

PROPOSED RESOLUTION NO. 1:

Christ Lincoln Church Bylaw Amendment To Change “Chairman” to “Chair” throughout Bylaws to be Consistent with Constitution.

1	PROPOSED RESOLUTION #1	
2		To Change “Chairman” to “Chair” throughout Bylaws to be
3		Consistent with Constitution
4		
5	WHEREAS,	The current Christ Lincoln Constitution uses the terms “Chair” and
6		“Vice Chair”; and
7		
8	WHEREAS,	The current Bylaws use the terms “Chairman” and “Vice Chairman”
9		therefore, which is not consistent with the Constitution wording, be it
10		
11	RESOLVED,	That the Christ Lincoln, Lincoln, Nebraska congregation
12		members approve the following proposed amendment to the
13		Church Bylaws:
14		
15	CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA	
16	AMENDED AND RESTATED BYLAWS (11/19/2023 VERSION)	
17		
18		Strike the word “Chairman” and replace it with the word “Chair”
19		throughout the Bylaws.
20		

Presented to the LLB at the 8/25/2025 Meeting.

PROPOSED RESOLUTION NO. 2:

Christ Lincoln Church Bylaw Amendment To Change “Director of Ministries” to “Senior Executive Director of Ministries” Consistent with Church Policy Manual

1	PROPOSED RESOLUTION #2	
2		To Change “Director of Ministries” in the Bylaws to “Senior Executive Director of Ministries” Consistent with Policy Manual
3		
4	WHEREAS,	The current Bylaws refer to “Director of Ministries” and
5		
6	WHEREAS,	The current Church Policy Manual uses the new title of
7		“Senior Executive Director of Ministries” (or SEDOM) to denote the
8		Senior Pastor, be it
9		
10	RESOLVED,	That the Christ Lincoln, Lincoln, Nebraska congregation
11		members approve the following proposed amendment to the
12		Church Bylaws:
13		
14	CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA	
15	AMENDED AND RESTATED BYLAWS (11/19/2023 VERSION)	
16		
17	ARTICLE II	
18	MEETINGS OF THE CONGREGATION	
19	2. Special Meetings	
20		(As used herein, the term “Senior Pastor” shall be equivalent to
21		the Director of Ministries of the Church
22		<u>Senior Executive Director of Ministries.</u>)

Presented to the LLB at the 8/25/2025 Meeting.

PROPOSED RESOLUTION NO. 3:
Christ Lincoln Church Bylaw Amendment To
Change Restoration of Membership

1	PROPOSED RESOLUTION #3	
2		To Delete Requirement of LLB involvement with Restoration of Church Membership
3		
4	WHEREAS,	The current Bylaws require LLB involvement whenever a church
5		member seeks restoration of membership;
6		
7	WHEREAS,	Restoration of church membership is more appropriately dealt with
7		by the Senior Executive Director of Ministries
8		be it
9		
10	RESOLVED,	That the Christ Lincoln, Lincoln, Nebraska congregation
11		members approve the following proposed amendment to the
12		Church Bylaws:
13		
14	CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA	
15	AMENDED AND RESTATED BYLAWS (11/19/2023 VERSION)	
16		
17	ARTICLE III	
18	ACCEPTANCE INTO AND TERMINATION OF COMMUNICANT MEMBERSHIP	
19	2. Termination of Membership	
20	G. Restoration of Membership	
21		
22		Persons who have been removed from membership pursuant to
23		sub-paragraphs E or F above shall be restored with all rights and
24		privileges when the individual repents and asks forgiveness
25		through the Senior Pastor and the LLB .
26		
27		Both acts of discipline and restoration shall be made known to
28		communicant members of the Congregation by whatever method
29		the Senior Pastor and the LLB deem most suitable.
30		

Presented to the LLB at the 8/25/2025 Meeting.

