage teachers to fulfill their ministry (see description under 'Sunday School Teacher').

- 5) Work out any disciplinary problems, policies and procedures with the appropriate teacher and in cooperation with the pastor and/or designated elder(s).
- 6) Plan and administrate any special Sunday School events (Christmas, picnic, outing, honors banquet, etc.).
- 7) May plan and coordinate optional Vacation Bible School, or like ministry, as approved by the Church Council.
- 8) Meet with the pastor and/or designated elder(s) prior to the beginning of the academic year to discuss mission, goals, etc., for the year.
- 9) Report to the Christian Education Director.

b. Appointment

The Sunday School Superintendent shall be nominated by the Church Council and approved elected by the congregation.

c. Term of Service

A Superintendent shall serve a term of one academic year (from fall through the following summer).

2. Sunday School Teachers

a. Appointment

Sunday School teachers shall be directly accountable to, and under the direction of, the Sunday School Superintendent or if unavailable the Christian Education Director.

b. Term of Service

They shall serve for one year or less, as determined by the Superintendent.

3. The Youth, Children's and VBS ministries and its' volunteers shall be directly accountable to, and under the direction of, the Christian Education Director who will request approval of the Church Council for all volunteers who will assist them in accomplishing their ministries.

3. Trustees

The congregation shall elect as many Trustees as it deems necessary. The total number of Trustees shall be an odd number. Approximately a third of the Trustees shall be from the Church Council, a third from the Deaconate, and a third from the congregational membership at-large. In securing approximate equal distribution of representation, any imbalance shall favor the congregation at-large. Trustees shall serve for a term of three years on a rotating basis. The treasurer of the congregation shall serve with the Trustees ex officio, i.e., with consulting but not voting power.

The Trustees shall annually elect from among themselves a president, vice president, and secretary. These officers names, along with the treasurer of the congregation, shall appear on the church's Annual Report of Disclosure on file with the Arizona Corporation Commission.

4. Miscellaneous Ministries

Management of the miscellaneous ministries of the church may be primarily by mission statement. This method promotes freedom of individual ministry gifts within the body of Christ while also securing accountability to, and support from, the church and her leadership. (See 1 Corinthians 12:4-7 with 14:33,40; and 1 Peter 4:10 with 5:5 and Hebrews 13:17).

As individuals or groups of individuals within the church sense a calling, gifting, or just a willingness to perform some specific task of ministry in the will of God, then that individual or group shall prayerfully consider answers to the following questions:

- 1) Whom do we serve?
- 2) Where do we serve?
- 3) What do we do? (What exact needs will be met, both felt needs of people and needs we know they have but they do not feel?)
- 4) What are the expected results?
- 5) How does our mission support the mission of the church? (Refer to the congregation's mission statement.)

A written summary mission statement incorporating the answers to the above questions shall be submitted for approval to the Church Council. This ministry mission statement should be a single paragraph, preferably a single sentence, and begin with the words "In the Lord Jesus Christ our mission is...."

This mission statement will tell what those involved in a particular church ministry believe their mission to be and what the borders of that mission are, allowing them to say "no" to the things that are not within their mission to accomplish.

After approval of the ministry and its mission statement by the Church Council, a regular schedule of meetings will be agreed upon between the ministry and the Church Council where, 1) the ministry will report on its activity in relation to its stated mission and, 2) the Church Council will offer any needed counsel and prayer support for the ministry.

The mission statement of each ministry shall be resubmitted annually to the Church Council for review and vote of confidence. (A church's ministries must always be reconsidered, revised under the Lord's leading if need be, or sometimes ended.)

Each congregational ministry shall give a report of its ministry activity at the Annual Meeting of the congregation. The Church Council may also recommend that a report be given at any other congregational meeting.

Article II - MEETINGS

A. Worship Services

The pastor shall be primarily responsible for the order and planning of all worship services. He

is to be assisted by the elders and the Deaconate as delineated in this constitution, or as requested by the pastor himself or the Church Council.

The pastor himself or the Church Council may delegate worship planning, development, and implementation to other ministries such as a worship committee/team, etc. However, all congregational worship service forms, music, and procedure shall be approved by the Church Council, and while they may be contextualized to culture when appropriate, they must be in harmony with the historic Christian church's pattern of Service of the Word and Service of the Table, and in keeping with the theology and simplicity of Lutheran Brethren practice.

B. Annual Congregational Meetings

An Annual Budget Meeting of the congregation shall be held during the month of November. An Annual Vision Meeting of the congregation shall be held during the month of January. Each Annual Meeting shall be announced at the worship service on two Sundays preceding the date of the meeting.

Only confessing members who have attained voting age shall be eligible to vote at this meeting. However, all parishioners of the congregation are also to be encouraged to attend and may be given speaking rights by a vote of the congregation.

The Agenda of the Annual Budget Meeting shall include:

- 1) Payroll compensation adjustments made and the congregational budget set.
- 2) Any other miscellaneous business.

The Agenda of the Annual Vision Meeting shall include:

- 1) Ministry reports given.
- 2) An annual congregational ministry plan presented by the pastor, in behalf of the Church Council, for congregational approval.
- 3) Necessary congregational officers and ministries elected.
- 4) Payroll compensation adjustments made and the congregational budget set.
- 4) Any budget adjustments made relative to the ministry plan.
- 5) Any other miscellaneous business.

C. Quarterly Congregational Meetings

Congregational meetings, other than the Annual Meeting, shall be held quarterly or as deemed necessary by the Church Council. A quarterly or special congregational meeting shall be announced on the preceding Sunday prior to the meeting. The November Budget meeting may serve as the Fall Quarterly meeting.

D. Quorum

For the purposing of establishing a quorum a resident member is one who both attends regularly and lives in the area. A non-resident member (seasonal visitor with shared membership) may be counted when in attendance to help establish a quorum at a lawful meeting

A quorum of twenty-five percent of the resident and non-resident members in attendance, is required at every congregational meeting in order to transact legal business. However, when the congregation meets for its Annual Meeting, or for purposes of calling or dismissing a pastor, or for the sale or purchase of property, the necessary quorum of resident and non-resident members in attendance, (For the purposing of establishing a quorum a resident member is one who both attends regularly and lives in the area. A non-resident member

(seasonal visitor) may be counted when in attendance to help establish a quorum at a lawful meeting.) members shall be fifty percent.

E. Voting Age

Due to the legal nature of some congregational decisions, the congregation's voting membership shall consist of those confessing members who are of legal voting age in Arizona.

Article III - LIMITS TO EXPENDITURES

Non-budgeted expenditures, such as unforeseen repairs or replacements, special opportunities, shall be approved by the Church Council. Expenditures exceeding \$1,500 must be approved by the congregation.

Article IV - DESIGNATED FUNDS.

Designated funds for specific projects exceeding 1,500 may be created by either the Church Council, Deaconate or member of the congregation suggesting such a fund to the Church Council and receiving a 2/3 majority approval at a lawful congregational meeting.

A designated fund will remain in effect for one year and afterward be assimilated into the general fund if it becomes inactive. A designated fund may also be renewed for an additional year by a vote of the congregation. Such a fund may be eliminated or redesignated by a 2/3 vote at a lawful congregational meeting after all parties who contributed to the fund have granted permission or were unable to be contacted.

Unused portions of designated funds may not be returned and will become a part of the general fund unless otherwise designated.

APPENDIX I

[will need to be redone or eliminated]

APPENDIX II