CONTINUING RESOLUTION #1

Executive Committee

WHEREAS, the congregation of Trinity Lutheran Church has established a Congregation Council; and

WHEREAS, the Council votes annually on its officers, which consist of president, vice president, secretary, and treasurer; and

WHEREAS, the officers are considered the leadership of the Council, along with the pastors; therefore

BE IT RESOLVED, the Executive Committee (hereinafter called the "COMMITTEE") shall be formed and responsible for acting on behalf of the Council between meetings; and

BE IT FURTHER RESOLVED, the following is the organization and responsibilities set forth for the Trinity Lutheran Church Executive Committee:

Committee Organization

The COMMITTEE shall consist of six (6) members, which include the officers of the congregation and the pastors. The administrator shall be an advisor to the COMMITTEE. The president of the congregation shall preside over the COMMITTEE.

The COMMITTEE shall meet every month, or more or less frequently as deemed necessary by the president. A quorum shall consist of half the members present, including the pastors, except when a pastor requests or consents to be absent and has given prior approval to the planned discussion items of the meeting, which shall be the only business considered at that meeting.

Duties and Responsibilities

The COMMITTEE shall serve in the following ways:

1) Meet before each regularly scheduled and special meeting of the Council, if needed, to develop an agenda for the council meeting as well as when necessary to deal with matters of the church on behalf of the Council.

2) Before the annual meeting or any special Congregation Meeting, prepare the agenda for the meeting.

3) Deal with matters referred to it by the Council.

4) Review and approve the proposed budget submitted by the Finance Committee for the following fiscal year for submission to the Council in a timely manner.

5) In the absence of a specific committee, perform the customary duties of that committee.

6) In the event of circumstances detailed in C15.01 of the Constitution of Trinity Evangelical Lutheran Church, choose a pastor to administer necessary admonitions to members of the congregation.

Amending the Resolution

Any amendment to this resolution shall follow the rules laid out under C18.02 of the Constitution of Trinity Evangelical Lutheran Church.

Adoption of Resolution

THEREFORE, this resolution, recommended by the Congregation Council, is hereby adopted.

Dated this 22nd day of November, 2022.

CONTINUING RESOLUTION #2

Governance Committee

WHEREAS, the congregation of Trinity Lutheran Church is dedicated to providing a system assisting the Congregation Council in leading the congregation; and

WHEREAS, Trinity Lutheran Church calls for a committee to ensure that the Council is fulfilling its role within the congregation and to evaluate the Council on an annual basis; and

WHEREAS, it is important that a review system be established to help the Council maintain its focus on fulfilling the established mission and goals within its stated boundaries; therefore

BE IT RESOLVED, the Governance Committee (hereinafter called the "COMMITTEE") shall be formed and responsible for helping the Council focus on its chosen role, training council members, and leading the Council in an annual self-evaluation process; and

BE IT FURTHER RESOLVED, the following is the COMMITTEE's organization and the responsibilities set forth for the Trinity Lutheran Church Governance Committee:

Committee Organization

The COMMITTEE shall consist of six (6) members, all of whom shall be voting members of Trinity Lutheran Church, along with the pastors. Lay members shall be nominated by the Nominating Committee and elected by the Congregation Council. Except as herein limited, the term of each lay member shall be two (2) years. Upon the adoption of this Continuing Resolution, the Council shall elect six (6) members to the COMMITTEE:

a) Three (3) for a term of two (2) years; and

b) Three (3) for a term of one (1) year.

Thereafter, after each annual meeting of Trinity Lutheran Church, the Council shall elect three members for a term of two (2) years. After a lapse of one (1) year, former COMMITTEE members may be re-elected. In the event of a vacancy on the COMMITTEE, the Church Council shall elect a member to fulfill the term of the vacancy.

The COMMITTEE shall meet at least two (2) times a year, or more frequently as deemed necessary. A quorum shall consist of three (3) members present. The COMMITTEE shall elect from its membership a chair, vice chair, and secretary. The chair, or member designated by the chair, shall preside at all COMMITTEE meetings.