PROPOSED RESOLUTION NO. 4:

Christ Lincoln Church Policy Manual Amendment to Change Minimum Age of LLB Members to 19 Years Old

1	PROPOSED RESOLUTION #4	
2		To Change the Minimum Age of LLB Members to 19 Years Old, Consistent with the Bylaws, <i>be it</i>
3		
4	RESOLVED,	That the LLB approve the following amendment to the Christ
5		Lincoln Church Policy Manual:
6		
7		CHRIST LINCOLN CHURCH POLICY MANUAL
8		III. LAY LEADERSHIP BOARD SELF-GOVERNANCE
9		H. Committee Responsibilities
10		ii. Nominating Committee
11		
12		
13		b. Shall prepare a single slate of candidates drawn from
14		communicant members, eighteen (18) <u>nineteen (19)</u>
15		years of age or older.

Presented to the LLB at the 8/25/2025 Meeting.

PROPOSED RESOLUTION NO. 5:

Christ Lincoln Church Policy Manual Amendment to Change References to Christ Lutheran in Appendix A

1	PROPOSED RESOLUTION #5	
2		To Change references to Christ Lutheran in Appendix A, <i>be it</i>
3		
4	<i>RESOLVED,</i>	That the LLB approve the following amendment to the Christ
5		Lincoln Church Policy Manual:
6		
7		APPENDIX A:
8		CHRIST LUTHERAN LINCOLN
9		CHURCH DESIRED OUTCOMES
10		
11		5. Address financial viability of Christ Lutheran Lincoln Church
12		and Schools (Debt, Staffing, Improvement, Capital Campaigns)
13		
14		
15		

Presented to the LLB at the 8/25/2025 Meeting.

Appendix A:
CHRIST ~~LUTHERAN~~ LINCOLN
CHURCH DESIRED OUTCOMES
2025

1. Determine communication pathways that effectively and efficiently convey information in a timely manner.
2. Evaluate how we utilize resources to ensure ministry vitality.
3. Create a plan to address identified workforce gaps and enhance staff retention.
4. Take specific actions to create a culture that is highly invitational and challenging.
5. Address financial viability of Christ ~~Lutheran~~ Lincoln Church and Schools (Debt, Staffing, Improvements, Capital Campaigns)

[Current as of July 8, 2024]

PROPOSED RESOLUTION NO. 6:
Christ Lincoln Church Policy Manual Amendments
to Appendix B

1	PROPOSED RESOLUTION #6	
2		To clarify the Conflict of Interest Policy in the
3		Church Policy Manual and clean up grammatical errors, <i>be it</i>
4	<i>RESOLVED,</i>	That the LLB approve the following amendment to the Christ
5		Lincoln Church Policy Manual:
6		
7		APPENDIX B:
8		
9		To adopt the proposed changes set forth
10		on the attached document.
11		
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Presented to the LLB at the 8/25/2025 Meeting.

Appendix B: Conflict of Interest Policy

Preamble

~~Election to the Lay Leadership Board or acceptance of a Call to the ministry of our Lord and Savior at Christ Lutheran Church is an honor with which come certain responsibilities.~~

Election to the Lay Leadership Board (LLB) or acceptance of a call to ministry at Christ Lincoln Church is an honor that carries certain responsibilities.

~~Each individual has the duty not to advance personal interests in a way that could injure or take advantage of the church.~~

Each individual has a duty to avoid advancing personal interests in any way that could harm or take advantage of the church.

~~In order to avoid even the appearance of impropriety, the LLB of Christ Lutheran Church has adopted this Conflict of Interest Policy.~~

To avoid even the appearance of impropriety, the LLB of Christ Lincoln Church has adopted this Conflict of Interest Policy.

~~Conflicts of interest may fall into two categories; conflicts of interest per se, that is, inappropriate personal gain derived from the pursuit of normal duties; and conflicts of commitment, which refers to the choices Called/Professional staff or LLB members make about their priorities, especially the allocation of their time to other organizations in which they also serve.~~

Conflicts of interest generally fall into two categories: (1) conflicts of interest per se—meaning inappropriate personal gain derived from the pursuit of normal duties; and (2) conflicts of commitment, which refer to the choices called/professional staff or LLB members make about their priorities, particularly the allocation of time to other organizations in which they also serve.

