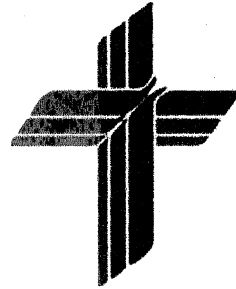


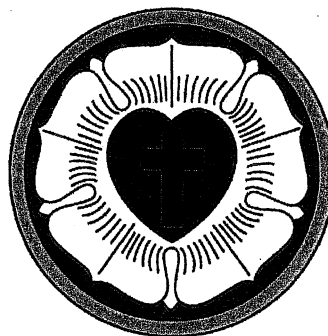
Redeemer Lutheran Church
Mandeville, Louisiana



Constitution

And

By-Laws



Constitution revision 01/23/2022

Preamble

Whereas the Word of God demand that Christian congregations conform to the Word of God in doctrine and practice.....

Ps.119:105 Your word is a lamp to my feet and a light to my path.

Gal. 1:6-8 I marvel that you are turning away so soon from Him who called you in the grace of Christ , to a different gospel, which is not another; but there are some who trouble you and want to pervert the gospel of Christ. But even if we, or an angel from heaven, preach any other gospel to you than what we have preached to you, let him be accursed.

2Tim, 4:1-5 I charge you therefore before God and the Lord Jesus Christ, who will judge the living and the dead at His appearing and His Kingdom: Preach the Word! Be ready in season and out of season. Convince, rebuke, exhort, with all long suffering and teaching. For the time will come when they will not endure sound doctrine, but according to their own desires, because they have itching ears, they will heap up for themselves teachers; and they will turn their ears away from the truth, and be turned aside to fables. But you be watchful in all things, endure afflictions, do the work of an evangelist, fulfill your ministry.

1Corr.14:40 let all things be done decently and in order

Acts 2:43 They continued steadfastly in the Apostles doctrine and fellowship. In the breaking of bread, and in prayers.

Heb.10:24-25 And let us consider one another in order to stir up love and good works, not forsaking the assembly of ourselves together, as in the manner of some.

.....therefore, we, the members of Redeemer Lutheran Church of Mandeville, Louisiana, set forth by this present document, the Constitution and By-Laws by which our congregational affairs, spiritual and material shall be conducted.

Article 1.0, Name

The name of this congregation shall be: **Redeemer Lutheran Church of the Unaltered Augsburg Confession of Mandeville, Louisiana.**

Article 2.0, Purpose

The purpose of this Congregation shall be to give honor and glory to the Triune God; Father, Son, and Holy Ghost, to carry out His will, to assist in preaching and teaching the Gospel of Jesus Christ to all the world, to manifest the unity of our faith in Jesus Christ as God and Savior, to foster Christian fellowship and love, to extend a helping hand in human need to Congregational members by the preaching and teaching of the Word of God, by the administration of the Sacraments, and by the religious instruction of all its members according to the confessional standard, The Book of Concord 1580.

Article 3.0, Confessional Standard

This Congregation as a body and all its members as individuals, accept without reservation:

- 3.1.** All Canonical Books of the Old and New Testament as the inspired and written Word of God, without error or contradiction, and only rule and norm of faith and practice.
- 3.2** All the Symbolical Books of the Evangelical Lutheran Church as contained in the Book of Concord 1580 as a true and unadulterated statement and exposition of the Word of God. These Symbolical Books are: The Three Ecumenical Creeds (Apostles Creed, Nicene Creed and Athanasian Creed), the Unaltered Augsburg Confession, the Apology of the Augsburg Confession, the Smalcald Articles, the Treatise on the Power and Primacy of the Papacy, the Small Catechism of Martin Luther, the Large Catechism of Martin Luther, and the Formula of Concord.
- 3.3** That nothing contrary to these Creeds and Confession shall be taught in this Congregation. The Congregation will promote and preserve its Confessional heritage by strictly following the current, proper synod guidelines concerning Altar and Pulpit Fellowship.

Article 4.0, Membership

The membership of this congregation includes the following:

4.1.0. Baptized Membership: Baptized members are all members who have been baptized in the name of the Triune God: Father, Son, and Holy Ghost and who are under the spiritual care of the Pastor of this Congregation.

