

**THE EVANGELICAL
LUTHERAN CHURCH OF OUR SAVIOR
HADDONFIELD, NJ**

**2021 ANNUAL
CONGREGATIONAL REPORT
AND MEETING
SUNDAY, JANUARY 30, 2022
AGENDA**

**The Annual Meeting will begin by Zoom at 11:30 AM
Meeting: 818 6032 9679 Passcode: 343318**

Order of Business

	Page
Devotions	16
Attendance	
Minutes of 2021 Congregational Meeting	insert
Reports of the Officers	
Senior Pastor	2-3
Vice President/Personnel	4
Financial Secretary	5
Audit Committee	6
Treasurer	11-14
Report of Staff Members	
Director of Music	3
Director of Youth and Family Ministry	4
Report of Memorial Gift Board	15 & insert
Reports of Committees and Sub-committees (in alphabetical order)	6-10
Report of Mustard Seed Community Childcare at Our Savior	4
Unfinished Business	
Election of Church Council and Memorial Gifts Board	insert
New Business	
Adoption of the 2021 Budget	
Adjournment	

2021 Pastor Annual Report

2021 Pastor Annual Report

“2022 sounds like ‘2020 too.’” That’s how the social media meme reads, and I pray it’s not so. The year 2021 wasn’t the reprieve from the Coronavirus pandemic we all prayed it would be, and with respect to ministry at Our Savior much of how we operated in 2021 looked a lot like most of 2020. We were able to reopen the sanctuary for in person worship by March in time for Holy Week and Easter worship services at 8:00 and 10:30. After the Covid shot rollout we were also able to declare a “vaccinated only” worship at 8:00 with masks being optional as well as providing a “safe” worship environment for higher risk members concerned about exposure to the virus.

However, despite the impediment to ministry we’ve endured during the pandemic there were several high notes of mission and ministry I would emphasize, some of which will enhance ministry opportunities well beyond 2022.

- Mustard Seed Community Childcare at Our Savior was established as a separate 501(c)3 ministry of Our Savior to provide an Extended Day Kindergarten Program (EDKP) of childcare for Haddonfield families as well as summer childcare for children in grades K-5. The congregation overwhelmingly approved its creation at the Annual Meeting and by June we had our first campers. The EDKP now has 50 students and we anticipate double last summer’s numbers in 2022. Please read the Mustard Seed annual report in this document for details on this ministry that is gaining a great reputation in the community.
- We received a Payroll Protection Program federal loan of \$43,500 that enabled us to not dip into Dedicated Funds for youth and music, nor seek funding from the Memorial Gift Board. The loan has been forgiven, and we are hopeful the congregation will step up to providing the funds necessary for ministry the loan had covered.
- Our Livestream worship at 10:30 has been a huge blessing to many members of the congregation as well as relatives, friends, visitors, and disconnected members who had not attended worship in person for some time. It now provides us the opportunity for people to participate in worship, be it on Sunday morning or attend the funeral of a loved one, when they cannot be physically present.
- Zoom Bible studies and ministry team meetings have been so successful the Council agreed to make Conference Room 112 capable of providing virtual meetings going forward. Look for the newly installed equipment by February 2022!
- A Justice and Peace Ministry Committee was created in the fall following a successful June Pride Month supporting the LGBTQIA community as well as various book studies on antiracism and other justice issues. The committee meets monthly and already has ten regular engaged participants seeking to live out our baptismal promise to “strive for justice and peace in all the earth.”
- Our Confirmation Ministry saw 18 youth affirm their baptism on two different Sundays in the spring and welcomed 18 youth back in the fall that represents the hub of our faith formation and education ministry for our youth.
- We welcomed Vicar Tom Natalini in November as our latest intern from United Lutheran Seminary and share him with Bridge of Peace Community Lutheran Church in Camden where he is housed in their Parish House. At the same time, we were also prepared to bid Director of Youth and Family Ministry, Jaime Frazier, farewell and Godspeed as she left Our Savior on December 31 to focus on being a full-time mother at home. Her connections to our youth will be missed.

These were the highlights I gleaned from last year, even in the midst of the pandemic and a year I officiated more funerals than in any other of my 30 years of ministry. As we look toward 2022 may we see it as an opportunity to expand how we provide ministry through new technologies as well as reach out to those re-entering our church during the week to join us in connecting with God and the body of Christ on the weekend. Let this be the year we both re-engage in ministry after the pandemic and invite others to join us as we do. I look forward to God’s work we will do together in Christ’s name for the sake of the world.

In Christ’s service, Pastor Wayne Zschech

2021 Changes in the Parish Register **Members Received (8)**

By Infant/Adult* Baptism (8)

Joseph McCurdy Baldwin, Thomas Barnes, Gianna Catherine Bon, Liliana Mae Floyd, Maxwell LeRoy Querns, Henrik Robert Greene, Layla Rose Richards, Eleanor Drew Woodworth

By Transfer, Profession of Faith, Reactivation, Clerical Adjustment (0)

Voting Members Removed (19)

By Death (12) (by date, *italics indicates out-of-state*)

Marguerite Van Buren, Karen Sargent, Carolyn Lichter, James Nelson, *Helen Lodgek*, Joyce Odendahl, Jane Hamman, Jane Harris, Lois Zaun, Doris Iarossi, Donald Wallace, Jr., Ethel Boyce

By Transfer or Other (1)

August Longo

By Member Request, Move Out of Area, or Due to Inactivity (6)

By Request: Gayle Musser, Larry Musser, Sarah Musser

By Inactivity: Gordon Hall, Jr., Christine Hall, Louise Miller

Pastoral Acts

Confirmations (18) *Italics indicates completion of program but no Affirmation of Baptism*

Class of 2020: Brian Bogina, Collin Duckett, Grace Ewing, Sarah Fetter, Ben Hintz, Theodore Howard, Javier Miller, Matthew Morris, Abigail Ryan

Class of 2021: Cleo Cottone, Lila Cottone, Andrew Kiewel, Dylan Melcher, Robert Pineiro, *Ava Poliafico*, Emerson Riley, Andrew Smith, Bennett Wright

First Holy Communion (0) Second graders in spring of 2021 were to receive instruction and their First Holy Communion in the fall of 2021 as Third graders. Due to increased infection numbers in the fall the instruction and rite was postponed again until Lent of 2022 when they will receive their First Holy Communion with those who are currently in the Second grade.

First Bibles (2) *Aubrie McTigue*, Hudson Ray

Weddings (5) *(italics indicates non-member, by date)* *Jessica May Parker & Angelo Paul Matrisciano*, *Jenelle Lauren Dickason & Ryland Evan DiPilla*, (Covid Ceremony) *Noelle Samantha Quanci & Brian Michael Giallorenzo*, *Madison Leigh-Ann Sines & Steven Charles Peterson, Jr.*, (Covid Ceremony) *Brigitte Kathryn Zschech & Jared Alexander Novak*

NOTE: Covid Ceremony indicates official marriage rite performed previously when risk of Covid infection was high and Covid ceremony was performed for larger gathering when risk of infection was diminished.

Non-Member Funerals (17) *Debra Goltra*, *Patricia Aristone*, *Esther Latorre*, *Dorothy Pangborne*, *Richard Beurer*, *Phyllis Smith*, *Audrey Brockwell*, *Jean Beutler*, *Darlene Aruanno*, *Darlene Amato*, *Karen Both*, *Dwight Hlustick*, *David Zaun*, *George Palmer*, *Joseph Krouse*, *Marlene Hummel*, *Mary Griffeth*

Memorial Garden Interments (4) *Deborah Goltra*, Doris Iarossi, Frank Iarossi, Donald Wallace

Director of Music

As hymn ELW 266 states “All Earth is hopeful, the Savior comes at last,” our year in music ministry can be described with “Our music director is hopeful, live music comes at last!” Throughout 2021, we have been able to see singing and our LCOS music ministry come back more and more with each month. Our year started very similar to much of the year before, as numbers were high. Our special music was provided by soloists and duets from the choir and congregation, who came in either in person during the livestream or during the week to prerecord. To all those who performed during those times, many thanks.

Our adult choir was the backbone of all special music this year. For the first two months of the year, we kept rehearsing on Zoom weekly and meeting in person outside once a month to record all rehearsed music, which was then played as the offertory. As vaccines became available, those who were fully vaccinated and comfortable with meeting inside met for choir rehearsal in the sanctuary. Since March, all choirs, both LCOS and outside ones, have been meeting in the sanctuary to rehearse to allow for extra space. Through the summer, choirs prerecorded their music to be played during worship.

In the summer, during Pride Month, we used hymns and anthems from the Hymns for the Other hymnal (provided by the Hymn Society). The remainder of the summer, special music was provided by soloists.

Rally Sunday was the choir's official return to worship, which we celebrated with the Hallelujah Chorus! Since then, the choir has been singing in worship every Sunday. Our Children Choir, which only did bells in the spring, returned to vocal choir this fall and did a great job! Our Cherub Choir was only able to meet in in December due to scheduling issues, but did a wonderful job on their Christmas anthem “The Friendly Beasts.”

Our adult bell choir rung throughout the year and even had a summer session during which ringers showed up early once a month in the summer and learned an anthem to be rung that day in worship. While our numbers have gone down due to COVID and medical issues, our group has been working hard and ringing beautifully.

Some of our children and youth were able to join ChildrenSong this season in a collaboration with them as we were trying to gain numbers for our choirs. ChildrenSong then joined us for our Lessons & Carols service for two anthems. Our other new partnership is with Jess Arnold, who is often my substitute and our pianist/organist for special services. Jess, who is a music professor at Rowan, has started a voice and piano studio since moving to this area and will be teaching from LCOS and giving our members a discount. I am excited about these collaborations with our local musicians and am excited to see how they will enrich our community.

Our hard work in the music ministry culminated in a beautiful Lessons & Carols service with Adult Choir, Children Choir, ChildrenSong, and orchestra. This was the highlight of our musical year to me. Christmas Eve we were able to have four different choirs for our four services and had Cherub Choir, Children Choir, Youth Choir, and Adult Choir.

I would like to thank our Adult Choir for their hard work throughout this entire year and especially for our Lessons & Carols music, our Adult Bell Choir, our Children Choir for their enthusiasm, all parents for their scheduling and rescheduling, singers who provided special music during the summer, Cathe Bare for heading our Worship & Music committee, and our LCOS staff for their support.

Respectfully submitted, Pauline Worusski

Director of Youth and Family Ministry

Sunday School

We had virtual Sunday school from January 2021 to the end of the school year. It was well attended some weeks, other weeks not as many attended. Every week we had at least two children attending. In September we started in person Sunday school again and we had a hard time trying to find teachers. Therefore we had to combine classes so we only had 3 classes. We did not have great attendance in person and even less attendance in Virtual Sunday School. Bonnie Richards will be taking back the role of Sunday School Superintendent since my departure.