The COMMITTEE shall report on a semiannual basis to the Congregation Council and at each annual meeting of the congregation shall render a report.

Duties and Responsibilities

The COMMITTEE shall serve in the following ways:

1) Assist the Nominating Committee in developing a council-member recruitment strategy, taking into account desired skill sets and diverse perspectives.

2) Develop and ensure appropriate implementation of council-member orientation and onboarding strategy.

3) Develop and implement a plan for continually educating the Council on strengthening the bonds between members and encouraging independent expression of ideas and collaborative decision-making.

4) Review and define adopted mission and vision statements of the congregation and whether they are consistent across documents and activities.

5) Review the governing documents of the congregation and whether they are consistent with desired organizational practices and the ELCA; suggest amendments to governing documents as necessary.

6) Develop and review other governance policies to guide effective oversight and thoughtful planning. All governance policies must be approved by the Council.

7) Develop a review process for the Council and review the performance of the Council on an annual basis before the annual meeting of Trinity Lutheran Church, including the effectiveness of meetings; make recommendations as appropriate.

8) Review the performance of, and any perceived or actual conflicts involving, individual council members.

9) Ensure timely and compliant elections of council members and officers.

10) Recommend the request for resignation or removal of a council member as appropriate.

Amending the Resolution

Any amendment to this resolution shall follow the rules laid out under C18.02 of the Constitution of Trinity Evangelical Lutheran Church.

Adoption of Resolution

THEREFORE, this resolution, recommended by the Congregation Council, is hereby adopted.

Dated this 22nd day of November, 2022.

CONTINUING RESOLUTION #3

Mutual Ministry Committee

WHEREAS, the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* urges the establishment of a Mutual Ministry Committee that is appointed jointly by the pastors and president of the congregation; and

WHEREAS, Trinity Lutheran Church agrees that this group serves a vital role in assisting the pastors in carrying out the mission and goals of the congregation; and

WHEREAS, the function of the Mutual Ministry Committee would not be a place to receive complaints but to find ways to facilitate the pastors and other leaders to work with the congregation in carrying out its mission; and

WHEREAS, when concerns arise, the Mutual Ministry Committee would openly listen and determine without judgment or decision whether each concern falls within its purpose or should instead be addressed by another area of leadership; and

WHEREAS, the Mutual Ministry Committee is not the congregation's advocate for or against the pastors (or vice versa) but is focused always on the congregation's ministry, and how it may be carried out effectively for the sake of the Gospel; therefore

BE IT RESOLVED, the Mutual Ministry Committee (hereinafter called the "COMMITTEE") shall be responsible for working with the pastors as a team to assist them as they carry out the mission of congregation; and

BE IT FURTHER RESOLVED, the following is the COMMITTEE's organization and the responsibilities set forth for the Trinity Lutheran Church Mutual Ministry Committee:

Committee Organization

The COMMITTEE shall consist of six (6) members, all of whom shall be voting members of Trinity Lutheran Church. Except as herein limited, the term of each member shall be two (2) years. Upon the adoption of this Continuing Resolution, six (6) members shall be appointed to the COMMITTEE:

a) Three (3) for a term of two (2) years; and

b) Three (3) for a term of one (1) year.

Thereafter, annually after the Congregation Council's election of the president, the president and pastors shall appoint three members for a term of two (2) years. After a lapse of one (1) year, former COMMITTEE members may be re-elected.

The COMMITTEE shall meet at least two (2) times a year, or more frequently as deemed necessary to assist the pastors. A quorum shall consist of three members present. The COMMITTEE shall elect from its membership a chair. The chair, or member designated by the chair, shall preside at all COMMITTEE meetings.

The COMMITTEE shall report on a semiannual basis to the Congregation Council and at each annual meeting of the congregation shall render a report.

The COMMITTEE is defined as a congregational committee rather than a Congregation Council committee, primarily because this committee is appointed jointly by the pastors and congregation president and because the members of the COMMITTEE may or may not be members of the Council.

