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## Mission and Values of Hosanna Lutheran Church

Hosanna Lutheran Church's mission is to "Grow to Serve and Praise the Living Christ". We accomplish this mission by keeping the presence and grace of God at the center of our life together, by growing in our faith and sharing it with others, by managing the gifts God has given us and by caring for others and for our community.

In order to live together in community we strive to live by these "Christ Values":

- C**ommitment      For the glory and love of Christ we strive to contribute and to do our best in everything we do. We are committed to his Grace for all people and treating others and ourselves as children of God.
- H**onesty            We are truthful in everything we say and do. We are obligated to be candid and open.
- R**espect            We treat others as we would like to be treated ourselves. We are helpful and supportive of each other
- I**ntegrity           We work with others openly, honestly and sincerely. We support decisions of the congregation.
- S**ervice            We recognize that we have a responsibility to use our God-given gifts to serve others and God. We have a "Servant Attitude" of putting others before ourselves.
- T**eamwork           We take time to talk to one another, to listen and to seek understanding. We promote cooperation with each other.

## Hosanna's History

In the early 1970's, the Division for Mission in North America of the Lutheran Church in America looked over the area north of Houston along FM 1960 and saw there was a need for a new congregation. In September 1975 the work of canvassing and the development of a new mission congregation began with the arrival of the Rev. Charles A. Colberg. The first worship service was held on December 7, 1975 at Bammel Elementary School on Red Oak Drive where the people of Hosanna would hold worship services for the next four years.

The congregation reached a significant milestone when evidence of growth and support indicated the time for petition to charter. The festive, joyful occasion of Hosanna's Organization Day was November 16, 1976. Two hundred and ten people (116 confirmed adults) signed the charter roll. At the same time, the first Council was elected and so began a tradition of strong spirit-led lay leadership. The people of Hosanna now embarked on a new task, discovering that their efforts to do God's work would require a combined commitment of time, talent, and, now significantly, income sharing. In September 1977, the congregation purchased 6.2 acres at 16526 Medberry Road (now Ella Boulevard). Within seven months of the groundbreaking ceremony on May 21, 1979, the congregation was worshipping in a new church building designed by Christopher DiStefano and Associates, Inc. The former residential home at the front of the property site, dubbed "Hosanna House", was converted into church offices. In 1979, Gay Zimmerman was hired as Choir Director then in 1981 she became the Director of Music. In September 1986, members built Hosanna Center between the church and Hosanna House as an educational wing. Its construction marked a unique and monumental commitment of volunteer labor without congregational indebtedness. In August of 1989, Sister Anna Marie Flusche became Hosanna's Organist.

A transitional phase in the life of Hosanna and her people saw the arrival of the Rev. Thomas Robison, his wife, Claudia, and their daughters in February 1990. In the fall of 1990, Claudia was instrumental in starting the Hosanna Preschool. The preschool provided a loving Christian education to many area children until low enrollment brought about its closing in 1996. Full-time Christian daycare, rather than part-time preschool, is what the area really needed, but existing church facilities were inadequate to support such a program. In 1992, Gay Zimmerman began work as Cantor, a full-time position with a central focus on worship and extending out to Hosanna's full ministry.

By 1994, Hosanna wanted to find new ways to expand its ministry for the future. An Envisioning Process began at a fall Church Council retreat with the Rev. Marlo Petersen. Its task was to explore the spiritual needs and concerns of the congregation and the community, and to assess the resources within the church for meeting those special needs. The Envisioning Report generated a Growth in Mission Task Force whose responsibility was to carry out the plans that the Envisioning Committee had established.

In May of 1995, Sister Anna Marie graduated from Rice University with a Doctor of Musical Arts in Organ Performance Degree. She is the first person to receive this degree from that school! In February of 1997, Hosanna hired Shelly Gunhouse as Children's Music Director. In August, the Growth in Mission Task Force helped to raise \$20,000 in "seed money," and made specific recommendations to the congregation for hiring additional staff; developing an architectural Master Plan; building new educational, worship, and fellowship space in which to do ministry; and the hiring

of a capital campaign consultant. However, everything was put on hold in November 1997 by the resignation of Pastor Robison.

During this time of transition, supply pastors, the existing staff and congregational leaders kept the activities of the church running as smoothly as possible. On May 3, 1998, Gay Zimmerman was commissioned as an Associate in Ministry and installed as Cantor. On May 31, 1998 the congregation voted to extend a Call to the Rev. Dr. David Tart of First English in Victoria, Texas. Pastor Tart's letter of call specifically included the responsibility of leading Hosanna through a building program. Pastor David, his wife, Kathryn, and their children arrived in August, and his installation service took place in September. A Building Committee formed in December recommended the hiring of the architectural firm of Ben Boettcher and Associates of Brenham, Texas, to complete a Master Plan for the church. A Master Plan Committee created a report and, in a meeting during the fall of 1999, they presented the report to the congregation and the congregation approved it. The Master Plan Committee expressed the goal for Hosanna of growth towards 500 to 600 members in regular attendance each Sunday by the year 2010, while also expanding intergenerational, holistic, and community ministry programs. They issued a Call Statement that declared: "We see God calling Hosanna, at this time and in this place, to be an intergenerational, worship-oriented congregation engaged in a holistic service ministry to the community." The report laid out long-range plans for the full development of the church property. It also identified and prioritized phases into which this development could be partitioned, so that progress toward the whole could be manageable and would not unduly burden current ministry activities.

On January 2, 2000, members of Hosanna buried a Time Capsule containing church memorabilia to be opened on January 1, 2025. After paying the remaining mortgage, the congregation held a Mortgage Burning ceremony on Sunday, August 20<sup>th</sup>. Also during August of 2000, Hosanna hired its first Family Life Director, Lisa Warteman, and the Word Alive service began at 9:30 on Sunday mornings. As a result of ongoing evaluation, the present Contemporary Contemplative Service evolved. Ground-breaking Sunday for the new building was held on February 18, 2001. Later that month, Hosanna House was demolished and portables were erected. We celebrated our 25th Anniversary on May 25, 2001 in the Bammel Elementary School, where it all began! Hosanna Ministry Center was dedicated on Sunday, January 13, 2002. The Lay Leadership Task Force began work on a reorganization plan for the church with a focus on a team structure referred to as God's Servants, Working Together. The congregation adopted the proposed changes in Constitution, Bylaws and Continuing Resolutions and they elected officers and team leaders on May 19, 2002 with September 1, 2002 as the official beginning of the new structure.

From the beginning Hosanna has celebrated God's grace through focusing on worship, education, community and a tradition of strong spirit-led leadership.

## Hosanna's Timeline

September 1975	New mission congregation begun by Rev. Charles A. Colberg
November 1975	Organizational meeting and beginning of services in Bammel Elementary School
May 1976	Organization Day: 210 people signed the charter roll
September 1977	Purchased 6.2 acres of land for new building
March 1979	Groundbreaking ceremony
October 1979	First service in new church building
1979	Gay Zimmerman hired as Choir Director
1981	Gay Zimmerman became Director of Music
1981 (-1983)	The Rev. Linda Lee Leinen installed as Associate Pastor
1981 (-1987)	Beverly Stueber hired as secretary
1985	Michael and June Aus commissioned as the first missionaries from Hosanna
1986	Rachel Larson served as Intern Pastor
1987 (-1989)	The Rev. Rachel Larson installed as Associate Pastor
1987 (-1997)	Glenda Spence hired as secretary
August 1989	Pastor Colberg accepted a call to the International Evangelical Church in Finland
August 1989	Sister Anna Marie Flusche hired as Organist
February 1990	The Rev. Thomas L. Robison called as Pastor
April 1990	First ordination at Hosanna: Jeffrey Dean Marsh
Fall 1990	Hosanna Preschool opened
1991 (-1993)	The Rev. Beate Chun installed as Associate Pastor
1992	Gay Zimmerman began work as Cantor
June 1993	Ordination of Michael Aus, son of Hosanna
1994	Envisioning Committee began its work
1995	Rieger Pipe organ purchased and placed in chancel
1996	Hosanna Preschool closed
February 1997	Shelly Gunhouse hired as Children's Music Director

