AMERICAN BAPTIST CHURCHES OF WISCONSIN, INC.

OFFICIAL NOTICE #1 OF FUTURE PROPOSAL TO
2018 CHURCH DELEGATES TO THE ANNUAL MEETING

INTRODUCTION TO GOVERNANCE CHANGES

“And no one puts new wine into old wineskins; otherwise, the wine will burst the skins, and the wine is lost, and so are the skins; but one puts new wine into fresh wineskins.”

Mark 2:22

As many of our own churches have experienced, ABC Wisconsin has faced circumstances in which the formal ways we organize are no longer relevant and/or functional. [These formal ways are defined in our legally-binding and governing institutional documents: Articles of Incorporation & Bylaws].

Examples of irrelevance/dysfunction (this is not a full list):

1. Our Board of Managers must include representatives appointed by associations, yet most of our associations no longer communicate or meet due to varying reasons.
2. Our commissions (or small groups that take lead in some of our region’s ministry and missional efforts) require a defined number of elected people. Few people respond to the invitation to participate in the region-wide nomination process, and it is becoming harder to find people interested in and available for these service opportunities.

Giving energy to maintain a structure that no longer looks like our reality or matches our mission efforts has resulted in low morale, poor stewardship of people’s time and talents, and missed opportunities for dynamic gospel work.

Region leadership has already been trying to understand and address this reality using varying approaches. Some changes are already in place, and now is the time for “new wineskins” to hold the “new wine” – a new organizational structure that supports the way we are pursuing mission today and for the foreseeable future. [reference to Mark 2:22]

The following pages outline ONE of the ways we are addressing the challenges. The Governance Task Force has taken on the work to redefine our formal ways of organizing through revisions to our Articles of Incorporation and Bylaws.

Included in this packet:
- Rationale for governance re-structure and goals for the new design
- Proper process to make changes to our official governance documents
- Overview of proposed changes
- Revised Articles of Incorporation and Bylaws, pending approval of proposed changes

Members of the Governance Task Force:
Elected: Eric Lundquist, David Perkins, Karen Sundland, Chakravarthy Zadda
Ex-officio: Delight Antos; Staffed by: Marie Onwubuariri, Carolyn Dugan, John Jones IV
AMERICAN BAPTIST CHURCHES OF WISCONSIN, INC.
BOARD OF MANAGERS PROPOSAL TO THE
DELEGATES AT THE 2018 ANNUAL MEETING
INFORMED BY THE WORK OF THE GOVERNANCE TASK FORCE

Rationale for Governance Re-structure and
Overview of the Proposed Changes to the ABC/WI
Articles of Incorporation and Bylaws

The Governance Task Force (GTF), by election at the 2017 Annual Meeting and appointment of the Board President, is fulfilling its duty under the ABC/WI Strategic Plan of 2017-2020 of providing a proposal for a revised regional structure because of discerned stagnancy and/or stunted functionality in the Board of Managers (the Board), associations, commissions, and committees.

Following are two categories of goals that the GTF distilled from the various input sources to this process and highlights of proposals toward these goals:

- Goal set #1: A dynamic organization made up of people who are eager to engage regional ministry and able to contribute value-added through their talents, expertise, and energy, and that functions as a multi-directional training model for shared leadership for employed and volunteer personnel.
  - An intentional approach to recruitment, development, and accountability of diverse volunteers
  - A move away from one-year term representative seats on the Board and nominating committee
  - A move away from formal definition of Associations and their related responsibilities
  - Increased expectations, accountability, and opportunity for leadership of the Board across region ministries and mission

- Goal set #2: A leaner Board and more flexible framework that enables the Region to nimbly serve our member churches and related ministers, to better collaborate with mission partners and stakeholders, and to responsibly adjust with new or changing circumstances and opportunities
  - All-elected Board of 15 members down streamlining from a board of 21 members.
  - Representation from Affiliated Bodies (ABWM, ABMen, Ministers Council) more appropriately placed in commissions
  - Personnel on regional committees and commissions need not be elected at annual gatherings
  - Addition of “Collaboratives,” allowing input from stakeholders beyond local members churches
  - Built in expectations of forward-thinking and generative engagement of the Board

While building on the solid foundation laid and nurtured by former Board members, region staff, and volunteers, these proposed changes to the organizational framework is a good-faith first step, knowing the actuality of these goals will require implementation and grace-filled refinement as we continue “together living faithfully through Christ today.”
AMERICAN BAPTIST CHURCHES OF WISCONSIN, INC.
RESTATED ARTICLES OF INCORPORATION
PROPOSED AMENDMENTS AS OF 6/19/2018

To be presented at the 2018 Annual Meeting and voted upon at the 2019 Annual Meeting

Procedure to amend the Articles of Incorporation according to current version:

ARTICLE XIV: AMENDMENTS

These restated articles may be amended at any regular meeting of the ABC/WI by a three-fourths vote of the voting delegates present. Proposed amendments must be presented at a previous annual meeting OR been approved by a two-thirds vote of those present at any regular meeting of the Board of Managers. Written notice of the proposed amendment must have been given at a previous regular meeting of the Board of Managers. All amendments must be published in two successive issues of The Wisconsin Baptist prior to a vote of the delegates.