COMMITTEE members are accountable to each other for maintaining strict confidentiality of all personal information shared during their work together. Provisions should be made for the removal of COMMITTEE members who breach that trust. Since the COMMITTEE is appointed jointly by the pastors and president, a member may be similarly discharged if they do not choose to remove themselves from the COMMITTEE.

Duties and Responsibilities

The COMMITTEE shall serve in the following ways:

1) By reviewing and understanding the congregation's mission and its goals, emphases, and priorities for the coming year and how they relate to role of the pastors and other leaders.

2) As a "focus group," representative of the congregation, as leaders share ideas for ministry and seek to assess how best to accomplish what is being proposed.

3) As a source of support for the pastors and other leaders in times of personal or professional stress.

4) By seeking the pastors' or other leaders' assessment of the ministry of the congregation and making positive suggestions for improvement, including recommendations to appropriate groups within the congregation.

5) By supporting the pastors' and other rostered leaders' need for spiritual self-care, compensation, maternity or paternity leave, sabbaticals, and continuing education; encouraging adequate time off and vacations; and reviewing plans to obtain the necessary coverage.

6) By being aware of the joys, issues, and stresses of the pastors or other leaders and the congregation.

7) By celebrating milestones and accomplishments of the pastors and other leaders of the congregation with appropriate and timely recognitions.

8) By being alert to the early warning signs within a congregation of misunderstanding or trends that may eventually lead to difficulty and assessing proposals and actions to help leaders avoid unhealthy conflicts.

Amending the Resolution

Any amendment to this resolution shall follow the rules laid out under C18.02 of the Constitution of Trinity Evangelical Lutheran Church.

Adoption of Resolution

THEREFORE, this resolution, recommended by the Church Council, is hereby adopted.

Dated this 22nd day of November, 2022.

CONTINUING RESOLUTION #4

Personnel Committee

WHEREAS, a healthy congregation requires a healthy, fully functional corps of staff and pastors; and

WHEREAS, it is imperative that the staff and pastors of Trinity Lutheran Church have an outlet to express concerns and raise awareness of staff issues and workplace relations; and

WHEREAS, it is the desire of Trinity Lutheran Church to have a committee to assist in the administration of personnel to include human-resources questions and concerns; and

WHEREAS, having a system to ensure the overall well-being of church staff to include physical, emotional, financial, and spiritual help is in the best interest of the congregation; therefore

BE IT RESOLVED, the Personnel Committee (hereinafter called the "COMMITTEE") shall be responsible for assisting the lead pastor as head of staff in the oversight of staff performance, salaries and benefits, and personnel-related issues; and

BE IT FURTHER RESOLVED, the following is the COMMITTEE'S organization and the responsibilities set forth for the Trinity Lutheran Church Personnel Committee:

Committee Organization

The COMMITTEE shall consist of five members, all of whom shall be voting members of Trinity Lutheran Church. They shall be nominated by the Nominating Committee and elected by the Congregation Council. Except as herein limited, the term of each member shall be three (3) years. Upon the adoption of this Continuing Resolution, the Council shall elect five (5) members to the COMMITTEE:

a) Two (2) for a term of three (3) years;

b) Two (2) for a term of two (2) years;

c) One (1) for a term of one (1) year.

Thereafter, after each annual meeting of Trinity Lutheran Church, the Council shall elect the necessary number of members for a term of three (3) years. After a lapse of one (1) year, former COMMITTEE members may be re-elected. In the event of a vacancy on the COMMITTEE, the Church Council shall elect a member to fulfill the term of the vacancy. The lead pastor, administrator, and president and/or vice president of the congregation shall be advisory members of the COMMITTEE.

The COMMITTEE shall meet at least two (2) times a year, or more frequently as deemed necessary by the COMMITTEE chair. A quorum shall consist of half the members present. The COMMITTEE shall elect from its membership a chair. The chair, or member designated by the chair, shall preside at all COMMITTEE meetings.

The COMMITTEE shall report on a semiannual basis to the Church Council and at each annual meeting of the congregation shall render a report. The COMMITTEE may request other members of the congregation to serve as advisory members.

