

**CONSTITUTION OF
PRINCE OF PEACE EVANGELICAL LUTHERAN CHURCH
Springfield, VA
(Effective January 1, 1998; as amended March 1, 1998, and February 12, 2007)**

PREAMBLE

Whereas, the Word of God requires that a Christian congregation shall conform to the Divine Word in doctrine and practice (Psalms 119: 105-108, Galatians 1:6-8, II Timothy 4:1-5) and all things be done decently and in order (1 Corinthians 14:40); it is therefore resolved that we, the members of Prince of Peace Evangelical Lutheran Church, Springfield, Virginia, accept and subscribe to the following Constitution and Bylaws, in accordance with which all spiritual and material affairs of our congregation shall be governed.

**ARTICLE I
NAME AND LOCATION**

The name of this Congregation shall be Prince of Peace Evangelical Lutheran Church located at 8304 Old Keene Mill Road, Springfield, Virginia.

**ARTICLE II
MISSION**

Jesus said, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father, and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you; and lo, I am with you always, to the close of the age." (Matthew 28:18-20).

**ARTICLE III
CONFESSIONAL STANDARD**

The Congregation acknowledges and accepts all the canonical books of the Old and New Testaments as the revealed Word of God verbally inspired, and acknowledges and accepts all the confessional writings of the Evangelical Lutheran Church contained in the Book of Concord of the year 1580 to be a true and genuine exposition of the doctrines of the Bible. These confessional writings, namely the three Ecumenical Creeds (Apostles', Nicene, Athanasian), the Unaltered Augsburg Confession, the Apology of the Augsburg Confession, the Smalcald Articles, Luther's Large and Small Catechisms, and the Formula of Concord, form the norm and standard for all doctrine and life in the congregation.

ARTICLE IV MEMBERSHIP

The membership of the Congregation includes the following:

A. Baptized Members

Those who are baptized in the Name of God the Father, Son and Holy Spirit and who are under the pastoral care of Prince of Peace Evangelical Lutheran Church.

B. Confirmed Members

Baptized members who accept all canonical books of the Old and New Testaments as the only divine rule and standard of faith and life and are familiar with and declare their acceptance of Luther's Small Catechism.

C. Voting Members

Confirmed members who are properly registered with Prince of Peace Evangelical Lutheran Church are voting members.

ARTICLE V PASTORS

The Pastoral Office shall be conferred only upon such candidates who (1) are well qualified for their work, (2) profess and adhere to the confessional standard set forth in Article III of this Constitution, and (3) uphold this Constitution and its Bylaws.

The Pastoral Office shall include:

A. Senior Pastor

1. Shall be certified by the Lutheran Church, Missouri Synod.
2. Shall be called by a two-thirds majority vote of the Voting Members voting.
3. Shall serve in such capacity unless removed by death, resignation, or removal by a two-thirds majority vote of the Voting Members voting.
4. Shall be accountable to the Congregation and the Elected Officers.
5. Shall provide spiritual and programmatic leadership to the Congregation.

B. Associate Pastors

1. Shall be certified by the Lutheran Church, Missouri Synod.
2. Shall be called by a two-thirds majority vote of the Voting Members voting.
3. May be called to serve in either a full-time or a part-time capacity.
4. Shall serve in such capacity unless removed by death, resignation, or removal by a two-thirds majority vote of the Voting Members voting.
5. Shall be accountable to the Senior Pastor, Elected Officers, and the Congregation.
6. Shall assist the Senior Pastor in providing spiritual and programmatic leadership to the Congregation.

C. Contract Pastors

1. May be contracted by the Senior Pastor or the Board of Servant Leaders.
2. Shall be certified by the Lutheran Church, Missouri Synod.
3. Shall be accountable to the Senior Pastor, Elected Officers, and the Congregation.
4. Shall assist the Senior Pastor in providing spiritual and programmatic leadership to the Congregation.