Procedure: 1. Amendments are being sent out with the August, September, and October 2018 Wisconsin Baptists; 2. are being presented at the 2018 ABC/WI Annual Meeting to the delegates; 3. will again be sent out with Summer and September 2019 Wisconsin Baptists; 4. will be presented for vote by the delegates at the 2019 ABC/WI Annual Meeting.

Note: Any concerns or changes from the 2018 delegates must be communicated to the Governance Task Force by October 29, 2018 in order to be considered before the 2019 vote.

GENERAL REVISIONS:
- General grammatical, punctuation, word and abbreviation usage – nothing to change meaning or intended content
- Formatting changes to titles and spacing to make document more consistent and concise

SPECIFIC PROPOSED AMENDMENTS:

<table>
<thead>
<tr>
<th>Line</th>
<th>Location</th>
<th>Proposed Amendment</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-11</td>
<td>Art.I:Name</td>
<td>- Added required text regarding incorporation in State of Wisconsin</td>
<td>- Wi. Statutes section 181.0202 (1)(b)</td>
</tr>
<tr>
<td>26</td>
<td>Art.V: Agent</td>
<td>- Change title to “Regional Executive Minister” - Remove actual name of Agent</td>
<td>- Reflects current job title - Actual REM’s name is registered with WI Dept. of Financial Institutions.</td>
</tr>
<tr>
<td>32-34</td>
<td>Art.VII:Board of Managers</td>
<td>- Reworked for clarity - Eligibility of Board members will be described in the bylaws - Term “good standing” removed</td>
<td>- Proposal seeks to remove the ambiguity of emphasis on good standing status of individual and/or member church. Clarity is more appropriately placed in the bylaws.</td>
</tr>
<tr>
<td>37-40</td>
<td>Art.VIII:Membership</td>
<td>- Correct language to more appropriately describe members as churches as opposed to individuals, which is more consistent with ABC polity and standing rules</td>
<td>- Affiliation with ABCUSA nor cooperating church criteria is referenced in current articles, but is foundational to who we are and how we function</td>
</tr>
<tr>
<td>42-46</td>
<td>Art.VIII:Membership</td>
<td>- This section is an addition, with the intent to define expectations of member churches</td>
<td>- This is an alternate to the currently undefined usage of the term “good standing”</td>
</tr>
<tr>
<td>50-52</td>
<td>Art.IX:Officers</td>
<td>- Revised title of REM; clarified language</td>
<td></td>
</tr>
<tr>
<td>99-106</td>
<td>Art.VIII:Membership Section 2</td>
<td>- Propose to move definition of annual meeting delegates to the bylaws</td>
<td>- Moved to Proposed Bylaws Article V. Annual Meeting Section 2 Delegates</td>
</tr>
</tbody>
</table>
ARTICLE I: NAME
The name of the corporation shall be the American Baptist Churches of Wisconsin, Inc., hereinafter referred to as ABC/WI, formerly known as Wisconsin Baptist State Convention. These restated Articles shall supersede and take place of the existing Articles of Incorporation and Amendments thereto. ABC/WI is incorporated under Wisconsin Statutes and Annotations, Chapter 181.

ARTICLE II: DURATION
Period of existence shall be perpetual.

ARTICLE III: MISSION STATEMENT
ABC/WI is a fellowship of persons, churches and organizations drawn together in the love of God as known in Jesus Christ. We affirm our diversity of culture, gender, and theological perspectives as gifts for ministry. We covenant to share the gospel of Christ, encourage each other in our faith, and share our resources in witness and mission.

ARTICLE IV: LOCATION
Address of the principal office is 15330 Watertown Plank Road, Elm Grove, Wisconsin 53122.

ARTICLE V: AGENT
The registered agent is the Regional Executive Minister of ABC/WI.

ARTICLE VI: AGENT’S LOCATION
Address of registered agent is 15330 Watertown Plank Road, Elm Grove, Wisconsin 53122.

ARTICLE VII: BOARD OF MANAGERS
The affairs and business of ABC/WI shall be managed by its directors, also known as the Board of Managers, hereinafter referred to as the Board. The eligibility, number, and terms of directors shall be fixed by the bylaws, but there shall not be less than three directors.

