

CONSTITUTION

The First Baptist Church, Eau Claire, Wisconsin

ARTICLE I - NAME

The name of this church shall be the First Baptist Church of Eau Claire, Wisconsin (The First Baptist Church and Society of West Eau Claire.)

ARTICLE II - CHURCH MISSION

The mission of this church shall be the advancement of the Kingdom of Jesus Christ. It shall seek to attain this through the public worship of God, the preaching of the Gospel, consistent Christian living by its members, personal evangelism, missionary endeavor, and Christian education.

COVENANT WITH AMERICAN BAPTIST CHURCHES

INTRODUCTION

American Baptists understand their relationship to God through Jesus Christ to be a freely and joyfully accepted covenant. It is fitting, therefore, that this covenantal relationship be expressed through the American Baptist Churches of Wisconsin in a mutually developed relationship.

As Baptists, we strongly affirm the autonomy and integrity of the local congregation of believers as a true church and a community of faith. Although autonomous in our governance, each local church joins with other American Baptist churches in endeavors that can best be effective when done together. This interdependence allows for mutual support in order to bring about a full ministry of witness. This covenant outlines basic areas in which we carry out our responsibilities to one another through the American Baptist Churches of Wisconsin, and in which this convention aids churches and individuals in Wisconsin to manifest the Kingdom of God.

As American Baptist Churches of Wisconsin, we covenant together to provide the following structures for ministries of guidance, outreach, support, and leadership of our member congregations.

A. As individual churches, we covenant to work for the advancement of Christ's Kingdom by participating in the outgoing programs of the American Baptist Churches of Wisconsin, subscribing to state and national periodicals, submitting necessary annual records, and giving faithfully to the American Baptist Mission Budget of the American Baptist Churches USA. We will also support the United Mission Program (consisting of designated and undesignated giving and American Baptist Women's love gift to American Baptist Missions), send delegates on a regular basis to state and national gatherings of the American Baptist Churches, consult with the executive minister in pastoral selection, and give prayerful support to members of our state staff.

B. Through our state convention and associations, we covenant to support one another in ministry by nurturing fellowship among the churches, providing for the professional enrichment and other needs of pastors, aiding one another in lay development, providing for camping and retreat

experiences, participating in ecumenical efforts, and sharing in other ways which strengthen the work of Christ in local churches and in our state, national, and international ministries.

C. Through our staff, commissions, and committees, we will provide skilled guidance in Christian education, evangelism, pastoral placement, concern for social issues, missions, stewardship education, literature selections, and discovery of other resources needed by particular congregations.

ARTICLE III - POLITY

Recognizing Jesus Christ as the only head of the Church, this congregation shall seek to ascertain and to obey the will of our Lord in all matters of faith and practice. Authority to reach decisions for governing the affairs of this church being given to us by Christ, we hold that such authority and responsibility are vested in the voting membership of this congregation.

In carrying out the wider ministry for which Christ has made His church responsible, we shall be a member of the Northwest Association, the American Baptist Churches of Wisconsin, and the American Baptist Churches USA.

ARTICLE IV - DOCTRINE

The church accepts the Scriptures of the Old and New Testaments as an all-sufficient basis of doctrine and practice. As a summary of principles for Christian conduct among its members, it adopts the following church covenant commonly accepted by Baptist churches:

CHURCH COVENANT

Having been led by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We commit by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; and to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We commit to maintain family and personal devotions; to teach children the Christian truths; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world, to be just in our dealings, faithful in our engagements, and exemplary in our deportment; and to be zealous in our efforts to advance the Kingdom of our Savior. We will strive to conduct our personal and social living so as to treat our bodies as the temple of the Holy Spirit.

We shall watch over one another in brotherly love, remember each other in prayer, aid each other in sickness and distress, cultivate Christian sympathy in feeling and courtesy in speech, and be slow to take offense but always ready for reconciliation.

In the spirit of Christ, we promise to be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave us. We will seek first the Kingdom of God and his righteousness and pray that His Kingdom might come on earth as it is in heaven.

ARTICLE V – MEMBERSHIP

Section 1. Admission of Members. Persons may be received into membership by any of the following methods, subject in each case to the recommendations of the Diaconate and vote of the church:

A. By Baptism. Any person who confesses Jesus Christ as Savior and Lord and adopts substantially the views of faith and principles of this church and is baptized by immersion may be received into the fellowship of the church.