August 1997	Ordination of Mark Jaramillo, son of Hosanna
November 1997	Pastor Robison accepted a call to St. Johns Lutheran Church in San Antonio, TX
February 1998 (-January 1999)	Glenda Spence returned as interim secretary
May 1998	Gay Zimmerman commissioned as Associate in Ministry and installed as Cantor
September 1998	The Rev. Dr. David Tart installed as Senior Pastor
January 1999 (-October 1999)	Mark Muster hired as Administrative Assistant
March 1999	The parsonage was sold
September 1999 (-August 2000)	Renee Kiel served as Intern Pastor
October 1999	Congregation authorized Capital Fund Appeal
November 1999	Carol Bailey hired as Administrative Assistant
November 1999	A grand piano was purchased and placed in the sanctuary
January 2000	Buried Time Capsule
August 2000	Mortgage Burning ceremony
August 2000 (-May 2002)	Lisa Warteman hired as Hosanna's first Family Life Director
February 2001	Ground-breaking ceremony for new building
January 2002	Dedication of Hosanna's Ministry Center
September 2002	Amber Walker hired as Family Life Director
September 2002	Beginning of new congregational structure: God's Servants, Working Together

## **Evangelical Lutheran Church in America (ELCA)**

The Evangelical Lutheran Church in America resulted from a union of three North American Lutheran church bodies: The American Lutheran Church, the Association of Evangelical Lutheran Churches and the Lutheran Church in America. The three churches agreed to unite in 1982. They formed a 70-member Commission for a New Lutheran Church, which planned the merger. The plan was approved by church conventions in 1986, and the ELCA constituting convention was held April 30-May 3, 1987, with the church actually beginning operations on January 1, 1988. The ELCA meets in assembly every two years; at its 2001 Churchwide Assembly it elected its third bishop, The Rev. Mark S. Hanson, who will be eligible for re-election at the 2007 Churchwide Assembly.

### **MEMBERS:**

- Baptized Members: 5,125,919
- Communing and Contributing Members: 2,480,329
- Average Worship Attendance Each Week: 1,567,139 (30.6 percent)
- Congregations: 10,851
- Synods: 65 in nine geographic regions; Hosanna is a member of the Texas-Louisiana Gulf Coast Synod

### **LEADERS:**

- Clergy: 17,651 (2,507 female), 9,371 serving in congregations, of whom 1,952 are women
- Associates in Ministry: 1,066 (828 female, 238 male)
- Diaconal Ministers: 48
- Deaconesses: 71
- Missionaries: 300 adult missionaries, including 41 self-funded volunteers serving in over 45 countries
- Campus Pastors and Ministries: 125 ordained and lay professionals as well as 35 part-time staff serving more than 200 state and private colleges and universities
- Federal Chaplains: Approximately 855 (132 active duty armed forces, 215 reservists, 400 retired military, 47 Veterans Affairs, 54 Civil Air Patrol, 7 Federal Bureau of Prisons)
- Chaplaincy, Counseling and Clinical Education: Approximately 800 ordained and lay rostered people serving in 12 specialized ministries such as correctional, health care, substance abuse, police, etc.

#### INSTITUTIONS:

- Theological Seminaries and Deaconess Community: 8 seminaries, 1 deaconess community
- Colleges and Universities: 28
- Schools: 28 high schools, 265 elementary schools, 1,910 early childhood programs
- Social Service Institutions: 280 parent corporations with many more subsidiaries
- Camps and Retreat Centers: 145, serving 450,000 yearly (summer programs 175,000, retreats and conferences 275,000)

#### FINANCES:

- ELCA Churchwide Current Fund Budget: 2002, \$86,644,700
- Income for 2000: \$84.3 million, up from \$82.7 million in 1999.
- ELCA World Hunger Fund: Contributions in 2000: \$15.9 million
- Total 2000 Income of Congregations: \$2,387,673,220

*(Statistics as of December 31, 2000)*

For more information about the ELCA, visit [www.elca.org](http://www.elca.org).

## **Essential Questions About Christianity and Lutheranism**

### **Who is Jesus Christ?**

Jesus is God's son, sent by God to become human like us. In his life and being he broke through the prison of sinfulness and thus restored the relationship of love and trust that God intended to exist between himself and his children. Though he is eternal, with God at the beginning of time, he was born on earth of a virgin, by the power of the Holy Spirit. Jesus was at once truly God and truly human. The man, Jesus of Nazareth, lived and died in Palestine during the governorship of the Roman administrator Pontius Pilate; we believe him to be the Messiah chosen by God to show his love for the world. He is God, yet with all the limitations of being human. His relationship to God, however, was not one of sin but rather of perfect obedience to the Father's will. For the sake of a sinful world, Jesus was condemned to death on the cross. But death could not contain him. On the third day after his execution, the day Christians observe as Easter, Jesus appeared among his followers as the risen, living Lord. By this great victory God has declared the Good News of reconciliation. The gap between all that separates us from our Creator has been bridged. Thus, Christ lives today wherever there are people who faithfully believe in him and wherever the Good News of reconciliation is preached and the Sacraments administered.

### **What is the Church?**

The Christian church is made up of those who have been baptized and thus have received Christ as the Son of God and Savior of the world. Sometimes it is referred to as "the Body of Christ." Lutherans believe that they are a part of a community of faith that began with the gift of the Holy Spirit, God's presence with his people, on the day of Pentecost. The church, regardless of the external form it takes, is the fellowship of those who have been restored to God by Christ. Indeed, to be called into fellowship with Christ is also to be called into community with other believers. The church is essential to Christian life and growth. Its members are all sinners in need of God's grace. It has no claim on human perfection. The church exists solely for the hearing and doing of God's Word. It can justify its existence only when it proclaims the living Word of Christ, administers the Sacraments and gives itself to the world in deeds of service and love. Most Lutherans recognize a wider fellowship of churches and are eager to work alongside them in ecumenical ministries and projects.

### **Why a Lutheran church?**

Martin Luther (b. November 10, 1483, in Eisleben, Germany, d. February 18, 1546 in Eisleben) is known as the Father of Protestantism. He had studied to become a lawyer before becoming an Augustinian monk in 1505, and was ordained a priest in 1507. While continuing his studies in pursuit of a Doctor of Theology degree, he discovered significant differences between what he read in the Bible and the theology and practices of the church. On October 31, 1517, he posted a challenge on the church door at Wittenberg University to debate 95 theological issues. Luther's hope was that the church would reform its practice and preaching to be more consistent with the Word of God as contained in the Bible. What started as an academic debate escalated to a religious war, fueled by fiery temperaments and violent language on both sides. As a result, there was not a reformation of the church but a separation. "Lutheran" was a name applied to Luther and his followers as an insult but

adopted as a badge of honor by them instead. Lutherans still celebrate the Reformation on October 31 and still hold to the basic principles of theology and practice espoused by Luther, such as Sola Gratia, Sola Fide, Sola Scriptura: We are saved by the grace of God alone -- not by anything we do; Our salvation is through faith alone -- we only need to believe that our sins are forgiven for Christ's sake, who died to redeem us; The Bible is the only norm of doctrine and life -- the only true standard by which teachings and doctrines are to be judged. Another of Luther's principles was that Scriptures and worship need to be in the language of the people. Many Lutherans still consider themselves as a reforming movement within the Church catholic, rather than a separatist movement, and Lutherans have engaged in ecumenical dialogue with other church bodies for decades. In fact, the Evangelical Lutheran Church in America has entered into cooperative "full communion" agreements with several other Protestant denominations. Luther's Small Catechism, which contains teachings on the Ten Commandments, the Apostles' Creed, the Lord's Prayer, Holy Baptism, Confession and Absolution, Holy Communion and Morning and Evening Prayers, is still used to introduce people to the Lutheran faith, as is the Augsburg Confession. These and other Lutheran confessional documents included in the Book of Concord may be ordered from the ELCA Publishing House at 800/328-4648 or [www.augsburgfortress.org](http://www.augsburgfortress.org).

#### **Do Lutherans believe theirs is the only true religion?**

This question was once put to the late Dr. Elson Ruff, editor of *The Lutheran*. His answer was, "Yes, but Lutherans don't believe they are the only ones who have it. There are true Christian believers in a vast majority of the churches, perhaps in all."

#### **How do Lutherans look upon the Bible?**

To borrow a phrase from Luther, the Bible is "the manger in which the Word of God is laid." While Lutherans recognize differences in the way the Bible should be studied and interpreted, it is accepted as the primary and authoritative witness to the church's faith. Written and transcribed by many authors over a period of many centuries, the Bible bears remarkable testimony to the mighty acts of God in the lives of people and nations. In the Old Testament is found the vivid account of God's covenant relationship to Israel. In the New Testament is found the story of God's new covenant with all of creation in Jesus. The New Testament is the first-hand proclamation of those who lived through the events of Jesus' life, death, and Resurrection. As such, it is the authority for Christian faith and practice. The Bible is thus not a definitive record of history or science. Rather, it is the record of the drama of God's saving care for creation throughout the course of history.

