

**HOSANNA! LUTHERAN CHURCH of SAINT CHARLES, IL**  
**CONTINUING RESOLUTIONS**  
**ADOPTED May 25, 2017**

**PURPOSE.** Hosanna! is connected with Christ, one another, and those in need.

**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 Congregational Council's primary tasks will be to assist these teams in accomplishing their ministry.

**1.1** Leadership Teams will be organized into Council Committees. Two (2) Council members shall be assigned to each of the Council Committees as outlined below:

- a. Council Connected with Christ Committee. This committee 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. Council Connected with One Another Committee. This committee 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. **Communications.** Communicating the mission and ministry of Hosanna! both inside the church building and beyond as set forth in 1 Corinthians 14:7b – 8.
  4. **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. Council Connected with Those In Need Committee. This committee 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.
- d. Council Congregation Support Committee. This committee will represent:
  1. **Property.** Serve as good stewards of the physical properties of Hosanna!, charged with the duties set forth in Nehemiah 2:17.

## HOSANNA! LUTHERAN CHURCH OF ST. CHARLES, IL – CONTINUING RESOLUTIONS

2. **Stewardship and Finance.** Responsible for educating and challenging Hosanna! members to be good stewards as set forth in 2 Corinthians 9:6-7 and 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.
- b. Ministry budgets will be recommended by Congregation Council to the congregation, and then approved by congregational vote at a duly called Congregational 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.

## **HOSANNA! LUTHERAN CHURCH OF ST. CHARLES, IL – CONTINUING RESOLUTIONS**

**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. 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 five (5) consecutive years of ministry at Hosanna!.
- a. The Senior Pastor is to take a three (3) month sabbatical.
  - b. All other pastors are to take a two (2) month sabbatical.
  - c. The timing of the sabbatical for the Senior Pastor is to be approved first by the Executive Team and then by Congregation Council, and all other pastors are to be approved first by the Senior Pastor and then by the Congregation Council.
  - d. No two (2) pastors can be on sabbatical at the same time.
  - e. A Senior 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.
  - f. Full compensation and benefits are provided the pastor while he/she is on the sabbatical.
  - g. It is preferred that the sabbatical be taken predominately during the summer months, although exceptions may be recommended to the Congregation Council by the Executive Team for the Senior Pastor or by the Senior Pastor for all other pastors.
  - h. Vacation time may not be added to the sabbatical period.
  - i. It is preferred that only one (1) sabbatical period can be taken in any calendar year by any individual pastor.

**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.

**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.

- 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

## HOSANNA! LUTHERAN CHURCH OF ST. CHARLES, IL – CONTINUING RESOLUTIONS

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. The Senior Pastor shall have a three (3) month sabbatical every four (4) years, plus an additional one (1) month to be taken as a whole sometime during the four (4) year period. The additional one (1) month may not be added to the longer sabbatical period.
- b. Associate Pastors shall have a two (2) month sabbatical every five (5) years, plus an additional one (1) month to be taken as a whole sometime during the five (5) year period. The additional one (1) month may not be added to the longer sabbatical period.
- c. Assistant Pastors shall have a two (2) month sabbatical every five (5) years.
- d. No more than three (3) months and no less than one (1) month may be taken at a time for a Senior Pastor and no more than two (2) months and no less than one (1) month for an Associate or Assistant Pastor.
- e. If a sabbatical is postponed for any reason, future sabbaticals will be based on years of service to Hosanna!, not when the last sabbatical was taken.
- 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").
- g. 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.
- h. 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.
- i. 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.
- j. 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.

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

## **HOSANNA! LUTHERAN CHURCH OF ST. CHARLES, IL – CONTINUING RESOLUTIONS**

### **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 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.

**HOSANNA! LUTHERAN CHURCH OF ST. CHARLES, IL – CONTINUING RESOLUTIONS**

**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 25<sup>th</sup> day of May, 2017 by unanimous vote of the Congregation Council.

Signed: CONGREGATION COUNCIL OFFICERS



*Print Name:* Mike Hawley  
*Title:* President




*Print Name:* Scott Jaeger  
*Title:* Vice President



*Print Name:* Kevin O'Neil  
*Title:* Secretary

Certification of Adoption: These Continuing Resolutions were duly adopted by the unanimous vote of the Congregation Council on May 25, 2017.



Kevin O'Neil  
Congregation Council Secretary