4.1.1. Reception: Baptized members are received through the Sacrament of Holy Baptism, through transfer, or with the consent of one or both parents or guardians, in this case of children who have been baptized in another Christian Congregation.

4.1.2. Duties: Baptized members shall conform their lives to their Baptismal vow.

4.1.3. Termination: Baptized minor members, whose parents move away, are transferred with their parents to another affiliated congregation. If there is no re-affiliation or parents affiliate with another denomination, such baptized members are removed from membership, together with their parents.

4.2.0. Communicant Membership: Communicant members are those baptized members who have been confirmed in the Lutheran faith, accept the Confessional Standards of Article 3.0 of this constitution, are familiar with the contents of Martin Luther's Small Catechism, and declare their acceptance of it, and who are not members, affiliates, or supporters of societies, lodges or other organizations whose principles and conduct conflict with the Word of God (1John 4:1, and 2Corr.6:14-18).

4.2.1. Reception: Communicant members are received through the Rite of Confirmation, by transfer from a sister congregation, upon profession of faith, or by reaffirmation of faith, provided that they conform to the requirements for membership in this congregation. The Pastor and the Board of Elders, acting on behalf of the congregation shall approve their reception.

4.2.2. Duties: Communicant members shall conform their entire lives to the rule of God's Word and to that end make diligent use of the means of grace, attend Devine services and partake of the Lord's Supper frequently, exercise faithful stewardship of God's gifts (Matt. 20:6-7, Matt. 25:14-30), seek to discover and employ their spiritual gifts for the building up of the Body of Christ, and impart and accept fraternal admonition as the need for such admonition becomes apparent (Matt. 18:15-20). Congregational voting procedures are outlined in the By-Laws.

4.2.3.0. Church Discipline, Transfer and/or Termination:

The following shall result in termination of membership in any of its forms:

- 1, A request from a member for a letter of transfer to a sister congregation.
2. A request from a member for a release from membership.
3. Death of a member.
4. By self-exclusion. (Article 4.2.3.9)
5. Disciplinary action as described in Article 4.2.3.5.

4.2.3.1. Communicant members in good standing may be transferred by the Pastor to a congregation in fellowship with the Lutheran Church-Missouri Synod (LCMS).

4.2.3.2. Members who move out of the community and thereby become in active shall be encouraged to transfer their membership to a sister congregation nearest to them. Such transfer will be granted provided said members manifest sincerity of interest.

4.2.3.3. Communicant members who join congregations outside of our fellowship thereby terminate their membership. Their names shall be removed from the membership list by approval of the Board of Elders.

4.2.3.4. Communicant members whose whereabouts are unknown and whose addresses cannot be established within 1 year shall have their names removed by resolution of the Pastor and Board of Elders.

4.2.3.5. Admonition of members:

Communicant members who conduct themselves in an UNCHRISTIAN manner shall be admonished according to Matt, 18:15-30. This may be initiated by the Pastor, an Elder, or any Communicant member. Every effort should be made through all 4 steps to seek true repentance so the member in question may be forgiven of their sin(s). The called Ministers of Christ deal with us by his Divine command, particularly when they exclude manifest sinners from the congregation. As steward of the mysteries, the Pastor in consultation with the Board of Elders as needed, will require excommunication (banning from communion) for such a time as repentance is not evident. The excommunicated member is temporarily excluded from communing, until such time as their sin is confessed and the fruits of repentance become evident. The Pastor and the Board of Elders will evaluate the circumstances of all members who have been excommunicated, continuing to admonish according to Matt. 18. If persistent un-repentance is evident, they may recommend to the Voters assembly that membership may need to be terminated. If such is determined, the Voters assembly may remove the member in question from voting and communicant membership, as circumstances warrant. A 2/3 vote from the Voters assembly shall be required for removal from membership. If said member deliberately absents themselves from the meeting at which their case is to be discussed, or in some other manner makes it impossible to deal with them, they thereby exclude themselves from membership. If a 2/3 vote is not reached, or serious considerations are brought forward, the matter returns to the Pastor and Board of Elders for further evaluation to determine if any evidence exonerates the accused, or implicate their fellow dissenters, to whom fraternal admonition would also apply, removal from membership and self exclusion release the individual from all responsibilities to this congregation, but also excludes the member from the privileges of church membership (communions, being sponsors at Baptism, etc). Such a person however, will be at times cordially welcomed to attend all Divine services in our church upon repentance, the individual will be received again into church fellowship.

