

CONSTITUTION OF REDEEMER LUTHERAN CHURCH AND SCHOOL, INC. (RLCS)

ARTICLE 1 – NAME

The name of this congregation shall be Redeemer Lutheran Church and School, Inc. of Stuart, Martin County, Florida.

Article 2 – Purpose

Redeemer carries out the Great Commission of Matthew 28:18–20, making disciples of all nations, by: gathering as a Congregation for the faithful ministry of Word and Sacrament; operating our School as a center for the Christian instruction and formation of the next generation; engaging our Community with the light of Christ's truth, mercy, and love; and participating in Kingdom-wide work through our fellowship with the Lutheran Church—Missouri Synod to support the extension of God's Reign throughout the world.

ARTICLE 3 – CONFESSION

This congregation accepts all the canonical books of the Old and New Testaments as the inspired and revealed Word of God, and all the Symbolical Books of the Evangelical Lutheran Church, contained in the Book of Concord of the year 1580, as the correct presentation and true exposition of Christian Doctrine drawn from the Holy Scriptures, viz:

1. The Three Ecumenical Creeds, viz, Apostolic, Nicene, and Athanasian.
2. The Unaltered Augsburg Confession.
3. The Apology of the Augsburg Confession.
4. The Smalcald Articles.
5. Luther's Large Catechism.
6. Luther's Small Catechism.
7. The Formula of Concord.

No doctrine or practice in conflict, or inconsistent, with the above norms of our faith and life shall be taught or tolerated in this congregation. This Article is declared to be inviolate and not subject to amendment or repeal.

ARTICLE 4 – SYNODICAL AFFILIATION

This congregation shall be affiliated with The Lutheran Church—Missouri Synod (LCMS) as long as the confessions and constitution of said Synod are in accord with the confession and constitution of this congregation as laid down in Article 3. This congregation shall, to the best of its ability, collaborate with and assist the Synod in effecting all sound measures intended for the building up of the Kingdom of God.

ARTICLE 5 – MEMBERSHIP

Section 1: Baptized Membership

Baptized membership in this congregation is held by all those who are baptized in the name of the Triune God with water and are under our pastoral care.

Section 2: Confirmed Membership

Confirmed membership is held only by those who:

1. Are baptized in the name of the Triune God,
2. Have declared their acceptance of the confessions of this congregation as contained in Article 3 of this Constitution,
3. Have been accepted into confirmed membership in accordance with the By-Laws and Policies of this congregation,
4. Shall remain faithful to the responsibilities of membership as contained in the By-laws, and
5. Lead a Christian life that does not manifest works of the flesh (Galatians 5:19-21) but does demonstrate the Fruit of the Spirit (Galatians 5:22-23).

Section 3: Voting Membership

The Voting Membership shall consist only of qualified Confirmed Members who have formally applied and affirmed their commitment to the congregation's work according to the provisions of the By-Laws.

Section 4: Associate Membership

Associate Membership is available to seasonal residents who retain membership in a Lutheran church elsewhere. Persons may become associate members upon recommendation of the Pastor(s) according to the By-Laws. They shall enjoy all privileges and responsibilities of membership except voting and holding an elective office.

ARTICLE 6 – GOVERNANCE AND AUTHORITY

Section 1: Supreme Authority

The Voters' Assembly, representing the congregation, shall consist of all Voting Members present at a Regular or Special meeting of the congregation and acts as the Ownership of Redeemer Lutheran Church and School, Inc. The Voters' Assembly holds the supreme and ultimate authority in the administration of its affairs. No duly elected officers of this congregation shall have any power or authority beyond that conferred upon them by this Constitution, By-Laws, or the congregation acting through its Voters' Assembly.

Section 2: Reservation of Powers

The Voters' Assembly reserves the authority for:

1. Electing and deposing members of the Council.
2. Calling and deposing the Pastor(s) and Called workers.
3. Approving the annual budget and major capital expenditures.
4. Approving amendments and changes to the Constitution and By-Laws.
5. Deciding matters of schism, dispute, division, or separation as outlined in Article 10 of this Constitution and in accordance with Matthew 18:15-20.

Section 3: Delegation

All powers not explicitly reserved to the Voters' Assembly or limited by this Constitution are delegated to the Council, which governs by policy.

ARTICLE 7 – THE COUNCIL

Section 1: Role and Responsibility

The Council is the governing body and acts as the Trustee of the congregation, responsible for translating the will of the Voters' Assembly (Ownership) into policy and ensuring effective operations. The Council's sole job is to provide accountability by establishing End Goals and ensuring adherence to Executive Limitations (Article 7, Section 3).