ARTICLE VIII: MEMBERSHIP PROVISIONS
SECTION 1: Membership of ABC/WI shall be composed of American Baptist Churches who have been received through an intake process of the Board, in accordance with the Cooperating Church guidelines set forth by the denomination of affiliation, which shall be the American Baptist Churches USA.

SECTION 2:

a. Active churches are those who annually attempt to meet at a minimum four of the five criteria for Cooperating Churches.

b. Member churches may be placed on an inactive list by the Board if active church criteria are consistently not met.
ARTICLE IX: OFFICERS
Officers of ABC/WI shall be President, Vice President, Treasurer, and Secretary. The Secretary position shall be filled by the Regional Executive Minister of ABC/WI. Their duties shall be defined as set forth in the bylaws.

ARTICLE X: PURPOSE
This corporation is organized exclusively for charitable, religious, and educational purposes, including distribution of funds to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code of 1954 (or of corresponding provision of any future United States Internal Revenue Law).

ARTICLE XI: NON-PROFIT STATUS
No part of the net earnings of the corporation shall be used for the benefit of, or be distributable to, its members, trustees, officers, or other private persons; however, the corporation shall be authorized or empowered to pay reasonable compensation for services rendered, and to make payments and distributions in furtherance of the purposes set forth in Article X.

ARTICLE XII: TAX EXEMPT
No substantial part of the activities of the corporation shall include lobbying, or otherwise attempting to influence legislation. The corporation shall not participate in or intervene in (including the publishing or distributing of statements) any political campaign on behalf of any candidate for public office. This corporation shall not be involved in any activity that is contrary to the following federal laws governing tax exempt organizations:

a. Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) or
b. Section 170(c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

ARTICLE XIII: DISSOLUTION OF CORPORATION
Upon the dissolution of the corporation, the Board of Managers shall:
a. Pay or make provision for the payment of all the liabilities of the corporation.
b. Dispose of all assets of the corporation to such qualifying tax-exempt organizations that operate exclusively for charitable, educational, or religious purposes, as the Board of Managers shall determine. Any remaining assets shall be disposed of by the Circuit Court of the county in which the principal office of the corporation is located.

ARTICLE XIV: AMENDMENTS
These restated articles may be amended at any regular meeting of the ABC/WI by a three-fourths vote of the voting delegates present. Proposed amendments must be presented at a previous annual meeting OR been approved by a two-thirds vote of those present at any regular meeting of the Board of Managers. Written notice of the proposed amendment must have been given at a previous regular meeting of the Board of Managers. All amendments must be published in two successive issues of The Wisconsin Baptist prior to a vote of the delegates.
ARTICLE VIII — proposed to revise and move this section to Bylaws

SECTION 2

a. Voting delegates at the annual meeting of ABC/WI shall be: Officers and members of the Board of Managers, Pastors of ABC/WI churches, and voting delegates from ABC/WI churches.

b. Voting delegates shall consist of: Two members from each church and an additional delegate for each fifty members, or any major fraction of fifty, above the first one hundred.

c. Voting delegates shall be required to register at the annual meeting of the ABC/WI prior to the business session.
Procedures to amend the Articles of Incorporation according to current version:

**ARTICLE XIII: AMENDMENTS**

These bylaws may be amended or repealed by a two-thirds vote of duly qualified delegates present and voting at any annual meeting of the ABC/WI. Proposed amendments shall be recommended by the Board of Managers, and published in two successive issues of The Wisconsin Baptist.

**Procedure:**
1. Amendments approved by the Board are being sent out with the August, September, and October 2018 Wisconsin Baptists; 2. are being presented at the 2018 ABC/WI Annual Meeting to the delegates; 3. will again be sent out with Summer and September 2019 Wisconsin Baptists; 4. will be presented for vote by the delegates at the 2019 ABC/WI Annual Meeting to coincide with the vote of proposed changes to the Articles of Incorporation.

Note: Any concerns or changes from the 2018 delegates must be communicated to the Governance Task Force by February 1, 2019 in order to be considered before the 2019 vote.

**GENERAL REVISIONS:**
- General grammatical, punctuation, word and abbreviation usage – nothing to change meaning or intended content
- Formatting changes to numbering, titles, spacing, and terminology to make the document more consistent and concise
- The above changes are not repeated in the details below.