4.2.3.6. The names of members removed from membership shall be publicized in the manner the Pastor and Board of Elders deem most suitable.

4.2.3.7. The person(s) removed from membership shall forfeit all rights of a member of this congregation, and all claims upon property of the congregation as such, or upon any part thereof, as long as the congregation does not again receive said person(s) into membership, The same shall apply to such member(s) as a transfer to another congregation, or in any other way sever their membership in this congregation.

4.2.3.8. Communicant members who exhibit or express no interest or desire to continue active participation in the Word and Sacrament life of the Church shall be eligible to be removed from the membership of the Congregation by self-exclusion. A 2/3 majority vote of the quorum voting members present shall be required.

4.3.0. Voting Membership: Communicant members who are eighteen (18) years of age or older shall be eligible to be a voting member providing that they have signed the official copy of the Congregation Constitution and By-laws. Every communicant member shall be allowed to speak if they so desire. Only voting members may propose motions and vote at Voters Assembly meetings.

4.3.1. Duties: Voting members shall attend the congregation meeting regularly, participate in the work of the congregation, and willingly accept responsibility according to their own ability.

4.3.2. Further voting procedures are outlined in the By-laws

4.3.3. Termination: Termination of communicant membership automatically terminates voting rights of the member.

4.3.4. Non-attendance at Voter Assembly meetings for 12 consecutive months will result in voting privileges being suspended. Voting privileges will be re-instated after attending 2 consecutive voters meetings, any exception will be determined by the Board of Elders.

Article 5.0 Pastor and Other Called Church Workers

5.1. The office of the Pastor is a divine institution. God working through congregations, calls Pastors to serve that office locally. Pastors are accountable to God for their use of the Power of the Keys (Heb.13:17; 1Cor. 4:1-4). Only men shall serve as Pastor who are properly qualified (Tim. 3:1-7; Titus 1:5-9), are ordained, and unequivocally pledged to our Confessional Standard (Article 3.0), have graduated from an Evangelical Lutheran seminary, or through a Colloquy

program ,have been endorsed by the Synod, and are rightly called (Augsburg Confession XIV) by the Congregation as set forth in the By-laws.

- 5.2. The procedures for calling of a Pastor or other called church workers of this congregation are set forth in the By-laws, as to the criteria and procedures for removing a Pastor or other called church worker.

Article 6.0 Authority of the Congregation

The Church of Christ is not a democracy. The Church is the Bride of Christ. He alone has all authority in heaven and on Earth (Matt. 28:19). He alone rules and governs His church by His written Word, never by a majority vote. However, since the Holy Spirit speaking through the Apostles, urges congregations to do everything “in a fitting and orderly way”(1Corr. 14:40) it is proper that some outward form of government be employed. Since no specific form of church government is commanded by God in His written Word, nor prescribed by the Confessions of the Evangelical Lutheran Church, each congregation is free to devise its own form of government, as long as it does not hinder the free and pure teaching of God’s Word and the proper administration of the Sacraments, does not undermine or dishonor the Office of the Public Ministry, does not discourage or interfere with agape-love (Christian) for any member of the congregation, nor disregard the God given roles of men and women in the Church (1Cor. 14:34-36, 1Tim. 2:11-14).

- 6.1. The Voters Assembly shall be the governing body of this congregation and shall be empowered to administer and manage all temporal affairs. The establishment and conduct of all organizations, committees, and societies within the congregation or related directly to it shall be subject to the approval and supervision of the Voters Assembly.
- 6.2. All matters shall be decided by a majority vote of the quorum voters assembly Unless otherwise specified by this constitution or By-laws, excluding matters of Doctrine and conscience, which shall be decided only on the basis of the Word of God.
- 6.3. The right of calling Pastors or other called church workers shall be vested in the Voters Assembly and shall not be delegated otherwise.