Duties and Responsibilities

The COMMITTEE shall serve in the following ways:

1) Ensure position descriptions are up to date and that performance evaluations are being conducted that include expectations of the employee and a summary of their performance.

2) Provide an annual review of the Trinity Lutheran Church Personnel Policy with special focus to ensure that all employment practices are in compliance with federal and state laws and regulations.

3) Assist the pastors and administrator in the hiring and firing of staff to include resume review, conducting of interviews, and best practices for addressing employee shortfalls.

4) Assist the treasurer, lead pastor, and administrator in developing the annual budget for all staff salaries and benefits and submit it to the Finance Committee.

5) Assist the lead pastor as head of staff as requested by the lead pastor.

Amending the Resolution

Any amendment to this resolution shall follow the rules laid out under C18.02 of the Constitution of Trinity Evangelical Lutheran Church.

Adoption of Resolution

THEREFORE, this resolution, recommended by the Congregation Council, is hereby adopted.

Dated this 22nd day of November, 2022.

CONTINUING RESOLUTION #5

Finance Committee

WHEREAS, the congregation of Trinity Lutheran Church is dedicated to ensuring the financial health of the church and that the financial transactions are conducted appropriately; and

WHEREAS, Trinity Lutheran Church agrees that a committee be formed to fulfill the role of financial oversight for the congregation; and

WHEREAS, it is imperative that a checks-and-balances process be established for the administrator and the treasurer to protect the church, as well as those in the positions of managing the finances; therefore

BE IT RESOLVED, the Finance Committee (hereinafter called the "COMMITTEE") shall be formed and responsible for budgeting and financial planning, financial reporting, and creating and monitoring internal controls and accountability policies; and

BE IT FURTHER RESOLVED, the following is the COMMITTEE's organization and the responsibilities set forth for the Trinity Lutheran Church Finance Committee:

Committee Organization

The COMMITTEE shall consist of five (5) members, including the treasurer, all of whom shall be voting members of Trinity Lutheran Church. They shall be nominated by the Nominating Committee and elected by the Congregation Council. They shall not be members of the Audit Committee. Except as herein limited, the term of each member shall be three (3) years, in such order that terms of not more than one-third of the members end in one year. Upon the adoption of this Continuing Resolution, the Council shall elect five (5) members to the COMMITTEE:

a) Two (2) for a term of three (3) years;

b) Two (2) for a term of two (2) years;

c) One (1) for a term of one (1) year.

Thereafter, after each annual meeting of Trinity Lutheran Church, the Council shall elect the necessary number of members for a term of three (3) years. After a lapse of one (1) year, former COMMITTEE members may be re-elected. In the event of a vacancy on the COMMITTEE, the Church Council shall elect a member to fulfill the term of the vacancy. The administrator shall be an advisory member of the COMMITTEE. The treasurer shall be a voting member of the congregation and is elected by the Council. The treasurer need not be a member of the Council. Should a treasurer be elected from outside the elected membership of the Council, the treasurer's term will fall into the vacancy on the COMMITTEE. Once the treasurer's term on the COMMITTEE is complete, the treasurer may be re-elected for another term but may not serve as treasurer longer than five consecutive years. Each member of the COMMITTEE may be re-elected only once, serving a total of two (2) terms.

The COMMITTEE shall meet every month, or more frequently as deemed necessary by the COMMITTEE chair. A quorum shall consist of half the members present. The COMMITTEE shall elect from its membership a chair, vice chair, and secretary. The chair, or member designated by the chair, shall preside at all COMMITTEE meetings.

The COMMITTEE shall report on a semiannual basis to the Congregation Council and at each annual meeting of the congregation shall render a report. The COMMITTEE may request other members of the congregation to serve as advisory members.

Duties and Responsibilities

The COMMITTEE shall serve in the following ways:

1) Develop an annual operating budget with the administrator and approve the budget within the COMMITTEE for recommendation to the Council. The COMMITTEE will monitor adherence to the approved budget.