**SPECIFIC PROPOSED AMENDMENTS:**

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<tbody>
<tr>
<td><strong>Articles I-III in current bylaws referring to Board and Officer matters have been re-arranged.</strong></td>
<td></td>
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<tr>
<td><strong>This proposal moves all Board-related info into Article I, several sections. See below for details.</strong></td>
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<tr>
<td>7-10 Art I:Board Section I – Membership (¶1)</td>
<td>- Decreased number of voting members from 21 to 15 and changed the wording to simplify the description of the membership of the Board into officers and at-large voting members and non-voting ex-officio.</td>
<td>- Change from current model of mixed elected &amp; representative model [associations &amp; affiliated ministries]</td>
<td></td>
</tr>
<tr>
<td>11-16 Art I:Board Section I – Membership (¶2)</td>
<td>- Added a paragraph about the commitment to elect a Board reflective of the breadth of diversity of the ABC/WI constituency</td>
<td>- Though this region has functioned oftentimes from this value, adding this verbiage mandates a stronger commitment to it</td>
<td></td>
</tr>
</tbody>
</table>
| 19-22 Art I:Board Section 2.a – eligibility | - Added verbiage that explicitly states the expectations that Board members would act in the interest of ABC/WI and gives reference to a conflict of interest policy  
- Moved requirement that Board members must be members from ABC/WI churches from the Articles of Incorporation to here | - ABC/WI has long had a conflict of interest policy yet it is currently not referenced in the Articles or Bylaws. |
<table>
<thead>
<tr>
<th>Page</th>
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<th>Description</th>
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</thead>
<tbody>
<tr>
<td>23-25</td>
<td>Art I:Board Section 2.b – terms of members</td>
<td>No changed but moved from Article VIII of current Bylaws</td>
<td>All of Article VIII (elections, terms, and vacancies will be covered in other locations)</td>
</tr>
</tbody>
</table>
| 27-37 | Art I:Board Section 2.c – officer terms | - a.i. President term changed from one year to two yrs. Also, now allows someone to serve as President again, but not in consecutive terms.  
- a.ii. VP to be internally appointed by the Board; | VP change allows for two different VPs during the term of a President to increase leadership training for President role |
| 39-44 | Art I:Board Section 2.d – at-large terms | Expanded number of at-large members from 3 to 12 and divided them into 3 classes of 4 members, one class elected each year | Term guidelines remain the same from current bylaws |
| 46-48 | Art I:Board Section 2.e – vacancies | Changed language from “shall” to “may” to allow a period of vacancies if not urgent to fill them. | Current language found in Bylaws Article VIII, Section 3 |
| 49-51 | Art I:Board Section 2.f – removal of members | Added process for removal of a Board member | Not addressed in current Bylaws |
| 52-56 | Art I:Board Section 2.g – ex-officio | Removed “professional” in reference to which regional staff serve as ex-officio (non-voting) members and added provision that President and REM determines which staff is to be included | “Professional” is ambiguous; added provision allows for flexibility to determine appropriate staff according to Board agenda  
- Other ex-officio positions remain the same |
| 59-72 | Art I:Board Section 3.a – board duties | Reworded/added language to express fiduciary, strategic, and generative* responsibility of the Board; all duties in current bylaws are included in the revision  
- “Strategy Committee” in current bylaws (Article VI, Section 3) has been removed in the proposed revision, but the duties have been folded into the Board duties | “Informed by “Governance as Leadership” model (Authors: W. Ryan, B. Taylor, and R. Chait; Wiley @2004) |
<p>| 73-75 | Art I:Board Section 3.b – pres. duties | Added responsibility of chairing the Personnel committee (instead of Executive Committee) and reference to “collaboratives” | See below regarding personnel committee &amp; collaboratives |
| 76-78 | Art I:Board Section 3.c – VP duties | Added responsibility of serving on the Personnel committee | See below regarding Personnel committee &amp; other committee changes |
| 79-80 | Art I:Board Section 3.d – treasurer duties | Removed reference to Investment committee and Finance Commission (non-existing in revision) and added responsibility of serving on the Finance and Personnel committees | See below regarding Finance &amp; Personnel committee &amp; other changes to committee/commissions |</p>
<table>
<thead>
<tr>
<th>Art I: Board</th>
<th>Section</th>
<th>Changes/Notes</th>
</tr>
</thead>
</table>
| 81-85       | 3.e,f   | - Secretary duties moved; no change  
- Delegation of duties moved; no change  
- Art III Section 4 (current)  
- Art XII Section 1 (current) |
| 86-91       | 3.g –  at-Large | - Added that such members shall also serve on two committees, commissions, or collaboratives as a way to stay engaged in the work of the region and serve as liaisons of such work with the governing body (i.e. Board)  
- Having Board subcommittees and assignments to Board members is not uncommon in non-profit Boards |
| 94-98       | 4 – meetings | - Changes Board meetings from 2 to 3 per yr with provision for specially called meetings  
- Added language to allow for tele/video-conferencing  
- Quorum is named as “9” which still equates to 60% of the Board (which is the current threshold).  
- Added language to allow for email and mail votes.  
- Adding 1 additional meeting can help activity, relationships, and effectiveness of Board  
- Technology changes reflect current practices  
- Specifying a number, rather than percentage for quorum, is easier to keep track and is consistent even when there are vacancies |

Proposed Article II replaces references to commissions and committees in Articles V and VI in the current bylaws. Notice that service on these groups are by joint appointment by Board and Regional Staff rather than elections, allowing for greater flexibility, recruitment responsibilities, and leadership development. See below for details.