ARTICLE VI

POWERS OF THE CONGREGATION

A. General

The Congregation as a body, through its voting members, shall have final authority to govern and direct all of its external and internal affairs and its activities in pursuit of the Congregation's mission given by God. To pursue that mission as responsibly, effectively and as efficiently as possible, the Congregation shall establish a board of directors. In this congregation, the board shall be named the Board of Servant Leaders, its members to follow the pattern of service and leadership set by our Lord Jesus Christ (Mark 10:35-45; Philippians 2:1-11). Neither the Congregation nor the Board of Servant Leaders shall be empowered to decide anything contrary to the Word of God and the Confessions of the Lutheran Church (Article III) and any such decisions shall be null and void.

B. The Right of Calling

The right of calling pastors and other called workers shall be vested in the Congregation through the Voting Members, and shall never be delegated to a smaller body or individual.

C. Removal from Office

The Voting Members of the congregation, acting in Christian and lawful order, may remove a called worker from office by a two-thirds majority vote of those voting, for one or more of the following reasons:

- (1) persistent adherence to false doctrine,
- (2) scandalous life,
- (3) inability or unwillingness to perform official duties or neglect of them, or
- (4) a significant or repeated recurrence of exceeding of authority granted under this Constitution, its Bylaws, or other limitations imposed in accordance with the Constitution and Bylaws.

D. Decisions

Matters of doctrine and conscience shall be decided by the Word of God; other matters shall be decided by the congregation, acting through the Board of Servant Leaders, unless otherwise specified by the Constitution or Bylaws.

ARTICLE VII

OFFICERS

A. Designation

The Officers of the congregation shall consist of a Chair, Vice-Chair, and Secretary of the Board of Servant Leaders and other Officers as the Board of Servant Leaders shall provide.

B. Election or Appointment

1. All Officers must be at least 18 years old and shall be able to exercise those duties of their office in accordance with the laws of the Commonwealth of Virginia.
2. The Board of Servant Leaders of the Congregation shall be elected from among the voting membership at such time, in such manner and for such period of time as provided in the Bylaws of this Constitution.
3. The Chair, Vice-Chair, and Secretary of the Board of Servant Leaders of the Congregation shall be selected by the Board of Servant Leaders from its elected membership and affirmed by the voting members of the Congregation at such time, in such manner and for such period of time as determined by the Board of Servant Leaders.
4. The Congregation may call individuals to serve as Ministry Administrators, Core Ministry Leaders, and Support Ministry Leaders. The Senior Pastor shall appoint individuals to these positions when the positions are not filled by workers called by the Congregation.

C. Powers and Duties

Officers shall have the authority to carry out the responsibilities that have been conferred upon them by this Constitution, its Bylaws, the Congregation, and/or by the resolution of the Board of Servant Leaders.

D. Vacancies

Vacancies in Offices shall be filled in the manner provided in the Bylaws of this Constitution.

ARTICLE VIII

BOARD OF SERVANT LEADERS

A. Membership

The Board of Servant Leaders shall be composed of (6) six members elected by the Congregation as specified in Article VII, Section B2 of this Constitution.

The Senior Pastor shall serve as an ex-officio member of the Board of Servant Leaders.

B. Powers and Duties

1. The Board of Servant Leaders, acting on the Congregation's behalf, is authorized, empowered and directed to establish policies of governance for the Congregation for the management and administration

of all congregational affairs, and to oversee compliance with these policies. The Board of Servant Leaders has authority to exercise all the powers of the Congregation, except as limited by this Constitution, its Bylaws, or the Congregation.

2. The Board of Servant Leaders will oversee, support, encourage, and empower members of the Congregation in their involvement in mission and ministry.
3. The Board of Servant Leaders is not empowered to decide anything contrary to the Word of God and the Confessions of the Lutheran Church (Article III). Any such decisions shall be null and void.
4. The Board of Servant Leaders, acting in Christian and lawful order and in consultation with the Senior Pastor, may remove any appointed official from office for one or more of the following causes: persistent adherence to false doctrine, scandalous life, inability or unwillingness to perform official duties or neglect of them, or a significant or repeated recurrence of exceeding of his or her authority.
5. The Board of Servant Leader Chair and Vice Chair are authorized to sign all legal papers on behalf of the congregation.