We had the ABCs of Lent that was done virtually and we had Sunday school age to Senior High youth involved.

We were able to bring back our Christmas Pageant this year. We did not have brunch but we did our ABCs of Advent in person. We had kids of all ages 4 years old and seniors in high school had speaking parts since we did not have a lot of kids volunteer to have a speaking role.

Vacation Bible School

Due to the number of Covid cases when I had to start planning for VBS, Pastor and I decided that we would hold VBS virtually. Unfortunately we had about 2 people log on to the program for the whole week. Hopefully we will not have to do another virtual VBS in 2022.

Youth Ministry

Oasis did not have a good year. Between Covid and youth working we only had a handful of events. Oasis and Confirmation class enjoyed their annual Deck the Halls and Gingerbread House making night. Hopefully when things start to open up again there will be more activity.

Thank you all for all of your support over my 4 years in this position. I wish you the best of luck in finding a new Youth and Family Ministry Director

Jaime Frazier

Vice President and Personnel Report

At the conclusion of my 2020 Annual Report to the Congregation of the Evangelical Lutheran Church of Our Savior (LCOS) I thanked the Staff, the Council and the Congregation for the unwavering support everyone provided during the difficult year of 2020. The 2021 church year proved to be just as challenging. Fortunately, for the first time in 18 months, we were able to have "Rally Sunday" although on a limited basis. And this Fall, the Choir was able to return to the 10:30AM Service. And thanks to the continued support of the Congregation and a PPP Grant to help offset Personnel salaries, LCOS was able to generally meet its financial obligations.

One of the required tasks that LCOS had to address in 2021 was the revision of the LCOS Constitution and Bylaws to comply with the requirements of the Evangelical Lutheran Church of America 2019 Model Constitution. Juhan Runne and I undertook the project of revising our current Constitution in order to bring it into compliance with the ELCA Model. Most of the revisions (about 95 percent) involved updating the language in the LCOS Constitution comply with the language requirements of the Model Constitution. The remaining changes focused on including the Bylaws within the body of the Constitution as opposed to a separate document and replacing sections that had become outdated. Members of the Congregation should have received a copy of the revised Constitution for review.

Before submitting the revised LCOS Constitution to the New Jersey Synod, the Congregation Council and the Congregation need to approve the document. The Council approved the revised Constitution at the November 9, 2021 Council Meeting. The Congregation will need to approve the document at the annual meeting.

In the area of Personnel, in November 2021 we welcomed Vicar Tom Natalini as our intern. And in December, we bid Godspeed and farewell to our Director of Youth and Family Ministry, Jaime Frazier. A search to find a new Director of Youth and Family Ministry will commence in 2022.

Finally on a personal note, I would like to thank members of the Congregation, the Congregation Council, and LCOS Staff for their prayers, get well cards, and other wonderful day-brighteners after my heart surgery in December 2021. I am on the mend and hope to be back on a regular basis by March 2022.

Yours in Christ, John G. Drozda, Ed.D.

Mustard Seed Community Childcare at Our Savior

Since opening our doors on June 21, 2021, for our first Annual Summer Camp we have seen a continual growth.

We began with Summer Camp that ran for 10 weeks from June 21st to August 27th. There were 24 children ranging in ages from 5 to 10.

September brought the opening of our KED Program (Kindergarten Extended Day). We now have 50 children enrolled between the morning and afternoon sessions.

Our first Fall Camp was held the first week of November when schools were closed. We enrolled 33 campers for the week.

Financially we have received grants, donations, and fundraising along with tuition. In Grants we received \$5,000 from the Haddonfield Foundation and \$5,000 from the LCOS Memorial Gift Board. Mustard Seed has received \$5,800 in private donations, \$500 from our monthly Dine & Donate at Passariellos and \$3,500 profit from our Coach Bag Bingo fundraiser.

Registration for Summer Camp and our 2022-2023 KED Program will officially begin on February 1st, but we have 14 registered to date.

Respectfully Submitted, Donna Marie Clancy, Director, MSCCOS

Financial Secretary Report

All Envelope Offerings							
Month	3 Year rolling average %	Total Revenue per Budget \$412,300 x Rolling Avg % = 2021 Plan Giving	Actual Monthly Giving 2021	Actual Giving vs Plan Difference Over (Under)	Actual Monthly Giving 2020	Actual Monthly \$ Difference 2021 vs 2020 Over (Under)	
January	8.15%	\$ 33,593	\$ 41,500	\$ 7,907	\$ 38,641	\$ 2,859	
February	7.08%	29,171	26,010	(3,161)	33,446	(7,436)	
March	7.99%	32,956	32,195	(761)	41,043	(8,848)	
April	8.54%	35,199	35,616	417	32,970	2,646	
May	7.84%	32,319	31,581	(738)	31,435	146	
June	8.42%	34,700	26,970	(7,730)	26,379	591	
July	6.53%	26,915	26,649	(266)	26,988	(339)	
August	6.38%	26,319	31,355	5,036	30,497	858	
September	7.19%	29,636	29,675	39	26,552	3,123	
October	7.02%	28,925	37,291	8,366	27,559	9,732	
November	8.85%	36,475	32,294	(4,181)	45,159	(12,865)	
December	16.03%	66,092	59,216	(6,876)	70,320	(11,104)	
YTD Total		\$ 412,300	\$ 410,352	\$ (1,948)	\$ 430,989	\$ (20,637)	

Average Weekly Worship Attendance - AWWA											
Month	In Person (IP) Attendance 2021	Virtual (V) 2021	Monthly Total	Number of Sundays in the Month	AWWA - In Person = IP Attendance/ Number of Sundays in the Month	AWWA - Virtual = V/ Number of Sundays in the Month	2021 AWWA IP = In Person V = Virtual	2021 Total AWWA - In Person and Virtual	2020 AWWA IP = In Person V = Virtual	AWWA - In Person and Virtual 2020 Total	AWWA - Monthly % Diff. 2021 vs 2020
January	20	893	913	5	4	179	V	183	IP	185	-1%
February	18	722	740	4	5	181	V	185	IP	186	-1%
March	181	707	888	4	45	177	IP & V	222	IP	260	-15%
April	260	580	840	4	65	145	IP & V	210	V	264	-20%
May	290	619	909	5	58	124	IP & V	182	V	219	-17%
June	268	297	565	4	67	74	IP & V	141	V	197	-28%
July	173	220	393	4	43	55	IP & V	98	V	197	-50%
August	248	277	525	5	50	55	IP & V	105	V	198	-47%
September	339	311	650	4	85	78	IP & V	163	V	170	-4%
October	437	360	797	5	87	72	IP & V	159	V	183	-13%
November	399	318	717	4	100	80	IP & V	179	V	192	-7%
December	462	314	776	4	116	79	IP & V	194	V	131	48%
YTD Total	3,095	5,618	8,713	52				2,021		2,382	-15%

Committee and Sub-Committee Reports

Adult Education

Lutherans recognize the need for and discipline of lifelong study of Scripture and the Christian faith. To that end there were several opportunities for adults in the congregation to deepen their understanding of Scripture and the theology and practices of the Christian faith. They included;

Pastor's Bible Discussion for Daily Living: Pastor Wayne Zschech leads the same session on Monday nights and Wednesday mornings for various six to seven week discussions on an entire book of the Bible. In 2021 the groups read the entire books of 1 and 2 Thessalonians, Hebrews, Ephesians, and Proverbs. Portions of each book were discussed over the 6-7 week study periods. The classes are a discussion on the selected reading with Pastor Wayne acting as the facilitator to connect how the Scripture reading applies to our faith in daily life. In addition to these five books of the Bible the groups also read and discussed Lisa Sharon Harper's book *The Very Good Gospel*, which focused on the first three chapters of Genesis and what the Kingdom of God's "shalom" looks like today.

Lenten Midweek Seminars: Using the readings from Mark's gospel, *Created for Community* invited the virtually gathered assembly to reflect on what it means to be in community with one another, with the world, with creation, and with God. Participants could gather on Zoom Meeting and share dinner conversation from their kitchens before the entire group met virtually for discussion each Wednesday night in Lent.

Book Studies: Pastor Wayne Zschech led a discussion of the book *How to Be An Antiracist* by Ibram X. Kendi during the spring months on Wednesday evenings by Zoom. Those engaged in the discussion expressed a hope to continue having book studies on various topics of justice and peace.

In Christ's service, Pastor Wayne Zschech

Altar Guild

I'm so blessed to serve as the chairperson for the Altar Guild. This year my daughter, Stacey, has volunteered to Co-Chair with me and I'm looking forward to her insight. This year hasn't been as challenging as last year, but a challenge none the less.

The Altar guild consist of 20 dedicated women who work in pairs to prepare the sanctuary for worship every Sunday. The ladies decorate the sanctuary with altar flowers, change the paraments when needed, set/and clean up after communion at the rail, and prepare for baptisms. We have some ladies that just help wash communion cups the first Sunday of the month and some ladies help to make baptismal napkins. I would like to give a big thank you to Kathy Shone for many years of service to the Altar Guild, I will miss you. Thanks to Sue Tharp who decorates the church for Christmas and Easter. I don't know what we'd do without your help. The Altar Guild purchases the communion wafers, wine, oil for the candles, scribble cards for the children, the weekly altar flowers, baptismal candles and napkins, the Christmas candles and the Christmas Poinsettias and Easter Lilies. This year we purchased a new hanging banner for the Easter season. I'd like to thank all of the members that support Altar Guild by putting Altar Flowers, Poinsettias and Easter Lilies in honor of or in memory of a loved one. Anyone interested in serving on the Altar Guild Committee please reach out to me at 856 428-9434 or e-mail eslohboy@verizon.net.

Respectfully submitted, Eva Shaw, Chairperson.

Altar Guild Treasurers Report

The treasurer of the Altar Guild submits the following report:

Checking account balance as of 12-31-2021 \$ 12, 522

The Altar Guild is responsible for purchasing the communion wafers & wine, oil for the candles, scribble cards for the children, the weekly altar flowers, baptismal candles & napkins, the Christmas candles, and the Christmas Poinsettias and Easter Lilies.

A new easter banner was purchased.

Respectively Submitted, Stacey Shaw, Treasurer

Audit Committee

No audit required.

Communications Committee

No really,- New signage has been installed throughout the church to identify offices, classrooms, library as well as directional signage to navigate thru the church building. An Entrance sign has been installed above the sliding glass doors to better identify our Main Entrance. We also have a printed tri fold for guests' convenience.

Our "advertisement sign" has also been put to good use this year, announcing activities being held at church as well as inspirational and uplifting quotes to be enjoyed by all who pass by.