#### **What do Lutherans believe about creation?**

Lutherans believe that God is Creator of the universe. Its dimensions of space and time are not something God made once and then left alone. God is, rather, continually creating, calling into being each moment of each day. Human beings have a unique position in the order of creation. As males and females created in God's image, we are given the capacity and freedom to know and respond to our creator. Freedom implies that we can choose to respond to God either positively or negatively. "Caring for Creation: Vision, Hope and

Justice," an ELCA Statement on caring for God's creation, is available from the ELCA Distribution Service (800/328-4648) free (+ postage and handling). Order Code: 67-1185.

**Where do Lutherans stand on the question of sin?**

Lutherans believe that all people live in a condition which is the result of misused freedom. "Sin" describes not so much individual acts of wrongdoing as fractured relationships between the people of creation and God. Our every attempt to please God falls short of the mark. By the standard of the Law, of which the Ten Commandments are a classic summary, God expresses his just and loving expectations for creation, and our failure to live up to those expectations reveals only our need for God's mercy and forgiveness.

**What sacraments do Lutherans accept?**

Lutherans accept two Sacraments as God-given means for penetrating the lives of people with his grace. Although they are not the only means of God's self-revelation, Baptism and Holy Communion are visible acts of God's love. In Baptism, and it can be seen more clearly in infant Baptism, God freely offers his grace and lovingly establishes a new community. It is in Baptism that people become members of Christ's Body on earth, the Church. In Holy Communion -- often called the Lord's Supper or the Eucharist -- those who come to the table receive in bread and wine the body and blood of their Lord. This gift is itself the real presence of God's forgiveness and mercy, nourishing believers in union with their Lord and with each other.

**Do Lutherans believe in life after death?**

While there is much we do not and cannot know about life beyond the grave, Lutherans do believe that life with God persists even after death. Judgment is both a present and future reality, and history moves steadily towards God's ultimate fulfillment. This of course is a great mystery, and no description of what life may be like in any dimension beyond history is possible. Anxiety for the future is not a mark of faith. Christians should go about their daily tasks, trusting in God's grace and living a life of service in his name.

**What must a person do to become a Christian?**

Jesus said, " Those who believe in me, even though they die, will live, and everyone who lives and believes in me will never die." (John 11:25-26)

For more information visit [www.elca.org](http://www.elca.org) or talk with the pastor or another member of Hosanna's staff.

## Membership at Hosanna

Membership at Hosanna is grounded in baptism. God's promise in baptism is that we are made members of his church and of the body of Christ. No one can take away that promise. Thus God ultimately is the one who judges membership of a church and not any individual or group.

Our membership is founded on the grace of God. At no time do we believe that a baptized child of God is outside of God's grace and love. God's promises never fail. We are not members because of our good works or achievements but solely because of the work of the Holy Spirit.

Membership at Hosanna does not mean the granting of privileges. It is not a status symbol or the granter of special rights. Rather, membership is a calling to contribute one's time, talents and resources to the work of the body of Christ.

The member of Hosanna seeks to be a *Disciple* of Christ. We follow his teaching and bear his redeeming love to the world

The member of Hosanna seeks a *Spiritual Life*. We center our lives on the presence of God and God's unconditional acceptance.

The member of Hosanna seeks to be a good *Steward* of all of Gods gifts. We manage our environment, possessions, finances, abilities and bodies as gifts from God.

The member of Hosanna seeks to *Care* for others. We love others with the love of Christ, full of compassion for the hurting and needy.

How does one become a member of Hosanna? We use the Lutheran Process of Membership

# The Lutheran Process of Membership

## 1. *What is the Lutheran Process of Membership?*

The Lutheran Process of Membership (LPM) is based on the process that the early church used in bringing new believers into the life of the church. This process is called the catechumenate, which means “instruction”. It is for non-Lutherans and non-confirmed Lutherans who wish to join Hosanna.

## 2. *What is the purpose of LPM?*

LPM understands that spirituality is an individual journey. LPM’s purpose is to allow people to proceed at their own pace in joining Hosanna. Furthermore, since it is an individual spiritual journey, worship of God and individual spiritual direction lies at its very basis. LPM therefore seeks to use pastors, worship, education and service to welcome and prepare people for membership at Hosanna. LPM also understands that assimilation into community is part of the spiritual journey. Hence, it seeks to be hospitable and orient people to the life of the congregation. The overall aim of LPM is to journey with people spiritually and socially so that when they join the congregation they will be assimilated and welcomed into the worship, educational and service life of the community.

## 3. *What is the LPM process?*

There are four stages or phases of membership:

### STAGE 1: INQUIRY STAGE

In this stage people interested in joining will “check out” or inquire into the congregation. The congregation will encourage them to participate in as many of the activities as they like.

Inquirers can be introduced to the congregation by special name tags, listing in the newsletter or posting their names on a special bulletin board. There will also be regular meetings for inquirers to attend for orientation and sharing. These meetings will be arranged as necessary.

The aim of this stage is to let the person feel as comfortable and welcome as possible in exploring the life of the congregation.

### STAGE 2: INSTRUCTIONAL STAGE

If an inquirer desires to continue the process of membership, he or she moves into this next stage. This decision is told either to a pastor, LPM Team member.

In this stage the person agrees to participate in some educational experiences of the congregation. This can be one of the Sunday School classes, Women of the ELCA Bible Studies, midweek studies, youth programs or special classes. This experience is adapted to the needs and wishes of the individual. The suggested minimum number of times to attend is six, but people may attend as long as they wish.

The aim and purpose of this stage is to assimilate the person into the educational ministry and community of the congregation. It is to encourage the person to become a life-long learner of Scripture and Doctrine. In this stage the person is encouraged to be involved in the service life of the congregation.

### STAGE 3: FINAL PREPARATION

In this stage the person tells the pastor, LPM Team member that he or she wishes to proceed to the next stage of membership. In this stage he or she meets with the pastor to review and discuss the basic doctrines of the Lutheran faith. In particular he or she will review the Ten Commandments, the Apostles' Creed and the Sacraments.

This stage can happen either through individual session(s) or through a special group session.

The purpose of this stage is to give guidance and nurture in the faith. It attempts to help the person articulate and deepen his or her faith.

### STAGE 4: NEW MEMBER STAGE

When Final Preparation has been completed, the person is brought into membership through Baptism or the Affirmation of Baptism (Adult Confirmation).

In this stage the new member is encouraged to commit to involvement in one of the ministries of the congregation. This level of involvement can be a one time affair or an ongoing commitment.

The purpose of this stage is to involve the person in the service life of the community.

#### **4. *How is worship involved in the Lutheran Process of Membership?***

The purpose of involving worship is twofold. First, it seeks to involve the spiritual power of worship in the journey of the person. Second, it seeks to involve the congregation in the spiritual journey of the person. Each person proceeds through the process through three public rituals. The rituals are like doors to each stage.

##### **#1 INSTRUCTIONAL STAGE: Rite of Enrollment**

In this stage the person is presented to the congregation at a worship service for enrollment into instruction. Specifically, the pastor shares the Good News of Christ, presents a Bible and prays for the person.

##### **#2 FINAL PREPARATION: Rite of Final Preparation**

In this stage the person is presented to the congregation for Final Preparation. Specifically, the pastor announces the person's completion of instruction and readiness to journey deeper in the faith. The pastor also gives to him or her a cross and prays for the person.

##### **#3 NEW MEMBER: Rite of Baptism or Affirmation of Baptism**

In this stage the person undergoes the rite of Baptism or the Affirmation of Baptism. The pastor gives to the person a copy of the church's constitution, offering envelopes, membership directory, certificate and a Ministry Associate sheet.

#### **5. *Is there any time limit to this process?***

No. Each person goes through the stages at his or her own pace.

#### **6. *When can a person take Holy Communion?***

The congregation practices open communion, which means we welcome all those who are baptized and believe in the presence of our Lord in, with and under the bread and

wine. If the person has not taken communion before, he or she needs to contact the pastor.

**7. *If a person is a confirmed member of the Lutheran Church, how does she or he join?***

The church will receive him or her by letter of transfer. The pastor at Hosanna can assist in requesting this letter. If a person is transferring from a local area congregation, he or she needs to discuss this with the pastor of the congregation he or she is leaving. The person transferring will be welcomed at a service. We also encourage him or her to attend Sunday School and the inquiry meetings

**8. *If the person is not a confirmed Lutheran member but has been baptized, how does he or she join?***

He or she will need a letter of transfer from his or her previous congregation, but he or she will need to participate in the Lutheran Process of Membership in order to join by Affirmation of Baptism (Adult Confirmation).