Article 7.0 Officers and Boards

The congregation shall have the following officers and boards in addition to any which the congregation shall authorize from time to time. These officers and board members shall serve for a period of 1 year and may succeed themselves without term limits.

7.1. Officers:

- 7.1.1.** Officers shall consist of President, Vice President, Secretary, Treasurer and Financial Secretary.
- 7.1.2.** All officers are to be elected by the Voters Assembly, simple majority from among its voting members, with the exception of the Vice-President. He shall be elected by the Voters Assembly from among the members of the Board of Elders. The Vice-president shall also be the Chairman of the Board of Elders.
- 7.1.3.** The President, Vice-President, Board of Elders and the Chairman of the Board of Christian Education are to be male members of the Voters Assembly.
- 7.1.4.** All other church officers may be filled by a male or female member of the Voters Assembly.
- 7.1.5.** In the election of Officers of the congregation, the President shall select 3 members of the Voters Assembly one of which is a non-office holder and one of which is a member of the Board of Elders to comprise the nominating committee. Nominations will also be accepted by the President from any voting member to be considered.
- 7.1.6.** Duties of these officers are contained in the Operations Manual.

- 7.2. Boards and Committees:** The responsibility for the daily administration of congregational affairs shall be delegated to various boards and committees as contained in the By-laws. The Board of Elders shall be appointed from the male members of the Voters assembly by the Pastor (in consultation with the Board of Elders) and approved by the Voters Assembly. For removal of Board and Committee members, if necessary, refer to the By-Laws.

Article 8.0 Synodical membership:

This congregation shall hold membership in the Lutheran Church-Missouri Synod (LCMS) as long as the Synod remains true to the Word of God and the Lutheran Confessions.

Article 9.0 Property Rights, Ownership and Dissolution

- 9.1.** Title to the property of this congregation, both real and personal, is vested in the corporate body as named in Article 1.0 of this constitution. Said corporate body, for purposes of this article, shall consist of those voting members enjoying the rights and privilege of membership pursuant to Article 4.3.0 and who adhere in confession and practice to Article 3.0, as determined by the Board of Elders.
- 9.2.** If a division should take place over the theology or practice of Article 3.0, the property of the Congregation and all benefits connected therewith shall remain with those voting members who continue to adhere in confession and practice to Article 3.0 of this constitution. If division takes place for any other reason, the property shall remain with the simple majority of the voting members relative to the issue.
- 9.3.** In the event the Congregation should dissolve, all assets of the Congregation shall, after the liabilities and obligations have been paid, satisfied and discharged, be distributed in accordance with a plan of distribution duly adopted by the Voters Assembly as provided by Louisiana law. The property and all rights connected therewith may be transferred by a majority vote of the Voters Assembly to an entity with whom this congregation is in fellowship.

Article 10.0 Meetings

Regular meetings, special meetings and notifications of the Voters Assembly shall be held as determined by the By-laws.

Article 11.0 Quorum

All voting members present at a validly called meeting shall constitute a quorum, with a minimum of 25% of voter members present at any Voters Assembly meeting. In the event a quorum is not present refer to the By-laws.

Article 12.0 Constitution/By-law Amendments

12.1. Amendments of this constitution and By-laws may be adopted at any regular voter assembly meeting with a 2/3 vote of the voting members present, except as hereinafter otherwise provided:

12.1.1. That the intention to amend the constitution / By-laws shall be published in the weekly service bulletin / newsletter and announced to the Congregation assembled for worship on 2 consecutive Sunday's prior to the date in which the amendment is presented for action. The proposed wording of the amendment(s) shall be published in the weekly service bulletin/ newsletter and also posted in a conspicuous place in the church prior to the Voters meeting at which the proposed amendment(s) will be acted upon.

12.2. Articles **2.0, 3.0, 4.2.0, 5.0, 6.0, 7.1.3,** and **9.0** are hereby irrevocable and shall not be amended to alter their essential meaning.

