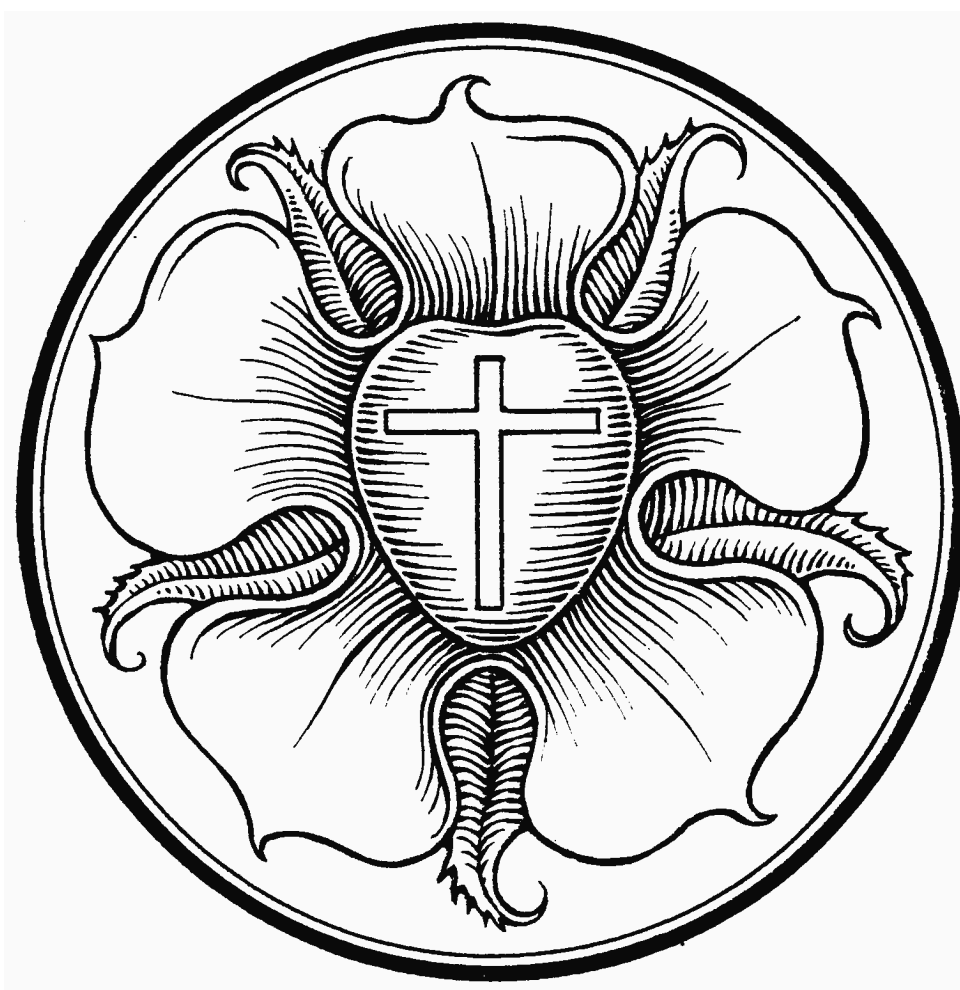


CONSTITUTION AND BYLAWS



CALVARY EVANGELICAL LUTHERAN CHURCH
208 WOODS DRIVE
MECHANICSBURG, PA 17050

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PREAMBLE

The Word of God requires that a Christian congregation shall conform to the Divine Word in doctrine and practice and that all things be done decently and in order ^(1Cor. 14:40). Therefore, we, a number of Lutherans residing in and around Harrisburg, Pennsylvania, have united into a congregation and subscribe to the following Constitution and Bylaws by which all the affairs of our congregation shall be governed.

The mission of Calvary Evangelical Lutheran Church is to bring people into fellowship with the Triune God—Father, Son, and Holy Spirit—so they may share in the new life and eternal salvation that He has won for them.

This mission is carried out in four different aspects of congregational life:

- Worshiping and studying the Word of God
- Nurturing and providing support and encouragement to each other
- Witnessing to the saving power of the Gospel to our community, country, and world
- Serving as good stewards of God's gifts by using our time, talents, and treasures to further His kingdom

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CONSTITUTION

ARTICLE I – NAME AND LOCATION

- A. The name of this church and congregation shall be Calvary Evangelical Lutheran Church (hereinafter referred to as 'CELC'), Harrisburg, Pennsylvania.
- B. The congregation holds property and conducts worship services and other congregational activities at 208 Woods Drive, Mechanicsburg, PA, 17050.