2) Set long-range financial goals along with funding strategies to achieve them.

3) Develop multi-year operating budgets that integrate strategic plan objectives and initiatives.

4) Develop useful and readable report formats with staff; work with the administrator to develop a list of desired reports and determine the level of detail, frequency, deadlines, and recipients of these reports.

5) Create, approve, and update (as necessary) policies that help ensure that the assets of the congregation are protected.

6) Ensure that policies and procedures for financial transactions are documented in a manual, and ensure that the manual is reviewed annually and updated as necessary.

7) Ensure that approved financial policies and procedures are being followed and that there is an appropriate level of financial internal controls.

Amending the Resolution

Any amendment to this resolution shall follow the rules laid out under C18.02 of the Constitution of Trinity Evangelical Lutheran Church.

Adoption of Resolution

THEREFORE, this resolution, recommended by the Congregation Council, is hereby adopted.

Dated this 22nd day of November, 2022.

CONTINUING RESOLUTION #6

Audit Committee

WHEREAS, the congregation of Trinity Lutheran Church is dedicated to ensuring that there is oversight of the financial reporting process, the audit process, and that there is a system of internal controls and compliance of laws and regulations; and

WHEREAS, Trinity Lutheran Church agrees that a committee be formed to fulfill the role of oversight and monitoring for the congregation outside of the Finance Committee to do an annual review of the finances; and

WHEREAS, it is imperative that an annual audit be conducted to protect the church, as well as those in the positions of managing the finances; therefore

BE IT RESOLVED, the Audit Committee (hereinafter called the "COMMITTEE") shall be formed and responsible for annual oversight of financial statements and reporting; and

BE IT FURTHER RESOLVED, the following is the COMMITTEE's organization and the responsibilities set forth for the Trinity Lutheran Church Audit Committee:

Committee Organization

The COMMITTEE shall consist of three (3) members, all of whom shall be voting members of Trinity Lutheran Church. They shall be nominated by the Nominating Committee and elected by the Congregation Council. They shall not be members of the Council or the Finance Committee. The treasurer and administrator shall be advisors to the COMMITTEE. Except as herein limited, the term of each member shall be three (3) years, in such order that the term of one member ends each year. Upon adoption of this Continuing Resolution, the Congregational Council shall elect three (3) members to the COMMITTEE:

a) One (1) for a term of three (3) years;

b) One (1) for a term of two (2) years;

c) One (1) for a term of one (1) year.

Thereafter, after each annual meeting of Trinity Lutheran Church, the Council shall elect one member for a term of three (3) years. After a lapse of one (1) year, former COMMITTEE members may be re-elected. In the event of a vacancy on the COMMITTEE, the Church Council shall elect a member to fulfill the term of the vacancy.

The COMMITTEE shall meet at least annually, or more frequently as deemed necessary. All members must be present for a quorum. From its membership, the COMMITTEE shall elect a chair, vice chair, and secretary.

Duties and Responsibilities

The COMMITTEE shall serve in the following ways:

1) Provide annually an objective assessment of the adequacy and effectiveness of the controls over financial reporting, effectiveness and efficiency of operations, and compliance with laws and regulations.

2) Do an annual review of the financial reporting processes of Trinity Lutheran Church within 3-6 months of year end.

3) Monitor the internal control process; provide direction and suggestions for improvement.

4) Review financial statements annually and periodically as deemed necessary by the COMMITTEE or Council.

5) Discuss and provide expectations for the auditing process.

Amending the Resolution

Any amendment to this resolution shall follow the rules laid out under C18.02 of the Constitution of Trinity Evangelical Lutheran Church.

Adoption of Resolution

THEREFORE, this resolution, recommended by the Congregation Council, is hereby adopted.

Dated this 22nd day of November, 2022.