B. By Letter. A person who is in substantial accord with the view of faith and the principles of this church may be received by letter from any other evangelical church.

C. By Experience. A believer of worthy character who has formerly been a member of another evangelical church and is in substantial accord with the views of faith and principles of this church may be received by statement of experience.

D. By Restoration. A person who has lost his or her membership for any reason may be restored to membership upon recommendation of the Diaconate and vote of the church.

Section 2. Voting and Nonvoting Members. Voting members are those 18 years of age and older who have been admitted to membership under Section 1 and who sign the Statement of Commitment annually, except as provided under Section 3. Statements of Commitment must be current in order for members to vote.

Nonvoting members are members who have not signed the Statement of Commitment.

Section 3. Permanent Voting Members. Except as provided under Section 6, voting members age 75 or older are considered permanent voting members of this church.

Section 4. Statement of Commitment. As a committed member of First Baptist Church of Eau Claire, I intend to pray faithfully for the church and its members; to be present at worship services of the church when possible; to provide service in the work of the church, as I am able; and to support the church and its mission financially.

Section 5. Day of Commitment. The Diaconate shall set the Day of Commitment annually. The Clerk shall annually send a letter to all members who did not attend the Day of Commitment and make them aware of the opportunity to sign the Statement of Commitment. The Pastor and Diaconate shall assist the Clerk in this effort. The Statement of Commitment may be signed at any time, and a form must be available to all members to sign in the church office.

The Day of Commitment is considered the beginning of each annual commitment year.

Section 6. Removal from Membership.

A. By Death.

B. By Transfer to Another Church. The clerk shall send a letter of affirmation of membership for individuals who unite with another church, or the letter may be provided to the individual upon his/her request.

C. By Deletion. The Diaconate shall review the membership annually and prepare a list of those who have failed to participate in worship or in financial support for a period of one year. These people shall be contacted to determine whether they wish to remain on the membership roll. If no response is received for three consecutive years, they will be removed from the roll. The Diaconate shall notify the clerk as to the action needed.

ARTICLE VI - THE PASTORATE

Section 1. Pastor. The pastor shall provide spiritual leadership for all ministries of the church and serve as a resource for the fulfillment of the church's mission. The pastor shall preach the Gospel; administer the ordinances; have charge of the stated services of public worship; work with the Diaconate to watch over the membership and encourage the spiritual development of the congregation, have charge of the stated services of public worship, and serve as a resource for the church. The pastor shall become a voting member of the church and shall be an ex-officio nonvoting member of all its boards, committees and auxiliary organizations.

Section 2. Calling a Pastor. A pulpit committee shall be elected ad hoc and shall consist of five persons: one from each elected board (Diaconate, Trustees, and Christian Education), elected by that board, and two at-large voting members, nominated and elected by the church membership. This committee shall take the necessary steps to secure a pastor in full consultation with the Executive Minister of the American Baptist Churches of Wisconsin by requesting information from the Executive Minister about the record and qualifications of those persons whose names are submitted for consideration.

The call of a pastor shall come before the church at a called business meeting, notice of such a meeting and its purpose having been read from the pulpit on the two preceding Sundays. A vote of three-fourths of the voting members present shall be necessary to extend a call.

Only one candidate shall be presented to the church at one time. The vote shall be by written ballot.

Section 3. Resignation of Pastor. The pastor may resign the position upon thirty days' notice.

Section 4. Termination of Pastor. The church may terminate the pastor upon sixty days' notice. Termination of the pastor shall be voted upon at a called business meeting on the Sunday after the membership has been notified in writing. The pastor shall be terminated by a majority of the voting members present and voting. If a pastor is terminated by action of the church, termination is effective immediately, but contractual agreements (salary, benefits, housing, etc.) will continue for 60 days after the formal action of the church.

ARTICLE VII – THE OFFICERS

The officers must be voting members of the church.

Section 1. Moderator. The moderator shall be elected at the June meeting of the church to serve for two years but may succeed himself/herself. The moderator shall chair all business meetings of the church and all meetings of the Church Council and shall give legal notice of all meetings where such is required by the constitution. In the absence of the moderator, the chair of the Diaconate shall serve in that capacity.

Section 2. Clerk. The clerk shall be elected at the June meeting to serve for two years but may succeed himself/herself. The clerk shall keep a complete record of the transaction of all business at the meetings of the church and shall present it for approval at the next business meeting. The clerk shall keep a record of the names and addresses of members, with dates and manner of admission and removal; keep a record of baptisms; keep a list of those deleted; and maintain a list of those who have signed the Statement of Commitment. The clerk will serve as church historian and will collect and catalog pertinent data of the church.