<table>
<thead>
<tr>
<th>Art II: Committees &amp; Commissions</th>
<th>Changes/Notes</th>
</tr>
</thead>
</table>
| 102-104                          | - General description added regarding the purpose of committees and commissions  
- Referenced region’s newly articulated commitment to leadership development |
| 107-113                          | - Lists procedures applicable to all committees and commissions; procedures that are specific to each entity (i.e. meetings) is listed in appropriate section  
- Added clarification that persons should be members of ABC/WI churches  
- b-c is taken from current Art VI.5.1-3 |
| 116-128                          | - Replaces Executive Committee  
- Made up of officers plus one additional at-large Board member (with allowance for legal expertise as ex-officio)  
- Defines duties of “personnel committee” more clearly  
- This is referenced in Art II.3 in current bylaws under Executive Committee  
- Other duties of Exec. Committee folded into new Board structure |
| 131-146                          | - Replaces Commission on Finance  
- Made up of Treasurer, Board members, and other recruits, for a total of six.  
- Takes on responsibility of Investment Committee, which is no longer a separate committee  
- Added meeting guidelines  
- Other duties have been carried over from Art V.2 |
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<tbody>
<tr>
<td>149-155</td>
<td>Art II: C&amp;C Section 4 – program</td>
<td>- Added meeting guidelines</td>
<td>- Consistent with current committee duties and practices Art 6.2</td>
</tr>
<tr>
<td>158-177</td>
<td>Art II: C&amp;C Section 4 – nominating</td>
<td>- This is now a fully elected committee, rather than an appointed committee; terms are similar to that of Board members - Duties still include creating a slate for election, but also includes continual recruitment responsibilities - Added meeting guidelines</td>
<td>- Incorporates current language of nomination for ministry partners found in Art VI.1.3</td>
</tr>
<tr>
<td>178-180</td>
<td>Art II: C&amp;C Section 6- ad hoc</td>
<td>- No change</td>
<td>- Moved from Art VI.4</td>
</tr>
<tr>
<td>183-192</td>
<td>Art II: C&amp;C Section 7- cong. mission</td>
<td>- Added that the state’s AB women’s and men’s ministries would appoint one representative, with other members coming from the Board or jointly appointed by Board, Chair, and REM</td>
<td>- Six members, terms, and duties are consistent with current bylaws - c (meetings) taken from Art 5.4</td>
</tr>
<tr>
<td>195-205</td>
<td>Art II: C&amp;C Section 8 - ministry</td>
<td>- Members would be an appointee from the Ministers Council (no change), and members coming from the Board or jointly appointed by Board, Chair, and REM</td>
<td>- Six members, terms, and duties are consistent with current bylaws - c (meetings) taken from Art 5.4</td>
</tr>
<tr>
<td>209-215</td>
<td>Art III: Collaboratives</td>
<td>- Defines a new category of “collaborative” that focuses on ministries that encompass stakeholders beyond ABC/WI churches and their members. - Intentionally loosely defined as to allow for strategy and responsiveness in alignment with the changing nature of ministry - Replaces commission on camping</td>
<td>- Though not currently defined in our bylaws, we have had a CENTRAL Wisconsin Collaborative in existence to help guide the ministry of our seminary site</td>
</tr>
</tbody>
</table>

**Proposed Article IV replaces references to Affiliated Bodies in Article V.1.3&5 and Article VII: Representatives in the current bylaws. See below for details.**