Section 2: Composition

The Council shall consist of 9 individuals:

1. Officers: The President, Vice President, Treasurer, Financial Secretary, and Secretary.

2. Members: Four at-large members.
3. The Senior Pastor serves as an ex officio, voice but no vote, except as the designated spiritual authority. No paid or unpaid staff may serve on the Council.

The Officers and Members shall constitute the voting members of the Council. Officers and Members shall be Voting Members (Constitution Article 5, Section 3) elected by the Voters' Assembly according to the By-Laws.

Section 3: Policy Authority

The Council shall govern solely by establishing and maintaining a Council Policy Manual containing four types of policies:

1. **End Goals:** Defining the required spiritual and temporal outcomes of the ministry.
2. **Executive Limitations:** Defining boundaries for prudent and ethical operations.
3. **Governance Process:** Defining the Council's own job and structure.
4. **Board-Executive Relationship:** Defining the delegation of authority to the Senior Pastor.

Section 4: Executive Accountability

The Council shall monitor the performance of the Senior Pastor, that is, the Executive Leader as defined in Article 8 of this Constitution, to ensure he is achieving the End Goals and operating within the Executive Limitations as defined in the Council Policy Manual. This will include monitoring of financial policy compliance.

Section 5: Council Accountability

The Council shall report to the Voters' Assembly at least annually on the Council's performance and the Senior Pastor's adherence to all policies.

Section 6: Appointing of Interim Executive

In instances of an extended or permanent vacancy of the Senior Pastor, the Council has the authority to appoint an interim executive, as outlined in the Council Policy Manual.

Section 7: Financial Oversight

Financial oversight is set by the End Goals and Executive Limitations dictated in the Council Policy Manual.

ARTICLE 8 – THE EXECUTIVE

Section 1: Executive Office and Accountability

The entire operation of the congregation and its school shall be managed by a Unified Executive Office, with the Senior Pastor designated as the Executive Leader. The Senior Pastor is the sole link between the Council and all operational staff. The Senior Pastor is strictly accountable to the Council for:

1. Achieving the **End Goals** defined by the Council.
2. Operating at all times within the boundaries set by the **Executive Limitations** defined by the Council.
3. Coordinating and overseeing staff and **ministry teams**.

Section 2: Executive Authority and Management

The Senior Pastor is delegated all authority for management, direction, and procedures necessary to achieve the Council's End Goals, except as expressly and legally limited by the Council's Executive Limitations policies. This authority includes the power to hire, supervise, and direct all staff or otherwise delegate that authority. The Voters' Assembly reserves the authority to issue calls in accordance with Article 6. Section 2. Reservation of Powers.

Section 3: Spiritual Oversight

The Senior Pastor holds the primary spiritual office of the congregation, is the spiritual leader, and exercises spiritual oversight over all teaching and worship in harmony with Article 3.

ARTICLE 9 – CALLED WORKERS

Only LCMS rostered candidates who profess acceptance of and pledge adherence to the Confessions (Article 3) shall be called. This congregation will receive called workers as servants of Jesus Christ and support their work with diligent, faithful assistance and prayer to carry out their God-given ministry to the glory of God and the welfare of all. The tenure of office for called Pastor(s) and workers shall be the remainder of their active life or until the Lord calls them to another field of service, barring adequate cause for dismissal as defined in the By-laws and Council Policy Manual.

ARTICLE 10 – PROPERTY RIGHTS

In the event of schism, disagreement, dispute, division, or separation, all the properties and assets of the Church shall go to and remain with those members who shall adhere to Article 3 of this Constitution in its entirety. The procedure for resolving such disputes shall be followed as defined in the By-Laws, including consultation with the LCMS

Florida/Georgia District Presidium, and a decision by a two-thirds vote of the Voters' Assembly in attendance shall be conclusive and binding on all factions and members.

ARTICLE 11 – AMENDMENTS

With the exception of Article 3. Confession, this Constitution may be changed or amended by a three-fourths majority of the votes cast in a meeting of the Voting Membership, provided notice of the intention to amend as described in the Council Policies has been announced at worship on two (2) different Sundays prior to the date of action. This constitution and any amendment must be transmitted to, and approved by, the Constitutional Review Committee of the Florida-Georgia District - LCMS, and any amendment to the contrary shall be void ab initio and have no force and effect.