Respectively Submitted, Barb Standke

Confirmation

Confirmation ministry continued to be impacted by Coronavirus pandemic requiring us to shutter almost all our regular Learn Event sessions held at the church for the entire year save the last two Learn Events held outdoors at the Parsonage. Learn Events were held virtually by Zoom Meetings until May of 2021. In the new program year the Learn Events returned to in person meetings, but with social distancing and wearing of masks by all participants in the Parish Hall.

Due to the pandemic, we delayed the Affirmation of Baptism service for those who had completed their confirmation requirements in 2020 to the Affirmation of Baptism service for both last year's and this year's confirmation classes. There were nine youth who participated in the Pre-Confirmation Retreat in person at the parsonage. There were two dates determined for the classes of 2020 and 2021 to decide which one they would affirm their baptism. Those who participated in those services are listed in the 2021 Changes to the Parish Register.

We continued using the Faith5 Journals and realize it is a better resource given the teaching restrictions of the pandemic. Sadly, the pandemic also prevented the youth from participating in many of the Play and Serve events typically held during the year. Despite this setback the families did a great job of setting up the three Christmas trees in the sanctuary and narthex.

I cannot thank the parents enough who give of their time and lives to the youth of our confirmation ministry. Their ongoing participation is what insures a vibrant and faithful youth ministry in our congregation. Many thanks to Jennifer Rhodes who served as a Guide for five years straight and returning Guides Becky Bogina, and Lourdes Demers and new Guides Jodilyn Turner and Vicar Tom Natalini as they work with the 18 youth in the 2021-2022 program year. Many thanks also to those parents who volunteered to coordinate the various Play and Serve Events and for Jaime Frazier, our Director of Youth and Family Ministry, for her coordination of events with the Oasis Senior High Youth Group. We couldn't do it without you.

Program Overview: Confirmation ministry is really a life-long process that begins in baptism and continues throughout one's life. However, the catechetical instruction that is typically referred to as "confirmation" typically occurs during a youth's 7th and 8th grade years and the ultimate goal is for participants to discover and discern how they will live their lives as Christian disciples in the context of their unique lives.

Each youth and parent Guide use the Head to the Heart resources to facilitate small group discussion, as well as provide scripture readings and devotional material for each day of the week in between Learning Events that typically occur every two weeks. Service events typically include helping decorate the church for Christmas, making a meal for My Father's House, and cleaning the pantry and youth room on the Martin Luther King Jr. Day of Service. The Fall Retreat is a lock-in at the church focusing on either stewardship of our time, talent, and treasure or our Lutheran heritage. Community building exercises are also included in the activities both on Friday night and at Camp Edge Retreat Center Alloway, NJ utilizing their low or high ropes course and team building exercises.

Faithfully submitted, Pastor Wayne Zschech

Congregation Resources

Giving Statements were distributed in January 2021 for YTD 2020 and June and October for 2021. Offering envelopes for 2022 were organized and labeled for the Congregation to pick up in the Narthex. Again this year, we will ask for volunteers to deliver any boxes still in the church after the beginning of the year to assist in reducing postage expenses. It costs over \$5.00 per box to mail.

Congregation Resources continued the theme of "Stewards of God's Love"; this year with an emphasis on how God's love comes DOWN and God's People Look IN, still centered on our relationship with God and our neighbor. We presented articles in the Messenger and inserts in the weekly Bulletin throughout the year to reinforce this theme. During the Stewardship Campaign, a skit was presented at the 8:00 and 10:30 worship services demonstrating how our offerings support not only LCOS ministries but also those of the NJ Synod and the ELCA throughout the world. In addition to the Pledge cards and documents showing money given at LCOS -where it goes and how it grows, a bookmark was mailed to the congregation reinforcing the concept of reflecting inward to examine what God had done for us and how we can share those blessings. Return of the Pledges continued to be impacted by the pandemic. In addition to being returned during church services, they were either mailed into Church or emailed to Shannon Foskett. As a result, we received 85 pledges for a total of \$247,106 as of January 2, 2022.

With information provided by Shannon Foskett, Financial Secretary, Carol Maniaci produced Congregation Support Statements throughout the year displaying attendance and giving figures. Because the LCOS community has been diligent and generous in the General Fund offerings, we will end 2021 slightly ahead of plan. However, 2021 income also included a Federal PPP Loan of \$43,500 which will not be available to us in 2022. Without that loan, year end would look a little different.

In this trying time of the pandemic, we are thankful for all those who have contributed this year to enable LCOS to continue its ministries. These offerings, in addition to your pledges for next year, symbolize our commitment to being part of the body of Christ despite being separated by the pandemic.

Special thanks to Committee members, Shannon Foskett, Carol Maniaci, Linda Nelson and Laura Oakes for all of their efforts and support this year and to Pastor Wayne for his guidance.

Respectfully submitted, Millie King

Fellowship

Well, we made it through 2020 and 2021, which seems hard to believe some days. While 2020 was not what anyone could have ever imagined, 2021 gave us some hope. Finally, our members were able to take part in live, in-person activities once again! Between live services, book club, meals, and much more, it seemed like life was getting back to "normal" (whatever that means these days). It is my hope for 2022 that we will continue on this path to a new normal, a world post-pandemic where we find new and exciting ways to cultivate our community!

Respectfully submitted, Sam Wentz

Library

The library was off-limits for most of the year. During that time, the library committee did some reorganizing. Our puzzle collection is growing and we needed some extra space. We removed some books from our novel shelf and some double titles and offered Free Books to any takers. Many were taken. We hope you enjoyed them.

We will still be providing books to seniors and shut-ins once it is safe to do so.

Beth Hill has done a great job of creating the article for the Messenger each month to remind everyone of our library collections.

Respectfully submitted, Judy Caravelli

Mission Quilts

Mission Quilts resumed meeting in May and in November we had 37 quilts receive the Blessing of the Quilts. About that time we learned that our previously delivered quilts were at the Port of Beirut, Lebanon, when the devastating explosion occurred there. Lutheran World Relief informed us that their containers of quilts and other items were not damaged and were distributed in Lebanon and other countries.

Respectfully submitted, Laurie Eason

Outreach

No report.

Pantry

2021 began with sending grocery gift cards to our Pantry Families in lieu of groceries due to the pandemic. In September we initiated a hybrid process. Instead of the pre-pandemic groceries twice a month and the pandemic once a month gift card, the hybrid process consists of a monthly gift card (approximately half of the pandemic amount) and groceries once a month (approximately half the pre-pandemic amount). The amount always depend on donations.

During 2021, 117 bags of groceries and \$16,725 worth of grocery gift cards were delivered. The congregation was very generous!

Pantry Family Profiles: During 2021, 2 families no longer needed our services. We acquired 2 new families through the Haddon Height's School Nurse. We are currently serving 11 Families: 19 Adults, 8 Teens and 5 Children. Our families live in Camden, Haddonfield, Maple Shade, Woodlynne, Cherry Hill, Lawnside, Merchantville, Audubon, Blackwood, Collingswood and Bellmawr.

Pantry Volunteers: We currently have 9 dedicated Volunteers for packing and delivering.

We receive calls and letters from the Pantry Families thanking us for our support. They are truly appreciative of the combination of groceries and gift cards. The gift cards enable them to buy items such as fresh produce. They tell us that we make the difference between feeding their families and paying the rent or electric bill. The Pantry continues to be a vital service of our Social Ministry Program.

Respectfully submitted, Lynn Block, Pantry Coordinator

Property Report

Despite COVID, the Fixit Group returned to action on September 30th, having not met prior to this in 2021. Activities in the facilities have returned somewhat, but not to the degree as before COVID.

During the short time the Fixit Group met in 2021, only routine maintenance type items were addressed with no major improvements. A new dish washer was purchased and installed at the parsonage and a large, dead tree was removed from the parsonage front lawn.

For 2022, the group will continue to convert necessary ceiling grid lights that malfunction to new LED ones, as has already been done in many areas. If you have any suggestions for improvement, just let one of the Fixit Group members know.

Be sure to thank the following people for their tireless efforts that keep our church property in great shape, both aesthetically and functionally. Jon Batchelor, Don Webb, John Johnson, Nancy Dempsey, and Jim Frazier.

The Fixit Group looks forward to another successful year in 2022! (It has to be better than 2020 & 2021). Thank you for all your support!

Sincerely, Peaches Larro

Sisters~In~Spirit

It might not have been the back-to-normal year we had hoped, but 2021 still gave Sisters in Spirit opportunities to put our faith into action and have some fun together, sometimes in person and sometimes on Zoom.

January: We gathered on Zoom for a devotional evening with the theme “Saints and Sinners in Sensible Shoes,” looking for answers to the questions, why do women focus more on their perceived failures than their success and what does God expect from us?

February: Sisters in Spirit led the congregation in a food drive to help with the pandemic-driven need to fill the food pantry at Bridge of Peace Church in Camden.

Also in February we held a stress-free virtual social hour on Zoom to catch up with others in the congregation without having to don a mask or leave the house.

April: To help meet the needs of a local animal welfare group struggling because of a drop in supplies caused by the quarantine, Sisters in Spirit collected pet supplies and donations for the Animal Welfare Association in Voorhees. LCOS members provided used sheets, towels, pet food, cat litter, paper goods, and cleaning supplies.

September: Taking advantage of the lovely fall weather, we kicked off the new program year with a long-overdue in-person luncheon on the patio of Il Villagio restaurant.

November: After skipping a year because of the COVID quarantine, the Sisters-in-Spirit crafters were able to resume making Christmas ornaments that were given to LCOS members who donated to help Lutheran Immigration and Refugee Services. Through the generosity of the congregation, we raised over \$500 to help care for and resettle Afghan refugees at Ft. Dix.

November-December: Through the USO we adopted a military family with a six-year-old daughter and bought gifts totaling close to \$600. What made this project even more heartwarming for us was that the family involved didn't know they had been chosen, so our gifts were a surprise. We all felt blessed to be part of this project.

Thank you to all of the women who planned, led and took part in these activities throughout 2021.

All LCOS women and their friends are welcome to be part of Sisters in Spirit.

Please contact Linda Nelson at lnelson824@gmail.com or 908-400-2413 for more information or to be included in our emails. We'd love to have you join us!

Respectfully submitted, Linda Nelson

Social Ministry

In 2021, the members of the Social Ministry Committee were: Betsy Kuehn, Jane Evans, Eva Shaw, Stacey Shaw, Jeannette Jelonek, Lynn Block, Connie Wolf, Pastor Wayne Zschech, Lourdes Demers, Kathy and Amelia Wright, and Nancy Dempsey. We meet on the 1st Tuesday of each month at 7pm (except for July, August, and January).