**9. *If the person is an inactive member or former member of Hosanna, how does he or she join?***

He or she may talk with the pastor and be returned to membership. He or she is encouraged to go through the Process of Membership and Reaffirmation of Baptism.

**10. *If the person dies can he or she still receive a Christian funeral? Can he or she call the pastor for comfort or help?***

Yes. At Hosanna we practice the hospitality of Christ.

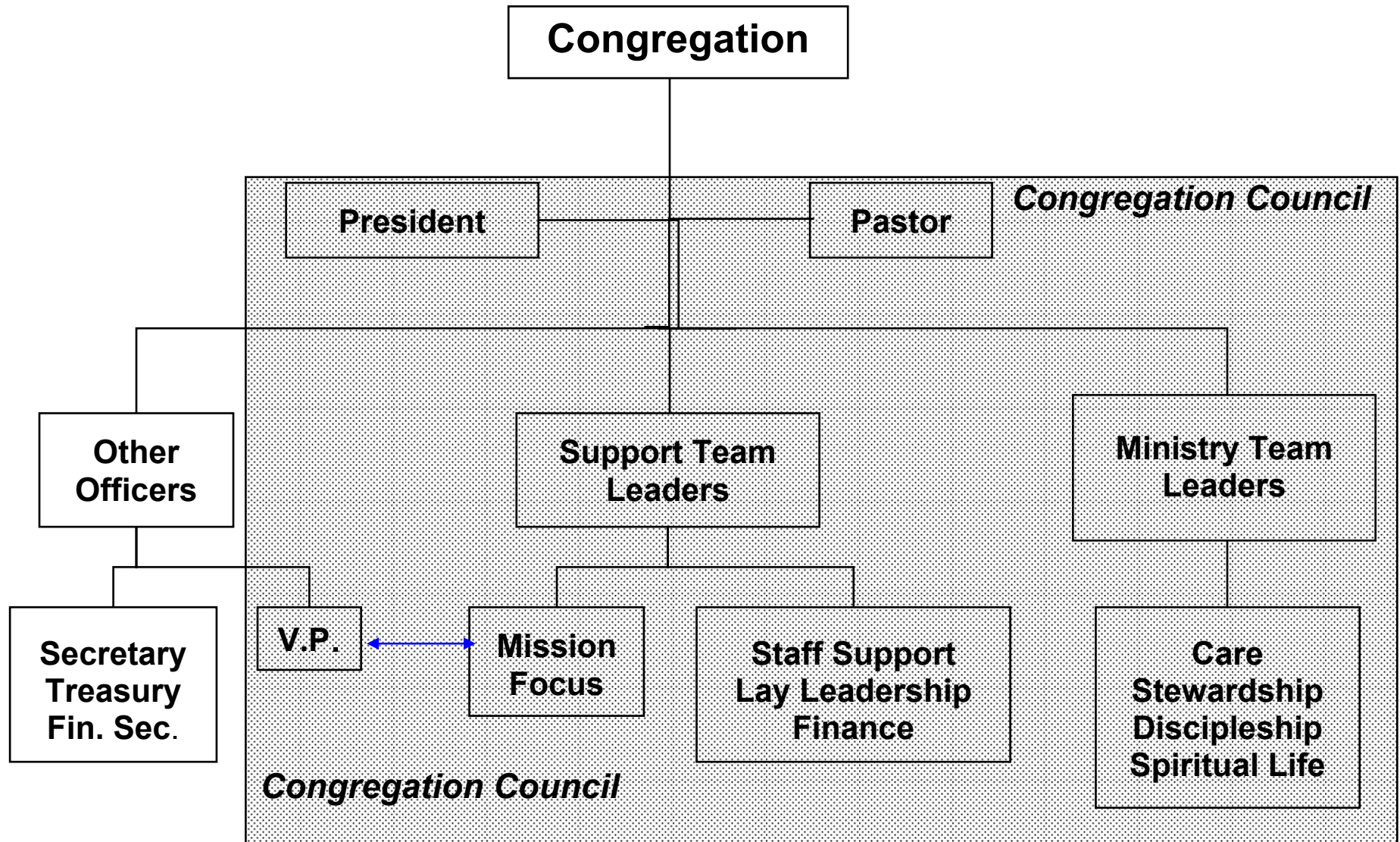
**11. *If the person plans to be married and has yet to finish the Process of Membership, will he or she still be charged non-member rates for use of the facilities?***

Yes. Our wedding policy is that the person needs to be a member of Hosanna at the time of scheduling the wedding in order to have the member rate use of the facilities.

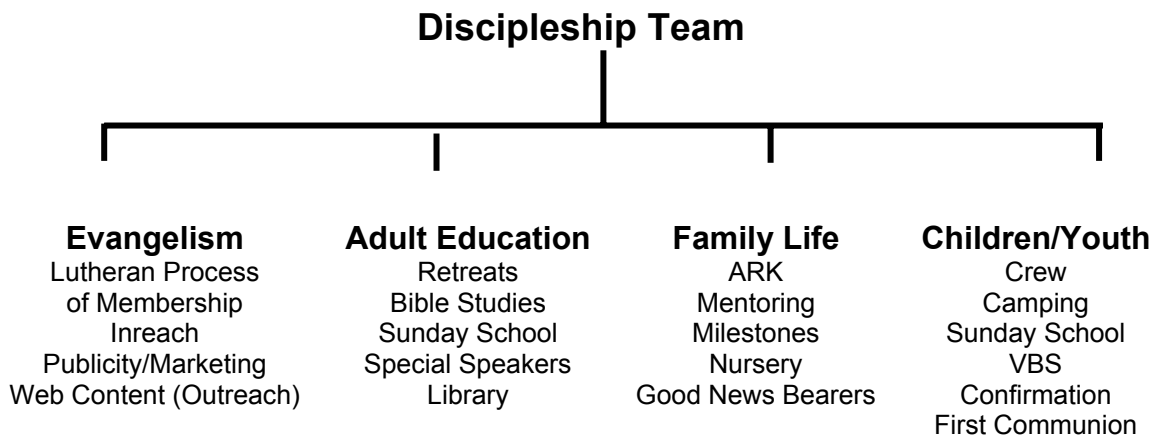
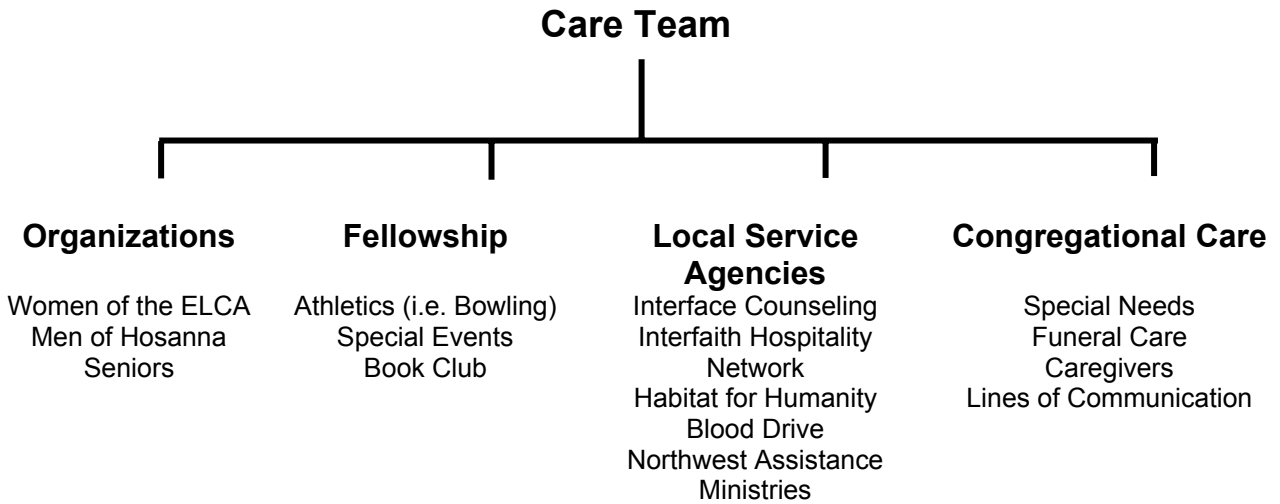
**12. *How does a person lose or discontinue his/her membership at Hosanna?***

For those who do not contribute in any fashion for one year, we feel responsible for and continue to offer nurturing and love as fellow members of Christ's baptized body. However, we no longer seek to actively involve them. No one is ever removed from membership unless by request or transfer.