ARTICLE IX PROPERTY

A. Trustees

The Board of Servant Leaders shall appoint at least two Trustees, who qualify under Commonwealth of Virginia statutes, in whom title of all church property shall be vested.

B. Property Rights

If at any time a separation should take place because of doctrine, despite all efforts to resolve the differences in peace and love, the property of the congregation and all benefits therewith connected shall remain with those, who, in the opinion of the Southeastern District of the Lutheran Church - Missouri Synod, continue to adhere in confession and practice to Article III of this Constitution. In the event the congregation should totally disband, the property and all rights therewith shall revert to the Southeastern District of the Lutheran Church - Missouri Synod.

The Bylaws of the Constitution of

PRINCE OF PEACE EVANGELICAL LUTHERAN CHURCH

SPRINGFIELD, VIRGINIA

(Effective January 1, 1998, as amended on March 1, 1998, and February 12, 2007.)

Article I
MEMBERSHIP

Section 1. Duties and Responsibilities

- A. It shall be the duty of all Confirmed Members of Prince of Peace Evangelical Lutheran Church to:
1. Acknowledge Jesus Christ as Savior and Lord;
 2. Participate in worship services regularly;
 3. Participate in the Lord's Supper frequently;
 4. Participate in small groups, Bible studies, and/or Christian fellowship;
 5. Develop and use spiritual gifts to live and share the Gospel of Jesus Christ;
 6. Contribute regularly and faithfully, as God has prospered them, toward the building of Christ's Kingdom in the Congregation and throughout the world;
 7. Provide a setting for sharing Christian values from generation to generation;
 8. Support the Pastors and staff through prayer, honor, and respect for their ministry.
- B. It shall be the duty of all Voting Members to:
1. Conscientiously and prayerfully exercise the right to vote in all matters placed before them.
 2. Encourage others to be active in accepting the responsibilities and privileges of voting membership.
 3. Willingly serve in any office or capacity for which their spiritual gifts equip them.

Section 2. Termination of Membership Members shall be removed from Prince of Peace's membership rolls for one of the following reasons only:

- A. Death;

- B. Request of the member for transfer of membership to another Lutheran church with whom we are in confessional agreement;
- C. Request of the member for release from membership;
- D. “Whereabouts Unknown” for a period of one year or longer;
- E. Excommunication, but only in accordance with the Word of God as recorded in Matthew 18:15-18.

Article II
VOTING RIGHTS OF MEMBERSHIP

Section 1. Voting Rights

Voting Members shall have the right to vote on the following matters:

- A. The official call or removal of Called Workers;
- B. The adoption of the annual church budget.
- C: The acquisition or disposal of real property (i.e., land, fixed improvements and construction of fixed properties), except undesignated bequests and estates;
- D. The amending of the Constitution or its By-Laws;
- E. The merger or dissolution of the church;
- F. The Vision of the Congregation;
- G. Other matters determined by the Board of Servant Leaders or by the Voting Members of the Congregation.

Section 2. Voting

- A. The forum for voting shall be determined by the Board of Servant Leaders. This may include voting by written ballot at worship services, through the mail, ballot box in the Church, Congregational meeting of the Voting Members, or other manner as designated by the Board of Servant Leaders. However, a Congregational meeting shall be held upon petition of 25 Voting Members of the Congregation.
- B. No issue will be submitted to the Voting Members for a vote unless the issue has been published at worship services at least two consecutive weeks prior to the vote or by mail at least three days prior to the vote. Town meetings are encouraged as a means to discuss issues with the Congregation before significant issues are voted upon.

- C. Issues may be brought before the Voting Members by the Board of Servant Leaders, or by petition of 25 Voting Members of the Congregation.
- D. All decisions shall be by simple majority vote of the Voting Members voting, except the following, which shall require two-thirds majority vote of the Voting Members voting:
 - 1. amending the Constitution or its Bylaws,
 - 2. the call or the removal of Called Workers, and
 - 3. the merger or dissolution of the church.

