

HOSANNA! LUTHERAN CHURCH of SAINT CHARLES, IL
CONTINUING RESOLUTIONS
ADOPTED August 18, 2022

PURPOSE. For Jesus, we joyfully BELIEVE + BELONG + BECOME.

Chapter 1. LEADERSHIP TEAMS. The Congregation Council, by majority vote, may change the names of Leadership Teams, and add or remove Leadership Teams in order to best fulfill the purpose of Hosanna!. One of the Congregation Council's primary tasks will be to assist these teams in accomplishing their ministry.

1.1. Leadership Teams will be organized into Council Committees. The Senior Pastor will assign Congregation Council members shall to each of the Leadership Teams as outlined below:

- a. **BELIEVE** Leadership Teams. The assigned Congregation Council member(s) will represent:
 1. **Worship.** Praising God through weekly worship, as set forth in Psalms 34:3.
 2. **Music.** In Psalm 98 we recognize the significance of joyfully worshipping the Lord with our voices and instruments.
 3. **Adult Discipleship.** People need answers. God accepts us as we are and transforms us, as set forth in Ephesians 4:12b-13.
 4. **Children & Family.** Helping people of all ages discover, learn about, and share Jesus.
 5. **Youth.** We are reminded in 1 Timothy 4:12 that the faith journey and contribution to the Church of our young adults is an important part of the Body of Christ.
 6. **Preschool.** Jesus welcomes the little ones into His presence and so must we, as we read in Luke 18:16.
- b. **BELONG** Leadership Teams. The assigned Congregation Council member(s) will represent:
 1. **Fellowship.** Relationships with other Christians, as seen in Ephesians 2:19, helps us to support one another and grow in faith.
 2. **Evangelism.** Lost people matter to God, and therefore matter to Hosanna! as set forth in Luke 19:10.
 3. **Hospitality.** Welcoming guests and making them feel comfortable in our midst is important to the growth of the church as found in Hebrews 13:2.
- c. **BECOME** Leadership Teams. The assigned Congregation Council member(s) will represent:
 1. **Member Prayer and Care.** Nurturing our faith lives through prayer and tending to the needs of people are important in the Body of Christ, as set forth in Galatians 6:2.
 2. **Outreach.** To care for the least and lift up the last, as shown in Matthew 25:40.
 3. **Stewardship.** Responsible for educating and challenging Hosanna! members to be good stewards as set forth in 2 Corinthians 9:6-7.

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- d. **Congregational Support** Leadership Teams. The assigned Congregation Council member(s) will represent:
 1. **Property.** Serve as good stewards of the physical properties of Hosanna!, charged with the duties set forth in Nehemiah 2:17.
 2. **Finance.** Overseeing and making the most of the financial gifts shared by members as set forth in Luke 19:17.
 3. **Technology.** Supporting Hosanna!’s computer network, individual computers, and assist in other technological needs of Hosanna! as set forth in Mark 1:3.
 4. **Multimedia.** Responsible for supporting Hosanna!’s visual and sound systems as set forth in Isaiah 40:5.

Each Leadership Team or the Senior Pastor will select one or more Key Leader(s) for each Leadership Team. The Key Leader(s) will work in cooperation with the assigned Congregation Council members to further the mission and ministry of Hosanna!.

1.2. Leadership Team Budgets.

- a. Each Leadership Team Key Leader will work with their assigned Congregation Council members and staff representative to prepare and submit a good-faith budget request for the coming year in a timeframe and method communicated by the Treasurer and/or the Senior Pastor.
- b. Ministry budgets will be recommended by Congregation Council to the congregation, and then approved by congregational vote at a duly called Congregation Meeting.
- c. If a Leadership Team believes that it needs to incur expenses beyond their Congregation approved budget amount, the Leadership Team must obtain approval of the Congregation Council before any over-budget expenditures are made.

Chapter 2. SHORT TERM TEAMS

2.1. Other short-term teams, committees and task forces may be established by the Congregation Council, Executive Team, or Senior Pastor as needed without the requirement of a Continuing Resolution.

Chapter 3. MEMBERS AT LARGE

3.1. The role of Council President is to oversee the function of Congregation Council in fulfilling the purpose of Hosanna! and as such, is not assigned to serve on any Council Committee and is considered a Council Member at Large.

Chapter 4. EXECUTIVE TEAM

4.1. The Executive Team shall consist of the Senior Pastor, Council President, Council Vice President and a Hosanna! Voting Member appointed by the Senior Pastor, a Hosanna! Voting Member appointed by the President, and a Hosanna! Voting Member elected by the Congregation Council. The Executive Team will work closely with the Senior Pastor and have the privilege of confidential matters as related to staff, pastors, and other areas of congregational life.

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4.2. In the absence of the Senior Pastor, the Executive Team serves in the role of Senior Pastor. If it so deems, they may assign specific duties and/or responsibilities to the other pastor(s) and staff during the absence of the Senior Pastor. They may also arrange for pastoral service during the illness or absence of a pastor in accordance with the Constitution. This appointment is reportable to the Congregation Council.

Chapter 5. PASTOR SABBATICAL POLICY

In an effort to encourage the health of Hosanna!'s pastors and long-term pastorates for the health of the congregation, Hosanna! adopts the following Sabbatical Policy:

5.1. A Pastor's first sabbatical is to be taken after he/she has served four (4) consecutive years of ministry at Hosanna!.