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ARTICLE II – PURPOSES AND CONFSSIONAL COMMITMENT

A. Purposes

1. Worship

Members of the Body of Christ in this congregation who are physically capable of gathering together do so in order to express their praise and thanksgiving to God. They bring to Him their prayers, and they are nourished and strengthened by the reading and preaching of God's Word and by the administration of His Sacraments. Thus they build up one another as members of His Body, the Church. By their worship, they demonstrate to the world their allegiance to Christ and witness to His Lordship over every area of life.

2. Nurture

Through all of life, Christians are to grow in the grace and knowledge of their Lord. For this purpose, God has established the ministry to be a means of teaching His people and equipping them for His mission. God also uses members of the Body of Christ to strengthen themselves and one another by their private study, public teaching and mutual sharing of the truths of His Word.

3. Fellowship

Holy Communion affords Christians the opportunity to commune with their Lord as they participate in the blessings of the redemption He won for them through His death and resurrection. It also provides them the opportunity to fellowship with one another, as together they celebrate what God has for them in Christ. Preaching, teaching, and study opportunities, diverse worship experiences, gatherings for various purposes within the congregation and every encounter one Christian has with another are occasions for mutual edification and building up through the operation of the Holy Spirit.

ARTICLE II - PURPOSES AND CONFSSIONAL COMMITMENT (cont.)

4. Evangelism

Through Baptism the Holy Spirit makes us both God's children and His witnesses. Each member of the congregation is therefore sent to carry out Christ's mission to the world. This he does through his daily witness, in word and deed, to the redemption won for him by Christ, through the witness of the congregation, and through the proclamation of the Gospel by the Lutheran Church and by Christ's whole church in this country and the world. The individual Christian and the Congregation are thereby committed to prayerful and financial support of the various means by which they may extend their worldwide mission.

5. Service

Recognizing that all life is under the Lordship of Jesus Christ, the Christian does God's work through his vocation, in the home, the church and the state. He seeks to extend justice and social acceptance for all and endeavors to minister to man as a total being. Such demonstration of Christian love adds power to the proclamation of the Gospel.

B. These purposes are carried out under the following confessional commitment:

1. This congregation holds all of the canonical books of the Old and New Testaments to be the inspired Word of God and the sole rule of faith and life.
2. It accepts all the Symbolical Books of the Evangelical Lutheran Church contained in the Book of Concord of the year 1580, namely:
 - a. The three Ecumenical Creeds: the Apostles, the Nicene and the Athanasian
 - b. The Unaltered Augsburg Confession
 - c. The Apology of the Unaltered Augsburg Confession
 - d. The Smalcald Articles
 - e. Luther's Small Catechism
 - f. Luther's Large Catechism and
 - g. The Formula of Concord

as a correct and sound exposition of the Christian doctrine taken from and in full accord with the Holy Scriptures.

3. Accordingly, no doctrine which conflicts with, sets aside or adds to the foregoing norm of doctrine shall be taught or tolerated in this congregation.
4. All doctrinal controversies which may arise in this congregation shall be decided and adjudicated according to this confessional commitment.
5. Hymns and liturgies used in the public worship of this congregation and in all pastoral acts, and all literature used in the educational program of the congregation shall be in agreement with its confessional commitment.

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ARTICLE III – MEMBERSHIP

A. Baptized Members

Baptized members are all persons, regardless of age, who have been baptized in the name of the Triune God, who are under the spiritual care of the pastor of this congregation and who have been received into membership in accordance with the Bylaws.

B. Communicant Members

Only such persons shall be and remain communicant members who:

1. Are baptized in the name of the Triune God.
2. Declare their adherence to all the canonical books of the Old and New Testaments as the only divine rule and norm of faith and life and are familiar with and signify their acceptance of the confessions of this church as summarized in Luther's Small Catechism.
3. Are accepted into communicant membership in accordance with the Bylaws of the congregation.

