

POLICY FOR ST. JOHN'S BAPTIST CHURCH ENDOWMENT FUND AND ENDOWMENT RESOURCE TEAM

Whereas St. John's Baptist Church established the St. John's Baptist Church Endowment on March 12, 2000 and, whereas the Church retained the right to amend the Endowment Policy under Paragraph A of Article VIII, the Endowment Resource Team hereby moves that the Endowment Policy be amended and restated in its entirety in the manner set forth below on this the 21st day of May, 2018.

Article I.

Creation of Fund and Resource Team and Names. Effective the 12th day of March in year 2000, St. John's Baptist Church, 300 Hawthorne Lane, Charlotte, North Carolina 28204 (the "Church") established: (A) a perpetual Endowment Fund to be known as the "St. John's Baptist Church Endowment Fund" (the "Endowment Fund"; (B) a permanent standing resource team to manage the Endowment Fund to be known as the "St. John's Baptist Church Endowment Resource Team" (the "Endowment Resource Team").

Article II.

Philosophy for and Purposes of the Endowment Resource Team. Since its organization the Church has enjoyed consistently strong support for its financial needs, primarily through contributions to its annual operating budget. The future of the Church and its ministries remain heavily dependent on traditional congregational commitment to the annual budget. A careful study has indicated the need for and a strong interest in a larger dimension of stewardship for the Church's mature congregation and its friends, which is and shall remain distinct from and an enhancement of the annual budgeting process. Response to such opportunity can be met by the establishment of the Endowment Fund and the Endowment Resource Team to manage it. This will have two components to meet two distinct needs. The first is Church Missions and Ministries. The purpose of this component is to support organizations and activities in which the Church seeks to act as a servant church in the community, the city, the nation, and the world. This component will allow larger giving, provide donors a vehicle to affect the world after they die, and allow the Church to open further the doors to Missions and Ministries. The second component of the Endowment is for Capital Needs, this being a crucial indirect support for Missions and Ministries. Experience proves more strongly each year that the physical plant and facilities to house and support the congregational programs, and the Missions and Ministries emanating therefrom create capital needs well beyond comfortable annual budgeting. The Endowment Fund is needed to allow the Church, both corporately and individually, to better support these servanthood values which the Church espouses. With the potential resources of the Endowment Fund, there will be better physical facilities and exciting new opportunities to be an even greater servant church. Thus, the purpose of the Endowment Fund is to provide a permanent recipient structure consisting of two component funds, a Capital Needs Fund and a Missions and Ministries Fund, with quality management of both components by the Endowment Resource Team.

Article III.

Gifts to the Funds and Allocations. Devisees or donations to the Endowment shall use the following language or any similar language: "I devise (or gift) the sum of _____ dollars (or _____ percentage of my residual estate) to St. John's Baptist Church, 300 Hawthorne Lane, Charlotte, North Carolina to be part of the Endowment Fund." The aforesaid sample may be modified to specify that the bequest is designated for the Capital Needs Fund or the Missions and Ministries Fund, or is just a general bequest. All gifts to the Endowment Fund, unless otherwise designated, shall be allocated in equal portions to the Capital Needs Fund and the Missions and Ministries Fund. All undesignated bequests or gifts to the Church will default to Endowment Fund, with all such undesignated bequests or gifts allocated in equal portions to the Capital Needs Fund and the Missions and Ministries Fund.

Article IV.

Creation and Governance of the Endowment Resource Team. The Endowment Resource Team shall consist of six members of the Church. The term of service will be three years, beginning on September 1 of each year. The present members of the Endowment Resource Team shall determine which six of the present members will continue on the Resource Team, and shall further determine which two will serve a three year term, which two will serve a two year term, and which two will serve a one year term, such selection to be made on a fair basis decided within the Resource Team. The Leadership Team will nominate two persons each year to serve a three year term. These names will be part of the Leadership Report presented to and approved by the Church.

The Endowment Resource Team shall otherwise operate under the following rules and policies:

A. The Endowment Resource Team shall discharge its duties and exercise its discretion in accordance with the terms of this Policy, as it is currently stated or as it may be amended from time-to-time in accordance with the provisions of Article VIII.

B. At its first meeting in each calendar year, the Endowment Resource Team shall elect a chairperson, vice-chairperson, and secretary, who will assume office immediately upon election. No person shall serve as chairperson more than three consecutive years. These positions shall have the rights and responsibilities normally associated with such positions, plus such other rights, responsibilities, and authorizations as the Endowment Resource Team may from time to time delegate to such officer positions.

C. The Endowment Resource Team shall meet at such times as is necessary in order to properly carry out its responsibilities, with the notice of such meeting to be given by such means as is likely to result in such notice being timely available to the members. A meeting shall also be called upon the written request of at least three Endowment Resource Team members to any

one of the officers. The meetings shall be at the Church, unless the members have agreed to meet elsewhere.

D. A member of the Finance Resource Team and Senior Minister shall be ex-officio members of the Endowment Resource Team, with full privileges of the floor except such ex-officio members shall not have the right to vote.

E. The Endowment Resource Team shall keep minutes of its proceedings, including major actions taken, which minutes shall be maintained at the Church office and available for inspection by any member of the Church. When, however, confidentiality as to name, amount or both is requested by a donor or devisor, the Endowment Resource Team is authorized to make a good faith effort to honor such confidentiality request. A record of contributions to the Endowment Fund will be kept by the Church Financial Office.