<table>
<thead>
<tr>
<th>Page Range</th>
<th>Art IV: Partnerships</th>
<th>Description</th>
<th>Changes</th>
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</thead>
<tbody>
<tr>
<td>219-220</td>
<td>- Brief descriptor of our commitment to developing partnerships</td>
<td>- While these entities are referenced in current bylaws no mention is made to why we affiliate</td>
<td></td>
</tr>
<tr>
<td>223-231</td>
<td>Art IV: Partnerships Section 1 – affiliating bodies</td>
<td>- Added language about invitation to these bodies to have representation to ABC/WI according to the bylaws - Added language that these bodies shall welcome the REM or REM appointee to their governing meetings - Added clarification of “Wisconsin chapter” of these national bodies</td>
<td>- Reflects the proposed changes to the Board and Commission structure - Add reciprocity for accountability and coordination purposes - Reflect current practice and understanding</td>
</tr>
<tr>
<td>234-243</td>
<td>Art IV: Partnerships Section 2 –</td>
<td>- Added fuller description of who we might consider as ministry partners</td>
<td>- Changes made from Article VII, which is sparse on definition; current Board</td>
</tr>
<tr>
<td>Section</td>
<td>Action</td>
<td>Description</td>
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<tr>
<td>reps to other partners</td>
<td>Added responsibility to find representatives to the governing bodies of these entities, as required or requested by such entities, is that of the REM and the nomination committee. Changed that final decision is made by the REM</td>
<td>felt that the REM is in best position to know those who are interested and appropriate to serve, rather than the Board.</td>
<td></td>
</tr>
<tr>
<td>Proposed Article V incorporates Articles of Incorporation (AOI) Article VIII Section 2: voting delegates (which is also being proposed for removal from the AOI to be placed in the Bylaws), and it also replaces Article X of the current bylaws. See below for details.</td>
<td></td>
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</tr>
<tr>
<td>248-252</td>
<td>Art V: Annual Meeting Section 1 – purpose…</td>
<td>Added a sentence about the purpose of the Annual Meeting. Move power to change time or place from Executive Committee to Board</td>
<td>The other language is from Art X. Executive Committee no longer exists in proposal.</td>
</tr>
<tr>
<td>255-264</td>
<td>Art V: Annual Meeting Section 2 – voting delegates</td>
<td>Clarified “one” pastor from each church and added descriptor “active” in reference to church. Changed “voting delegate” to “endorsed representative” (in both a&amp;b) and added descriptor “active” in reference to church to add clarification of terms.</td>
<td>Recognizes that each church may have more than one pastor. “Voting delegate” is used in two different ways in current bylaws. This change also recognizes that churches handle “membership” differently. “Active” church defined in the AOI with proposed changes.</td>
</tr>
<tr>
<td>266-268</td>
<td>Art V: AM Section 3 – reg&amp;offerings</td>
<td>No change</td>
<td>Language from Art XII.7</td>
</tr>
<tr>
<td>272-276</td>
<td>Art VI: Regional Executive Minister</td>
<td>Added that REM serves as Corporate Secretary and language referencing committees, commissions, and collaboratives.</td>
<td>While some verbiage change, this is consistent with current duties/expectations.</td>
</tr>
<tr>
<td>311-314</td>
<td>Art IX: Amendments</td>
<td>No change</td>
<td>Current: Art XIII.</td>
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</table>
AMERICAN BAPTIST CHURCHES OF WISCONSIN, INC.
BYLAWS

ARTICLE I: BOARD OF MANAGERS

SECTION 1 - MEMBERSHIP:

The members of the Board of Managers, hereinafter called The Board, of the American Baptist Churches of Wisconsin, Inc., hereinafter referred to as ABC/WI, shall be composed of fifteen (15) voting members, inclusive of officers and at-large members, plus ex-officio members with no vote, who may vary in number.

The Board membership shall be reflective of the diversity of ABC/WI constituency. Membership shall consist of: at least one-third (1/3) female and at least one-third (1/3) male persons; at least one-third (1/3) clergy and at least one-third (1/3) laity. Further, members of the board should be representative of the region's diversity including, but not limited to, geography, race, ethnicity, age, theology, church size, economic status, and other cultural influences impacting the mission of ABC/WI.

SECTION 2 – MEMBERSHIP PROCEDURES
a. Eligibility: Members of the Board must be members of ABC/WI member churches and willing to adhere to the purpose and duties of the Board as set forth by the Restated Articles of Incorporation and Bylaws of ABC/WI and to act according to the best interest of ABC/WI as set forth by its conflict of interest policy.

b. Terms of members: All terms shall be from the close of the Annual Meeting at which the member is elected until the close of the next Annual Meeting at which the term expires.

c. Officers: Elections/Appointments, Terms, and Term Limits
   i. The President shall be elected by the voting delegates at the Annual Meeting of ABC/WI to a term of two years. The President shall not be eligible for a second consecutive term.
   ii. The Vice President (VP) shall be appointed from among the twelve elected at-large members by the Board and shall serve a one-year term.
   iii. The Corporate Secretary position is filled by the Region Executive Minister (REM) of ABC/WI throughout the duration of the REM’s call.
   iv. The Treasurer shall be elected by the voting delegates at the Annual Meeting of ABC/WI to a term of two years. The Treasurer may be eligible for re-election for a maximum of four consecutive terms, and thereafter must have one year off the Board before consideration for re-election to any Board position.

d. At-large members of the Board: Elections, Terms, and Term Limits
   i. Twelve at-large members shall be divided in three four-member classes, each serving a staggered three-year term. One class shall be elected by voting delegates at the Annual Meeting of ABC/WI each year.
   ii. At-large members may serve one three-year term or an unexpired term followed by one three-year term and thereafter must have one year off the Board before consideration for re-election to an at-large Board position.

e. Board vacancies: Vacant seats within the Board may be filled by the Board until a new person is elected at the next Annual Meeting to complete an unexpired term, except in the case of the office of President, which is provided for in Article I. Section 3.c of these
f. **Removal of Board members:** A removal of a Board member may be determined by a two-thirds (2/3) vote of the Board due to acts of malfeasance, acts of misfeasance, or failure to perform duties.

g. **Ex-officio members shall include:** Immediate Past President and any member of an ABC/WI church serving on the ABC Board of General Ministries, Board of International Ministries, or the Board of the American Baptist Home Mission Societies. Ex-officio members may also include select region staff to be determined at the discretion of the REM and the President.