Advent Giving Tree (Betsy Kuehn): We provide gifts to families in need. Church members select a tag from the Advent Giving Tree in late November to early December, purchase, wrap and return requested gifts. In 2021, church members were able to take tags in-person on 3 Sundays. An Advent Giving Online Registry was also available for members not able to be in church, or not comfortable in returning to church following the coronavirus pandemic. In 2021, the congregation generously provided and delivered 221 gifts to children, teenagers, adults, and families through the following organizations: Urban Promise, My Father's House, Caring Hearts Ministries, and the LCOS Pantry families. Thank you to all who took an Advent Giving Tree tag and bought the gift or donated money to buy gifts for tags that were not taken. A total of 165 tags were taken by LCOS members. In addition to the \$1000.00 budgeted for the Giving Tree, \$1144.82 was contributed to the Advent Giving Tree fund to purchase gifts for the 56 leftover tags. Thank you from the Social Ministry Committee to everyone who signed up to purchase the gifts and/or gift cards or donated money to purchase gift cards that were not taken. In 2010, the Advent Giving Tree was dedicated in Dianne Reinhardt's memory to remember her many contributions to this ministry. Beginning in 2018, Betsy Kuehn is now coordinating the Advent Giving Tree.

Holiday Food Drive (Betsy Kuehn): Thank you to all who donated holiday food bags or made monetary donations. Donations benefited the Peace Center at Bridge of Peace Church in Camden (a ministry to the poor and homeless in Camden) and the LCOS Pantry families. In 2021, 9 food bags were delivered to LCOS Pantry families, and 45 food bags to Bridge of Peace. A total of \$1121.38 in monetary donations was received, divided between the Peace Center and the LCOS Pantry. Social Ministry also collected \$25 Acme gift cards for Bridge of Peace, 38 were received.

Caring Hearts (Betsy Kuehn, Eva Shaw): We assisted this non-profit agency's families that are seen by Cooper Hospital's Pediatric Infectious Disease Practice. We usually support the seasonal holiday parties by providing baked goods and refreshments as well as a collected item (underwear, baby wipes, socks, deodorant, and gifts from Advent Giving Tree) and provide assistance at these parties. The Spring Give-A-Way usually held in April, and the Holiday party in December were cancelled again in 2021 due to the Coronavirus pandemic. We collected toothpaste and toothbrushes, also deodorant, in the summer to be included in tote bags filled with personal care items to be given to families. The rest of the toothbrushes and toothpaste were donated for Camp Bright Feathers, a summer camp in Medford for children affected by HIV/AIDS. We supported Caring Hearts with a monetary donation in March and a special Christmas donation. We also provided gift cards from the Advent Giving Tree.

IHOC (Interfaith Homeless Outreach Council) PACK-A-SACKS (Stacey Shaw and Jeannette Jelonek): Social Ministry collected school supplies over the summer to be distributed to homeless children in South Jersey. 53 filled backpacks plus extra supplies were donated to IHOC in 2021. This was cancelled in 2020 due to the coronavirus pandemic. Donations were distributed through the Interfaith Homeless Outreach Council (IHOC). IHOC is a non-profit organization based in Cherry Hill that is supported by more than 40 churches and synagogues to help homeless men, women, and children. Thank you to Stacey Shaw and Jeannette Jelonek for coordinating the project.

THE HOMELESS HOSPITALITY NETWORK (Lourdes Demers): IHOC's flagship program is the Homeless Hospitality Network which serves up to twelve men in an innovative, intensive, thirty-week program. The Homeless Hospitality Network runs from November until May, during which time homeless men, are housed with various member congregations. The congregations serve as hosts for two-week periods, providing meals, a warm, secure place to sleep, and fellowship. During the first ten weeks, the men gain valuable lessons by attending life skills classes on money management, job seeking, and developing interpersonal relationships while also working with nonprofit organizations such as the Goodwill Industries. Following the required training, the men begin an intensive job search. Once they obtain a job, the men must deposit 80 percent of their salaries into an IHOC managed account to be held for them until they secure permanent housing. Throughout the entire program the men participate in intensive drug and alcohol counseling and are expected to attend a minimum of two Narcotics Anonymous and/or Alcoholics Anonymous meetings per week. In addition to all these rehabilitative programs the congregations also make a strong effort to engage the clients during their spare time and keep them active with various recreational activities. Once again, LCOS housed the men in our church from February 23 to March 8, 2020. The Network, including LCOS, was not able to host the men in 2021 due to the coronavirus pandemic. We had hoped to host the men in 2022, but this was cancelled again given the pandemic.

My Father's House (Kathy and Amelia Wright): We make a hearty, healthy dinner and deliver it to the 15 women who come to My Father's House for Christian based, court-mandated counseling every Tuesday. The women are required to attend a series of probation and counseling sessions lasting 16 weeks. The counseling portion is run with the Camden city courts and is geared to help the teenagers become independent of the circumstances that landed them in the trouble that brought them to the attention of the courts in the first place. We also provided Advent Giving Tree gift cards. After being suspended in 2020 due to the coronavirus pandemic, meal delivery resumed in May 2021 as soon as the all clear was given. Kathy Wright has taken over as MFH Coordinator, along with daughter Amelia, replacing Michele DiGirolamo. Sign-up sheets will be in the Narthex if interested in making a meal for the 15 women in MFH's substance abuse recovery program once we get the ok. An online sign up is available to sign up to make a meal. Contact Kathy if you are interested in preparing a meal or if able to help deliver the meals.

Plotzke-Patterson Scholarships: At its May 2009 meeting, Memorial Gifts Board approved two \$1000 scholarships for two Urban Promise graduating seniors per year for up to four years of college or trade school. Ideally by the fourth year, LCOS will be providing eight \$1000 scholarships per year perpetually funded from the Bernadine Plotzke and Jean Patterson endowments. Larry Friant & Jennifer Giordano from Urban Promise attended a Memorial Gifts Board meeting to discuss how to increase amount of scholarships given. Memorial Gifts Board will grant 3 \$1000 scholarships to former Urban Promise students returning to college, 2 \$1000 for H.S. graduates that attend Urban Promise. Memorial Gifts Board to also award \$1000 to LUCY (Lifting Up Camden Youth) graduate for up to 4 years, and 1 LEAP Academy student- \$1000 for up to 4 years. In 2021, Memorial Gifts awarded three scholarships to LUCY recipients, and three Urban Promise Scholarship recipients.

Donations: We supported the following programs and services through annual monetary donations: My Father's House, Caring Hearts Ministries, Haddonfield Community Caseworker, Crossroads Outdoor Ministry, Interfaith Caregivers, and the Peace Center at Bridge of Peace Lutheran Church in Camden. We also supported Bridge of Peace Church with quarterly payments from Mission Partner Support line item. Thank you for your offerings which make these donations possible.

Respectfully Submitted, Betsy Kuehn

Worship & Music

Worship and Music Committee meets on the first Sunday of every month immediately following the 10:30 service. We do not meet during the summer months. The committee is an umbrella for all parts of worship: Music, Altar Guild, Acolytes, Ushers, and Communications. We work toward creating a meaningful experience to inspire regular attendance. We also welcome anyone who would like to learn more to join us!

This year has been another challenging one for everyone. I commend everyone on my team for working diligently to provide meaningful weekly services that now reach all over the country on our livestream. As COVID-19 has dictated our lives for so long, I appreciate their ability to be flexible to change as needed.

Pauline Worusski has expanded her responsibilities to new Director of Music and Organist full time. She has worked hard during this time to keep the choirs connected and provide music for all to enjoy!

To all the members of the committee, Jaime Baldwin, Eva Shaw, Stacey Shaw, Pauline Worusski, and Pastor Zschech, Thank you for your effort all year long.

Respectfully submitted, Catherine Bare

LUTHERAN CHURCH OF OUR SAVIOR: 2021 YEAR END & 2022 BUDGET

2021 NARRATIVE

2021 was a very challenging year. Envelope Offerings were close to Plan, but Other Income was below Plan generating a \$6,245 shortfall in Revenue.

As a result various expense items being kept below budget, Expenses were \$9,972 below Plan. Income for 2021 was \$3,727 based on the lower Revenue and Expense discussed above and will be rolled over into the 2022 Budget.

2022 BUDGET RATIONALE

1. Envelope Offering: \$418,000- 1.9% increase over 2021 year end estimate based on Pledge activity
2. Building Use: \$14,234 - minimum of \$1,000 per month for Mustard Seed included
3. Non Budgeted Income: \$9,977 (Elevator & Van Funds)
4. Non Budgeted Income (MGB): \$31,760 - needed support from the Memorial Gift Board
5. 2021 Surplus: \$3,727 - anticipated Income rolled over to support the 2022 Budget
6. PPP Loan: \$0 - not eligible in 2022
7. 2022 Salaries: 2% increase for Pastor Wayne, Sandy and Pauline
8. Director of Youth & Family (New Employee): anticipated expense for seven months of service
9. Insurance: \$13,000 - increase due to Mustard Seed (\$3,000 Non Budgeted Income support)
10. Major Repair Fund: elimination of support in 2022
11. Worship & Music: \$9,000 - (Non Budgeted Income- Dedicated Special Music support of \$4,500)

FINANCIAL SUMMARY

	<u>2021 BUDGET</u>	<u>2021 YEAR END</u>	<u>2021 DOLLAR VARIANCE</u>	<u>2022 BUDGET</u>
REVENUE				
Envelopes	412,300	410,352	(1,948)	418,000
<u>Other Income</u>	<u>57,600</u>	<u>53,303</u>	<u>(4,297)</u>	<u>69,412</u>
Total Revenue	469,900	463,655	(6,245)	487,412
EXPENSE				
Salary & Benefits	310,091	304,582	(5,509)	310,312
Property	50,000	49,068	(932)	54,600
Administration	41,800	42,259	459	47,900
<u>Program Ministries</u>	<u>68,009</u>	<u>64,019</u>	<u>(3,990)</u>	<u>74,600</u>
Total Expense	469,900	459,928	(9,972)	487,412
INCOME	0	3,727	3,727	0

REVENUE & EXPENSE DETAILS

	2021	YEAR END	2021	2022
Revenue	<u>BUDGET</u>	<u>2021</u>	<u>VARIANCE</u>	<u>BUDGET</u>
44200 · ENVELOPES				
Total 44200 · ENVELOPES	412,300	410,352	(1,948)	418,000
44300 · OTHER INCOME				
1502-02 · Donations for Use of BLDG	2,000	830	(1,170)	14,048
1502-03 · Thrivent Matching Grants	400	373	(27)	400
1502-04 · Non-Budgeted Income	8,000	8,000	0	9,977
1502-04 · Non-Budgeted Income (MGB 2020)	20,096	20,096	0	0
1502-04 · Non-Budgeted Income (Reimbursement)	-20,096	(20,096)	0	0
1502-04 · Non-Budgeted Income: MGB Support	0	0	0	31,760
1502-04 · Mustard Seed Utilities	0	0	0	3,000
1502-04 · Worship & Music Dedicated Support	0	0	0	4,500
1502-05 · Matching Funds	2,500	1,000	(1,500)	2,000
1502-08 - Anonymous Gift	1,000	0	(1,000)	0
1502-99 · Pastor Discretionary Fund	200	(400)	(600)	0
Past Income	0	0	0	3,727
<u>1502-91 PPP Loan Offset</u>	<u>43,500</u>	<u>43,500</u>	<u>0</u>	<u>0</u>
Total 44300 · OTHER INCOME	57,600	53,303	(4,297)	69,412
TOTAL REVENUE	469,900	463,655	(6,245)	487,412

