

BETHANY LUTHERAN CHURCH
703 BROADWAY
EMMETSBURG, IA 50536
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PERMIT #2

Pastor F. Peter Morlock
Office Secretary: Diane Clasing-Steger
Financial Secretary: Carla Firkins
Youth Director: Kristin Rienhardt
Bethany organist: Janis Campbell
Lost Island organist: Tim Nielsen

January 2019



A Monthly Newsletter Linking the Ministries of Bethany Lutheran and Lost Island Lutheran Churches

CONNECTIONS

Office hours: Mon. - Fri.
9:00AM - 12:00 PM

Happy New Year! (of course I said that when we started Advent, but it bears repeating this month as we flip to the new calendar and celebrate 2019!) Writing a new year's article is a bit challenging because one can only say so much about new years resolutions before running out of material. Never mind the fact that I am not good about keeping my own resolutions with any amount of consistency. (Sigh.) It is all too easy to feel discouraged and let down after the holidays, and even during, both because our expectations may be

unrealistic, and because it seems like nothing changes. We heard at the beginning of Advent the words of the Prophet Jeremiah who proclaimed that the days are surely coming. (31:31) We have heard Isaiah speak of comfort. We have journeyed in the Gospel of Luke to the home of Elizabeth and Zechariah with Mary, and on the road to Bethlehem with the Shepherds, and all the others in the Gospel accounts. We have pondered the message of John the Baptist who proclaims that the Word became flesh and now dwells among us. Because of this reality, and proclamation, while it may seem that nothing is

changed, the fact is EVERYTHING has changed. That New Thing of God is begun and moving loose in the world. Because of God in our midst, we now have hope, we know Love differently, and we have a Call. A Call to bring that Hope to the world in thought word and deed. God knows we aren't perfect at this but we are not expected to be. We are called to be Faithful, not to have it all together. We are called to bear witness to the countless ways that God in the midst of the world makes a difference for us, and for others. And so I say Happy New Year! May you be blessed now and in the days ahead.

Pastor Peter

Bethany Lutheran Church: bethanylutheranemmettsburg.com Fb: Bethany/Lostislandparish
Lost Island Lutheran Church www.lostislandlutheranchurch.com

label

CONNECTIONS



Church News



School kits

The following supplies are needed:

- *70-sheet notebooks of wide or college-ruled paper approximately 8"x10 1/2
- *30 centimeter ruler, or a ruler with centimeters on one side and inches on the other
- *Eraser, approximately 2 1/2 " long
- *Pencil Sharpener
- *Blunt scissors
- *Unsharpened #2 pencils w/ erasers
- *Ballpoint pens (no gel ink)
- *Box of 16 or 24 crayons

Vicar Sarah has been approved of ordination. This is the last step before getting a call. She will go through assignment process in February. She asked for our prayers during this process.



Friends of Sharing the Dream in Guatemala is a volunteer-based fair trade organization that works to reduce poverty in Guatemala through collaborative partnerships with Guatemalans. The partnership includes projects in communities in which we have artisans.

Sunday January 13th Mike Klinefelter from the ELCA will be our guest for worship. The church council and Board of Stewardship invite you to join us on that Sunday to hear more about the Bethany foundation for Mission fund that we are hoping to establish. Mike will be with us for worship and say a few words then. The Board of Stewardship will also be holding a gathering after church where you can talk more with him about the foundation and the possibilities it brings. We will be voting on the Foundation fund at the Annual meeting.

Venture Crew #446 Bethany Lutheran has agreed to charter a new Venturing Crew. Venturing is a program of the BSA that is open to boys and girls ages 14-21. Our motto is "Lead the Adventure!" If you have an interested in Outdoor activities, and learning about Conservation and other things of Nature in our area, you are welcome to join us for one of our meetings, or talk to Pastor Peter to find out more.

Please remember to remove these items from your purchases as they will be used for this school year. The labels are taken to West Elementary and the Catholic School.



Box Tops, Pizza Ranch Wagon Wheels off pizza boxes, Pop tabs, Campbell Soup labels and postage stamps.

There are white boxes on the credenza in the overflow room to



Quilting Groups

Come Join-Bethany
Mondays....