C. Voting Members

1. All communicant members eighteen (18) years of age or older who have been accepted by the Voters Assembly and have signed this Constitution may become members of the Voters Assembly, be granted the right to vote and hold appropriate elective office.
2. In order to maintain voting rights, a member must regularly attend services. Members who have not attended Divine Service in twenty-four (24) months (unless homebound and receiving pastoral visitation) will not be allowed to vote at Voters Assembly meetings. Upon resuming attendance and partaking of the Sacrament of the Altar at CELC, the lapsed member must attend at least twice per month for a period of six months in order to have voting rights restored.

D. Prohibition on Membership in Other Organizations

Members of CELC shall not be members, affiliates, or supporters of secret societies or other organizations whose principles and conduct conflict with the Word of God ^(Ephesians 5:11-12; Matthew 5:33; 2 Corinthians 6:14-18).

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ARTICLE IV - POWERS AND RIGHTS

- A. The Voters Assembly as a body shall have the supreme power in the external and internal administration and management of all the affairs of the congregation. No decision, enactment, or performance on behalf of the congregation or with reference to a member thereof as such shall be valid, whether it has proceeded from an individual or from a body within the congregation, unless it shall have been enacted or performed according to a general or specific power conferred by the Voters Assembly. Whatever may have been ordered or decided by individuals or minor bodies within the congregation shall always be subject to revision and final decision by the Voters Assembly. But not even the Voters Assembly shall be empowered to order, enact, or decide anything contrary to the Word of God and the Symbols of the Lutheran Church and any such ordinances, enactments or decisions shall be null and void.
- B. In matters of doctrine and conscience, unanimity shall be required for a final decision. Other matters shall be disposed of by the votes of a majority of the voting members present at a meeting properly convened in accordance with the Bylaws.
- C. The right of choosing and calling church workers and of electing all other officers of the congregation shall ever be vested in the Voters Assembly and shall never be delegated to an individual or to a minor body or group within the congregation.

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ARTICLE V - OFFICE OF PASTOR

- A. Eligibility
The pastoral office in this congregation shall be conferred upon such ordained ministers or candidates only as profess their acceptance of and adherence to all the canonical books of the Old and New Testaments as the inspired Word of God and all the Symbols of the Evangelical Lutheran Church enumerated in Article II.B of the Constitution as derived from the Word of God. The pastors shall be pledged to faithful adherence to the Word of God and the Symbols of the Lutheran Church by the call and accepted by them.
- B. Removal of a Pastor
Sufficient and urgent causes for removing a pastor from office are persistent adherence to false doctrine, scandalous life, willful neglect of official duties and evident or protracted incapacity to perform the sacred office.

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ARTICLE VI – OFFICERS AND EXECUTIVE BOARD

- A. The Voters Assembly shall elect or appoint in the manner and for the term prescribed in the Bylaws the following:
 - 1. Executive Officers of the congregation:
 - (a) President
 - (b) Secretary
 - (c) Treasurer
 - (d) Financial Secretary
 - 2. Members of the Boards of the congregation:
 - (a) Deacons
 - (b) Trustees
 - 3. At-Large Members of the Executive Board.
- B. The Executive Officers, the chairperson of the Board of Trustees, the two at-large members, and the Pastor shall constitute the Executive Board.
- C. The Executive Board shall have the authority to transact the business of the congregation as provided in the Bylaws.
- D. The Executive Board shall have no authority beyond that which has been conferred upon it by the Voters Assembly and the Constitution.
- E. All officeholders in the congregation may, in a Christian and lawful order, be removed from office. Sufficient and urgent causes for deposing officeholders in the congregation are persistent adherence to false doctrine, scandalous life and willful neglect of official duties.

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ARTICLE VII – MEETINGS OF THE VOTERS ASSEMBLY

- A. The Voters Assembly shall meet regularly as prescribed in the Bylaws.