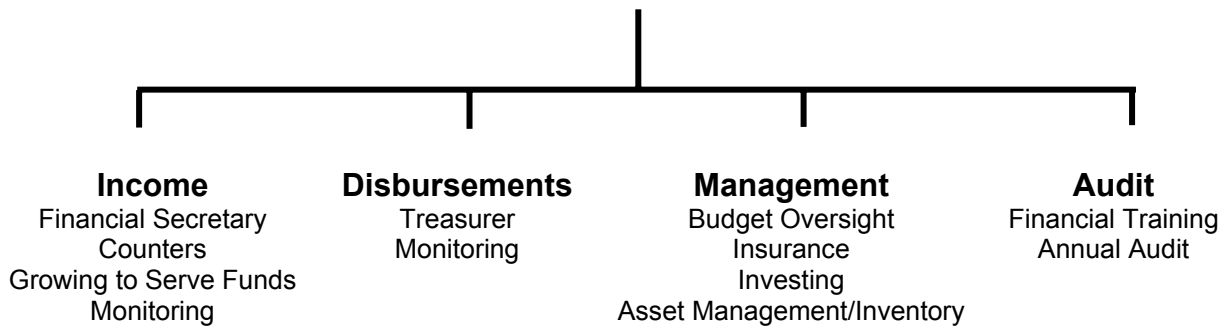
# Congregational Organization Chart



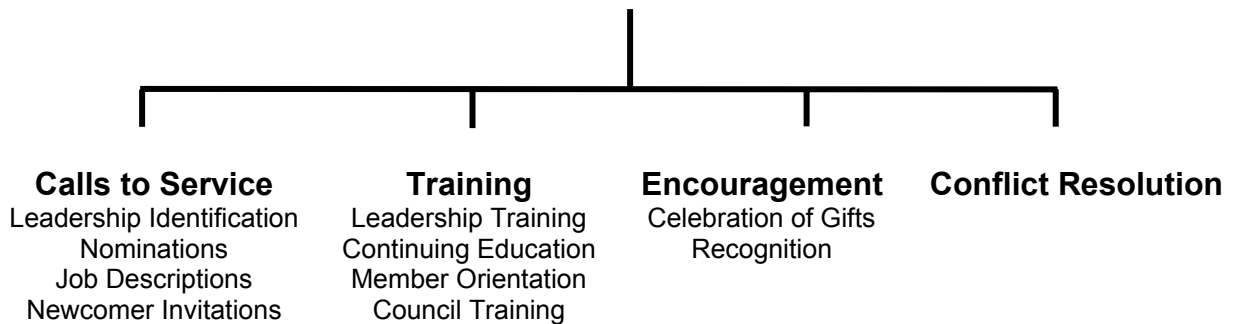
# Team Organization Charts



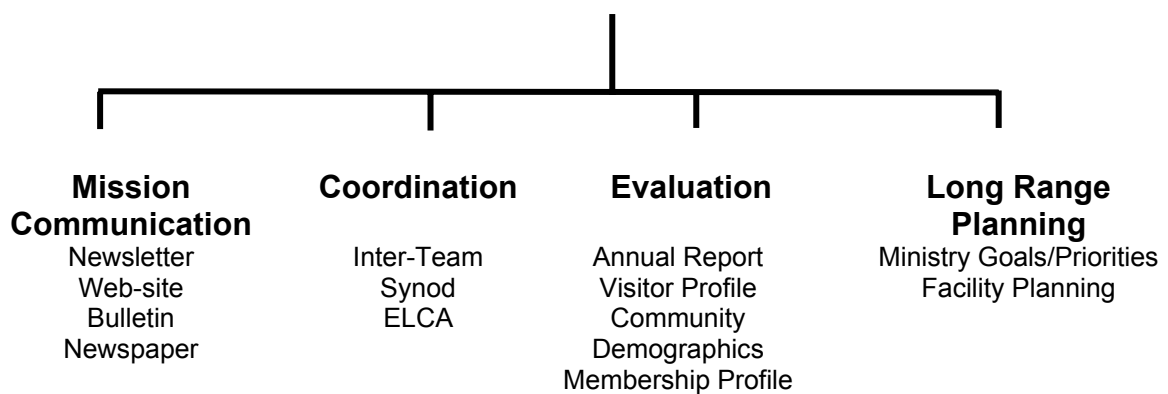
## Finance Team



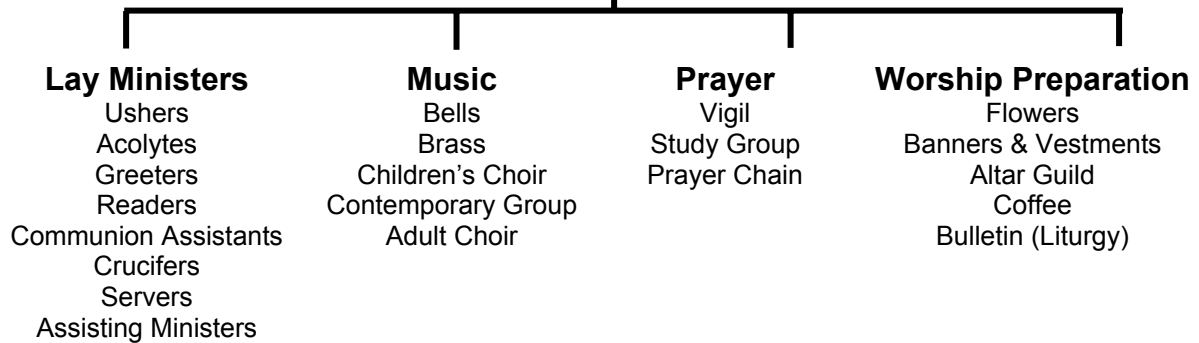
## Lay Leadership Team



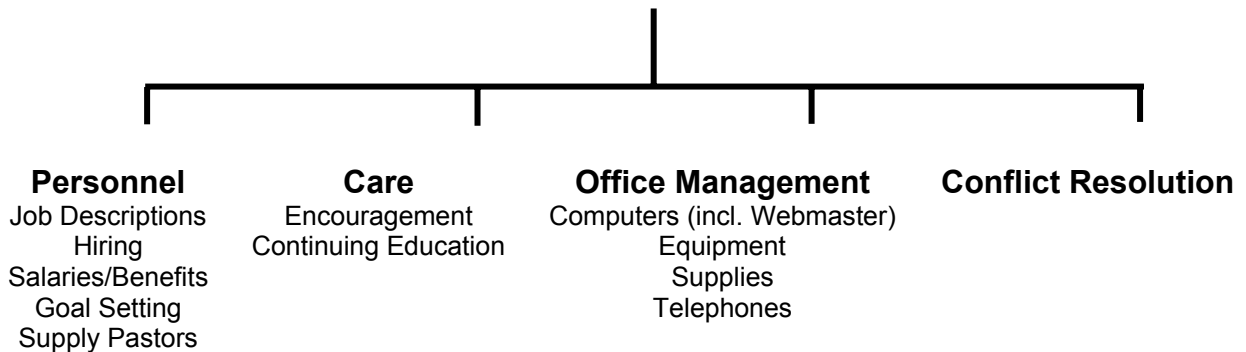
## Mission Focus Team



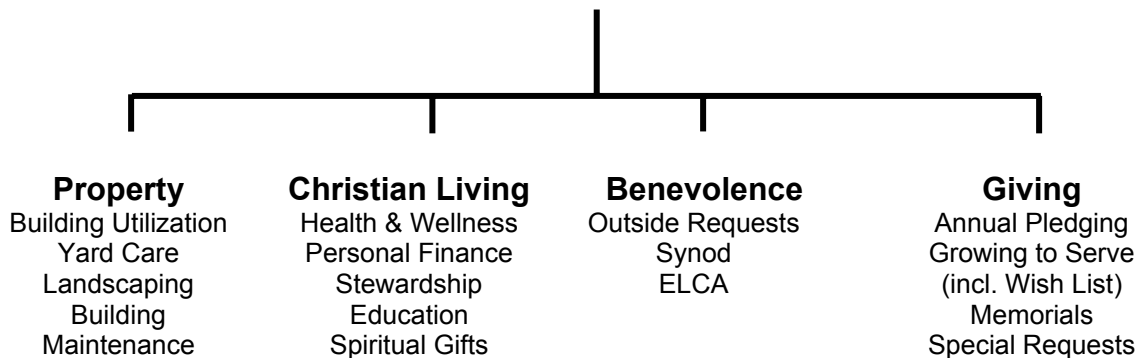
## Spiritual Life Team



## Staff Support Team



## Stewardship Team



# God's Servants, Working Together

## Organization of Hosanna Lutheran Church

### Teams

The Congregational Council Team consists of ten people: the president, pastor, and eight team leaders. The purpose of the congregational council is to coordinate the work of the teams and to create an overall plan of ministry for the congregation.