~~This policy is intended to comply with the procedure prescribed in Nebraska Revised Statute sec. 21-1987 (Reissue 1997), governing conflicts of interest for directors of nonprofit corporations and in fulfillment of Part II, paragraph A, section 1, sub-section c, of the Bylaws of Christ Lutheran Church [No such section in the current Bylaws]. In the event there is an inconsistency between the requirements and procedures prescribed herein and those in Section 21-1987 of Nebraska Laws, the statute shall control.~~

This policy is intended to comply with Nebraska Revised Statute §21-1987 governing conflicts of interest for nonprofit directors.

Disclosure Requirement

~~This conflict-of-interest policy is designed to recognize and deal with the real and perceived conflicts that will arise.~~

This Conflict of Interest Policy is designed to identify and address both real and perceived conflicts that may arise.

~~The most basic and important procedure for dealing with these conflicts is full and open disclosure of potential conflicts between an individual's ministry-related obligations and responsibilities on the one hand, and outside professional goals and/or interests on the other.~~

The most essential procedure is full and open disclosure of potential conflicts between an individual's ministry-related obligations and responsibilities and their outside professional goals or interests.

~~Recognizing and disclosing the existence of conflicts of interest and commitment must be, primarily, the responsibility of individual members of the LLB and individual members of the Called/Professional staff.~~

Recognizing and disclosing conflicts of interest or commitment is primarily the responsibility of each individual member of the LLB and of the called/professional staff.

~~We must be guided by a sense of personal responsibility, mindful of the trust that our brothers and sisters in Christ have placed in us:~~

All must be guided by a sense of personal responsibility and mindful of the trust placed in us by our brothers and sisters in Christ.

~~The standard that should be applied in thinking about conflicts of interest is how matters will appear to an outside third party.~~

The standard to be applied is how potential conflicts would reasonably appear to an objective third party.

~~In this respect, actions by individuals should protect the integrity of Christ Lutheran Church.~~

Accordingly, actions by individuals must protect the integrity of Christ Lincoln Church.

~~Disclosure allows the LLB to identify and address conflicts of interest.~~

Disclosure enables the LLB to identify and address conflicts of interest.

~~The LLB has a responsibility to help individuals resolve, or at least minimize, conflicts of interest.~~

The LLB is responsible for helping individuals resolve or, at minimum, mitigate conflicts of interest.

~~The Director of Ministries has a special responsibility of creating an environment that encourages full disclosure.~~

The Director of Ministries has a special responsibility to create an environment that encourages full disclosure.

Examples

~~Examples of activities which would NOT constitute a violation of this policy and need NOT be disclosed are; service in the National Guard or a reserve formation; circuit, district, or Synod activities; attendance at professional development events:~~

Examples of activities that would NOT constitute a violation of this policy and need NOT be disclosed include: service in the National Guard or a reserve formation; circuit, district, or synod activities; and attendance at professional development events.

~~Examples of an activity which COULD constitute a violation of this policy and DOES need to be disclosed are; a personal or family relationship with a vendor to the church; receipt of money from congregation members of more than \$100.00 (since such amounts must meet the tax-free gift provision of Internal Revenue Code 102(a) or else be considered taxable income):~~

Examples of activities that COULD constitute a violation of this policy and DO need to be disclosed include: a personal or family relationship with a church vendor; or receipt of more than \$100 from congregation members (as such amounts must either qualify under the tax-free gift provision of Internal Revenue Code §102(a) or be considered taxable income).

Procedures for Dealing with Conflicts of Interest

~~The LLB will be responsible for dealing with all conflicts of interest:~~

The LLB is responsible for addressing all conflicts of interest.