Section 3. Treasurer. The treasurer shall be elected at the June meeting to serve for two years but may succeed himself/herself. The treasurer shall be an ex-officio voting member of the Board of Trustees. The treasurer shall deliver immediately to the successor all books and records pertaining to the office.

The treasurer shall have custody of the funds of the church and all deposits made in the name of the church and shall sign all checks drawn in the name of the church. The treasurer shall have custody of the securities, investments, title papers, and other valuable documents of the church excluding those of the First Baptist Church Foundation.

The treasurer shall keep separate accounts of all funds raised or contributed for particular purposes, and shall provide a monthly report of income, disbursements, and the general financial condition of the church. Extraordinary funds received for the support of the church, and for the reduction of the church indebtedness, shall be disbursed by the treasurer only on the order of the Board of Trustees. Funds shall be disbursed by the treasurer for budgeted expenses and the special purposes for which they were raised or contributed.

Section 4. Superintendent of the Sunday School. The superintendent of the Sunday School shall be elected at the June meeting of the church for a term of two years but may succeed himself/herself. The superintendent shall be in charge of the Sunday School, following the general directives and policies of the Board of Christian Education. The superintendent shall be an ex-officio voting member of the Board of Christian Education.

ARTICLE VIII – THE BOARDS

The board members must be voting members of the church.

Section 1. Diaconate. The Diaconate shall consist of eight members, of at least three men and three women, half of whom shall be elected at each June business meeting for a term of two years. Any member shall be eligible for re-election for a second consecutive term, after which at least one year must elapse before re-election. A majority of the members shall constitute a quorum.

The board shall choose annually a chair, a secretary, and a treasurer and shall meet monthly or as needed. Special meetings may be called by the chair or the secretary. The chair of the Diaconate shall preside at meetings of the Church Council and/or business meetings of the church in the absence of the moderator.

The board shall act as a liaison between the pastor and congregation. The duties involved in this role shall include, but not be limited to, conducting job evaluations, preparing salary recommendations, and mediating any problems that arise between the congregation and the pastor, e.g., misunderstandings or communication problems.

The board shall assist the pastor in his or her work, including but not limited to the following: promote evangelism, Christian instruction and ministry to the church membership; visit the members and care for the sick, needy, and distressed members of the church, using such fellowship funds as may be available; provide for the Lord's Supper and aid in its administration; consider all applicants for church membership and all requests for removal and for letters of transfer; cooperate with the pastor in providing the pulpit supply and the leaders of the prayer meeting in the pastor's absence, or upon his or her resignation; and prepare prospective members for the baptismal service.

The board shall seek to increase missionary interest, including local mission opportunities, and giving to the total work of the American Baptist Churches by general promotion and special events. The board shall recommend a missionary budget for the church and meet with the trustees for the purpose of discussing and approving that budget before the church's budget is presented for adoption.

The board shall promote cooperation with other churches in the missionary enterprises and encourage attendance at association meetings and state and national conventions. Special events of a mission or spiritual nature or special worship services to be held in the church shall be approved by the Diaconate.

The board shall arrange for an interim pastor as needed.

The board shall prepare a written report on matters in its charge for presentation at the January meeting of the church. The board shall prepare its calendar and present it to the Church Council in the fall to coordinate the programs.

Section 2. Board of Trustees. The board shall consist of the treasurer and three trustees. One member shall be elected each year at the June meeting for a term of three years. Any member shall be eligible for re-election for a second consecutive term, after which at least one year must elapse before re-election. The board shall choose annually a chair and a secretary and shall meet monthly or as needed. Special meetings may be called by the chair or by the secretary. A majority of the members shall constitute a quorum.

The board bears primary responsibility for the financial affairs of the church. It shall be responsible for overseeing the maintenance of the building and grounds. The board shall be responsible for counting money and depositing funds each Sunday. The board shall arrange for an auditing of the records of the treasurer annually and make a report of that audit.

The board shall arrange for an annual stewardship promotion for the current expenses and benevolences of the church. Following the promotion, after consultation with boards and the Church

Council, the Board of Trustees shall develop a proposed budget and present it for approval by the Church Council and final adoption by the church at the January meeting.