Morning Quilters 9am
Night Quilters 6pm



DECEMBER 2018

Bethany Lutheran Church Treasurer's Report

Attendance average: 106

MONTHLY BUDGET NEEDS: \$13,913.75

	MONTHLY BEGINNING BALANCE (2,822)	MONTH- LY BUDGET	YEAR TO DATE BAL- ANCE	YEAR TO DATE BUDGET
INCOME				
Offerings	12,316	13,973	136,808	167,665
Lost Island Miscellaneous Income Sunday School	0 0	2,600	31,200 50	31,200
Total Income	12,316	16,573	168,058	198,865
EXPENSES				
Personnel Expenses	7,557	10,828	119,104	126,380
Program Expenses	660	527	4,895	6,335
Office Expenses	947	544	7,023	6,550
Property Expenses	1,322	1,875	23,845	23,442
Western IA Synod	326	350	4,337	4,200
Damascus Road	50	50	600	600
NO ELCA Donations	0	87	1,337	1000
TOTAL EXPENSE	10,862	14,261	161,141	168,507
Income Less Expenses	1,452	2,312	6,917	30,358
GENERAL FUND BALANCE	(1,368)			

If you have any questions concerning the finances of the church please feel free to call me at home in the evenings. Thanks! Carla **(December 31st payroll is not included in these figures)**

Bethany would like to encourage online monetary offerings. The local Emmetsburg banks each provide a FREE online bill pay service which can arrange recurring weekly or monthly payments. If you need more information, contact your local Emmetsburg bank at your

****The Women at Bethany Lutheran are ACTIVE!!****

Our Christmas donations amounted to \$1,900.00 with a breakdown as follows:

Ingham-Okoboji Camping Ministry	\$200.00
Horizons Unlimited	\$125.00
Lakeside Lutheran Home Auxiliary	\$200.00
Church of Damascus Road	\$250.00
Upper Des Moines Opportunity	\$125.00
Lutheran Lakeside Bible Camp	\$100.00
Feed Our Kids – Emmetsburg	\$100.00
Assisting Families of Bethany (4)	\$200.00
Camp Fund at Bethany	\$300.00
Discretionary Fund at Bethany Lutheran	\$100.00
Children’s Bible Fund – Bethany	\$100.00
Scholarship Fund – Bethany	\$100.00

TOTAL \$1,900.00

These funds are from the Scandinavian Tea and other gifts received throughout the year.
(This report will also be published in Bethany’s Annual Report.)

As listed above, the women gifted \$1,000.00 to 6 groups outside of Bethany
and \$900.00 to 6 groups within Bethany.

If anyone has any questions, please feel free to contact either:

Kim Campbell, WELCA President...712-298-1077, Janis Campbell, WELCA Treasurer...712-852-4926,
or anyone on the Executive Board (Sheri Ort, Jacki Ellingrod, Jane Heykes, Verna Hanson).

****Giving Envelopes for 2019 are now ready and located on a table in the Overflow Room.
Please locate yours and take them with you. Thank you! Carla****



MEMORIALS

In memory of **Betty Janssen** for the *Quilters Fund* from David & Elaine Sidles.

In memory of **Gary Headley** for the *Scholarship Fund* from David & Elaine Sidles.

We remember those in special
need of God’s love and care
including:

Pastor Chris Lange, Pastor Tom Summerfield,
Pastor Trudy Peterson, Shirley Knutson, Teresa
Jensen, Dorothy Moore, RoxAnn Hanson,
Phyllis Schroeder, Janis Campbell, Debra
Zanfes, Jim Anderson, Richard & Irene
Omundson, Fern Schmidt, Garwin Anderson,
Lois Quam, Rod Snavelly, Bill & Nancy Ziegler, Bob Mortenson, Lucille Anderson and those
we name in our hearts.

*Our missionary: Courtney Davis in Papua New Guinea.

*Our companion synods: The Southern Diocese of the Evangelical Lutheran Church in Tanza-
nia-Yakobi Parish, companion with Lost Island and the Evangelical Lutheran Church Laz-Paz
Parish in Chile, companion with Bethany.



Please remember and prayerfully consider including Courtney in your prayers
and financial support. Checks should be made to “Bethany Lutheran
Church” with a memo: “For the ministry of Courtney Davis, Acct. #305075.”
Courtney’s blog at: cdchronicles.wordpress.com

E-mail address: courtney_davis@sil.org

Courtney has returned to Papua New Guinea in January 2018 as a career staff
member. She teaches music in the school as well as conducting Bible Studies, etc.