~~If the individual in question is a member of the LLB, he or she will notify the Chair of the LLB, or its Executive Committee, in writing, as soon as he or she realizes that a conflict exists or could exist.~~

If the individual is a member of the LLB, they must notify the Chair of the LLB or its Executive Committee in writing as soon as they become aware that a conflict exists or may exist.

~~The individual in question will not take part in the LLB's discussion of the conflict except to disclose pertinent facts and to answer questions:~~

The individual shall not participate in the LLB's discussion of the conflict, except to disclose pertinent facts and answer questions.

~~LLB members must excuse themselves from participation in the decision-making process in those instances where they have direct or indirect ownership or control of a financial interest in an entity with which the church has a relationship.~~

LLB members must recuse themselves from decision-making whenever they have direct or indirect ownership or control of a financial interest in an entity that has a relationship with the church.

~~If the individual in question is a member of the Called/Professional staff, he or she will notify the Director of Ministries in writing as soon as he or she realizes that a conflict exists or could exist.~~

If the individual is a member of the called/professional staff, they must notify the Director of Ministries in writing as soon as they become aware that a conflict exists or may exist.

~~The Director of Ministries will then report to the LLB or its Executive Committee.~~

The Director of Ministries shall then report the conflict to the LLB or its Executive Committee.

~~The individual in question will make himself or herself available to disclose pertinent facts and to answer questions.~~

The individual shall make themselves available to disclose pertinent facts and answer questions.

~~In either case, the minutes of the meeting will contain the written disclosure and its disposition by the LLB, which will in all instances be guided by their consideration of the best interests of Christ Lutheran Church.~~

In all cases, the meeting minutes shall include the written disclosure and its disposition by the LLB, which shall always be guided by its consideration of the best interests of Christ Lincoln Church.

Violations of the Conflict of Interest Policy

~~Christ Lutheran Church, through the LLB, has the authority to take action against individuals who violate the conflict-of-interest policy.~~

Christ Lincoln Church, through the LLB, has the authority to take action against individuals who violate this Conflict of Interest Policy.

~~Sanctions, which include removal from office, are to be graduated to reflect the seriousness of the violation.~~

Sanctions, including removal from office, shall be proportional to the seriousness of the violation.

~~In enforcing this policy, it must be recognized that conflicts are not always blatant; they are not always easily defined in terms of obvious or absolute rights and wrongs.~~

In enforcing this policy, it must be recognized that conflicts are not always obvious or easily defined in terms of absolute rights and wrongs.

~~Distinctions must be made between neglect, honest oversights, or ignorance of procedures on the one hand and willful violations on the other, especially deliberate failure to disclose relationships that cause conflict of interest.~~

Distinctions must be made between neglect, honest oversights, or ignorance of procedures on the one hand, and willful violations on the other—particularly deliberate failures to disclose relationships that cause a conflict of interest.

[Current as of July 8, 2024]

PROPOSED RESOLUTION NO. 7:
**Christ Lincoln Church Policy Manual Amendments
to Appendix C**

1	PROPOSED RESOLUTION #7	
2		To clarify the Care Ministry Fund Guidelines Policy in the
3		Church Policy Manual and clean up grammatical errors, <i>be it</i>
4	<i>RESOLVED,</i>	That the LLB approve the following amendment to the Christ
5		Lincoln Church Policy Manual:
6		
7		APPENDIX C:
8		
9		To adopt the proposed changes set forth
10		on the attached document.
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Presented to the LLB at the 8/25/2025 Meeting.

Appendix C: Care Ministry Fund Guidelines

*Connecting People to Christ, and Together Grow **and Growing Together** in His Word*

OBJECTIVE: To provide a guideline for the ongoing disbursement of donated funds.

Objective

To establish clear guidelines for the proper and ongoing disbursement of donated funds.

~~The main focus of this ministry area is to assist members and non-members with financial assistance during a crisis.~~

Purpose

The Care Ministry Fund exists to provide financial assistance to members and non-members experiencing crisis situations.