CONTINUING RESOLUTION #7

Endowment Committee

WHEREAS, Christian stewardship involves the faithful management of all the gifts God has given to humankind, inherited and appreciated resources; and

WHEREAS, the scriptural principle of proportionate giving, to return to the Lord a portion of the gifts God has first given to his beloved children, is both a privilege and an appropriate response in all times and circumstances; and

WHEREAS, Christians can give to the work of the church through bequests in will, assignment of certificates of deposit, through regular donations, and transfers of property (currency, securities, bonds, real estate); and

WHEREAS, it is the desire of Trinity Lutheran Church to encourage, receive, and administer these gifts in a manner consistent with the loyalty and devotion of our Lord as expressed by the donors and in accord with the policies of this congregation; and

WHEREAS, a meeting of the assembled congregation on September 3, 2002, approved and established on the records of the church two new and separate funds known as THE TRINITY LUTHERAN CHURCH ENDOWMENT FUND FOR MISSION OUTREACH and THE TRINITY LUTHERAN CHURCH EDUCATIONAL ENDOWMENT FUND, both of Trinity Lutheran Church, 206 East Badger Street, Waupaca, WI 54981; and

WHEREAS, the purpose of the FUNDS is to enhance the mission outreach of Trinity Lutheran Church apart from the general operation of the congregation; that no portion of the income generated by the FUNDS shall be used for the annual operating budget of the congregation; therefore

BE IT RESOLVED, the Endowment Fund Committee (hereinafter called the "COMMITTEE") shall be the custodians of the FUNDS; and

BE IT FURTHER RESOLVED, the following is the Plan of Operation set forth for the administration and management of the funds:

Committee Organization

The COMMITTEE shall consist of up to five members, all of whom shall be voting members of Trinity Lutheran Church. Except as herein limited, the term of each member shall be three (3) years. Upon adoption of this resolution by the congregation, it shall elect up to five (5) members to the COMMITTEE:

a) Two (2) for a term of three (3) years;

b) Two (2) for a term of two (2) years;

c) One (1) for a term of one (1) year.

Thereafter, at each annual meeting, the congregation shall elect the necessary number for a term of three (3) years. No member shall serve more than two (2) consecutive three- (3-) year terms.

After a lapse of one (1) year, former COMMITTEE members may be re-elected. The lead pastor and the president and/or vice president of the Church Council shall be advisory members of the COMMITTEE. The congregation's Nominating Committee shall nominate members for the COMMITTEE, which shall report at the annual congregational meeting in the same manner as other offices and committees. In the event of a vacancy on the COMMITTEE, the Church Council shall appoint a member to fill the vacancy until the next annual meeting of the congregation, at which time the congregation shall elect a member to fulfill the term of the vacancy.

The COMMITTEE shall meet at least two (2) times a year, or more frequently as deemed necessary by the COMMITTEE chairperson. A quorum shall consist of (3) members. When only three (3) members are present, a unanimous vote shall be required to carry any motion or resolution. The COMMITTEE shall elect from its membership a chairperson, a recording secretary, and a financial secretary. The chairperson, or member designated by the chairperson, shall preside at all COMMITTEE meetings.

The recording secretary of the COMMITTEE shall maintain complete and accurate minutes of all meetings and supply a copy thereof to each member of the COMMITTEE. Each member shall keep a complete copy of the minutes to be delivered to his or her successor. The recording secretary shall also supply a copy of the minutes to the Church Council.

The financial secretary on the COMMITTEE shall work with the congregation's treasurer in maintaining and coordinating complete and accurate accounts for the FUNDS and shall sign checks and all other necessary documents on behalf of the congregation in furtherance of the purpose of the FUNDS. The books shall be audited annually by an appropriate person who is not a member of the COMMITTEE.

The COMMITTEE shall report on a semi-annual basis to the Church Council and at each annual meeting of the congregation shall render a full and complete account of the administration of the FUNDS during the preceding year. The COMMITTEE may request other members of the congregation to serve as advisory members and, at the expense of FUNDS income, may provide for such professional counseling on investments or legal matters as it deems to be in the best interest of the FUNDS.