The board shall hold in trust all property belonging to the church and shall take all necessary measures for its protection, management, and upkeep, but undertake no expenditures in excess of \$3,000 without obtaining the consent of the church. It shall have no power to buy, sell, lease, or transfer any property exceeding a value of \$3,000 without specific vote of the church authorizing such action. It shall determine the use of the building for all extra or secular purposes. It shall designate the financial institution where the funds of the church shall be deposited. Unbudgeted expenditures shall be approved by the board. It shall designate the person responsible for keeping records on individual giving to the church. It shall perform such other duties as imposed upon it by the church and the state.

It shall prepare a written report for presentation to the church at the January meeting and at such other times as may be desired. The board shall prepare its calendar and present it to the Church Council in the fall to coordinate the programs.

Section 3. Board of Christian Education. There shall be a Board of Christian Education composed of the Sunday School Superintendent and three members, one of whom shall be elected at each semi-annual meeting for a term of three years. Any member shall be eligible for re-election for a second consecutive term after which at least one year must elapse before re-election. A quorum shall consist of a majority of the members of the board.

The board shall select from its own membership a chair and secretary. It shall meet quarterly, or as necessary. Special meetings may be called by the chair or secretary. The board shall prepare a report of the year's Christian education program and activities for presentation at the January meeting of the church.

The board shall be responsible for the organization and administration of the educational program of the church. It shall be responsible for developing and interpreting the educational goals of the church. It shall recommend a budget for the church's education program and meet with the trustees for the purpose of discussing and approving the budget before it is presented to the church for adoption. It shall be responsible for developing and interpreting the educational objectives or goals. It shall be responsible for studying the educational needs of the church and for making decisions concerning time schedules; discovering, enlisting, training, and appointing all church educational workers; the educational use of housing and equipment; the addition or elimination of classes or organizations; evaluating and supervising the curriculum of the educational program; Vacation Bible School; summer camp promotion; and a tea for school graduates.

All materials to be distributed to the church school shall be first approved by this board.

All teachers in the church school shall be approved by the board and appointed by the Sunday School superintendent.

The board shall prepare its calendar and present it to the Church Council in the fall to coordinate the programs.

Section 4. Church Council. The Church Council shall consist of the elected officers of the church and the chair of each board. Meetings shall be called by the moderator, who shall be the chair of the council. The clerk shall be its secretary. In the absence of the moderator, the chair of the

Diaconate shall fulfill the duties of the moderator. If both are absent, another member of the Church Council will preside. A majority of the members shall constitute a quorum.

The council shall provide written agendas for all business meetings. Any business to be voted upon at these meetings must be brought before this council. It shall appoint, subject to ratification by the church, all standing committees. It shall appoint ad hoc committees as necessary. It shall appoint delegates to state and national meetings of the American Baptist Churches. The council shall be responsible for collecting the calendars from the other boards and committees and coordinating a comprehensive church-year calendar. It shall be responsible for establishing the times for Sunday worship and dates and times for the January and June business meetings.

The council shall prepare and present the annual report of the church at the January meeting.

The council shall secure the services of all non-pastoral staff; negotiate terms of employment and salaries and salary adjustments within amount authorized by the church budget, and establish and maintain detailed written job descriptions. The council shall meet at least annually to review job performances of non-pastoral staff. It is responsible for terminating staff. Members of the Church Council who are related to non-pastoral staff shall not be involved in personnel matters regarding the relative.

ARTICLE IX - STANDING COMMITTEES

Standing Committees are appointed by the Church Council to serve for the time stated. Ad hoc committees may be appointed as necessary. Committee members (excluding the nominating committee) assume duties July 1. Committee members may succeed themselves. A written record of activities/expenditures shall be submitted to the church office each year to be included in the annual report, and given to the succeeding committee, as necessary. Each committee is responsible for preparing a calendar of their activities and meetings and presenting it to the Church Council in the fall.

Section 1. Fellowship Committee. The fellowship committee shall consist of at least seven people appointed for a period of two years. It shall elect a chair. It shall be the duty of this committee to welcome members and visitors, to be in charge of congregational suppers and receptions, and to arrange for any coffee hours sponsored by the church. It shall strive in every way to promote fellowship among all who enter our church home and to increase the sociability of the church. It may find volunteers to help them in their job.

Section 2. Library Committee. The library committee shall consist of three people appointed for a period of two years. The committee shall be responsible for the organization and administration of the church library. The committee will select a librarian annually who will serve as chair. The librarian may serve for successive years.