The purpose of the teams is to carry out the ministry to which they are assigned. Each team has its own budget and responsibilities. The teams are divided into two groups, ministry teams and support teams. The four ministry teams are Spiritual Life, Stewardship, Discipleship, and Caring. The four support teams are Financial Management, Lay Leadership, Mission Focus and Staff Support.

Each team has a question it seeks to answer:

- Care - How do we care for each other and our community?
- Discipleship - How do we grow in our faith and share it with others, both within and outside of our congregation?
- Financial Management - How do we manage our financial resources in order to support our ministries?
- Lay Leadership - How do we develop, support and train our lay leaders?
- Mission Focus - How do we keep everyone focused on our mission and serving together to accomplish it?
- Spiritual Life - How do we keep the presence and grace of God at the center of our life together?
- Staff Support - How do we direct and support our staff?
- Stewardship - How do we manage the gifts that God has given us?

Further duties of the teams are outlined in our church constitution. Each team is empowered to organize other teams in its area of ministry.

Team leaders, the president, financial secretary, secretary, and treasurer are elected to two year terms. Nominations for these offices and others are done by the Lay Leadership Team. The team leaders, except for the Staff Support Team, appoint team members. The pastor and president appoint Staff Support team members.

### **Congregational Meetings**

We have five regular congregational meetings per year. The purpose of these meetings is to communicate the current and proposed church activities with the congregation and to garner support for the work of the ministries.

January – To approve reports from the previous year.

March – To focus on Spring programming and to conduct other appropriate business.

May - To elect leaders and officers and to conduct other appropriate business.

September - To focus on Fall programming and to conduct other appropriate business.

November - To approve the next year's budget and to conduct other appropriate business.

### **Communication Tools**

- Hotline – a monthly newsletter mailed to all members; deadline to submit information is the 15<sup>th</sup> of each month
- This Week – a section of the weekly bulletin; deadline to submit information is Wednesday of each week
- “lines of communication” - a phone contact service for special events and needs
- web site - [welcometohosanna.com](http://welcometohosanna.com)
- church office – a source for information and for staff voice mail
- “participate sheet” - a multi-purpose form in the bulletin to communicate needs, to sign up to volunteer, etc.

### **Financial**

Our Financial Secretary records all contributions and mails out quarterly statements to help members with their accounting. We also have a yearly pledge drive to estimate the budget support for the upcoming year. This helps the leadership to plan a responsible budget. We do not send out notices if a pledge is not met and all pledges are kept confidential. We also use envelopes to help record contributions. Everyone is given an envelope number to aid in tracking contributions.

Our treasurer keeps open records of the expenditures of the church and is audited each year. The budget is approved by the congregation.

We also have a memorial fund for those who wish to make a donation in memory of someone. Each team has its own memorial and special funds. A memorial team oversees undesignated memorial funds.

# Care Ministry Team

## Purpose Statement

The purpose of the Care Team is to offer Christ's compassionate care to members of the congregation and community.

## Organization and Information

The Care Team has four major areas of ministry:

1. Organizations of the congregation  
The organizations offer opportunities for service and fellowship, including Women of the Evangelical Lutheran Church in America, Men of Hosanna, Seniors, and Young Adults.
2. Fellowship  
This ministry serves to build caring relationships and community in a spirit of fun and sharing at events such as athletics, congregational fellowship events, and book club.
3. Local Service Agencies  
This ministry seeks to support community agencies that care for the needy and hurting, including Interface Good Samaritan Counseling Center, Interfaith Hospitality Network, Habitat for Humanity, Northwest Assistance Ministries, and Gulf Coast Regional Blood Center.
4. Congregational Care  
This ministry seeks to offer compassionate care to individuals in crisis and to communicate needs of the congregation and individuals with one another. The functions of this team include Individual Special Needs, Funeral Care, Caregivers, and Lines of Communication.

## Gifts Needed

This ministry needs individuals who have a heart for others. We seek people who have one or more gifts of listening, organization, and communication. We also need people who can cook, play sports, and who enjoy reading.

# Discipleship Ministry Team

## Purpose Statement

The purpose of the Discipleship Team is to grow in our faith and to share it with others, both within and outside the congregation.

## Organization and Information

Discipleship involves four key areas in the life of the church: Evangelism, Adult Education, Family Life and Children/Youth Ministry.

1. Evangelism is the practice of the hospitality of Christ to all who seek to follow him. Hosanna practices evangelism through its “Inquirers” process of talking with and guiding people who have expressed interest in joining the Lutheran Church and/or Hosanna Lutheran Church. Through Inreach, members phone other members who have not been attending church regularly. Through publicity and marketing, members of this team try to generate interest and involvement in Hosanna – both for current members and for non-members in our community.
2. Adult Education seeks to enrich adults with the teachings of Jesus Christ and to strengthen their faith through continuing education opportunities such as retreats, Bible studies, and Sunday School.
3. Family Life Ministry seeks to enrich families with resources and guidance so faith may be passed from generation to generation. Some of the programs Hosanna offers are: ARK (Adults Relating to Kids) – a parenting program; mentoring – to help kids through role modeling and personal interest; the celebration of milestones, such as graduations, getting a drivers’ license, promotions, etc.; nursery care to provide a wholesome, safe environment for infants and toddlers; and the library which offers books for family members of all ages.
4. The Children and Youth Ministry seeks to nurture, guide and support children and youth in their faith development. At Hosanna, this ministry includes Sunday School for ages two through 12<sup>th</sup> grade; summer camping trips for 3<sup>rd</sup> through 8<sup>th</sup> graders; CREW – the High School youth group; Vacation Bible School (VBS) for two year olds through 5<sup>th</sup> graders; Good News Bearers – 3<sup>rd</sup> through 5<sup>th</sup> graders who meet twice per month for a Bible drama program; Confirmation classes for 7<sup>th</sup> and 8<sup>th</sup> graders to instruct them in basic Lutheran beliefs; and First Communion classes.

## Gifts Needed

The Discipleship Team is looking for people who enjoy listening to others, making phone calls, teaching, mentoring, planning activities, marketing, designing publicity pieces, and/or working with people of all ages.

# **Finance Support Team**

## **Purpose Statement**

The purpose of the Finance Team is to manage the church's financial resources in order to support our ministries. The team assures that the financial affairs of the congregation are being handled in an efficient and business-like manner to further the mission of Hosanna Lutheran Church in the community and the Evangelical Lutheran Church in America.

## **Organization and Information**

The Finance Team is responsible for the coordination and oversight of all the financial matters of the congregation. This includes proper recording of contributions and other sources of income of the congregation, prompt payment of obligations, coordination of the preparation of the annual budget for the congregation as well as its long-range financial plan and oversight of the congregation's investments and insurance. The team's members include the Finance Team Leader, Financial Secretary, Treasurer, Audit Team Leader and other such individuals as necessary.

## **Gifts Needed**

Talent and training sought to perform functions of the Finance Team include backgrounds in management, finance, accounting, auditing, investments, insurance, office procedures, data entry and/or spreadsheets.

# **Lay Leadership Support Team**

## **Purpose Statement**

The purpose of the Lay Leadership Team is to develop, train and support lay ministry and leadership in the congregation.

## **Organization**

Lay Leadership has four areas of ministry:

1. **Calls to Service:** This ministry seeks to identify leadership in the congregation and invite people to serve as leaders.
2. **Training:** This ministry seeks to develop programs to assist in preparing for leadership positions.
3. **Encouragement:** Recognize and celebrate those who are called to leadership of the congregation.
4. **Conflict Resolution:** To mediate conflicts that arise between members and leaders of the congregation.

## **Gifts Needed**

Individuals with strong organizational skills, teaching experience, enthusiasm, leadership experience, and conflict resolution are prime candidates for participating in this area of ministry.

# Mission Focus Support Team

## Purpose Statement

The purpose of the Mission Focus Team is to keep our congregation focused on our mission and serving together in accomplishing it.