~~The Care Ministry fund will be the dedicated account that will be used to provide financial aid.~~

This dedicated account may be used to help individuals and families facing hardship due to fire, flood, accident, illness, job loss, or similar unexpected events.

~~The need for financial assistance could be the result of such things as a fire, flood, accident, illness, loss of job, etc.~~

(Merged into the prior sentence for clarity — see above.)

~~Appeals for contributions to this fund will be made as needed (approved by the Director of Caregiving or Executive Team) so there will always be funds available in an emergency.~~

Funding and Administration

Appeals for contributions to the Care Ministry Fund will be made on an as-needed basis, subject to approval by the Director of Caregiving or the Executive Team, ensuring that resources remain available for emergencies.

~~The Director of Ministries will be responsible for the administration of these funds.~~

Oversight and administration of the fund will be the responsibility of the Director of Ministries.

Criteria

1. ~~Individuals must meet with one of the pastors or appointed staff members prior to the receipt of assistance.~~

Individuals must first meet with a pastor or an appointed staff member before receiving assistance.

2. ~~Proof of need must be presented. The pastor or the appointed staff member will complete the evaluation:~~

Proof of financial need must be provided. The pastor or staff member will conduct and complete the evaluation.

3. ~~Members will receive preferred assistance:~~

Church members will be given priority in receiving assistance.

4. ~~Non-members are able to receive assistance three times in a calendar year:~~

Non-members may receive assistance up to three times within a calendar year.

5. ~~Proof of other agencies and resources consulted is required before assistance can be given:~~

Applicants must show evidence of having contacted other agencies or community resources before assistance can be granted.

Evaluation Procedure

1. ~~Original bills must be presented:~~

Original bills must be presented for consideration.

2. ~~Name, address and phone number must accompany the original dated bill:~~

Each bill must include the individual's name, address, and phone number, along with the original date.

3. ~~Confirmation of unpaid bill must be sought:~~

Verification of the unpaid bill will be obtained before funds are disbursed.

Funding Availability

1. ~~Each request requires individual evaluation. The use of other agencies for collaboration is highly encouraged:~~

Each request will be evaluated individually. Collaboration with other agencies is strongly encouraged.

2. ~~If the need is greater than the available funding, the request must be deferred to a potential later date. Communication with companies may allow partial payments. This can only take place if it resolves the crisis situation for a period of 30 days or more:~~

If the need exceeds available funds, the request may be deferred to a later date. In some cases, communication with companies may allow partial payments, but this will only be pursued if it provides relief for at least 30 days.

3. ~~Utility and rent deposits are not a part of the ministry focus:~~

Utility deposits and rental deposits are outside the scope of this ministry and will not be funded.

4. Discouraging repeat assistance is important for the individual and ministry.
Repeat assistance is discouraged to support both individual independence and the integrity of the ministry.
5. The pastor(s) may solicit special funding. This should only occur in extreme emergency situations.
Pastors may solicit special funding only in situations of extreme emergency.

[Current as of July 8, 2024]

PROPOSED RESOLUTION NO. 8:
**Christ Lincoln Church Policy Manual Amendments
to Appendix D**

1	PROPOSED RESOLUTION #8	
2		To clarify the Financial Education Policy in the
3		Church Policy Manual and clean up grammatical errors, <i>be it</i>
4	<i>RESOLVED,</i>	That the LLB approve the following amendment to the Christ
5		Lincoln Church Policy Manual:
6		
7		APPENDIX D:
8		
9		To adopt the proposed changes set forth
10		on the attached document.
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Presented to the LLB at the 8/25/2025 Meeting.

Appendix D: Financial Education Policy

Purpose

~~The Financial Education Policy shall serve to guide the on-going financial education process for the members and/or friends of Christ Lutheran and Christ Lincoln Schools.~~
This Financial Education Policy is intended to guide the ongoing process of financial education for members and friends of Christ Lincoln Church and Christ Lincoln Schools.