	2021	YEAR END	2021	2022
Expense	<u>BUDGET</u>	<u>2021</u>	<u>VARIANCE</u>	<u>BUDGET</u>
65000 · STAFF SALARIES				
1601-01 · Pastor -Base Salary	66,622	66,622	0	67,954
1601-02 · Pastor - Portico	42,937	40,437	(2,500)	44,207
1601-03 · Pastor- Soc. Sec.	5,519	5,519	0	5,629
1601-04 · Pastor-Housing Equity	2,500	2,500	0	2,500
1601-05 · Pastor-Auto	500	541	41	500
1601-06 · Pastor-Cont. Ed. (1601-17)	500	0	(500)	0
1601-07 · Pastor-Prof. Exp	<u>500</u>	<u>339</u>	<u>(161)</u>	<u>500</u>
Total 65000 · STAFF SALARIES	119,078	115,958	(3,120)	121,291
66000 · STAFF BENEFITS				
1602-01 · Parish Administrator	39,259	39,259	0	40,044
1602-02 · Parish Admin.-Portico	4,790	4,790	0	4,886
1602-03 Administrator FSA	1,050	1,077	27	1,099
1602-04 · Director of Music	56,552	56,552	0	57,683
1602-05 · Director of Music- Portico	14,760	13,968	(792)	15,263
1602-06 · Dir of Music - Cont. Ed	0	0	0	800
1602-07 · Bookkeeper	5,000	5,342	342	5,500

	2021 <u>BUDGET</u>	YEAR END <u>2021</u>	2021 <u>VARIANCE</u>	2022 <u>BUDGET</u>
1602-08 Director Youth & Family	34,245	33,771	(474)	21,814
1602-09 Director Youth & Family- Portico	4,178	4,178	0	4,885
1602-10 · Organist	0	0	0	0
1602-11 · Supply Pastors/ Org.	600	1,850	1,250	2,000
1602-12 · Organist Cont. Ed	0	0	0	0
1602-40 · Custodian	8,567	7,615	(952)	11,424
1602-42 · Night Lock-up	1,181	1,575	394	2,364
1602-50 · Child Care	1,831	1,525	(306)	3,660
1602-52 Communication Tech	6,000	5,750	(250)	6,000
<u>1602-70 · F.I.C.A.</u>	<u>13,000</u>	<u>11,372</u>	<u>(1,628)</u>	<u>11,599</u>
Total 66000 · STAFF BENEFITS	191,013	188,624	(2,389)	189,021
66100 · ADMINISTRATION				
1603-01 · Office Expenses	4,500	4,518	18	5,000
1603-02 · Telephone	7,100	6,879	(221)	7,000
1603-03 · Conferences/Assembly	1,000	357	(643)	1,000
1603-04 · Office Equipment Maint.	8,700	8,949	249	9,700
1603-05 · Postage	4,100	3,678	(422)	3,600
1603-07 · Paper, Printing Supplies	600	1,143	543	1,000
1603-09 · Congressional Mtg	0	0	0	200
<u>1603-10 · Bank Charges/VANCO</u>	<u>1,900</u>	<u>2,050</u>	<u>150</u>	<u>2,100</u>
Total 66100 · ADMINISTRATION	27,900	27,574	(326)	29,600
66200 · CHRISTIAN ED				
1604-01 · Sunday School	625	1,007	382	1,000
1604-03 · Vacation Bible School	650	0	(650)	1,000
1604-04 · Faith Formation	1,660	4,463	2,803	5,000
1604-05 · Youth Ministry	2,500	13	(2,487)	1,000
1604-08 · Adult Education	600	360	(240)	1,000
1604-09 · Fellowship/Coffee Hours	200	93	(107)	500
<u>1604-10 · Lenten Soup Dinners</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>300</u>
Total 66200 · CHRISTIAN ED	6,235	5,936	(299)	9,800
66300 · CONG. RESOURCES				
1605-01 · Workers Compensation	3,100	3,605	505	4,500
1605-02 · Insurance	10,000	10,338	338	13,000
1605-03 · Offering Envelopes/ Financial Review	700	698	(2)	700
<u>1605-04 · Stewardship</u>	<u>100</u>	<u>44</u>	<u>(56)</u>	<u>100</u>
Total 66300 · CONG. RESOURCES	13,900	14,685	785	18,300
66325 · EVANGELISM				
1606-01 - New Member Classes	0	0	0	0
1606-03 · Publicity/Communications	1,700	2,062	362	2,200
1606-05 · Outreach	0	53	53	0
<u>1606-06 Mission Support</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total 66325 · EVANGELISM	1,700	2,115	415	2,200
66350 · FELLOWSHIP DEV.				
1607-01 · Fellowship Together	200	120	(80)	500
<u>1607-03 · Seniors - Luncheons</u>	<u>0</u>	<u>176</u>	<u>176</u>	<u>0</u>
Total 66350 · FELLOWSHIP DEV.	200	296	96	500

	<u>2021</u> <u>BUDGET</u>	<u>YEAR END</u> <u>2021</u>	<u>2021</u> <u>VARIANCE</u>	<u>2022</u> <u>BUDGET</u>
68200 · PROPERTY				
1608-01 · PSE&G - Church	19,000	20,558	1,558	27,000
1608-03 · Water & Sewage- Church	1,000	1,618	618	2,500
1608-04 · Maintenance- Church	5,000	2,505	(2,495)	4,000
1608-05 · PSE&G -Parsonage	3,800	3,613	(187)	4,000
1608-07 · Water & Sewage- Pars.	1,200	1,462	262	1,100
1608-08 · Maintenance-Parsonage	1,500	2,716	1,216	1,000
1608-10 · Lawn & Maintenance/Snow Rem	2,000	3,950	1,950	5,000
1608-11 · Service Contracts	7,000	7,631	631	8,500
1608-12 · Janitorial Supplies & Planting	4,500	590	(3,910)	1,500
<u>1608-13 Major Repair Fund</u>	<u>5,000</u>	<u>4,425</u>	<u>(575)</u>	<u>0</u>
Total 68200 · PROPERTY	50,000	49,068	(932)	54,600
68300 · SOCIAL MINISTRY				
1609-01 · Benevolence Projects	9,494	7,500	(1,994)	7,500
1609-06 · IHOC	200	0	(200)	200
1609-05 Mission Quilts	100	116	16	100
1609-08 · Advent Giving Tree	1,000	0	(1,000)	1,000
1609-09 Mission Partner Support	<u>2,500</u>	<u>2,500</u>	<u>0</u>	<u>2,500</u>
Total 68300 · SOCIAL MINISTRY	13,294	10,116	(3,178)	11,300
68400 · WORSHIP & MUSIC				
1610-02 · Vocal/ Instrumental Music	500	388	(112)	1,000
1610-06 · Guest Instrumentals	500	2,900	2,400	4,000
1610-07 · Worship Materials	1,000	410	(590)	1,000
1610-08 · Instrument Maint.	1,000	520	(480)	3,000
1610-09 · Music Program Development	2,350	303	(2,047)	0
1610-10 · Small Print Devotionals	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total 68400 · WORSHIP & MUSIC	5,350	4,521	(829)	9,000
68425 · BENEVOLENCE				
1611-01 · NJ Synod Mission Support	<u>41,230</u>	<u>41,035</u>	<u>(195)</u>	<u>41,800</u>
TOTAL EXPENSE	469,900	459,928	(9,972)	487,412

DEDICATED ACCOUNT SUMMARY

<u>ACCOUNT</u>	<u>12/31/2020</u> <u>BALANCE</u>	<u>1/1/2021 to</u> <u>12/31/2021</u>	<u>1/1/2021 to</u> <u>12/31/2021</u>	<u>INCOME/EXP</u> <u>YTD</u>	<u>12/31/2021</u> <u>BALANCE</u>
1700-04 Local Special Benevolence	\$840	\$867	(\$712)	\$155	995
1701-01 Benevolences	\$879	\$275	(\$200)	\$75	954
1701-05 Social Ministry	\$2,519	\$2,535	(\$1,558)	\$977	3,496
1701-07 Pantry	\$7,844	\$10,704	(\$16,800)	(\$6,096)	1,748
1701-08 World Hunger	\$5,471	\$2,430	(\$7,290)	(\$4,860)	611
1701-09 World Missionary	\$1,097	\$1,652	(\$2,529)	(\$877)	220
1701-13 Library	\$296	\$0	\$0	\$0	296
1701-14 National Youth Gathering	\$1,000	\$0	\$0	\$0	1,000
1701-15 Video Fund	\$485	\$1,200	(\$460)	\$740	1,225
1701-16 Van Fund	\$10,694	\$10,900	(\$6,220)	\$4,680	15,374
1701-26 Youth Mission Trip	\$876	\$1,207	(\$882)	\$325	1,201
1701-27 Youth Ministry Activities	\$25,766	\$0	(\$9,623)	(\$9,623)	16,143
1701-28 Elevator Expenses	\$4,851	\$18,783	(\$5,127)	\$13,656	18,507
1701-30 Special Music Programs	\$12,929	\$682	(\$700)	(\$18)	12,911
1701-31 Feed My Starving Children	\$0	\$0	\$0	\$0	0
1701-34 Vacation Bible School	\$3,906	\$0	\$0	\$0	3,906
1701-46 Disaster Relief	\$132	\$171	(\$182)	(\$11)	121
1701-47 Altar Guild	(\$84)	\$16,412	(\$3,806)	\$12,606	12,522
1701-48 ELCA Campaign	\$0	\$0	\$0	\$0	0
1701-50 Mission Partners	\$620	\$0	\$0	\$0	620
1701-90 Pastor Discretionary Fund	\$3,078	\$250	\$0	\$250	3,328
<u>1701-99 Interest Income</u>	<u>\$2,242</u>	<u>\$696</u>	<u>\$0</u>	<u>\$696</u>	<u>2,938</u>
TOTAL	\$85,441	\$68,764	(\$56,089)	\$12,675	98,116

2021 Memorial Gift Fund Report

The ELCA mission and vision statement provides guidance to us regarding what is faithful stewardship – “As a church together, faithful stewardship is about holding to God’s purpose and ensuring the responsibilities and resources that God has entrusted to us are used with great care and with accountability to God, to each other and those served by this church.” The Board of Trustees of the Memorial Gifts Fund is responsible for 1) the faithful management of the gifts given to the church, 2) spending the income of the funds in a meaningful way and in a manner consistent with our purpose and the donor’s intent, and 3) encouraging generosity. Our role continues to be tested for the second year of the coronavirus pandemic. The suspension of in-person worship from 2020 remained in effect until March when a gradual reopening began.