### SECTION 3 – DUTIES

a. **The Board shall:**
   i. perform fiduciary responsibilities, including adopting and overseeing an annual budget, ensuring legal and organizational accountability, and is understood as the permanent entity of ABC/WI.
   ii. provide strategic leadership, as it sets policies and strategic direction, employs executive staff (i.e. REM), and participates in problem-solving.
   iii. engage in generative discussions, regularly studying historical and trending civic, economic, and sociological concerns affecting ABC/WI mission and acts upon findings appropriately.
   iv. report its proceedings and trusts committed to it to the membership through the REM, and recommend such measures as should receive the attention of the ABC/WI at its Annual Meeting.
   v. cooperate with ABC/USA in promoting denominational activities and ecumenical involvement.

b. **President:** Preside at all Board, Personnel Committee, and ABC/WI meetings. Be an ex-officio member of all committees, commissions, and collaboratives of the ABC/WI, except the Nominating Committee.

c. **Vice President:** Preside at all meetings in the absence or inability of the President, and, in case of a vacancy, fill the unexpired term of the President. Serve as Chair of the Program Committee. Serve on the Personnel Committee.

d. **Treasurer:** Perform such duties usually related to this office. Serve on the Finance and Personnel Committees.

e. **Secretary:** Perform such duties usually related to this office, except that at any meeting another recorder may be appointed.

f. **Delegation of Officer Duties:** In the absence or inability of any officer to act, the Board may delegate, for the time being, the duties of such officer to any other member of the Board, except in the case of President.

g. **At Large Members:** Remaining eleven at-large members (less VP) serve on two of the following committees or commissions during the duration of one’s term: Personnel Committee, Finance Committee, Program Committee, Nominating Committee, Commission on Ministry, and Commission on Congregational Mission. Any service on an ad-hoc committee or collaborative will be an additional responsibility. All assignments will be reviewed and finalized by the Board.

### SECTION 4 - MEETINGS:

a. Frequency: Meets three times a year and additionally upon the call of the President or the REM. Provisions may be made for Board members to join meetings via telephone or
video-conference.

b. Quorum: Nine (9) voting members shall constitute a quorum. As needed, votes may be done electronically or by mail.

ARTICLE II: COMMITTEES AND COMMISSIONS

ABC/WI shall have the following committees and commissions for the general purpose of conducting the business and pursuing the mission of ABC/WI alongside the Board, REM, and regional staff, as well as developing servant leaders among the ABC/WI constituency.

SECTION 1 - PROCEDURES:
a. Persons eligible to serve on ABC/WI committees and commissions must be members at ABC/WI member churches.
b. Each Chair calls meetings for the implementation of its work, in consultation with the REM or the related staff member.
c. All committees and commissions submit regular reports to the Board.
d. The Board shall determine additional rules of procedures governing these entities when not specified in these Bylaws.

SECTION 2 – PERSONNEL COMMITTEE:
a. Membership: Composed of the President, Vice President, Treasurer, and one at-large Board member as voting members and the Secretary as a non-voting member. Region legal counsel may be requested to serve on the committee as a non-voting ex-officio member, as needed.
b. Duties:
   i. Annually review staff salaries and make recommendations to the Finance Committee accordingly.
   ii. Administer regular performance reviews of the REM.
   iii. Handle all other employee-related matters referred to the committee according to personnel policies or through request of the REM.
   iv. Make personnel policy revision recommendations to the Board as needed.
c. Meetings: Meets minimally one time a year and additionally upon the call of the President or REM. Quorum shall be three members.

SECTION 3 – FINANCE COMMITTEE:
a. Membership: Composed of six voting members, including the Treasurer and five individuals who shall be jointly appointed by the Treasurer, the President, and the REM and whose terms of service shall be three years. The Chair shall be selected annually within the committee, but shall not be the Treasurer.
b. Duties:
   i. Oversee all finances of ABC/WI, including the care and sale of property belonging to ABC/WI and any purchase of property, with all such sales and purchases being subject to ratification by the Board.
   ii. Reviews the application of churches desiring aid for construction or improvement of property, and makes recommendations to the Board; approves requests for loans in the amount of $10,000 or less.
   iii. Prepares and recommends the annual budget to the Board.
   iv. Manages stewardship of invested funds of ABC/WI.
v. Attends to all other financial matters referred to it by ABC/WI or the Board.
c. Meetings: Meets minimally three times a year and additionally upon the call of the Chair, the Treasurer, or the REM. Quorum shall be four voting members.