Oversight Committee

~~The LLB shall serve as the oversight committee for the Financial Education Policy and the department of Biblical Generosity shall be responsible for implementation.~~
The LLB shall serve as the oversight committee for this policy, with the Department of Biblical Generosity responsible for its implementation.

~~The oversight committee may also work in conjunction with and/or delegate details to the Christ Lincoln Foundation.~~
The oversight committee may also collaborate with, or delegate responsibilities to, the Christ Lincoln Foundation as appropriate.

Development of Financial Education Course

~~The department of Biblical Generosity shall assemble a team comprised of Christ Lutheran Staff and Lay Members to develop a Financial Education Course and maintain the course outline.~~
The Department of Biblical Generosity shall assemble a team of Christ Lincoln staff and lay members to develop and maintain a Financial Education Course and course outline.

~~The course outline shall address the items as outlined in the Education Issues below.~~
The course outline shall address the topics identified in the “Education Issues” section below.

~~All instruction shall be non-manipulative and Gospel oriented.~~
All instruction shall be Gospel-centered and non-manipulative.

Course Materials

~~Course material shall be structured to target all ages with consideration to the following age segmentations:~~

Course materials shall be designed to reach all age groups, with consideration for the following segments:

- Youth
- High School/College
- Ages 20–35
- Ages 35–50
- Ages 50–65
- Ages 65+

~~Information about the Financial Education Course shall be part of the new member information packet and new members shall be encouraged to participate.~~

Information about the Financial Education Course shall be included in the new member packet, and new members shall be encouraged to participate.

Education Issues

1. **Spiritual** – ~~the church needs to communicate what the Bible says about money, ownership, and the eternal rewards promised for those who live and give generously. Money is a tool, a test, and a testimony.~~
The church shall communicate biblical teaching about money, ownership, and the eternal rewards promised for those who live and give generously. Money should be understood as a tool, a test, and a testimony.
2. **Financial** – ~~Christians do not always know how to handle money wisely. With a mortgage, car payments, and credit card debt, money is tight. Money will continually be tight until they learn to spend less than they earn.~~
Many Christians struggle to manage money wisely. Burdens such as mortgages, car payments, and credit card debt often make finances tight, and will remain so until spending is brought under income.
3. **Limited Vision** – ~~Many Christians have a limited vision for the Church. Because their vision is limited, their giving will be limited as well.~~
A limited vision for the church results in limited giving.
4. **Limited Relationships** – ~~If Christians believe they have limited relationships (they do not feel they are really part of what is going on) they will limit their giving.~~
When Christians feel disconnected or not truly part of the church community, their giving is likely to be limited.
5. **Do not know they can give** – ~~Christians do not know how much they owe, much less how much they have; therefore, they assume they cannot afford to give.~~
Some Christians lack awareness of their own financial position, leading them to assume they cannot afford to give.
6. **Do not really know how to give** – ~~Christians are frequently unaware of tax-wise giving techniques. If they make a will, they forget to provide for a charity along with their heirs. They do not understand the scope of giving tools and giving strategies available. The result is ineffective giving or no giving at all.~~

Many Christians are unaware of tax-advantaged giving techniques or neglect to include charitable giving in estate planning. Without knowledge of available giving tools and strategies, their giving may be less effective or absent altogether.

7. **Do not plan to give** – ~~Christians may plan for retirement, starting a business or a college education. However, few Christians have a plan to give.~~
While many Christians plan for retirement, education, or business ventures, few intentionally plan for giving.
8. ~~Use Joyful Response, online giving, automatic bank withdrawals, text giving, or any other electronic transfer program shall be actively promoted to Christ Lutheran Church members and members shall be encouraged to use the programs.~~
Electronic giving options (such as Joyful Response, online giving, automatic bank withdrawals, and text giving) shall be actively promoted, and members shall be encouraged to use them.

Policy Exceptions

~~Any exception to this policy requires prior approval from the LLB.~~

Any exceptions to this policy require prior approval from the LLB.

[Approved 02/24/2020]