Section 3. Memorial Committee. The memorial committee shall consist of three voting members, one from the trustees, one from the diaconate and one from the American Baptist women (ABW), appointed for a period of two years. It shall elect a chair. Memorial funds shall be deposited in the church accounts with a separate record kept by the church treasurer who shall make payments as directed by the committee. Designated funds shall be spent as directed by the donor. The committee shall identify needs for memorials not already designated by the donor. Expenditures greater than \$3,000 shall be approved by the Church Council. The committee shall properly acknowledge all gifts received.

Section 4. Nominating Committee. The nominating committee shall consist of three voting members appointed to serve for a period of two years with duties beginning January 1. It shall prepare a list of members qualified to fill the offices and boards. It shall ascertain each candidate's willingness to serve if elected and provide each with a written job description of the office or board. It shall nominate one person for each office or board vacancy to be filled and report the names to the church at least two weeks before the election to be held.

Section 5. Ushering Committee. The Chief Usher shall be appointed to serve for a period of two years. The chief usher shall choose desired assistants. They shall be responsible for ushering, greeting people, passing out bulletins, and obtaining an accurate count of members and visitors on Sunday mornings.

ARTICLE X - ELECTIONS

Section 1. Time. The annual election of officers shall be held during the June business meeting of the church. Terms of office shall begin July 1, except for the treasurer, whose term will be January 1 of the following year.

Section 2. Qualifications of Voters. Voting members are defined in Article V, Section 2.

Section 3. Procedure. At least two weeks before the election, the nominating committee shall present to the church the names of one or more persons from the membership of the church for each office to be filled. At the time of the June meeting there may be nominations from the floor for any office to be filled. A majority of the votes cast is necessary for election to any office.

Section 4. Vacancies. Vacancies of offices, boards, and committees occurring during the year shall be filled for the unexpired term by the Church Council.

ARTICLE XI - MEETINGS

Section 1. Worship Services. Public services shall be held on each Sunday.

The Lord's Supper shall be celebrated monthly, or at such other times as the Diaconate may determine. The youth fellowship and church school shall hold regular meetings at a time fixed by the Board of Christian Education. Meetings for prayer, instruction, and fellowship shall be held throughout the year, as fixed by the Diaconate.

Section 2. Business Meetings. The church shall hold two regular business meetings during the year. A business meeting shall be held in January for the purpose of receiving the annual reports of individual officers, boards, and committees of the church and its auxiliary organizations, adopting a budget, and the transacting of such other business as is proper to come before this meeting.

A second business meeting shall be held in June to elect officers and transact such other business as is deemed necessary.

A quorum for the transaction of business shall be those voting members who attend the meeting, provided it is either a stated meeting or one that has been properly called.

Special business meetings may be called at any time by the Church Council. Notice of such meeting, and the object for which it is called, shall be given from the pulpit at least one week in advance of the date of the meeting. At any of the regular meetings of worship, however, the church may, without notice, act upon the reception of members, upon the transfer of members to another church, and upon the appointment of delegates to councils, but not upon extraordinary business.

All matters pertaining to the purchase, sale, or mortgaging of real estate, or any other legal matters shall be decided by the voting membership.

ARTICLE XII - CHURCH YEAR

Section 1. Fiscal Year. The fiscal year of the church shall be the calendar year.

Section 2. Church Activities Year. The church activities shall begin approximately September 1.

ARTICLE XIII - AMENDMENTS

With the exception of Article XV relating to the Foundation of First Baptist Church, this Constitution may be amended at any regular or called business meeting of the church by a three-quarter majority of those voting members present and voting. Notice of such amendment, stating the proposed change(s), shall have been given from the pulpit during the worship service on two successive Sundays preceding the meeting at which the amendment is to be considered.

ARTICLE XIV - DISABILITIES

Section 1. Death or Disability of the Pastor. In the event of the death of the pastor, the family shall be allowed to remain in the parsonage for two months with all utilities paid. After two months, the family shall be allowed to remain with the permission of the Board of Trustees but be required to pay their own utilities.

If the pastor is disabled and unable to perform all required duties, he or she shall be paid a full salary for a period of 90 days. After the disability has existed for 90 days, the church shall provide the parsonage and utilities for an additional 90 days. After 180 days, the disability shall be deemed permanent and the pastor's services terminated. The pastor could be allowed to remain in the parsonage with the permission of the Church Council by paying the parsonage utilities. The Church Council could extend the time for terminating his or her services.