Men’s Bible Study

Noon on Wednesdays

**“Journey”
Adult Bible Study**

**1st/3rd/5th Wednesdays of the month.
5:30pm**

All are welcome to join in the fellowship

**Ladies Circles Schedules for
Lost Island and Bethany
Lutheran Churches:**

***Tabitha Circle** meets on January 16th, at
6:50 pm at Alaire’s home

***Sarah Circle** meets on January 8th at
Elaine Nauss’ House 7:00pm

***Mary Martha Circle** no meeting

***Ruth Circle**
no meeting



Thank You

Thank you to all who decorated the church with poinsettias . They really gave the church an extra special touch.



Thank you to all the youth that shared their gifts and talents with us for the Christmas-themed service and the Shadow Drama.

Thank you to all the youth and adults involved in decorating the church for the Advent and Christmas Season.

Thank you Funeral Group I for serving at the funeral for Nancy Ziegler. It was greatly appreciated by the family and their friends.

Lost Island "Heal Our Panes" Window Restoration Campaign



All the windows are done! Stop by anytime and see how beautiful they are.

Thank you to everyone who contributed.

Epiphany

Bit of History

The Epiphany of Our Lord Jesus Christ

The Feast of the Epiphany of Our Lord Jesus Christ is one of the oldest Christian feasts, though, throughout the centuries, it has celebrated a variety of things. Epiphany comes from a Greek verb meaning to reveal, "and all of the various events celebrated by the Feast of the Epiphany are revelations of Christ to man.

Quick Facts

Date: January 6

Scripture Readings:

- Isaiah 60:1-6
- Psalm 72:1-2, 7-8, 10-11, 12-13
- Ephesians 3:2-3a, 5-6
- Matthew 2:1-12

Epiphany originally celebrated four different events, in the following order of importance: the Baptism of the Lord; Christ's first miracle, the changing of water into wine at the wedding in Cana; the Nativity of Christ; and the visitation of the Wise Menor Magi. Each of these is a revelation of God to man: At Christ's Baptism, the Holy Spirit descends and the voice of God

the Father is heard, declaring that Jesus is His Son; at the wedding in Cana, the miracle reveals Christ's divinity; at the Nativity, the angels bear witness to Christ, and the shepherds, representing the people of Israel, bow down before Him; and at the visitation of the Magi, Christ's divinity is revealed to the Gentiles—the other nations of the earth.

GREETERS:	Jan. 6	Pat Vician, Dawn Freeman *Danny & Linda Umbrell
	Jan. 13	Angie Hetrick, Jane Heykes *Bob Andersen
	Jan. 20	Darlene Naig, Dawn Daniels *Kent & Belinda Davidson
	Jan. 27	David & Elaine Sidles *Bev Norland
<hr/> * Back door greeters please move to front door if no one comes to greet here <hr/>		
LECTORS:	Jan. 6	Angie Hetrick
	Jan. 13	Frank Veltri
	Jan. 20	Marit Veltri
	Jan. 27	Sherri Ort
COMM. ASST. :	Jan. 6	Angie Hetrick, Kristin Rienhardt, Bob Andersen
	Jan 20	Frank & Marit Veltri, Jacki Ellingrod
ALTAR GUILD:	JANUARY	Mike & Pam Hermansen
USHERS:	Jan. 6	Joel Saxton, *Joe Neary, Liza & Josey Saxton
	Jan. 20	Ryan Veldboom, *John Keller, Bryce & Brady Cooke
ACOLYTES:	Jan. 6	Tate Carter, Jameson Boevers
	Jan. 13	Kennedy Schurg, Olivia Sanders
	Jan. 20	Josey Saxton, Nick Saxton
	Jan. 27	Braxton Cooke, Henrik Gustafson

Bethany Funeral Servers For Group

John & Stephanie Larson, Elaine Nauss, Michael Jacobson
Co-Chairpersons

Lorna Brennan
David & Judy Cole
Shawn & Jen Connelly
Gina Cowden
Angie Cowden
Ina Crocoll
Carroll &
Mary Christianson
Jerry & Catherine Dillon
Bob & Linda Halverson
Mark & Nicole Evans
Danielle L'Heureux
Randy & Deb Jones
Tiffany Keller