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ARTICLE VIII – PROPERTY

- A. All possessions of the congregation shall be committed to the President and Secretary elected by the congregation in trust; that is, the President and Secretary are to manage the same, to enter in contracts in reference to it, to pay, collect, and receipt therefore, sign documents, appear in court and carry out all transactions which the congregation as possessor would itself have to do. However, the President and Secretary are not authorized to dispose of these goods according to their own will and opinion, but to carry out the said transactions only according to the authentic resolutions and orders of the Voters Assembly. For that which the President and Secretary do upon the resolution and in obedience to the order of the congregation, the latter shall be responsible with its goods and secure the President and Secretary against injury. If on the other hand, the President and Secretary arbitrarily manage the congregational property without resolution of the congregation, according to their own will, the President and Secretary are responsible for the same to the congregation.
- B. If at any time a separation should take place in this congregation on account of doctrine, the property of this congregation and all the benefits therewith connected shall remain with those members who shall continue to adhere to Article II.B of the Constitution. If a division should take place for any other reason, the property shall remain with the majority of the voting members.
- C. In the event that the congregation should totally disband, the property and all rights connected therewith shall be transferred to the synodical district in which the congregation holds membership.

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ARTICLE IX – DISCIPLINE

- A. When a member of this congregation, after fruitless admonition in the various grades prescribed by the Word of God,^(Matthew 18:15-20) where the observance of such steps has been possible, shall have been expelled from the congregation, such excommunicated person shall then have forfeited all rights of membership in this congregation or upon any part thereof. The same shall also hold good with reference to such members as may have refused to submit to church discipline and thus excommunicated themselves and also to such members who sever their connection with this congregation of their own accord.

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ARTICLE X - AMENDMENT AND REVIEW OF THE CONSTITUTION

- A. The Voters Assembly may amend or repeal any article of this Constitution except Article II.B of the Constitution that shall remain forever unaltered.
- B. Amendment Procedure
 - 1. Two-thirds of voting members present at two consecutive constitutionally qualified Voters Assembly meetings voting in favor shall be required to amend or repeal the Constitution.
 - 2. Proposed amendments shall not conflict with provisions laid down in Article II.B of the Constitution or with any other Article that pertains to Scriptural doctrine or practice.
 - 3. Notice of the discussion of such amendments shall be given prior to two regular Voters Assembly meetings when the proposed action will be considered.
- C. As a condition of the congregation's membership within The Lutheran Church—Missouri Synod, any changes to this Constitution are subject to the review and approval process outlined in the Bylaws of The Lutheran Church—Missouri Synod.
- D. In order to ensure continued relevance and accuracy, this Constitution will be reviewed at a minimum every five years by a committee of at least four voting members appointed by the Executive Board.

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BYLAWS

BYLAW 1 - COMMUNICANT MEMBERSHIP

- 1.1 Any person who is eligible for communicant membership in the congregation as provided in Article III of this Constitution may obtain such membership by:
 - a. Confirmation
Those confirmed in this congregation will be announced and recorded at the Voters Assembly meeting following the confirmation.
 - b. Letter of Transfer
Transfer of membership may be received from a sister Lutheran congregation in fellowship with and satisfactory to this congregation. The transfer should be presented to the pastor for review with the Board of Deacons and presented to the next Voters Assembly meeting for action.
 - c. Affirmation or Profession of Faith
Other persons desiring membership shall give evidence to the pastor and deacons of their qualifications for membership according to Article III of the Constitution, and if necessary, shall be instructed in the basic teachings of the church as defined in Article III of the Constitution, after which they shall be received by profession of faith or confirmation.
- 1.2 All requests for transfer to a sister congregation shall be reviewed by the pastor and deacons who then recommend appropriate action for the Executive Board and report to the Voters Assembly.

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BYLAW 2 - MEETINGS OF THE VOTERS ASSEMBLY

- 2.1 Regular meetings of the Voters Assembly shall be held in February, May, August, and November.
 - a. Election of officers, adoption of the congregation's annual budget and set dates for next year's regular Voters Assembly meetings shall take place at the November meeting.
 - b. A regular meeting of the Voters Assembly may be canceled for lack of business at the discretion of the Executive Board.
- 2.2 Special meetings of the Voters Assembly may be called by the Executive Board, the President or by five voting members upon written request to the President. The purpose for any special meetings shall be identified.
- 2.3 Any regular or special meetings of the Voters Assembly which have been announced in one regular service prior to it shall be considered a properly convened and legal meeting capable of transacting business and passing valid resolutions.

BYLAW 2 – MEETINGS OF THE VOTERS ASSEMBLY (cont.)