Members of the COMMITTEE shall not be liable for any losses which may be incurred upon the investments of the assets of the FUNDS except to the extent such losses shall have been caused by bad faith or gross negligence. No members shall be personally liable if they act in good faith and with ordinary prudence. Each member shall be liable only for his/her own willful misconduct or omissions and shall not be liable for the acts or omissions of any other member. No member shall engage in any self-dealing of transactions with the FUNDS in which the member has direct or indirect financial interest and shall always refrain from any conduct in which his/her personal interests would conflict with the interests of the FUNDS.

Fund Management

Education Endowment Fund assets shall be held in the name of the Trinity Lutheran Church Educational Endowment Fund and managed by the InFaith Community Foundation. The Foundation shall hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and, in all other respects, manage and control the assets of the FUND, including real and other property, cash, stocks, bonds, debentures, mortgages, notes, or other securities, as in its judgment and discretion it deems wise and prudent. If the COMMITTEE deems appropriate, it may recommend to the Church Council for approval by the voters' assembly that the relationship with the InFaith Community Foundation be severed.

Mission Endowment Fund assets are to be held in the name of the Trinity Lutheran Church Endowment Fund for Mission Outreach under the Mission Investment Fund, a financial ministry of the ELCA. The COMMITTEE shall make recommendations to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and, in all other respects, manage and control the assets of the FUND, including stocks, bonds, debentures, mortgages, notes, or other securities, as in its judgment and discretion it deems wise and prudent, to be approved by the Church Council, with subsequent execution by the church administrator.

Distributions

Education Endowment distributions:

The FUND shall be used to extend and expand Christ's ministry through educational grants to Trinity Lutheran Church members enrolled as students in colleges, universities, and seminaries, and to Trinity's preschool system. Donations and investment earnings shall accumulate until a total amount of $300,000 is achieved before grants are made.

Distribution from the FUND shall be done on an annual basis in the sole discretion of the COMMITTEEE. The COMMITTEE may make only one grant or as many as deemed appropriate with the available funds. It is also allowable to make no recommended grant in any year. Any allowable distributions not used for grants will not be carried forward. The following calculation will be used in determining disbursements:

50% to Trinity members in colleges and universities;
30% to those in a Lutheran seminary;
20% to Trinity's Christian preschool system.

Distributions may be made up to 5.5% of the FUND balance and will be determined by the COMMITTEE. The percentage will be based off the amount of the fund on July 1 of the current year.

In determining the recipient of an educational grant, the COMMITTEE may consider scholastic aptitude and achievement, extra-curricular activities, need, personal qualities and other factors it considers applicable. Attendance at a Lutheran college or university is an additional factor that the COMMITTEE may consider. If there are no applications received for a student attending a Lutheran seminary, the COMMITTEE may recommend the amount be designated to the ELCA for the benefit of a member of the synod who is attending a Lutheran seminary. In general, the grants shall be for undergraduate expenses only.

Mission Endowment distributions:

The COMMITTEE shall determine what is principal and income according to accepted accounting procedures. Gifts and bequests to the fund shall accumulate until the principal amount of $50,000.00 (fifty thousand) is achieved, after which income generated from the investment of the principal shall be expended. Income from the FUND shall be distributed at such times as deemed necessary and/or feasible to accomplish the following purposes:

a) Outreach into the community and synod, including but not limited to grants to ELCA seminaries on behalf of students attending such schools or directly to seminary students, mission churches, social service agencies, institutions and agencies to which this congregation relates, and special programs designed for those persons in our parish area who are in spiritual and/or economic need.
b) Outreach into the congregation for the support of education of members in such programs deemed appropriate for furthering the spiritual growth and well-being of the congregation.

Distribution of income from the FUND need not occur annually in the event that causes and programs have not been approved by the COMMITTEE enough to utilize total income available, or if in the judgment of the COMMITTEE total annual disbursement of income is not recommended.

When, in the opinion of the COMMITTEE, circumstances are so dire and of such an emergency nature that the future of the Trinity Lutheran congregation is at stake, and that the only recourse seems to be the use of the FUND principal, the COMMITTEE may, upon two-thirds (2/3) majority vote, recommend such authorizing action to the congregation.