Aletha King
Pat & Amy Martini
Don McEwan
Amanda Murray
Darlene Naig
Wilma Nielsen
Joel & Somer Saxton
Phyllis Schroeder
Dale & Marian Evans
Bob Scott
Bob & Connie Schubert
Sharon Omundson
Ryan &
Molly Veldboom

ORGANIST		Tim Nielsen
ALTAR GUILD	January	Punky Kropf, Alaire Nielsen
READERS	Jan. 6	Troy Leininger
	Jan. 13	Charles Henningsen
	Jan. 20	Alaire Nielsen
	Jan. 27	Kyle Norris
COMMUNION ASSISTANT	Jan. 6	Alaire Nielsen
	Jan. 20	Craig Thu
ACOLYTE	Jan. 6	Olivia Sorenson
	Jan. 13	Own Lux
	Jan. 20	Corrine Cooke
	Jan. 27	Zac Sorenson

GOOD NEWS!!

We are moving forward with the basement water damage. Earth Services will be on site January 7, 2019 to remove the floor tile—DCD Floors will put the new floor in the following week.



HELP NEEDED!! We have to remove all the basement contents before January 7th. We have one enclosed trailer available. **We may need one more.** Moving day will be January 2nd and 3rd. Call either the Church or Aletha King at 712-298-0684 as for the time.

FEEDBACK PLEASE

Well, as you can see by now, we have “UPDATED” the monthly newsletter! We would appreciate it if you could let us know what you think of this new “VIEW” of what each church is doing and involved with. More pictures are included but we are still letting you know what there is that is going on with both parishes. We are looking forward to hearing back from you. Kristin and Diane

Youth News

Hello Brothers and Sisters,
A new year is upon us.
This is a great time to reflect on all the things that God did this last year and look forward to the things He will do.

I challenge all of you to find ways that you can deepen your faith this year and grow in your relationship with our Lord, maybe it is

joining a bible study group, having more devotion and prayer time, mentoring younger guys/gals, or simply having open eyes to see God in all things.

OUTREACH

5-8PM
6TH-12TH GRADERS
\$3 PER PERSON
OKOBOJI CAMP
JANUARY 6TH
“GARGOYLES”
JANUARY 27TH,
“WINTER GAMES”

UPCOMING EVENTS:

JANUARY 6TH- OUTREACH
JANUARY 9TH-YOUTH GROUPS AND CONFIRMATION RESUME
JANUARY 13TH-NOISY OFFERING
JANUARY 20TH-ANNUAL MEETING, BETHANY
*KIDS CAN HANG OUT WITH KRISTIN DURING THE MEETING
JANUARY 27TH-ANNUAL MEETING AT LI
*KIDS CAN HANG OUT WITH KRISTIN DURING THE MEETING
JANUARY 27TH-OUTREACH
JANUARY 30TH-NO APOLOGIES, MEETING AT CHURCH AT 5PM (WILL HAVE SUPPER)



NOISY OFFERING
PULSE INTERNATIONAL MOVEMENT

People around the world are hungry for fresh ways to share Jesus

NO APOLOGIES

JANUARY 30TH-6TH-12TH GRADERS

ALL CONFIRMATION STUDENTS ARE REQUIRED TO GO, *PLEASE LET ME KNOW IF YOU CAN DRIVE

GIVING TREE-

Take a slip off the tree and return gift by **February 2nd**. These items will be given back to the local community!



Kristin Rienhardt

Kristin.rienhardt@blc.edu

712-790-6470



Courtney's Chronicles

"Go and make disciples of all nations..."

Matthew 28:19

Nov/Dec 2018

Scripture Celebration

We had our annual Scripture celebration in November — celebrating all the complete New Testaments, Scripture portions, audio recordings, and Jesus films that were completed in the last year. 29 languages and 41 items were finished and presented this year.



It was such a joy to watch representatives present Scripture in the various heart languages and be part of a loud crowd that cheers for each individual item.

What a great picture of the work God is doing in Papua New Guinea. I'm honored to be part of Bible translation and look forward to seeing the day when ALL of the remaining 300+ languages in PNG have God's Word in their heart language.

You can click on this link to watch a short video of the Scripture celebration: <https://www.youtube.com/%20watch?v=X3zWfStPSg4>

Pictured above: People representing Scripture items.
Pictured right: Scripture items.