- 2.4 A valid resolution of the Voters Assembly, unless otherwise stipulated, shall require a majority vote of the voting members present at a meeting properly convened. Matters of doctrine and conscience shall be decided only by the Word of God. Any resolutions presented at Voters Assembly meetings shall be in writing, dated and signed by the presenter.
- 2.5 There shall be no voting by proxy or absentee ballot for any Voters Assembly meeting.
- 2.6 All voting members present at a validly called Voters Assembly meeting shall constitute a quorum.
- 2.7 The meeting of the Voters Assembly shall be conducted according to an adopted agenda.

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BYLAW 3 – ELECTIONS

- 3.1 The Voters Assembly shall elect from its membership the following officeholders for two-year terms staggered to provide continuity:
- a. Executive Officers
 - 1. In even years:
 - (a) President
 - (b) Financial Secretary
 - 2. In odd years:
 - (a) Secretary
 - (b) Treasurer
 - 3. Executive Officers shall serve for a term of two years and shall serve no more than three full successive terms in that position without a break of at least one year.
 - b. Members of the Board of Deacons and Board of Trustees
 - 1. If the Boards consist of an even number of members, the election will be as follows:
 - (a) In even years:
 - (1) half Deacons
 - (2) half Trustees
 - (b) In odd years:
 - (1) half Deacons
 - (2) half Trustees
 - 2. If the Boards consist of an odd number of members, the election will be as follows:
 - (a) In even years:
 - (1) half Deacons
 - (2) half Trustees
 - (b) In odd years:
 - (1) half plus one Deacons
 - (2) half plus one Trustees

BYLAW 3 – ELECTIONS (cont.)

- c. At-Large Members
 - 1. In even years:
 - (a) one At-Large Member
 - 2. In odd years:
 - (a) one At-Large Member
- 3.2 The election shall take place at the November meeting of the Voters Assembly.
- 3.3 The nominating committee of no fewer than three members appointed by the President in August shall submit nominees for each office to be filled.
- 3.4 The nominating committee shall publish a list of nominees for each position in the Sunday bulletin at least one week before the November meeting of the Voters Assembly.
- 3.5 Nominations may also be made from the floor of the Voters Assembly meeting, provided the nominee is present to accept during the election or has given prior approval in writing to the Assembly for his or her name to be placed in nomination.
- 3.6 Elections shall be conducted by written ballot. If only one candidate is identified for a particular office, the election for that office may be conducted by voice vote.
- 3.7 The candidate receiving the majority of votes cast for any office shall be declared elected.
- 3.8 Newly elected officerholders shall be installed during the regular service on the first Sunday in January.
- 3.9 In the event of a vacancy in any of the above-elected offices, the Executive Board shall appoint a voting member of the congregation to the unexpired term.
- 3.10 Any elected officeholder who is unable to perform or neglects his or her duties, may be removed from office by a two-thirds majority vote of the Voters Assembly. Such action shall be initiated by the Executive Board.

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BYLAW 4 – ELECTION AND CALL OF PASTOR

- 4.1 Call
 - a. When a vacancy in the Pastoral office occurs, the President and Board of Deacons shall announce the vacancy.
 - b. A call committee shall be appointed by the President and the Board of Deacons:
 - 1. The President and the Chairman of the Board of Deacons shall serve as members of the call committee.
 - 2. No fewer than three and no more than five other voting members shall be selected to serve on the call committee.

BYLAW 4 – ELECTION AND CALL OF PASTOR (cont.)

- c. The call committee shall:
 - 1. Solicit nominations from the members of the congregation.
 - 2. Submit all suggested names to the District President for information and evaluation.
 - 3. Receive further nominees from the District President for consideration.
 - 4. Report to the congregation the full list of nominees.
 - 5. In consultation with the Circuit Visitor or the District President's representative, select four candidates to present to the congregation.
 - 6. Announce the names of the four elected candidates together with the other nominees at two regular services of the congregation.
- d. A meeting of the Voters Assembly shall be called for the specific act of electing a pastor.
 - 1. A ballot shall be presented along with a synopsis of each candidate selected by the call committee.
 - 2. The ballot of candidates may be amended by a two-thirds vote of the assembly.
 - 3. The candidate receiving a majority of all votes cast shall be considered elected by the congregation. If after the first ballot, no candidate receives a majority, the one receiving the least votes shall be dropped and additional ballots conducted until one candidate receives a majority.
 - 4. The candidate receiving the majority of the votes cast shall be the Pastor-elect and the call shall be extended to him in the name of the congregation by the Executive Board.