Section 2. Death or Disability of Secretary or Custodian.

In the event of the death of the secretary or custodian, no benefits shall be paid. In case of disability, the secretary or custodian shall be entitled to one working day for each month of employment with a total not to exceed 60 working days.

ARTICLE XV - FIRST BAPTIST FOUNDATION

Section 1. Basic Objective. The purpose of the Foundation shall be to receive and invest funds and to use the income there from to assist the First Baptist Church of Eau Claire in its work of advancing the Christian faith, primarily through operation and maintenance of the properties and building of First Baptist Church, Eau Claire. The Foundation shall utilize the income only, except in those cases where the funds are offered for a specific purpose and that purpose has the approval of the Foundation.

Section 2. Foundation Management. A special committee (herein referred to as the "Committee") shall manage the Foundation. The Committee shall exercise the corporate powers of the Foundation and shall manage the business affairs thereof. The Committee shall consist of three church members appointed by the Board of Trustees, subject to the approval of the Advisory Council of First Baptist. The term shall be for a period of two years; appointees may succeed themselves. Vacancies shall be filled in the same manner as outlined above.

Executive officers of the Foundation shall be president, secretary, and treasurer. The duties of these officers shall be those commonly understood to pertain to the respective offices. The officers of the Foundation shall be chosen annually by agreement of the three-member group within two weeks of the annual meeting of the Foundation. Two of the three Committee members shall be necessary to constitute a quorum for the transaction of business.

Section 3. Membership. The active membership of the First Baptist Church of Eau Claire shall constitute membership of the Foundation.

Section 4. Meetings. The annual meeting of the Foundation shall be held in the month of January on the same day and at the same place as the annual meeting of the First Baptist Church of Eau Claire. The meeting shall convened immediately upon the adjournment of the annual meeting of the church.

Regular business meetings of the Foundation shall be called by the president as necessary.

Section 5. Funds. The Committee may accept on behalf on the Foundation any contribution, gift, bequest, or device for the general purpose or for any special purpose of the Foundation.

The Committee may invest the principal of the trust fund and the surplus fund in:

1. Bonds or obligations of the United States, any state of the United States, or of any city, town, or county of other legally constituted municipality of the United States.
2. In first mortgages on improved real estate in any state of the United States.
3. In stock and securities of any corporation of any state of the United States which has been in existence for a period of five or more years.
4. In the securities on property received from any of the donors and in any investment directed by any of the donors at the time of making the gift, to the extent only of the amount of securities or properties received from any of the donors making such direction.

5. In any cash savings institution of the United States that is state or federally chartered.

All income from funds of the Foundation exclusive of costs of building operations, maintenance, repairs, and maintaining an adequate reserve fund balance, shall be reinvested regularly. Such reinvestment shall be made within the fiscal year in which it is received except where by vote of the Foundation membership other provision is made.

Section 6. Books and Records. Complete books and records of accounts and minutes of the proceedings of the Foundation and Committee shall be kept. All books and records of the Foundation may be inspected for any proper purpose at any reasonable time.

The accounts of the treasurer shall be examined and verified by a qualified person at least once a year. The annual financial report shall be examined and verified prior to the annual meeting of the Foundation.

The Foundation shall establish a capital expenditure limit. All expenditures exceeding the limit must be approved by the membership of the Foundation. Capital expenditures and offerings are those that go beyond the normal maintenance of church property. The capital expenditure limitation shall be reviewed annually.

The fiscal year of the Foundation shall begin on the first day of January and close the last day of December in each year.

Section 7. Dissolution. Article XIV - First Baptist Foundation may be amended or dissolved only upon recommendation of the Committee, followed by a three-quarter majority positive vote by the Board of Trustees and the Diaconate of the First Baptist Church of Eau Claire and a three-quarter majority vote of the membership of the Foundation.

In the event of the dissolution of this Foundation, it is the intent of those who originally established First Baptist Foundation that all assets of this Foundation shall be given to the American Baptist Churches of Wisconsin Investment Fund.

The Foundation amendment was adopted June 27, 1982. Section 7, concerning dissolution, was updated June 14, 1992, at our semi-annual meeting.

Amended - June 11, 1989 - concerning date treasurer takes office.

Amended - June 4, 1992 - concerning amendments, with regard to Foundation.