Faithful Management: The funds managed totaled \$1,319,298 at the end of 2021. The net return of the funds in 2021 was 11.98%. These funds are held in diversified investments with 58% in U.S. and international equities and 42% in fixed income and cash. The funds under management have grown over the last five years, even as we have been able to provide \$510,536 to support ministry.

Our Impact: The Memorial Gift Fund continues to directly assist the ministry of LCOS by supporting programs that are beyond the ability of the General Fund. In partnership with Church Council, we shared the cost of the Seminary Intern Thomas Natalini, Bridge of Peace, Youth Mission Trip, Crossroads Camp, and Jehu Jones Mission. From our Major Repair Fund, we paid for the central air conditioning and window replacement in the parsonage. We continued our sponsorship and maintenance of the Memorial Garden.

In our local community, we provided support to the Haddonfield Caseworker who assists residents with respect to food, utilities, and other emergency needs, and to Interfaith Caregivers of Haddonfield and Haddon Heights which facilitates independent living for residents who are 65+ or disabled. We also contributed to start-up costs for Mustard Seed Community Childcare which provides daycare services, after-school care, and summer camp programs to Haddonfield residents in our church.

Through the Patterson-Plotzke Fund we continue to offer college scholarships to Camden residents through LUCY (Lifting Up Camden Youth) outreach and Urban Promise. Each organization was awarded \$10,000 this year and selects deserving graduates.

Encouraging Generosity: We are thankful for our members who remember the Church in life and death. During the past year, we received gifts of \$9,175 in memory of Darlene Amato (bench), Deborah Goltra, Jane Harris, Frank and Nancy Iarossi, Lynn Hoppe Kaminski, Carolyn Lichter, James Nelson, Joyce Odendahl, Frances Peterson, Marguerite Van Buren, Dick Welden, David Zaun (outdoor prayer space), Lois Zaun, and Grace Zschech.

We continue to seek improvement in our stewardship. Our new goal for this year has been to promote increased giving by acquainting parishioners with the activities supported by the Memorial Gift Board. Rich Windle initiated the Memorial Gifts Fund Corner which is published frequently in the Messenger. He has highlighted scholarship recipients, the Bott Major Repair Fund, the Memorial Garden and the Lou Dunkle Endowment fund. Beginning in January, contributions can easily be made to the Dunkle Endowment fund for weekly memorials to honor loved ones and promote the future work of the church.

All Church members are encouraged to continue their faithful stewardship through their tax and estate planning knowing that the funds will be used well. Donating appreciated securities, designating a portion of a required minimum distribution from an IRA or other retirement account directly to the church, or providing for the church as a beneficiary of a retirement account, an annuity, or an insurance policy is an excellent way to take advantage of the tax laws and help provide for perpetual funding of the church. In conclusion, we remain faithful Christian stewards and this year welcomed the additional challenge of shepherding the investments to provide financial stability to the church. All members of the board – John Berrigan, Danielle Deery, Bobbi Newsham, Gary Visconti, and Rich Windle and our diligent secretary, Jeannette Jones are thankful for the privilege to sustain the rich heritage of our members’ generosity through faithful management of these gifts. Jack Berrigan will be leaving the Board after 14 years of service. We would like to publicly acknowledge the outstanding contributions and sage advice he has provided.

Faithfully Submitted, Nancy V. Gulick, President, and Karin LaBarge, Financial Secretary, Memorial Gifts Board

<u>Accounts</u>	<u>12/31/17</u>	<u>12/31/18</u>	<u>12/31/19</u>	<u>12/31/20</u>	<u>12/31/21</u>
Dunkle Endowment	\$870,240	\$749,029	\$857,296	\$863,734	\$908,305
Unrestricted	23,563	35,639	16,952	19,852	33,711
Restricted	6,535	6,652	9,838	6,871	7,872
Clark-Hartmann	39,672	39,720	39,896	42,922	39,263
Patterson Plotzke	223,755	201,944	229,571	250,570	264,329
Bott Major Repair	42,804	45,372	18,495	8,658	21,788
Christie Organ	20,251	19,673	23,959	27,887	31,852
Memorial Garden	5,553	6,681	7,282	7,641	12,178
TOTALS	\$1,232,373	\$1,104,710	\$1,203,289	\$1,228,135	\$1,319,298
Disbursements	\$92,635	\$109,677	\$107,202	\$108,383	\$92,639
Generous gifts & memorials	\$45,000	\$18,404	\$5,729	\$575	\$9,175

The Evangelical Lutheran Church of Our Savior
204 Wayne Avenue
Corner of Wood Lane and Wayne Avenue
Haddonfield, NJ 08033

NON-PROFIT
U.S. POSTAGE
PAID
Cherry Hill, NJ
Permit No. 164

Annual Meeting - January 30, 2022 Time Sensitive Material Enclosed - Mailed January 18, 2022

Address Service Requested

Annual Meeting - January 30, 2022

DATED MATERIAL

Devotions

Responsive Prayer 2 (*from LBW 164*)

Pastor: Holy God, holy and mighty, holy and immortal,

Congregation: have mercy and hear us.

The Lord's Prayer

The Apostles' Creed

I believe in God, the Father almighty, creator of heaven and earth. I believe in Jesus Christ, God's only Son, our Lord, who was conceived by the Holy Spirit, born of the virgin Mary, suffered under Pontius Pilate, was crucified, died, and was buried; he descended to the dead. On the third day he rose again; he ascended into heaven, he is seated at the right hand of the Father, and he will come to judge the living and the dead. I believe in the Holy Spirit, the holy catholic church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen.

P: Show us your mercy, O Lord, **C: and grant us your salvation.**

P: Clothe your ministers with righteousness. **C: Let your people sing with joy.**

P: Give peace, O Lord, in all the world; **C: for only in you can we live in safety.**

P: Lord, keep this nation under your care, **C: and guide us in the way of justice and truth.**

P: Let your way be known upon the earth. **C: your saving health among all nations.**

P: Let not the needy, O Lord, be forgotten, **C: nor the hope of the poor be taken away.**

P: Create in us clean hearts, O God, **C: and sustain us with your Holy Spirit**

P: The Lord be with you. **C: And also with you.**

P: Let us pray. Lord God, you taught the hearts of your faithful people by sending them the light of your Holy Spirit. Grant that we, by your Spirit may have a right judgement in all things and evermore rejoice in his holy counsel; through Your Son, Jesus Christ our Lord. **C: Amen** P: Heavenly Father, in whom we live and move and have our being: we humbly pray you so to guide and govern us by your Holy Spirit, that in all the cares and occupations of our life we may not forget you, but remember that we are ever walking in your sight; Through Jesus Christ our Lord. **C: Amen**

P: Let us bless the Lord. **C: Thanks be to God.**

P: The Lord bless us, defend us from all evil, and bring us to everlasting Life. **C: Amen**

"Bylaws" (**Bold**) are denoted by the addition of two digits following the chapter designation (e.g. C8.03.01), indicating the first bylaw (.01) related to constitutional provision 8.03. Bylaws may be adopted as explained in Chapter 16.

"Continuing Resolutions" (*Italics*) may be adopted and amended by the Congregation Council as explained in Chapter 18. The extension (e.g. A91) denotes that it was adopted in 1991.

The Constitution of The Evangelical Lutheran Church of Our Savior Haddonfield, New Jersey

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

- Cl.01.** The name of this congregation shall be The Evangelical Lutheran Church of Our Savior, Haddonfield, New Jersey.
- C1.02.** For the purpose of this constitution, the accompanying bylaws and continuing resolutions, The Evangelical Lutheran Church of Our Savior, Haddonfield, New Jersey is hereinafter designated as "this congregation."
- Cl.II.** This congregation shall be incorporated under the laws of the State of New Jersey.
- C1.21** The seal of this congregation presents the name of the congregation around the circumference of a one-half inch disk, the center of which gives the organization date (October 30, 1927) and the incorporation date (March 20, 1928).

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. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression 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.
- *C3.04.** This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.
- *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 by 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 descriptions shall be contained in continuing resolutions of the Congregation Council.

C4.04.01 **The organizational structure of this congregation is attached and incorporated hereby in the bylaws of this congregation.**

***C4.05.** This congregation shall adopt and periodically review a mission statement which will provide specific direction for its programs.

CR4.05.A91 *Mission Statement : The Evangelical Lutheran Church of Our Savior is a fellowship where all people are welcomed; where human needs are understood and cared for; where opportunities are provided for personal and spiritual growth; where the Word of God is proclaimed and shared; and where Jesus is worshiped as Lord.*

- C4.06.** References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

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. terminate the call of a minister of Word and Service in conformity with the 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 lawful means;
 - j. elect its Congregation Council, and require the members of the Council to carry out their duties in accordance with the constitution, bylaws, and continuing resolutions; and
 - i. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.
- *C5.04.** This congregation shall elect from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by this congregation and other qualifications shall be as prescribed in guidelines established by the New Jersey Synod of the Evangelical Lutheran Church in America
- C5.05.** This congregation may have a mission endowment fund that will operate as specified in this congregation’s bylaws or continuing resolutions. The purpose of the mission endowment fund is to provide for mission work beyond the operational budget of this congregation.

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 New Jersey 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 its relationship with the Evangelical Lutheran Church in America in which:
- a. This congregation agrees to be responsible for its life as a Christian community.
 - 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 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 either 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 ministers of Word and Service for call to other staff positions in this 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 and bylaws of the Evangelical Lutheran Church in America or with the constitution of the synod.
- *C6.04.** 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 or in accordance with provision 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America.
 - d. The New Jersey Synod takes charge and control of the property of this congregation to hold, manage, and convey the same on behalf of the synod pursuant to †S13.24. of the synod constitution. This congregation shall have the right to appeal the decision to the next Synod Assembly.
 - e. 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 intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a voting member of this congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the first meeting.
 - b. Within 10 days after the resolution has been voted upon at the first meeting, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to voting members of this congregation.

c. If the resolution was adopted by a two-thirds vote of the voting members present at the first meeting, the bishop of the synod and this congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the bishop of the attestation and certification as specified in paragraph b. above.

d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a voting member of this congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the second meeting.

e. Within 10 days after the resolution has been voted upon, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the second special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to the voting members of the congregation. If the resolution was adopted by a two-thirds vote of the voting members present at the second meeting, the relationship between the congregation and this church shall be terminated subject to Synod Council approval as required by paragraphs f. and g. below.

f. Unless this notification to the bishop also certifies that this congregation has voted to affiliate with another Lutheran denomination, this congregation shall be deemed an independent or non-Lutheran church, in which case *C7.04. shall apply.

g. This congregation shall abide by these covenants by and among the three expressions of this church:

- 1) Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in *C6.05. shall be required to receive Synod Council approval before terminating their membership in this church.
- 2) Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to receive synod approval before terminating their membership in this church.
- 3) Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.

h. If this congregation fails to achieve the required two-thirds vote of voting members present at this congregation's first meeting as specified in paragraph a. above or fails to achieve the required two-thirds vote of voting members present at this congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of *C6.05. and may begin no sooner than six months after the meeting at which the two-thirds vote was not achieved.

