

**RESOLUTION ESTABLISHING
OUR SAVIOR'S LUTHERAN CHURCH ENDOWMENT FUND**

Amended January 30, 2022

OUR SAVIOR'S LUTHERAN CHURCH, West Salem, Wisconsin, has a living endowment of faithful members with rich gifts and varied talents.

"As each has received a gift, employ it for another, as good stewards of God's varied grace whoever renders it by the strength which God supplies, in order that in everything God may be glorified." (1 Peter 1:10-11)

WHEREAS, Christian stewardship involves the faithful management of all the gifts God has given to mankind – the created world, the gospel, life, time, abilities, money, including accumulated, inherited and appreciated resources; and

WHEREAS, the scriptural principle of proportionate giving, to return to the Lord a proportion 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 wills, assignment of life insurance, charitable gift annuities, charitable remainder and other trusts, assignment of certificates of deposit, and transfers of property such as cash, stocks, bonds and real estate; and

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

WHEREAS, congregation in the annual meeting assembled on January 27, 2002, approved and established on the records of the church a new and separate Fund to be known as the MISSION ENDOWMENT FUND (hereafter called the "FUND") of Our Savior's Lutheran Church, West Salem, Wisconsin;

THEREFORE BE IT RESOLVED, that this congregation on October 26, 2014 reaffirm that the purpose and intent of the Fund is to enhance the mission outreach of Our Savior's Lutheran Church apart from the general operation of the congregation; that no portion of the income generated by the Fund shall be used for the annual operation budget of the congregation; The Fund will provide a structured means to receive and administer extraordinary gifts for use that is coordinated with the congregation's total ministry through enhancement beyond that expected and supported through regular giving as received through pledges and weekly service offerings;

BE IT FURTHER RESOLVED, that the Mission Endowment Fund Committee (hereafter called the "COMMITTEE") shall continue to be the custodian of the Fund;

BE IT FURTHER RESOLVED, that effective with the adoption of this resolution, for all undesignated special gifts (such as bequests), not less than 70% shall go to the Fund and the remainder will be designated by Church Council.

BE IT FURTHER RESOLVED, that Plan of Operation, dated January 30, 2005, and setting forth the administration and management of the Fund, be amended and reaffirmed as presented below.

I. THE ENDOWMENT FUND COMMITTEE

1. The Committee shall consist of five members, all of whom shall be voting members of Our Savior's Lutheran Church. A Committee member may not serve concurrently on the Church Council. Except as herein limited, the term of each member shall be three years. At each annual meeting, the congregation shall elect the necessary number of members for a term of three years. No member shall serve more than two consecutive terms. A partial term shall not be counted for this purpose. A former Committee member may be re-elected after a period of at least 12 months has elapsed since that person completed the second of two consecutive terms. The senior pastor of the church and the president of the Church Council shall be ex-officio nonvoting members of the Committee.
2. In the event of a vacancy on the Committee, the remaining members, by an affirmative vote of three shall elect a member to fill the vacancy until the next annual meeting of the congregation, at which time the congregation shall elect a member to fill the vacancy. In the event the vacancy is not filled within 60 days after it occurs, the Church Council shall fill it.
3. The Nominating Committee shall nominate for this Committee and report at the annual meeting in the same manner as it does for other offices. Nominations may also be made from the floor. The person(s) receiving the greater number of affirmative votes at the annual meeting shall be elected.
4. The Committee shall elect from its membership a chairperson, a recording secretary, and a financial secretary.
5. The Committee shall meet at least once a quarter at the church at a time fixed by resolution of the Committee or more frequently as the Committee may deem necessary or advisable. The Committee, when it deems it unnecessary to hold a particular quarterly meeting, may by resolution cancel that meeting. Special meetings may be called on 24 hours written or oral notice to the members of the Committee by the chairperson or any two members. No notice of a regular meeting, other than the recording of the resolution of the Committee fixing the time of the meeting, need be given the members. Each member is charged with knowledge and contents of the minutes book.
6. A quorum shall consist of three members. The affirmative vote of a majority present and voting shall carry any motion or resolution.
7. The Committee shall establish written rules and regulations for conducting its business. It shall adopt standards and goals, which it may amend from time to time, to guide it in the recommended expenditure of the income from the Fund. All such rules, regulations,

standards and goals shall be consistent with the stated purpose of this Fund, and approved by the Church Council.

8. The Committee shall maintain complete and accurate books of accounts and may employ such professional help as it deems necessary for this task. The books shall be audited annually by the same auditor that is appointed by the Church Council to audit the books of the congregation.

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

10. The chairperson, or the member designated by the chairperson, shall preside at all Committee meetings.

11. All Committee members shall endeavor to maintain a high degree of communication with the Church Council, other organizations within the church, and members of the congregation to nurture the total life and mission of the church and Fund.

12. Any members of the Committee with check signing authority shall be covered under the church's bond.

II. COMMITTEE DUTIES

1. At each annual meeting of the congregation, the Committee shall render a full and complete account of the administration of the Fund during the preceding year.

2. The Committee may receive funds through gifts, memorials, bequests, wills, estates, etc. from any individual, corporation, or organization or from any source in cash or in other property acceptable to them. All endowment funds and property shall be held in an account, which is separate, distinct and independent from all other funds and property belonging to the church.

3. The Committee shall in no event be required to make physical segregation of certain assets of the Fund in order to conform to the directions of any individual donors.