4.2 Mission

The pastor is to plan and officiate at worship, proclaim and teach the Word of God, administer the Sacraments, minister to the congregation and its members for their ministry and to assist them in equipping one another. He is to help them, even as they are to help him, to deepen and broaden their awareness of their identity as the people of God, and to facilitate the translation of this understanding into discipleship.

4.3 Termination of Call

- a. If the pastor receives a call to another ministry, he shall consult with the Executive Board and Board of Deacons before reaching a decision. If he decides to accept the call, he shall ask the congregation for a release and shall terminate his present ministry as soon as possible.
- b. If the pastor decides to retire from active ministry, he shall consult with the Executive Board and Board of Deacons to establish an end date for his tenure and discuss matters connected with his retirement.

BYLAW 4 – ELECTION AND CALL OF PASTOR (cont.)

4.4 Removal

- a. A pastor may be requested to resign his call to the congregation if he has a persistent adherence to false doctrine, scandalous life, willful neglect of official duties or evident or protracted incapacity to perform the sacred office.
- b. Any charge that a pastor has persistently adhered to false doctrine, engaged in scandalous life, willfully neglected official duties, or is incapable of performing the sacred office must be presented in writing to the Deacons of the congregation for evaluation.^(1 Timothy 5:19)
 1. If the Deacons find that the charge is not substantiated, the matter shall be ended.
 2. If the Deacons find that the charge is substantiated, they shall consult with the pastor to determine if corrective action can be taken. Such consultation shall involve the participation of the District President.
 3. If the Deacons determine that corrective action cannot be satisfactorily taken, they shall formally recommend to the President that a special Voters Assembly meeting be called to request that the pastor resign his call.
- c. Any recommendation by the Deacons that the pastor should resign his call shall be presented at a special meeting of the Voters Assembly, at which all parties shall be heard and the District President or his representative shall be present.
 1. A request for resignation shall require a two-thirds majority ballot vote of the Voters Assembly to be effective.
 2. If the pastor refuses to comply with the Voters Assembly's request for his resignation, the Voters Assembly shall declare the pastoral office vacant.

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BYLAW 5 – STANDARD OPERATING PROCEDURES MANUAL

- 5.1 The Standard Operating Procedures Manual (hereinafter referred to as 'SOPM') is a governing document of CELC adopted by the Voters Assembly, which shall always possess the ability to revise or amend the document.
- 5.2 Revisions to the *SOPM* that are consistent with the Constitution and Bylaws can be made with approval by majority vote of voting members present and voting at a duly called and constituted meeting of the Voters Assembly.

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BYLAW 6 – EXECUTIVE BOARD AND OFFICERS

6.1 The Executive Board

- a. The Executive Board shall:
 - 1. exercise executive powers except those reserved for the Voters Assembly.
 - 2. serve as a vital leadership body within the congregation.
 - 3. oversee the congregation's practical and legal affairs.
 - 4. work to advance the congregation's mission of sharing the message of salvation through Jesus Christ and His love.
- b. The Executive Board shall follow the procedures set forth in the *SOPM*.

6.2 The President

- a. The President shall:
 - 1. act as leader of the Executive Board and support the congregation's mission.
 - 2. oversee the congregation's governance structure and ensure compliance with the Constitution and Bylaws.
 - 3. work with boards and other entities within the congregation.
- b. The President shall follow the procedures set forth in the *SOPM*.
- c. If the President is absent or unable to fulfill his or her duties, the Chairperson of the Board of Trustees shall assume the President's role, including presiding over meetings, representing the congregation, and participating in various entities within the church and boards.

6.3 The Secretary

- a. The Secretary shall:
 - 1. serve as a member of the Executive Board and support the congregation's mission.
 - 2. support the congregation's administrative functions and ensure the smooth and efficient operation of the congregation.
 - 3. maintain records, assist with communications, and manage various tasks that facilitate the congregation's activities.
 - 4. keep accurate attendance records and minutes of all meetings of the Executive Board and the Voters Assembly for the permanent records of the congregation.
- b. The Secretary shall follow the procedures set forth in the *SOPM*.