***C6.06.** If this congregation considers relocation, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is taken.

***C6.07** If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

Chapter 7. PROPERTY OWNERSHIP

***C7.01.** If this congregation ceases to exist, title to undisposed property shall pass to the New Jersey 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 or pursuant to 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America, title to property shall continue to reside in this congregation.

- *C7.03.** If the voting members of this congregation present at a 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 New Jersey Synod .
- *C7.04.** If the voting members of this congregation present at a 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 this congregation by the process established by the synod, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America. In neither case does title to this congregation's property transfer to the synod.
- *C7.05** Notwithstanding the provisions of *C7.02. and *C7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, this congregation accepts such restrictions and:
- a. Shall not transfer, encumber, mortgage, or in any way burden or impair any right, title, or interest in the property without prior approval of the Synod Council.
 - b. Shall—upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the New Jersey Synod—reconvey and transfer all right, title, and interest in the property to the synod.

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, 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 this congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws. They shall not have voted as a seasonal member of another congregation of this church in the previous two calendar months.
 - d. **Associate** members are persons holding membership in other ELCA, Lutheran, or Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. These individuals have all the privileges and duties of membership except voting rights or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
 - e. **Seasonal** members are voting members of other congregations of this church who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved

seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:

- 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
- 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
- 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with this church;
- 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
- 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
- 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.

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

C8.03.01 **The names of all new members shall be announced publicly at a worship service.**

***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, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

***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 in accordance with Chapter 20 of the constitution and bylaws of the Evangelical Lutheran Church in America; or
- e. removal from the roll due to inactivity in accordance with the provisions of this constitution and its bylaws.

Such persons who have been removed from the roll of members shall remain persons for whom the church maintains a continuing pastoral concern.

Chapter 9. ROSTERED MINISTER

***C9.01.** Authority to call a pastor 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.

***C9.02.** Only a member of the 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 this congregation by the synod bishop may be called as a pastor of this congregation.

C9.02.01 - After the pastor attains the age of seventy years, pastoral service shall be extended from year to year by a two-thirds vote at a congregational meeting.

***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; and
 - 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 available channels of effective communication;
 - 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;
 - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of the (insert name of synod); and
 - 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

***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 which shall be attested by the bishop of the synod.

C9.04.01 **In order that a pastor of this congregation may be devoted fully to the duties of the office, an adequate salary shall be provided, paid in semi-monthly or monthly installments. Expenses incident to attendance at conventions of the synod, except for travel, and attendance at meetings of the cluster shall be defrayed by the congregation.**

***C9.05.** a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which, except in the case of the death of the pastor, shall be terminated only following consultation with the synod bishop and 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 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 this congregation in view of local conditions;
- 4) physical disability or mental incapacity of the pastor;
- 5) suspension of the pastor through discipline for more than three months;
- 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 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 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 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 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 with disability status. 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.
- 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 pastor and then to this 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 this 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.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, this 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.
- 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 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 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.** A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.

***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.

***C9.11.** With the approval of the bishop of the synod the congregation may depart from C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose 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.

- *C9.12.** The pastor of this congregation:
- shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;
 - shall submit a summary of such statistics annually to the synod; and
 - 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.
- *C9.13.** 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 this 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 call or approval of a request for change in roster status.
- *C9.15.** Under special circumstances, subject to the approval of the synod 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 this congregation and the pastor in a form proposed by the synod bishop and approved by this congregation.
- *C9.21.** Authority to call a deacon 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 synod 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:
- Be rooted in the Word of God, for proclamation and service;
 - 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;
 - 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;
 - Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - Practice stewardship that respects God's gift of time, talents, and resources;
 - Be grounded in a gathered community for ongoing diaconal formation;
 - Share knowledge of this church and its wider ministry of the gospel and advocate for the work of all expressions of this church; and
 - 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 this congregation shall be as follows:
- The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for the following reasons:
 - mutual agreement to terminate the call or the completion of a call for a specific term;
 - resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
 - physical disability or mental incapacity of the deacon;
 - suspension of the deacon through discipline for more than three months;
 - resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
 - termination of the relationship between this church and this congregation;
 - dissolution of this congregation or the termination of a parish arrangement; or
 - 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 with disability status. 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.** This congregation shall make satisfactory settlement of all financial obligations to a former deacon before calling a successor. A deacon shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.
- *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.** This congregation shall have at least one regular meeting per year. The regular meeting(s) of the congregation shall be held at the time(s) specified in the bylaws. Consistent with the laws of the State of New Jersey, the bylaws shall designate one regular meeting per year as the annual meeting of this congregation.
- C10.01.01** The annual congregation meeting shall be held in January.

- C10.01.02** At the annual congregation meeting, reports of the pastor, the secretary, the treasurer(s), the financial secretary, if any, and of the various committees and organizations within the congregation shall be submitted in writing.
- 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 by the president of this congregation upon the written request of ten (10) percent of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synod bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.03.** Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all voting members at least 10 days in advance of the date of the meeting.
- C10.04.** Twenty (20) percent of the voting members shall constitute a quorum..
- C10.05.** Voting by proxy or by absentee ballot shall not be permitted.
- C10.06.** All congregation actions shall be by majority vote of the voting members present, except as otherwise provided in this constitution or by state law.
- C10.07.** Robert's Rules of Order, latest edition, shall govern parliamentary procedure at all congregation meetings.
- C10.08.** This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 11. OFFICERS

- C11.01.** The officers of this congregation shall be a president, vice president, secretary, treasurer(s), and financial secretary.
- a. Duties of the officers are be specified in the bylaws.
 - b. The officers shall be voting members of the congregation.
 - c. Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
 - d. If the Congregation Council elects its officers, the president, vice president, and secretary shall be selected from the elected membership of the Congregation Council. If the treasurer is not selected from the elected membership of the Congregation Council, the treasurer shall have voice but not vote at the meetings of the Congregation Council.
- C11.01.01** The Vice President shall preside at Congregation Council Meetings and Congregation Meetings in the absence of the Pastor or interim pastor and will perform other duties as assigned. *(amended 1/96)*
- C11.01.02** The secretary shall keep accurate minutes of all meetings of the congregation and of the Congregation Council in a volume provided by the congregation, which shall be preserved permanently in its archives. The Secretary shall be responsible for maintaining correspondence to and from this congregation.
- C11.01.03** The financial secretary shall receive and keep record of all income from contributing members and other sources. The financial secretary shall make written report of all income to the Congregation Council monthly and to this congregation at its annual meeting.

- C11.01.04** The treasurer(s) shall serve the needs of the congregation in providing financial evaluation, developing a management plan, and allocating resources and uses. More specifically, the Treasurer(s) shall receive all funds from the financial secretary; make payments of bills and other financial obligations that the Council has approved; keep accurate records of all financial transactions and the balances in various congregation accounts; prepare financial statements; budget and manage cash flow; safeguard the church's financial assets; comply with government reporting requirements; evaluate and interpret financial data; provide council on a monthly basis a clear and straightforward report of this congregation's financial condition; provide to this congregation on a yearly basis a clear and straightforward report of its financial condition; adhere to all accounting and audit principles; and be a representative on all financial committees of the church.
- C11.01.05** All financial officers shall give corporate surety, in amounts determined by the Congregation Council, for which the premium shall be paid by the congregation. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.
- C11.01.06** The treasurer(s) shall forward contributions received for benevolence to the synodical treasurer in monthly installments. No such contributions shall be diverted to any other use nor shall any contributions given for any other purpose within the congregation be diverted for such use. Should the contributions for benevolence in any year be insufficient to pay the proportionate share due for the work of the synod and The Evangelical Lutheran Church in America, the church shall provide for and cause the balance to be paid from the general fund of the congregation.
- C11.02** The pastor shall be *ex officio* president of the congregation and the Congregation Council. The Congregation Council shall elect by written ballot the other officers of the congregation who 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.
- C11.02.01** The interim pastor shall serve as president of the congregation and the Congregation Council during a pastoral vacancy.
- C11.03** No officer shall hold more than one office at a time.

Chapter 12. CONGREGATION COUNCIL

- C12.01.** The voting membership of the Congregation Council shall consist of the pastor and not more than eighteen (18) members of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four consecutive regular meetings of the Congregation Council without cause.
- C12.02.** The members of the Congregation Council except the pastor shall be elected at a legally called meeting of the congregation by written ballot to serve for three years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.
- C12.03.** Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.
- C12.04.** The Congregation Council shall have 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 Congregation Council 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 rostered ministers 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 support of the synod and churchwide organization 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. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.
- k. To provide schools and facilities for Christian Education for children, youth, and adults.
- l. To inculcate the motives and practice of stewardship in all members of the congregation, and to encourage liberal giving to the work of the church in all its aspects at home and everywhere.

C12.04.01 **The Congregation Council will ensure that a Sunday Church School is maintained for the training of members, especially children and young people, in the knowledge and practice of the religion held and confessed by The Evangelical Lutheran Church in America. The school shall be operated under the guidance and direction of the pastor and the Christian Education Committee, who shall approve and supervise all teachers. Textbooks, library books, and other lesson material for the school shall be selected by the Christian Education Committee in consultation with the pastor.**

CR12.04.A93 *The Congregation Council shall elect voting members in the congregation as delegates in the permitted numbers to any Synod Assembly and Cluster meetings. The expense incurred by such delegates in connection with their attendance, except for travel, shall be paid by the congregation.*

C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.

- a. The Congregation Council shall be the board of trustees of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of New Jersey, except as otherwise provided herein.
- b. The 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 Congregation Council may enter into contracts of up to \$2,000.00 for items not included in the budget.
- d. The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance with the budget following its adoption, and may incur obligations of more than 10% in excess of the anticipated receipts only after approval by this

congregation. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.

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 forwarding of benevolence monies to the synod treasurer.

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

g. The Congregation Council may enter into contracts of indebtedness of more than 5% of anticipated receipts for items not included in the budget only with approval of this congregation. The Council may enter into contracts extending beyond three (3) years only with the approval of this congregation.