F. Meetings of the Endowment Resource Team shall generally be open to any member of the Church. The Endowment Resource Team may, however, vote to meet in executive closed session when the Team finds such is in the best interests of the Church, the work of the Team, or in response to a confidentiality request.

Article V.

Management of the Endowment Fund. The Endowment Resource Team will have broad control and supervision over the investment and management of the monies or other assets constituting the overall Endowment Fund, whether such funds are in the Capital Needs Fund, the Missions and Ministries Fund, or awaiting designation to such component funds. The exercise by the Endowment Resource Team of these rights and responsibilities shall be limited by the following:

A. The Endowment Fund shall not be co-mingled with any other funds of the Church.

B. No borrowing from the Endowment Fund shall be allowed.

C. No distributions from the Capital Needs Fund shall be made until the market value of the assets in that fund shall equal at least five hundred thousand dollars (\$500,000.00). The same rule shall separately apply to the Missions and Ministries Fund. The Endowment Resource Team shall have an objective of maintaining each Fund's assets at a level to preserve the real "inflation-adjusted" purchasing power of each Fund based upon the purchasing power of five hundred thousand dollars (\$500,000.00) during the month in which this Endowment was initially approved and established by the Church (the Fund's "real value"). This is not to suggest that if by virtue of gifts, favorable investments or otherwise, the Funds grow rapidly, then such should be depleted to its "real value." Rather, the Endowment Resource Team has discretion to make distributions from the Funds, giving due consideration to the goal of preserving each Fund's "real value," the desirability of allowing each Fund's value to grow in excess of its "real value," and the Church's capital, missions, and ministries needs. A resolution adopted by the Endowment Resource Team to open and maintain any type of bank account, stock brokerage account,

securities management account, or the like, or to transfer securities, shall be the same as action by the Church on so subjects, so long as it is related to assets belonging to the Endowment Fund.

Article VI.

Distributions from the Funds. In a manner consistent with the foregoing provisions of this Policy, the Endowment Resource Team shall from time-to-time make distributions from the Funds to support the Church's capital needs and/or its missions and ministries. Distribution amounts shall be determined and announced in the first quarter of each calendar year. Distributions from the Capital Needs Endowment Fund shall be made to the Administrative Deacon Panel, or such other body of the Church as may in the future succeed to the Administrative Deacon Panel's functions. Distributions from the Missions and Ministries Endowment Fund shall be made to the Ministry Deacon Panel, or such other body of the Church as may in the future succeed to the Ministry Deacon Panel's functions. The respective Deacon Panels shall determine how the distributions will be used, subject to approval by the Church Council. Distributions shall be used in a manner consistent with the spirit of Article II of this policy, and with due consideration given to comments and suggestions from the Church's membership.

Article VII.

Reporting. After the Endowment Fund has assets, its financial activities and distributions shall be reported at least yearly to the Board of Deacons and to the Church as a whole in church conference. In addition, the Endowment Fund's financial activities and distributions shall be included in the outside auditors annual report now supervised by the Church's Finance Resource Team, with the assets, liabilities, and income of the Fund being separately stated in such report. Such reports shall be available to any member of the Church. The Church shall provide administrative and accounting support to the Endowment Resource Team as requested. When the Endowment Fund has assets and income, it shall reimburse the Church the estimated cost of such support on a reasonable basis as from time-to-time worked out between the Endowment Resource Team and the Finance Resource Team.

The Endowment Resource Team shall regularly advise the Church on its work, with this to include the responsibility for the Team to keep the Church aware of the existence of the Endowment Fund and the opportunities available by contributing to it. This marketing shall be conducted in sensitive recognition of the philosophy and relationship between the Church's annual budget and the Endowment Fund, as herein expressly stated or implied.

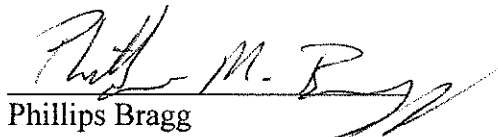
Article VIII.

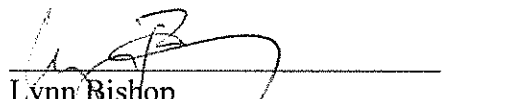
Other Matters. The establishment of the Endowment Fund and the Endowment Resource Team to manage same shall be subject to the following:

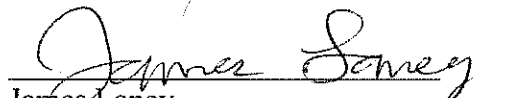
A. Subject to the dissolution of the Endowment Fund under paragraph B below, the rules, policies, and procedures herein set forth are at all times subject to modification, amendment or other changes by the Church in church conference.

B. Upon the recommendation of seventy-five percent (75%) of the deacons of the Church present at a duly called and noticed meeting of the deacons, the deacons may move that the Endowment Fund be dissolved by the Church. The Church membership will decide this motion by a majority vote in a duly called Church conference. In event of such dissolution, all assets of the Endowment Fund become general assets of the Church if the Church is still in existence, to be used only for customary Church purposes. If the Church is not still in existence, or it does not have an existence that will allow responsible use of the Fund balance for customary Church purposes, then the balance in both components of the Endowment Fund shall be distributed to one or more local or world mission organizations that are engaged in Christian, humanitarian mission efforts, consistent with those engaged in by the Church in its historical use of the Missions and Ministries Endowment Fund component.

Respectfully submitted, this the 21st day of May, 2018.


Phillips Bragg
Chair, Endowment Resource Team


Lynn Bishop
Vice-Chair, Endowment Resource Team


James Laney
Secretary, Endowment Resource Team