Prayer Requests

- Praise for great Christmas concerts and the grade 9-10 recital!
- Praise for the Scripture celebration. Pray for the remaining languages that are still waiting for God's Word in their language.



- Pray for the group of national students from the Aiyura Valley who are raising funds to go to Jakarta for the Global UPrising conference in January.
- Pray for the time I'll have with my sister and her family over the Christmas break. I'm very excited to see them!
- Continue to pray for my community group—the grade 10 girls.

Merry Christmas!

My year has been full of music and ministry. It is a joy to serve God "to the ends of the earth." Thank you for sending me! You are an important part of the ministry happening in Papua New Guinea. Have a very Merry Christmas!

In Christ,
Courtney Davis

January 2019

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2 Journey Bible study Moving items from basement	3 Moving items from basement	4	5
6 5pm Outreach	7 Company removing the floor tile	8 Cub scouts	9 Youth groups, Confirmation, and Men's group resume Youth Board Meeting	10 6pm-Board Of Worship	11	12 9am LI Conf.
13 Noisy Offering	14 9am Quilters 6pm Quilters	15	16 Journey Bible study	17	18	19 9am LI quilting
20 B Annual Meeting	21 9am Quilters 6pm Quilters *Newsletter Articles Due	22 Cub scouts	23 6pm-Education Board Meeting	24 WIC Clinic	25	26
27 LI Annual Meeting 5pm Outreach	28 9am Quilters 6pm Quilters	29 Assemble Newsletter	30 5pm No Apologies	31		

WORSHIP-Lost Island
SUNDAYS AT
8:45AM
SUNDAY SCHOOL
AT 10:15AM

*LOOKING FOR
PASTOR?*

Nursing Home Worship

January 6th-1:00pm to
3:00pm

Care Center Communion

January 7th– 1:30pm

Care Center Bible Study

1st and 3rd Thursdays
of the month at 10am

Synod Events

School Events

Upcoming Events

*Moving items from the basement at Bethany on January 2nd & 3rd. Floor people come in on Jan. 7th to remove the tile.

*Confirmation and Men's Group
at Bethany will resume on
January 9th.



Don't forget to attend the **Annual Meeting**.

It is an important meeting as part of the congregation.

Bethany-Hope you all can make it and look over the information about the endowment fund so we can take a vote!



25 hours/week
For more information,
contact Pastor. Position open
until filled.

Community Events

Cub Scouts

Meet the 2nd and 4th
Tuesday of the Month
at Bethany
6:30pm-9:00pm

WIC Clinic at Bethany

January 24th– 9am to 3:00pm

Lost Island Quilting

January 19th at
9:00am

WORSHIP-Bethany
SUNDAYS AT
10:30 AM
SUNDAY SCHOOL
AT 9:30 AM

Music in Ukarumpa

A woman in a black dress is conducting a school band. The students are seated with their backs to the camera, looking at sheet music. The setting appears to be a church or a formal hall.

A group of students are playing various instruments, including saxophones and brass instruments. They are in a room with large windows and other students in the background.

Two women are smiling and holding acoustic guitars. One is wearing a blue shirt and the other is wearing a green shirt. They are indoors, possibly in a living room.

A large group of students, both male and female, are standing in rows, wearing white shirts with blue bow ties and blue sashes. They appear to be in a choir or a formal group performance.

Christmas Concerts!

Above left: I conducted Middle School Band.

Left: I sang a song with the choir!

Lessons!

Above right / below: Giving private lessons (these fill most of my days).

Recitals!

Below left: Playing in the grade 9-10 recital with two of my low brass students.

A woman in a blue and white patterned dress is playing a tuba. She is standing in a room with other musical instruments and equipment.

Two women are sitting and playing trumpets. One is wearing a green shirt and the other is wearing a purple shirt. They are in a room with musical equipment.

To partner in ministry financially:

By Mail: Wycliffe Bible Translators
PO Box 628200, Orlando, FL 32862

Online: <https://www.wycliffe.org/partner/cdavis>

*Checks should be made to "Wycliffe Bible Translators" with a separate note saying "Preference for the Wycliffe ministry of Courtney Davis, Acct. #305075." All donations are tax deductible.