.CR12.05.A93 *The Resolution of this congregation (adopted January, 1989) establishing the Memorial Gifts Fund of the Evangelical Lutheran Church of Our Savior and providing for the operation of that fund is hereby incorporated into the bylaws of this congregation. A copy of the Resolution is attached.*

C12.06. The Congregation Council shall see that the provisions of this constitution, bylaws, and the continuing resolutions are carried out.

C12.07. The Congregation Council shall provide for an annual review of the membership roster.

C12.08. The Congregation Council shall be responsible for the employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect this congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

C12.09. The Congregation Council shall submit a comprehensive report to this congregation at the annual congregation meeting.

C12.11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor 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.

CR12.11.A93 *The Congregation Council may meet in private executive session to consider sensitive matters involving individual personnel or members of the congregation, when the matters should be kept confidential in the interests of the personnel or members involved.*

C12.12. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the senior pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synod bishop.

CR12.12.A93 *At Congregation Council meetings the following shall constitute the order of business: 1) prayer, 2) roll call, 3) action on excuses for absence, 4) reading of minutes, 5) reports of treasurer(s) and financial secretary, 6) reception of petitions and communications, 7) reports of pastor(s) and standing committees, 8) reports of special committees, 9) other official reports, if any, 10) unfinished business, 11) new business, and 12) adjournment with prayer.*

C12.13. The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference and, to the extent permitted by state law, notice of all meetings may be provided electronically.

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 six voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council, shall be elected at the annual meeting for a term of one year. Members of the Nominating Committee are not eligible for consecutive reelection.
- C13.03.** An *Audit Committee* of three voting members shall be elected by the Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for reelection.
- C13.04** The duties of the *Mutual Ministry Committee* shall be fulfilled by the *Executive Committee*
- C13.05.** When a vacancy occurs in a position for which this congregation calls a rostered minister, a *Call Committee* of six voting members shall be elected by [this congregation] [the Congregation Council]. Term of office will terminate upon installation of the newly called rostered minister.
- C13.06.** Other congregational committees may be formed as the need arises, by decision of the Congregation Council.
- C13.06.01** At its first meeting in each congregational year, the Congregation Council shall appoint as many congregational committees as the needs of this congregation require. Each committee shall be composed of at least one member of the Council and, in addition, other voting members of this congregation. Although appointed by and responsible to the Congregation Council, these committees shall represent the interests of, and perform essential services for, the congregation as a whole. The pastor shall have voice and vote in all committees.
- C13.06.02** In addition to those specified below, other congregational committees shall be specified in the continuing resolutions. The functions, duties, and other instructions for the operation of all congregational committees shall be assigned by the Congregation Council and specified in the continuing resolutions. All actions of the committees shall be subject to council review.
- CR13.06.A93** *The committees of this congregation, their membership, function, duties, and other instructions for their operation are:*
- a. Audit Committee. This committee is responsible for auditing all books and accounts of this congregation, including those of the Memorial Gifts Fund, at least once at the end of each year.*
 - b. Christian Education. There are two Christian Education Committees, one responsible for children and youth education and the other for adult education. These committees will oversee the conduct and promotion of the church school(s) and the Christian educational activities of all organizations within this congregation. They shall encourage the use of teaching and worship materials published or approved by The Evangelical Lutheran Church in America.*
 - c. Church Property. This committee will see to the proper maintenance and protection of all property of this congregation and is responsible for keeping that property in good repair.*
 - d. Evangelism. This committee will stimulate and lead members of this congregation in continuous and, from time to time, concerted endeavors to awaken the spiritually indifferent and to reach others, who are as yet unwon, with the Gospel and attach them to Christ's Church. To this end, the committee will devote itself to deepening spiritual life and shall periodically study the congregation in the context of its surrounding community.*
 - e. Congregational Resources. This committee will prepare a draft budget each year for submission to the Congregation Council for its approval and to this congregation for its approval at its annual meeting. The budget will include this congregation's full proportionate share in support of the wider ministry carried on by The Evangelical Lutheran Church in America and the New Jersey Synod. The budget will also include the budgets of all congregation committees, insurance, personnel, administrative, and other expenses. The committee will also exercise oversight of the financial affairs of the congregation to make sure they are*

being conducted efficiently and in accordance with the budget. This committee is also responsible for stewardship, including the annual Every Member Response and other congregational efforts that lead to higher levels of proportionate giving for the Lord's work. Membership of the committee includes the treasurer(s) and financial secretary, ex officio.

f. Fellowship Development. This committee will work to develop fellowship among the members of this congregation, through activities designed to bring together the members of this congregation.

g. Social Ministry. The purpose of this committee is to extend Christian compassion and helpfulness to the ill, the aged, the orphaned, the underprivileged, the imprisoned, and, in general, to all persons in need, based on its evaluation of social conditions and problems, primarily in the local community.

h. Worship and Music. This committee will assist the Council in seeing that the services of God's house are conducted regularly and in accordance with the liturgy of The Evangelical Lutheran Church in America, that competent ushers and acolytes are recruited and trained, and that hymnals and other devotional materials are provided and cared for properly. This committee will supervise and strive to advance the welfare and effective service of the choirs of the congregation. It will arrange for the care of paraments, vestments, and musical instruments and, in consultation with the pastor, the director of music, and other choir directors, it will furnish music appropriate for use in worship.

i. Personnel. This committee is responsible for overseeing the personnel and staffing needs of the church, for recommending to the Congregation Council the hiring of personnel, for drafting appropriate job descriptions for council approval, for the preparation of the initial draft personnel budget, including salaries, benefits, etc. for submission to the Congregational Resources Committee, and for other related duties. The committee shall be composed of the officers with the vice president as chair.

C13.07. Duties of congregational committees shall be specified in the continuing resolutions.

C13.08. The pastor of this congregation shall be *ex officio* a member of all committees and boards of this congregation. The vice president of this congregation shall be *ex officio* a member of all committees and boards of this congregation, except the Nominating Committee.

Chapter 14. ORGANIZATIONS WITHIN THE CONGREGATION

C14.01. 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.

C14.02. 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 (and specified in a continuing resolution).

Chapter 15. DISCIPLINE OF MEMBERS AND ADJUDICATION

***C15.01.** Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of this congregation, or willful and repeated harassment or defamation of member(s) of this congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, c) written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.

- *C15.02.** Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of this congregation, or willful and repeated harassment or defamation of member(s) of this congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, c) written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.
- *C15.03.** If the consultation panel fails to resolve the matter, that panel shall refer the case in writing, including the written charges and the accused member's reply, to the Committee on Discipline of the synod for a hearing. A copy of the panel's written referral shall be delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then select six members from the Committee on Discipline to decide the case and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members, plus the nonvoting chair, comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.
- *C15.04.** The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- *C15.05.** By the vote of at least two-thirds of the members of the discipline hearing panel who are present and voting, one of the following disciplinary sanctions can be imposed:
- a. suspension from the privileges of congregation membership for a designated period of time;
 - b. suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
 - c. termination of membership in this congregation; or
 - d. termination of membership in this congregation and exclusion from the church property and from all congregation activities.
- *C15.06.** The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused member(s), and the Congregation Council as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.
- *C15.07.** No member of this congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.
- *C15.10. Adjudication**
- *C15.11.** When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Chapter 16.

AMENDMENTS

- *C16.01.** Unless provision *C16.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments may be proposed by at least Ten (10) Percent of 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 a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this congregation's members of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.
- *C16.02.** An amendment to this constitution, proposed under *C16.01., shall:
- a. be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting;
 - b. be ratified without change at the next regular meeting of this congregation held pursuant to C10.01 by a two-thirds vote of those voting members present and voting; and
 - c. have the effective date included in the resolution² and noted in the constitution.
- *C16.03.** Any amendments to this constitution that result from the processes provided in *C16.01. and *C16.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify this congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- *C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

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 two-thirds vote of those voting members present and voting.
- *C17.03.** Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this congregation's members of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.
- *C17.04.** Adopted or amended bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 18.

CONTINUING RESOLUTIONS

- *C18.01.** This congregation in a legally called meeting or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.
- *C18.02.** Continuing resolutions shall be enacted or amended by a majority vote of a meeting of this congregation or a two-thirds vote of all voting members of the Congregation Council.

² Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for synod review of the amendment.

***C18.03.** Adopted or amended continuing resolutions shall be sent by the secretary of this congregation to the synod.

Chapter 19.

INDEMNIFICATION

***C19.01.** Consistent with the provisions of the laws under which this congregation is incorporated, this congregation may adopt provisions providing indemnification for each person who, by reason of the fact that such person is or was a Congregation Council member, officer, employee, agent, or other member of any committee of this congregation, was or is threatened to be made a party to any threatened, pending, or completed civil, criminal, administrative, arbitration, or investigative proceeding.

Chapter 20.

PARISH AUTHORIZATION

***C20.01.** This congregation may unite 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 synod 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 synod 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 synod 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 synod 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.

Mission Statement

Already included in the Constitution.

- BL4.01 The organizational structure of this congregation is attached and incorporated hereby into the bylaws of this congregation.
- CR4.01 Descriptions of committees and other congregation organizations are included within the continuing resolutions or are attached and incorporated into the continuing resolutions. Job descriptions of personnel of this organization, other than officers, are attached, as available, and hereby incorporated into the continuing resolutions.
- BL9.02 After the pastor attains the age of seventy years, pastoral service shall be extended from year to year by a two-thirds vote at a congregational meeting.
- d. The Congregation Council may enter into contracts of indebtedness of more than 5% of anticipated receipts for items not included in the budget only with approval of this congregation. The Council may enter into contracts extending beyond three (3) years only with the approval of this congregation. Added to C12.05

Each year the Congregation Council shall elect a Nominating Committee of at least three (3) voting members of this congregation, including any outgoing members of the Council. Members of the Nominating Committee are not eligible for consecutive reelection. Included in the Constitution.

The Congregation Council shall select an Audit Committee of at least three (3) voting members of this congregation. Audit Committee members shall not be members of the Congregation Council. Term of office will be three years, with one member elected each year. Members are eligible for reelection. Already included in Constitution.

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. Already included in the Constitution
- C4.02. Already included in Constitution 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 by 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. This section is already included in the Constitution 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 sentence is already included in the Constitution. 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 descriptions shall be contained in continuing resolutions of the Congregation Council.

C4.04.01 **The organizational structure of this congregation is attached and incorporated hereby in the bylaws of this congregation. Already stated in the Constituion**

C4.05. This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs. Paragraphs C4.05 and the Mission statement are already in the Consitution itself

CR4.05.A91 *Mission Statement : The Evangelical Lutheran Church of Our Savior is a fellowship where all people are welcomed; where human needs are understood and cared for; where opportunities are provided for personal and spiritual growth; where the Word of God is proclaimed and shared; and where Jesus is worshiped as Lord.*