- a. Senior/Lead Pastors may take with approval a one (1) month sabbatical, including four (4) Sundays.
- b. Associate Pastors may take with approval a three (3) week sabbatical including three (3) Sundays.
- c. Assistant Pastors may take with approval a three (3) week sabbatical including two (2) Sundays.
- d. A Pastor cannot wait longer than six (6) years to take his/her first sabbatical, unless mutually agreed upon by the Executive Team and the Church Council, and for all other pastors unless mutually agreed upon by the Senior Pastor and the Church Council.
- e. The Senior Pastor shall have a one (1) month sabbatical every four (4) years. Associate Pastors shall have a one (1) month sabbatical every five (5) years. Assistant Pastors shall have a one (1) month sabbatical every five (5) years.
- f. If sabbatical time is missed, those months earned are saved for a future use. Hosanna! will keep a record of earned but unused sabbatical time from earlier accumulation periods ("Carry Over Period") and such sabbatical time from the current accumulation period ("Current Period"). The bank cannot accrue more than double the time granted as stated in 5.1.e. above. Even if more sabbatical time is earned, it will not exceed twice the allowable amount.

5.2. It is the expectation of Hosanna! that the pastor rest, relax, renew, and return. When a pastor takes a sabbatical he/she commits to returning to Hosanna! for at least a twelve (12) month period following the sabbatical or repay Hosanna! for the full compensation and benefits expense that Hosanna! paid the pastor while he/she was on sabbatical. If the pastor leaves before the twelve (12) month period specified and a new Call is taken, reimbursement by the resigning pastor for sabbatical time taken will be paid back at the current compensation level.

5.3. The year that the pastor takes his/her sabbatical, he/she will still receive their full allotment of vacation and continuing education days for the year. These days are to be taken separate from the sabbatical time.

5.4. Hosanna!'s Executive Team holds the right to contact and even require the pastor to interrupt or end the sabbatical should there be an emergency or significant event of critical measure at Hosanna! as determined by the Executive Team or Congregation Council President.

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- a. If such an interruption occurs, lost sabbatical time may extend the sabbatical period that is being taken, sabbatical time added to a future sabbatical, a separate sabbatical reissued, or such time may be released altogether pending the recommendation of the Executive Team for the Senior Pastor or the Senior Pastor's recommendation for all other pastors and then voted on by the Church Council.

5.5. Following the completion of the first sabbatical, future sabbaticals shall follow this model:

- a. If a pastor chooses to leave Hosanna! or is asked to leave Hosanna! before benefitting from accrued sabbatical time, the church is not obligated to reimburse financially for missed sabbatical time.
- b. If the pastor is not allowed to take a timely sabbatical due to not being in good standing with either the Executive Team or the Church Council, that sabbatical time may be allowed at a future date or may be modified or denied completely.
- c. If a pastor becomes disabled and is no longer able to fulfill his/her Calling to the church, the congregation is obligated to give the pastor, within 30 days of the pastor not being able to work, a financial reimbursement for unused sabbatical time from the Current Period, and within 120 days for unused sabbatical time from any Carry Over Period.
- d. If a pastor dies the congregation is obligated to give the pastor's estate, within 30 days of the pastor's death, a financial reimbursement for unused sabbatical time from the Current Period and within 120 days for unused sabbatical time from any Carry Over Period, paid at the rate of current compensation.

Pastor John is excluded from this new sabbatical policy and will continue to receive the benefits per the current sabbatical agreement.

5.6. Any changes to this policy may be recommended by the Executive Team to the Congregation Council for their vote.

Chapter 6. AFFIRMATION OF HOSANNA!'S STANCE ON TRADITIONAL MARRIAGE

6.1. Affirming related formal policy and procedure actions by past Hosanna! Councils, the Hosanna! Lutheran Church Council affirms the Lutheran Congregations in Mission for Christ's Biblical view of marriage between one man and one woman and prohibits all called, certified, and contracted ministers of the congregation and/or paid ministry staff from performing any blessings, marriages, or other supportive ceremonies that would be contrary to the traditional understanding of Biblical marriage. Any deviation from this policy would be cause for discipline by the Church Council up to and including immediate dismissal.

6.2. Consistent with this policy, any such ceremony will be prohibited anywhere on the Hosanna! property by any party.

Chapter 7. AFFIRMATION OF HOSANNA!'S STANCE ON SEXUAL IDENTITY

7.1. We believe God created people male and female in the womb (Genesis 1:27, Psalm 139:13) and that one's birth gender determines the standard for Biblical behavior in lifestyle and sexual

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conduct. This applies for all persons who identify themselves or have been identified by a legal guardian as gay, lesbian, transgender, transsexual, or anything other than heterosexual, or practice such behaviors as cross dressing and other non-Biblical, gender-related lifestyle behaviors.

7.2. Anyone not adhering to this policy will be excluded from positions of leadership.

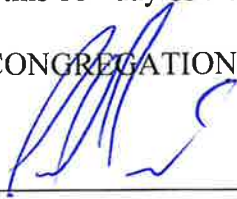
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Certification of Continuing Resolutions:

These Continuing Resolutions have been adopted pursuant to the Hosanna! Lutheran Church of St. Charles, IL Constitution and Bylaws.

Adopted on this 18th day of August, 2022 by unanimous vote of the Congregation Council.

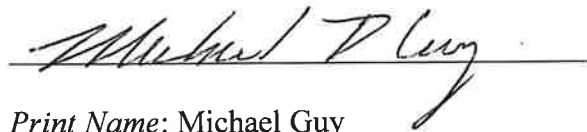
Signed: CONGREGATION COUNCIL OFFICERS



Print Name: Paul Ivanauski
Title: President



Print Name: Joan Bisterfeldt
Title: Vice President



Print Name: Michael Guy
Title: Secretary

Certification of Adoption: These Continuing Resolutions were duly adopted by the unanimous vote of the Congregation Council on August 18, 2022.



Michael Guy
Congregation Council Secretary