Wycliffe

Contact Info:

Courtney Davis
PO Box 1 (363)
Ukarumpa EHP 444
Papua New Guinea
Email: courtney_davis@sil.org
Blog: cdchronicles.wordpress.com



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Mission Endowment Fund

The Church Council recommends that Bethany establish a “Bethany Lutheran Church Mission Endowment Fund”. This would require the congregation’s approval of an amendment to our constitution and the addition of related bylaws, which are quoted below:

Approval of these items will be an agenda item at the January 2019 annual meeting.

The purpose of a mission endowment fund is to support mission work at home and around the world above and beyond programs supported through regular church offerings. An endowment fund is commonly understood as a “perpetual” fund. In other words, a gift to the fund will be a perpetual gift since, without congregation approval, only investment returns will be distributed. The original gift will always remain in the fund.

An ELCA representative will meet with the congregation this fall or winter to explain the operation of the fund and the various methods for donating to the fund.

If you have questions or comments concerning the establishment of the fund, please contact the Pastor or Dennis Mandsager at dennis.mandsager@gmail.com or (712) 298-4605.

Proposed amendment to the Constitution:

Quote

C5.05.

This congregation shall have a mission endowment fund (hereinafter the “Fund”) that will operate as specified in this congregation’s bylaws and continuing resolutions. The purpose of the mission endowment fund is to provide for mission work beyond the operational budget of this congregation.

C5.05.01

a. Purpose

An Endowment Fund (“the Fund”) is an account that can hold funds from both current and estate gifts, from which distributions are made for ministry. Its purpose is to support mission work at home and around the world above and beyond programs supported through regular church offerings. These bylaws describe how our congregation defines ministry, and outlines the overall management of the Fund. Ideally, the principal of the Fund grows over time, primarily from additional gifts, but also from investment returns, as distributions are made from the earnings of the fund.

b. Endowment Committee (“the Committee”)

1) The Committee will be comprised of 3 members. The pastor and council president will serve *ex officio*, but will not be voting members. The role of the Endowment Committee is to recommend to the church council how distributions from the fund should be made. The Church Council will make the final determination regarding distributions.

2) Members of the Committee will each serve 3 years, with *initial* staggered terms of:
1 member for 1 year
1 member for 2 years
1 member for 3 years

3) No member may serve more than 2 continuous terms of 3 years.

4) After a lapse of 1 year, a former committee member may be re-appointed

5) Any member of the congregation may nominate a candidate for the Committee.

6) The Committee members will be appointed by the congregational president by March 1 of each year.

7) If there is a vacancy on the Committee, the congregational president will appoint a replacement.

8) The Committee will meet at least annually, and as needed.

9) A quorum shall consist of at least 3 members and can carry any motion or resolution with a majority vote.

10) The congregational president will appoint a chairperson, secretary, and treasurer for the Committee.

11) The Committee will report to the Church Council at least annually in November of each year. The report will include the minutes of each meeting, all distributions of funds during the year, and any recommendations for Council action regarding the fund.

12) The financial records of the Fund must be audited at least annually by a Church Audit Committee.

13) Members of the Committee will not be held liable for any investment losses, but will be held liable for his or her own willful misconduct.

14) Members of the Committee will not be able to provide services to the Fund for a fee.

15) Members of the Committee will not be able to engage in transactions the Fund in which he or she has a direct or indirect financial interest.

16) The Congregational President and Chair of the Endowment Fund Committee will serve as the two required signers for transactions.

17) These Endowment By-laws will be reviewed every year at the annual meeting of the congregation.

c. Investment Policy

1) We never *plan* on withdrawing the principal. In emergencies only may principal be withdrawn with congregational approval.

2) The Fund will be held in the ELCA Endowment Fund Pooled Trust – Fund A.

d. Distribution Policy

1) The Committee is limited to an annual distribution set by the ELCA Endowment Fund Pooled Trust-Fund A (currently 4%) of the Fund balance, defined by the account balance as of December 31 of the previous year, which includes all interest, dividends, realized/unrealized capital gains from the previous year.

2) Any requests outside the Committee must be made by completing a grant application. The grant application will be prepared by the Committee and approved by the Church Council.

3) In the event our congregation ceases to exist either through merger or dissolution, disposition or transfer of the Fund shall be at the discretion of the Church Council in conformity with the Congregation Constitution and Bylaws, and in consultation with the Bishop of our synod of the Evangelical Lutheran Church in America to which this congregation belongs.