Disposition of Transfer of Fund

In the event that the Trinity Lutheran congregation ceases to exist either through merger or dissolution, disposition or transfer of the FUNDS shall be at the discretion of the Church Council in conformity with the approved congregational constitution and in consultation with the bishop of the synod to which this congregation belongs at such time. Consultation with the Evangelical Lutheran Church in America may be desirable for continuation of the Endowment Fund for Mission Outreach obligations.

Amending the Resolution

Any amendment to this resolution shall follow the rules laid out under C18.02 of the Constitution of Trinity Evangelical Lutheran Church.

Adoption of Resolution

THEREFORE, this resolution, recommended by the Congregation Council, is hereby adopted.

Dated this 22nd day of November, 2022.

CONTINUING RESOLUTION #8

Nominating Committee

WHEREAS, Trinity Lutheran Church needs good leaders to serve on the Congregation Council and committees to ensure the needs of the church are fulfilled; and

WHEREAS, leaders may need to be sought out to fill important roles and may not volunteer themselves for a particular role; and

WHEREAS, it is the desire of Trinity Lutheran Church to have a committee oversee the nomination of church members into vacant positions; and

WHEREAS, the role of a Nominating Committee is to identify the best candidates for different positions; therefore

BE IT RESOLVED, the Nominating Committee (hereinafter called the "COMMITTEE") shall be responsible for nominating at least one qualified candidate for each vacancy on the Congregation Council, Nominating Committee, and Endowment Fund Committee as well as candidates to serve as voting members of the Synod Assembly and nominees to represent the congregation at meetings of any conference, cluster, coalition, or other area subdivision of which the congregation is a member, and shall be responsible for screening the candidates it nominates; and

BE IT FURTHER RESOLVED, the following is the COMMITTEE's organization and the responsibilities set forth for the Trinity Lutheran Church Nominating Committee:

Committee Organization

The COMMITTEE shall consist of five voting members of Trinity Lutheran Church, two of whom, if possible, shall be outgoing members of the Congregation Council. The term of each member shall be one (1) year.

At each annual meeting, the congregation shall elect five (5) COMMITTEE members for a term of one (1) year. After one (1) year, COMMITTEE members may be re-elected for one (1) additional term but may not serve more than two (2) consecutive terms. The lead pastor shall serve *ex officio*.

The COMMITTEE shall convene by the Congregation Council before the annual meeting, or more frequently as deemed necessary by the COMMITTEE chair. A quorum shall consist of half the members present. The COMMITTEE shall elect from its membership a chair, vice chair, and secretary. The chair, or member designated by the chair, shall preside at all COMMITTEE meetings.

The COMMITTEE shall report on a semiannual basis to the Congregation Council and at each annual meeting of the congregation shall present its nominations. The COMMITTEE may request other members of the congregation to serve as advisory members.

Duties and Responsibilities

The COMMITTEE is responsible for the following:

1) Nominating at least one qualified candidate for each vacancy on the Congregation Council.

2) Nominating at least one qualified candidate for each vacancy on the Endowment Committee.

3) Nominating at least five qualified candidates for the Nominating Committee.

4) Nominating members to serve as voting members of the Synod Assembly.

5) Nominating voting members to represent the congregation at meetings of any conference, cluster, coalition, or other area subdivision of which the congregation is a member.

6) Assisting in the recruitment of other committee and team members, to include members of the Governance, Personnel, Finance, and Audit committees, and as requested.

7) Assisting in the recruitment of the treasurer if none is selected from the elected membership of the Congregation Council.

8) Screening all the candidates the COMMITTEE nominates.

9) Assisting in other nominations, as requested by the Council.

10) Consulting with the Council and Governance Committee to ascertain future leadership needs in light of members who are rotating off the Council.

Amending the Resolution

Any amendment to this resolution shall follow the rules laid out under C18.02 of the Constitution of Trinity Evangelical Lutheran Church.

Adoption of Resolution

THEREFORE, this resolution, recommended by the Congregation Council, is hereby adopted.

Dated this 22nd day of November, 2022.