12.3. This Constitution and By-laws are to be reviewed at least every 10 years.

THE BY-LAWS OF THE CONSTITUTION

1.0 Membership

1.1. Communicant Membership:

Applicants for communicant membership shall consult the Pastor who shall determine whether such applicants are eligible for membership in accordance with the qualifications in Constitution Article 4.0 the procedure for entry into communicant membership shall be as follows:

- 1.1.1. Applicants not familiar with the doctrines and confessions of the Lutheran Church- Missouri Synod (LCMS) shall be required to attend a course of instruction, and to make a profession of their faith before the congregation or at the Pastor's discretion, before witnesses who are communicant members of the congregation.
- 1.1.2. Applicants from other Lutheran Churches, who are members of the Lutheran Church-Missouri Synod (LCMS) or those Synods, which have an active fellowship with the LCMS, shall submit a letter of transfer from their former congregation to establish their eligibility for membership. In the case of applicants whose previous membership in a Lutheran congregation has lapsed or whose previous congregation is not a member of the LCMS or a church in fellowship with the LCMS, the Pastor may choose for a period of re-instruction prior to reaffirmation of faith for these applicants.
- 1.1.3. After applicants have been given satisfactory evidence of their eligibility in accordance with 1.1.1 and 1.1.2., their admission as communicant members shall be recommended by the Pastor to the Board of Elders which shall have the authority to act on such application. The names of the new members shall be announced and confirmed at the Voter's assembly. The new members shall be informed of their acceptance either by means of public acceptance or by letter.
- 1.1.4. The names of new members shall be publicized in the various news media of the congregation.

1.2. Voters Assembly Meetings

- 1.2.1. Regular voter's assembly meetings shall be conducted after services on the third Sunday of each month, unless such a meeting would fall on a holiday, in which case this meeting date would be rescheduled. In the event that there is insufficient business the voter's meeting will be deferred to the next regular voter's meeting by the President. However a Voters meeting must be held quarterly.

1.2.2. Special meetings may be called by 3 congregational officers, the Board of Elders, or at the request of ten (10) voting members. In addition the Pastor may call a special meeting upon notification to the Board of Elders on what will be presented .Announcements will require notification by email and on 1 previous Sunday. The meeting will be valid and legal if 25% (quorum) of the voting members are in attendance. In the event that a quorum is not present, a new meeting time and date shall be set and advertised. At this rescheduled meeting any number of voting members present shall constitute a quorum.

1.2.3. For purposes of order, Roberts “Rules of Order” shall be observed.

1.2.4. Voting procedure.

1.2.4.1. Twenty five percent (25%) of the voting members of a properly called Voter’s Assembly meeting shall constitute a quorum. In the event a quorum is not present, a second meeting time and date shall be set and advertised. At this meeting any members present shall constitute a quorum.

1.2.4.2. A simple majority of votes cast shall decide the question, unless the constitution or By-laws state otherwise.

1.2.4.3. In the event of a tie vote, the President shall cast the deciding ballot. There shall be no voting by proxy.

1.3. Pastors and Other Called Church Workers

1.3.1 Pastor Call Procedure

1.3.1.1 The President of the congregation shall appoint a Call Committee consisting of a maximum of seven (7) members and to include the President, Vice President and an advisory (ex officio) Pastor shall be requested from the Southern District. The Vice President will be the chairman of the Call Committee. The call committee is to seek the names of candidates from the congregation and the President of the Southern District. A brief biography of each candidate shall be sought from the District President

1.3.1.2. After the receipt of the biographies, the Call Committee shall screen the list of candidates and submit a slate of eligible pastoral candidates, with a recommendation at the Voter’s Assemble/ Special meeting called for that purpose. The Voter’s Assembly, by a two-thirds (2/3) majority shall select a single candidate from the list. The Chairman of the Call Committee, shall then promptly notify the candidate so selected.

Immediately thereafter, the formal call documents shall be mailed.

1.3.2. The Calling of Other Church Workers

The calling of other church workers will be handled through the Voter's Assembly at the recommendation of the Board of Elders and/or Board of Christian Education.