Article III
CHURCH OFFICERS

Section 1, Elected Officers

- A. The Board of Servant Leaders represents the members of the Congregation in congregational affairs.
 - 1. The Board will ensure that the Mission and Vision of Prince of Peace is the focus of all activities and related ministries.
 - 2. The Board will approve governance policies for Church activities. These approved governance policies and operational policies approved by the Senior Pastor will be maintained in a Policy Manual available to all Church members.
 - 3. The Board will present a proposed budget for each fiscal year (1 July to 30 June) to the Congregation for approval before the beginning of that fiscal year.
 - 4. The Board will ensure that the policy and financial decisions of the Board and the Congregation are executed in accordance with the Constitution, Bylaws and approved policies
 - 5. The Board shall appoint trustees in accordance with Article IX of the Constitution.
 - 6. The Board, in consultation with the Senior Pastor, has the authority to remove appointed officials in accordance with the Constitution.
 - 7. The Board will proactively seek the views and ideas of the members of the Congregation to ensure that the Congregation is properly represented in Board actions.
 - 8. The Board will bring to a vote of the Voting Members of the Congregation any matter which the Board is unable to approve or reject by a majority vote.
 - 9. The Board may contract for or hire additional Pastors or other individuals as needed to provide spiritual leadership and support to the Core and Support Ministries of the Congregation.

- B. The Voting Members of the Congregation shall elect members of the Board of Servant Leaders.
 - 1. The Board of Servant Leaders shall be composed of (6) six members elected by the Congregation.
 - 2. The normal term of office as a member of the Board of Servant Leaders shall be three years. Members of the Board of Servant Leaders may not serve more than two consecutive elected terms. If appointed to fill a vacancy, a member may not stand for reelection if another term would extend service on the Board of Servant Leaders to more than seven consecutive years.
 - 3. To facilitate an orderly transition from two year terms to three year terms, the Congregation shall elect:
 - a. two members for three year terms and one member for a one-year term in June 2007, and
 - b. one member for a three year term and two members for one-year terms in June, 2008.
 - 4. The Board of Servant Leaders will appoint a member to complete the term of any Board member who resigns or is removed from office.

Section 2. Appointed Officers

- A. The Congregation may call individuals to serve as Ministry Administrators, Core Ministry Leaders, and Support Ministry Leaders. The Senior Pastor shall appoint individuals to these positions when the positions are not filled by workers called by the Congregation.
- B. The Senior Pastor and each appointed officer may appoint other officers as needed to perform the functions of his or her office.

Section 3. Election Procedures

- A. The Board of Servant Leaders shall appoint a nominating committee to nominate candidates for the members of the Board of Servant Leaders.
 - 1. The Senior Pastor will serve as an ex-officio member of the nominating committee.
 - 2. Any member of the Congregation may propose a candidate for membership on the Board of Servant Leaders to the nominating committee in accordance with procedures established by the Board of Servant Leaders.
 - 3. The names of the nominees shall be published at services at least twice before elections, which shall be held in June of each year.
 - 4. The Congregational Assembly may elect only voting members of the Congregation who have been nominated in accordance with the Constitution and these Bylaws.
- B. The Board of Servant Leaders shall select a Chair, a Vice Chair, and a Secretary from the elected members of the Board of Servant Leaders. The Board will submit their selection to the Congregation for affirmation by a majority vote of the Voting Members voting.

Article IV

PASTORS

Section 1. Senior Pastor

- A. The Senior Pastor shall be called by a two-thirds majority vote of the Voting Members voting.
- B. The Senior Pastor shall serve as an ex-officio member of the Board of Servant Leaders.
- C. The Senior Pastor will be accountable to the Congregation and to the Board of Servant Leaders.

Section 2. Associate Pastors

Associate Pastors may be called as needed to assist the Senior Pastor in providing spiritual leadership to the Congregation.

- 1. Associate Pastors shall be called by a two-thirds majority vote of the members voting.
- 2. Associate Pastors will be accountable to the Senior Pastor.

Section 3. Other Pastors

Other pastors may be called, or contracted by the Senior Pastor or by the Board of Servant Leaders.