6.4 The Treasurer

- a. The Treasurer shall:
 - 1. serve as a member of the Executive Board and support the congregation's mission.
 - 2. responsibly manage the congregation's finances, ensure proper handling of funds, and comply with relevant regulations and accurate financial reports.
 - 3. disburse funds, file tax returns, manage investments, monitor cash flow, maintain financial records, and provide regular reports to the Executive Board and Voters Assembly.
 - 4. play a role in maintaining the business integrity of the congregation by staying informed about financial and legal matters and representing the church in official financial capacities.
- b. The Treasurer shall follow the procedures set forth in the *SOPM*.

BYLAW 6 – EXECUTIVE BOARDS and OFFICERS (cont.)

6.5 The Financial Secretary

- a. The Financial Secretary shall:
 1. serve as a member of the Executive Board and support the congregation's mission.
 2. ensure the accurate and orderly handling of the congregation's finances, including the collection, counting, and reporting of offerings.
 3. maintain detailed records of individual contributions.
 4. advise and consult with the Treasurer concerning financial matters when necessary.
- b. The Financial Secretary shall follow the procedures set forth in the *SOPM*.

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BYLAW 7 – BOARDS

7.1 Board of Deacons

- a. The Board of Deacons shall:
 1. serve as an extension of the pastoral office of the congregation and support the congregation's mission.
 2. help oversee the spiritual and worship life of the congregation.
- b. The Board of Deacons shall follow the procedures set forth in the *SOPM*.

7.2 Board of Trustees

- a. The Board of Trustees shall:
 1. serve as stewards of the property given by God to the congregation and support the congregation's mission.
 2. help oversee the maintenance and use of the congregation's property.
- b. The Board of Trustees shall follow the procedures set forth in the *SOPM*.

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BYLAW 8 – MINISTRY GROUPS

- 8.1 The Voters Assembly may establish and maintain Ministry Groups and develop and implement policies and procedures for such Ministry Groups as necessary.
- 8.2 The objectives of any Ministry Groups shall be to:
 - a. execute the vision and plans of the congregation, as aligned with the congregation's mission
 - b. organize ministries placed under its charge in an effective manner.
- 8.3 The Pastor shall provide guidance to each Ministry Group for carrying out its objectives.
- 8.4 Ministry Groups shall follow the procedures set forth in the *SOPM*.

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BYLAW 9 – COMMITTEES

- 9.1 The Voters Assembly may establish and maintain committees and develop and implement policies and procedures for such committees as necessary.
- 9.2 The objectives of any committee shall be to fulfill the tasks assigned to it as aligned with the congregation's mission.
- 9.3 Committees shall follow the procedures set forth in the *SOPM*.

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BYLAW 10 – OTHER ORGANIZATIONS WITHIN THE CONGREGATION

- 10.1 All other organizations, societies, clubs, and individual or group actions within the congregation and affecting its welfare shall be promoted, established and maintained only with the consent of the Voters Assembly and shall remain under its guidance and supervision. Any decisions, actions or performances of these organizations, societies, clubs or groups that conflict with CELC's Constitution or Bylaws shall be invalid.
- 10.2 Governing documents for the guidance of such groups or changes therein affecting the welfare of the congregation shall be approved by the Board of Deacons as representing the congregation.
- 10.3 Additional details about other organizations shall be included in the *SOPM*.

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BYLAW 11 – ENDOWMENT FUND

- 11.1 This congregation shall have an Endowment Fund called Calvary Evangelical Lutheran Church Endowment Fund.
- 11.2 The structure, governance, and operation of Calvary Evangelical Lutheran Church Endowment Fund are defined in the *SOPM*.

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BYLAW 12 - AMENDMENT AND REVIEW OF BYLAWS

- 12.1 To alter or repeal any provision in these Bylaws, it shall be requisite that in two consecutive constitutionally qualified meetings of the Voters Assembly two-thirds of all the voting members present cast their votes in favor of such alteration or repeal.
- 12.2 As a condition of the congregation's membership within The Lutheran Church—Missouri Synod, any changes to these Bylaws are subject to the review and approval process outlined in the Bylaws of The Lutheran Church—Missouri Synod.
- 12.3 In order to ensure continued relevance and accuracy, these Bylaws will be reviewed at a minimum every five years by a committee of at least four voting members appointed by the Executive Board.

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