4. The Committee is to inform the members of the congregation regarding the purposes of the Fund, and may periodically arrange for members of the congregation to meet with professional counselors in the areas of charitable giving, wills, bequests, insurance, etc.

5. All new members of the Committee shall receive a copy of the resolution creating the Fund in order to become acquainted with the function and purposes of the Fund.

6. The Committee shall maintain accounts with such financial institutions and other institutions as it may authorize and determine by resolution. All checks and other documents transferring or expending any funds or assets in the Fund shall be executed by the chairperson and one other member of the Committee.

7. The Committee shall not permit income to accumulate unreasonably after the principal balance of the Fund exceeds the amount of \$1,500,000, but shall use it with all reasonable diligence to accomplish the purposes for which this Fund has been established.

III. COMMITTEE POWERS

In the administration of the Fund, the Committee shall have all the powers and authority necessary, to carry out the purposes of the Fund on behalf of Our Savior's Lutheran Church, including the following powers and authority:

1. To receive income, profits, and proceeds of the Fund, and pay all necessary expenses in connection with it. Expenses are to be paid from the Fund income.
2. To take, have, hold, and in all other respects to handle and manage and control, the Fund interest, or any part thereof, as they in their best judgment and discretion shall deem wise and prudent.
3. To determine what is principal and what is income according to generally accepted accounting principles.
4. Each fiscal year the Committee shall recommend to the subsequent Congregation Annual Meeting the distribution of the earned income for the year, not to exceed 6% of the net asset value of the fund as of September 30. This distribution shall be in accordance with the following three categories:

Category 1

Minimum of 20 percent for outreach into the community and synod, including, but not limited to, grants to ELCA seminaries, colleges or students attending such schools, social service agencies, institutions and agencies to which this congregation relates, and to special programs designed for those persons in our parish area who are in spiritual and/or economic need.

Category 2

Minimum of 20 percent for missions of the Evangelical Lutheran Church in America in this continent and worldwide, including, but not limited to, grants to the Evangelical Lutheran Church in America for new congregational development in North America, professional leadership, educational ministries, global mission, ecumenism, evangelism, social ministries and capital financing.

Category 3

Minimum of 20 percent for capital improvements, debt reduction and/or a building program of Our Savior's Lutheran Church.

Up to 40 percent shall be distributed in any one or all of the above designated categories in any proportion as determined by the Committee, or for causes and programs, which at the

discretion of the Committee are consistent with the Fund purpose of enhancing the mission outreach of Our Savior's Lutheran Church.

5. To hold investments and all other necessary documents, in the name of Our Savior's Lutheran Church Endowment Fund on behalf of the congregation in furtherance of the Fund purposes.

6. No Committee member shall be liable for the acts or omissions of any other Committee member or of any accountant, agent, attorney, or custodian selected with reasonable care.

7. The Committee shall not receive any compensation, but may be reimbursed from the income of the Fund for expenses reasonably incurred.

IV. THE CONGREGATION

1. The congregation, at the annual meeting, shall review the disbursement of Fund income for the preceding year as it is presented in the annual report to the congregation.

2. When, in the opinion of the Committee, circumstances are so dire and of such an emergency nature that the future of the congregation is at stake, and that the only recourse seems to be the use of the Fund principal, the Committee may, upon a unanimous vote, recommend such authorizing action to the Church Council who will then bring it to the congregation at a legally called meeting, where it will require a majority vote of two-thirds of the present and voting members in order to be implemented.

3. This Endowment Fund Resolution may not be altered or amended except by a two-thirds vote of the members present at an annual meeting of the congregation or at a special meeting called specifically for the purpose of amending this resolution. No such amendment or modifications may alter the intention of this Fund to be operated exclusively for religious, charitable, or benevolent purposes.

V. RESTRICTIONS ON ACTIVITIES

The use of assets of the Fund and all other activities of the Committee shall be consistent with the church constitution. In particular, any gifts to the Fund, as well as all income derived there from, shall be used exclusively for religious, charitable and educational purposes within the meaning of section 501 (c) (3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law. This Fund is created and shall be operated exclusively for religious, charitable, and education purposes consistent with the purposes for which the congregation is organized. No part of the income or property of this Fund shall inure to the benefit of or be distributed to any member, director or officer of the church or to any other private person, but the Committee is authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth herein. No part of the activities of the Fund shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the Fund shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

The Fund shall not be used as collateral for any borrowing.

Notwithstanding any other provision of this resolution, the Fund shall not carry on any activities not permitted to be carried on by an entity exempt from federal income tax under Section 501 (c) (3) of the Internal Revenue Code as from time to time may be amended.

Upon dissolution of the church, and after payment of all liabilities, obligations, costs and expenses incurred by this Fund, any remaining assets of the Fund shall be distributed to entities organized and operated exclusively for one or more purposes described in Sections 170 (c) and 501 (c) (3) of the Internal Revenue Code of 1986 or the corresponding provisions of any future United States Internal Revenue Law, subject to the provisions of the constitution and by-laws of the congregation and synod, if any.

This Endowment Fund Resolution accepted by the congregation via recommendation by the Church Council, at a legally called congregational meeting is hereby made an Addendum to the Constitution and By-Laws of Our Savior's Lutheran Church.

Dated this 30th day of January, 2005.

Our Savior's Lutheran Church Council

By _____
President

And _____
Secretary

Amended January 30, 2022