1.3.3. Responsibilities of Pastors and other Called Church Workers

Called Pastors and other called church workers of this congregation shall be responsible for all the duties given them by God which they vowed to fulfill at their installation. In addition, they shall be responsible to carry out all their duties included in the addendum of their Diploma of Vocation which they have signed.

1.3.3.1. Pastoral Duties-

Pastoral duties are outlined in Scripture and in the Diploma of Vocation which are described in the operations manual.

1.3.4. Removal from Office (Pastor and other Called Church Workers)

1.3.4.1. Any Pastor or other Called Church Worker may be removed from office in Christian and Lawful order by a two-thirds (2/3) majority vote of the voting members present at a special meeting. Removal from office may be for any of the following reasons: persistent adherence to false doctrine, scandalous lifestyle, willful neglect or evident and protracted incapacity to perform the functions and duties of their office.

1.3.4.2. Charges on any of the above counts shall be carefully investigated by the Board of Elders and church President and shall be communicated to the Circuit Visitor and the District President for their counsel. Should such charges be substantiated by clear and convincing evidence, the individual involved (Pastor or other Called Church Worker) shall first be given the opportunity to resign their position in the Congregation.

1.4. Duties of Church Officers

1.4.1. The Duties and Responsibilities of Church Officers are described in the Operations manual.

1.5. Boards and committees- Duties - The Duties and Responsibilities of Boards and Committees are described in the Operations manual

1.6 Other Boards and Committees

1.6.1. The Voter's Assembly may appoint, at their discretion, other Boards and Committees they deem necessary

1.6.2. Subcommittees and Working Groups

Refer to operations manual for Duties and responsibilities.

1.6.3. Terms of Board/Committee members

Board and Committee members shall be appointed and serve for a term of 1 year, terminating December 31 of each election year. All Board and Committee members may be re-elected or reappointed with no limitation of terms,

1.7. Election of Officers

1.7.1. Nomination Committee

At the September Voter's Assembly meeting, the President shall appoint a Nominating Committee which will prepare a slate of Officers, Board, and Committee Chairmen. They will present their recommendations to the Voter's Assembly at the November Voter's Assembly meeting for an approval vote. Refer to 1.4.1. and 7.1.5.(constitution) for additional information.

1.7.2. Eligibility for serving

The following are eligible for holding Officer, Board, and Committee positions in this Congregation.

1.7.2.1. Position holders are at least 18 years of age, and have been a Communicant member of this congregation for at least 6 months in good standing.

1.7.2.2 Members are qualified and willing to serve as determined by the Nominating Committee.

1.7.2.3 Are Voting members of the Voter's Assembly.

1.7.3. Installation of Church Officers and Committee Chairman

Newly elected and re-appointed church officers shall be installed at the last Sunday service in December.

1.7.4. Removal from Office of appointed and Elected Church Officers

- 1.7.4.1.** A elected / appointed official may be removed from office by the Voter's Assembly by a 2/3 vote of the voting members, in a Christian and lawful order for one of the following reasons: persistent adherence to false doctrine, scandalous lifestyle, willful neglect or evident and protracted incapacity to perform the function of the position.
- 1.7.4.2.** Charges on any of the above shall be carefully investigated by the Board of Elders and the Pastor. Should such charges be substantiated by clear and convincing evidence, the individual involved shall first be given the opportunity to resign his/her position of office in the congregation.

1.8. Church Council

- 1.8.1.** The Church Council shall consist of the President , Vice-President, Secretary, Treasurer, Financial Secretary, and Chairman of each functioning Board or Committee (or designee). The pastor shall be an advisory member.
- 1.8.2.** The Duties and Responsibilities of the Church Council are described in the Operations manual.

1.9. Redeemer Lutheran Church Policies

The following Church policies are further explained in the Operations manual:

- 1.8.1.** Facility Use Policy- use of church facilities by church members
- 1.8.2.** Marriage Policy – Guidelines for performing marriage services.
- 1.8.3.** Funeral Policy - Guidelines for performing funeral services.
- 1.8.4.** Baptismal Policy- Guidelines for performing Baptisms,'
- 1.8.5.** Sexual Abuse Policy- Guidelines for investigating sexual abuse