## Organization

This team has four areas of ministry:

1. Communication of the Mission - This ministry seeks to provide constant communication with the congregation about the overall ministry programs of the congregation. They do this through the newsletter, web-site, and bulletin.
2. Coordination Ministry - This ministry seeks to ensure that all teams are working together and that Hosanna is working in cooperation with our synod and national church.
3. Evaluation Ministry - This ministry seeks to evaluate the demographics of our congregation, visitors and community and provides this information to the teams. It also evaluates the potential growth areas and strengths of our congregation.
4. Long-range Planning - This ministry provides constant visioning for the future and develops goals and priorities for our congregation's work.

## Gifts Needed

This ministry seeks people who are visionaries and can understand and use statistical data. We also need individuals who understand communication and, in particular, have writing and publishing skills.

# **Spiritual Life Ministry Team**

## **Purpose Statement**

The purpose of the Spiritual Life Team is to enrich the worship experience and prayer life at Hosanna.

## **Organization and Information**

Spiritual Life involves bringing the gifts God has given us back to Him. We share our gifts with God by acting as servants for God, God's people, the liturgy and our worship space. Four ministry teams comprise the Spiritual Life Team at Hosanna: Lay Ministers, Music, Prayer and Worship Preparation.

1. Lay Ministry is an important way for members of the congregation not only to serve God during worship services but also to learn about the liturgy, symbolism, and rituals of the church. Lay Ministers serve by assisting with worship services as an usher, acolyte, greeter, lector (reader), communion assistant, crucifer, server or assisting minister.
2. The Music Ministry enhances the worship experience by offering liturgically and seasonally appropriate music during services. Hosanna's music ministry consists of the bell choir, brass ensemble, Hosanna Carolers (children's choir), jazz group, contemporary group, cantors and the adult choir.
3. The Prayer Ministry is central to expanding the prayer life of the congregation by bringing prayer closer to the hearts of the congregation in a personal way. Hosanna's prayer ministry encompasses the coordination of prayer vigils, participation in prayer study groups and praying for congregational and individual needs via the prayer chain.
4. The Worship Preparation Ministry adorns and cares for the worship space with a focus on beauty, simplicity, quality, worthiness and appropriateness. Members who coordinate flowers, create banners and vestments, serve on altar guild, serve coffee and prepare the bulletins (liturgy) are part of Hosanna's worship preparation ministry.

## **Gifts Needed**

Hosanna provides training for Lay Ministers and for those interested in helping with Worship Preparation. Anyone with musical talent, regardless of experience, is welcome to participate in the music program. If you are willing to pray for the needs of our community, the church and members, then you may become part of the Prayer Ministry Team. If you enjoy arranging flowers, decorating, making crafts, or being a host or hostess then the Worship Preparation Ministry may be the place for you! All four ministry teams play an integral role in the spiritual life of Hosanna.

# **Staff Support Team**

## **Purpose Statement**

The purpose of the Staff Support Team is to direct and support the paid staff so they can carry out their ministries effectively.

## **Organization and Information**

The pastor and the president of the congregational council recruit the members of the staff support team. The Team Leader serves a two year term. The team members will serve on one of the four areas of ministry:

- Personnel
- Care
- Office Management
- Conflict Resolution

## **Gifts Needed**

People with experience in human resources, office management, office equipment (technical representative or repairs), counseling, teaching and nursing would be well-suited to serve in this ministry. Anyone who has the time and the interest is welcome to participate!

# **Stewardship Ministry Team**

## **Purpose Statement**

The purpose of the Stewardship Team is to serve by educating and assisting people in Christian lifestyle management. The team focuses on preparing us to consider prayerfully the use of all the gifts God has given us, including the world's resources, our church resources, our personal talents and our financial resources. Education and information are key elements the team uses to help us maintain a healthy balance in the use of our time, talents and finances in our world, our work, our family and our church.

## **Organization and Information**

The Stewardship team is active in gathering information and matching individual gifts to the needs of the congregation and the community. The team consists of the team leader and such additional persons as necessary to carry out the mission of the Stewardship team effectively and efficiently. The team's four major areas of responsibility are:

1. Property - maintaining and using our facilities
2. Christian Living - maintaining and using our health, finances, and spiritual gifts
3. Benevolence – coordinating the use of our resources to serve outside our church
4. Giving – annual pledging, growing to serve, memorials

A major focus of this ministry is to plan and to coordinate the concentrated annual appeal for member information and financial support for the mission of the congregation. The team then provides information to all the ministries of Hosanna to ensure that people's time and talents are matched to the many areas of need.

## **Gifts Needed**

Talent and training sought to perform the functions of the Stewardship team include management backgrounds, data entry and analysis, good listeners and effective communicators, creativity in developing approaches to gather data, to inform the congregation, and to encourage support for the ministries and mission of the congregation.

# Contacts for Teams

# Policies & Procedures

## Flower Committee

1. Purpose  
To glorify God in worship with these gifts.
2. Flowers  
All flower offerings are gifts to the church. It is the church's right to dispose of them. After services the giver may receive 1/3 of the flowers back. The balance of the flowers is to be re-arranged and sent to visitors, shut-ins, those in the hospital, those in need, and others as deemed necessary by the staff.
3. Gifts  
Gifts for sponsoring flowers may be any amount. Suggested gifts are \$25 - \$30. However, no gift is too small. Since not all flowers are the same cost and fluctuate by season, arrangements may vary in quantity and size. Givers may request certain flowers, but are not guaranteed their first choice. Twenty percent of the gift monies are to be applied to hard goods (excluding the vases). This ministry must be self-supporting.
4. Volunteers  
Volunteers offer their services as matching gifts. Each volunteer works on a rotation, thereby exposing the congregation to each unique style and understandings. Volunteers include buyers, arrangers, cleaners, bookkeepers, and a chairperson.
5. Committee Members  
Each member is responsible for caring for all tools and resources belonging to the church. This includes set-up, clean-up, tracking supplies, and cut yard greenery. While serving on his/her agreed team, each member will (or will make arrangements for someone else to) purchase the flowers for the arrangement(s) they are making. All receipts must be submitted promptly, the same day if possible.

## Guidelines for Dealing with Conflict

*Adopted by Hosanna Lutheran Church Council May 19, 1998*

This policy-level statement on dealing with criticism is provided as a model or pattern which can be adopted for use in a congregation. This type of instrument can be especially helpful in assisting a congregation to deal with critical comments in an appropriate and healthful manner.

Coping with criticism in an appropriate manner can be a means for building up the Body of Christ. If not dealt with in a structured and predictable way, criticism when denied or ignored becomes a destructive and draining force.

**As a congregational leader please attempt to comply with the following policy and practice:**

1. All members are affirmed in their right to express their opinions about the mission, programs and other dynamics of congregational life, including the personnel.
2. All congregational leaders need to remember that an opinion expressed by a participant in the life of the congregation is just that – an opinion.
3. The congregation operates with a “direct democracy” form of governance, which allows the sharing of opinions directly with the called, employed, elected and appointed leaders in the congregational system. Members are invited and encouraged to attend meetings within the congregation’s system.
4. When there is an occasion for a member of the congregation to share an opinion, concern, question or complaint with someone on the leadership team (clergy, other staff, elected or appointed members) the following response should be used, “*What would you like for me to do with what you have just shared with me?*”

If the response is “*Oh . . . nothing. I just thought you ought to know that I (we, they) are upset about what is (not) going on . . .*”, then the leader receiving the information should intentionally indicate that nothing is going to be done with the comment; and, that the comment will be forgotten. **(This is a very important response to the person unwilling to proceed in one of the following ways. It prohibits the development of the impression that just sharing an opinion will produce a response which is acceptable to the petitioner.)**

If the response is that an outcome is or was expected by sharing the comment . . . then the leader will instruct the person about how to communicate within the system.

- 5a. Matters concerning functional issues (programs, facilities or organizational structure):  
*If the issue or concern is related to the “system”, the person sharing the matter should be invited and encouraged to bring the information or opinion to the next meeting of the congregational group directly responsible.*

5b. Matters related to relational (interpersonal) issues (clergy, other staff or member-to-member):

*If the issue or concern is related to personnel or other interpersonal matters the person sharing the matter should be invited and encouraged to confer with the appropriate committee (Staff Support, Personnel, Pastor/Parish Committee, etc.).*

6. If the person sharing the concern does not desire to make an appearance or to communicate with the appropriate group within the congregational system, the leader should ask for permission to use his/her name in reporting the issue. If permission is not granted, then the leader will say, “*I am sorry but I will not be able to report or share your concern since we do not deal with anonymous comments.*” If permission to use the petitioner’s name is granted, the leader will share information with the appropriate group or person in the system with the person’s name included in the report.
7. The minutes of the board, committee or group receiving a member concern will make mention of the topic in the minutes of the meeting(s) at which it is discussed. Additionally, if an official action is deemed appropriate or necessary, the person who has shared the concern should be informed of the decision made with regard to the issue.

# **High School Youth Group** *(a.k.a. "The Crew")* **Guidelines for Participation**

## **Mission Statement**

The purpose of the high school youth ministry at Hosanna Lutheran Church is to provide a positive environment for youth in which they can feel support from one another, have fun together, and explore and learn about faith, God, and Jesus. We at Hosanna wish to help youth develop their own sense of spirituality and what it means for them as teenagers to be Christian.

The CREW seeks to . . .  
    . . . Care for and serve others  
    . . . Reach non-believers  
    . . . Encourage Faith in Christ  
    . . . Worship Christ as Lord

## **Membership Requirements**

- ◆ Member of Hosanna Lutheran Church
- ◆ Between the ages of 14 and 19
- ◆ Completed the 8<sup>th</sup> grade

## **Advisors and Sponsors**

The Family Life Minister and the Discipleship team shall serve as the advisors to the Crew. They will be responsible for overseeing all aspects of the high school youth program.

- ◆ In the event that other advisors are needed for a specific activity or lesson, the Family Life Minister or team member may ask an adult, or adults, over the age of 21 to serve as an sponsor for that activity.
- ◆ Adult Sponsors and/or Hosanna Staff shall be present at all Crew functions.
- ◆ Adult Sponsors are to be of good moral character, have no past history of abuse, and conduct themselves with respect and honor. Abuse will not be tolerated in any form.
- ◆ Sponsor and Youth relationships will be in the context of three youth per sponsor. No sponsor is to be alone with a youth unless with specific parental permission.

## **Activities**

High School Youth Group activities are planned to give members of the Crew opportunities to spend time with other Christian youth in order to become close to one another, to God and to the Church.

## **Involvement**

1. During the planning of an activity, members and advisors will determine whether or not friends and non-members will be invited to participate in the activity. When friends and non-members are invited to attend, they must be between the ages of 14 and 19.
2. When youth group funds are used to pay for an activity, only the cost for members of the youth group will be covered by those funds. Unless otherwise specified by the youth

advisors, friends and non-members will be responsible for paying 100% of their cost. This includes, but is not limited to, meals, admission, transportation, etc.

3. When planning or participating in activities, a “majority rules” policy will be followed at the discretion of the advisors.
4. Relatives or guests of families who are members of Hosanna (i.e. foreign exchange students, visiting children) who fill the age requirement are welcome to participate in Crew activities and in the benefits to which Hosanna members are entitled.
5. There is to be no inappropriate contact of any kind between members of Crew. Inappropriate contact is contact that violates the dignity or safety of others.
6. There is to be no alcohol, illegal drugs, or smoking at any Crew function.
7. Members and guests will respect each other and the sponsors at all times. All Crew activities are Christian-centered and participants are expected to act appropriately.
8. In the case of conflict or violation of the covenant, everyone will be treated as a child of God. All discipline actions will be administered with the safety and well-being of all and be designed to teach and counsel.

### **Transportation**

1. Transportation to and from the church for activities is the responsibility of each individual youth member, not of the advisors.
2. For insurance and liability reasons, when transportation is incorporated into a youth activity, youth may ride to and from the activity only with an advisor.

## Memorial Guidelines

The purpose of the establishment of a Memorial Committee is to assure an appearance of decorum and meaning to memorial gifts, while at the same time making it possible to honor in a beautiful and worshipful manner those saints that have gone before us.

People with memorial monies shall be encouraged to consult with the Memorial Committee concerning specific needs of the congregation.

Memorials should not detract from the primary entrance to the sanctuary. This area is defined as the area from the sidewalk/parking lot – with cross to right and trees / beds to the left and continue to the church entrance doors. That area should be designated totally as the entrance to worship and should not detract from our worship preparation.

Memorial gifts shall accent and support the purpose of our worship.

Memorial gifts shall be presented / displayed in a tasteful manner.

Future memorial gifts should be in keeping with the theme of the present memorials. They should be tasteful but not obtrusive.

Structural / outdoor memorials should be contained within one of two areas. The entrance area or the outdoor worship area where the existing outdoor memorials are already located.

Memorial gifts should take into consideration the expansion plans for the future of Hosanna.

The Memorial Committee recommends that there be not commemorative plaques placed on indoor memorials. All memorials will be recognized in the Memorial Book located in the narthex.

Memorials should fit into the category of enhancing worship and should not add expense in their upkeep. Likewise, memorials should not be items which would normally be considered to be an operational / budget item, i.e.: parking lot.

Items given as a memorial shall be low maintenance items, not add to the operating expense of the church.

Undesignated memorial funds shall be disbursed as the need arises at the discretion of the Memorial Committee. They shall be amassed in a general memorial fund.

Special Funds may be established by the Congregation Council and administered by an appropriate committee of the Memorial Committee.

The Memorial Committee can seek to raise funds for a specific memorial.

# **Policy for Use of Church Property and Facilities**

## **INTRODUCTION**

All property and facilities of Hosanna Lutheran Church are owned by the church and are for the purpose of church mission. In order to aid in the accomplishment of Hosanna's mission, this policy is implemented.

## **USE OF FACILITIES**

Facilities are to be used only for worship services, meetings of committees and auxiliary organizations, and other activities as may be approved by the Stewardship Team.

When special circumstances dictate, the Senior Pastor may give temporary approval for use of facilities, pending Stewardship Team action.

Fees and rules for use will be set by the Stewardship Team and be made available in the church office.

## **ACCESS TO FACILITIES**

The Administrative Assistant will maintain a record of persons with keys in their possession.

Only those persons requiring regular access to the facilities during "off hours" may have possession of facility keys. Others who need a key for temporary use may have a key with approval and the paying of a security deposit.

## **USE OF FACILITIES**

All equipment such as tables and chairs, kitchenware, copy machines, paper supplies, etc., are for church use only, and may not be removed from church premises without Stewardship Team approval.

When special circumstances dictate, the Senior Pastor may give temporary approval for use of equipment, pending Stewardship Team action. A record of use will be kept.

Tables and chairs and all other equipment, where possible, will be appropriately marked with the name of Hosanna Lutheran Church, by stenciling or other appropriate mark.

A fee schedule is available at the church office.

## **COMMUNICATION OF POLICY**

A copy of this policy will be prominently posted in each Hosanna Lutheran Church building.

## **The Use of Pastoral Authority**

*December 19, 2000*

Since the pastor is the called and ordained minister of this congregation and is accountable to the congregation for his or her actions, the pastor is expected to use his or her authority to minister to the needs of individuals and to the congregation.

The letter of call states, “We call you to exercise among us the ministry of Word and Sacrament which God has established and which the Holy Spirit empowers: to preach and teach the Word of God in accordance with the Holy Scriptures and the Lutheran Confessions; to administer Holy Baptism and Holy Communion; to lead us in worship, to proclaim the forgiveness of sins; to **provide pastoral care**; . . .”

Thus the pastor has the authority to act out of pastoral care in working with the people and organizations of this congregation and to minister to individuals in the most appropriate manner.

The pastor must also be accountable for his or her authority. It is out of concern and love of the people of God and the church that the pastor must exercise a decision-making power in the congregation. Therefore, his or her decisions are subject to judgment by the appropriate structure of the congregation. If an individual feels like the pastor is not being accountable to the congregation’s mission and good will, he or she may appeal a decision to the Mutual Ministry Committee and then, if necessary, to the Congregation Council.

The pastor must be clear about the use of his or her authority by stating the phrase, “I have a pastoral concern.” At that point the decision must be respected and, if not, then notification of appeal to the Mutual Ministry Committee must be made.

## **Wedding Policy**

Weddings are a ministry of the church. Therefore, the pastor, cantor and organist are to be included in all weddings; subject to exception by the Pastor.

Dates are on a first come, first served basis and the deposit is due when the reservations are made. The fee shall be deposited at that time and shall be refunded after the wedding. A special wedding information form must be filled out as soon as the wedding date has been chosen.

The church office will maintain a fee schedule.

Weddings are to be conducted as a worship service with appropriate music and liturgical action.

Non-member weddings can be performed at the discretion of the pastor and cantor.

All weddings require pre-marital counseling to be determined at the discretion of the pastor.

All weddings require consultation with the cantor. The cantor has the discretion to alter the wedding service in consultation with the pastor.

For further information, read the Hosanna's Wedding Policy statement in the church office.

# My Spiritual Gifts

# Congregational Directory