SECTION 4 – PROGRAM COMMITTEE:

a. Membership: Composed of no less than five and no more than eight voting members, including the Vice President and four individuals who shall be jointly appointed by the Vice President, the President, and the REM. Each affiliating body may also appoint a member to the committee. Terms of service shall be one year.
b. Duties: Plans the program for the Annual Meeting of ABC/WI, which is approved by the ABC/WI delegates present at the meeting.
c. Meetings: Meets minimally three times a year. Quorum shall be four voting members.

SECTION 5 – NOMINATING COMMITTEE:

a. Membership: Composed of seven voting members, including one Board member, plus six at-large members who shall be elected by the voting delegates at the Annual Meeting. Six at-large members shall be divided in three two-member classes, each serving a staggered three-year term. One class shall be elected by vote at the Annual Meeting each year. At-large members may serve one three-year term or an unexpired term followed by one three-year term after which they shall not be eligible for re-election until one year has elapsed. The Chair shall be selected annually within the committee.
b. Duties:
   i. Solicits input about, actively seeks for, and communicates with potential persons to serve in the various positions within ABC/WI and to represent ABC/WI among our various partners.
   ii. Prepares the annual slate of nomination for open Board and Nominating Committee positions for election at the Annual Meeting.
   iii. Regularly provides a contact list of potential persons for service on ABC/WI committees, commissions, and collaboratives to appropriate Chair.
   iv. Regularly provides to the Board President and the REM a contact list of interested persons for board service with ministry partners, such as the Board of General Ministries ABCUSA, Milwaukee Christian Center, and Project Focal Point.
c. Meetings: Meets minimally two times a year. Quorum shall be five voting members.

SECTION 6 – AD HOC COMMITTEES:

Appointed by the President as needed for no more than two years.

SECTION 7 – COMMISSION ON CONGREGATIONAL MISSION:

a. Membership: Composed of six voting members, consisting of minimally two Board members, one appointed member from the Affiliated Bodies representing women’s and men’s ministries in Wisconsin, and any additional needed members who shall be jointly appointed by the Chair, the President, and the REM. Terms of service shall be three years. The Chair shall be selected annually within the commission.
b. Duties: Promotes Christian education, campus ministry, evangelism, church growth, mission service in the state, nation and world, social justice and stewardship education.
c. Meetings: To be held at such times and places as they may determine, after consultation with the REM. However, such meetings shall not be held during the
Annual Meeting sessions without the consent of the President or the REM.

**SECTION 8 – COMMISSION ON MINISTRY:**

a. Membership: Composed of six voting members, consisting of minimally two Board members, one appointed member from the Wisconsin Ministers Council, and any additional needed members who shall be jointly appointed by the Chair, the President, and the REM. At least one of the six members shall be a layperson. Terms of service shall be three years. The Chair shall be selected annually within the commission.

b. Duties: Sets standards for professional church leaders and their standing in the ABC/WI. Assists churches and candidates in procedures for licensing and ordination. Provides counsel to churches and pastors in all matters of ministry.

c. Meetings: To be held at such times and places as they may determine, after consultation with the REM. However, such meetings shall not be held during the Annual Meeting sessions without the consent of the President or the REM.

**ARTICLE III: COLLABORATIVES**

A Collaborative is a group of individuals who are involved with and impacted by an area of ministry and mission of ABC/WI which is not directly or wholly within the scope of other standing committees and commissions. The purpose of Collaboratives shall be to improve the effectiveness of such ministry and will be active for so long as it is helpful to the mission of ABC/WI. Collaboratives will be instituted and managed under the direction of the REM, will be chaired by a regional staff person, and shall provide reports to the Board at least annually.

**ARTICLE IV: PARTNERSHIPS**

In the pursuit of its mission, ABC/WI shall develop partnerships with Affiliating Bodies and other entities that have common and/or complementary interests and objectives.

**SECTION 1 – AFFILIATING BODIES**

a. Affiliating Bodies shall be invited to have representation within ministries of ABC/WI as set forth in these bylaws and shall welcome the REM, or the REM’s appointee, to meetings of their governing entity. The Affiliated Bodies shall be the Wisconsin chapters of: American Baptist Men, American Baptist Women's Ministries, and Ministers Council.

b. Affiliating Bodies may select their own officers, adopt their own bylaws, and outline their own policies, providing such bylaws and policies are in harmony with the most current versions of the Reinstated Articles of Incorporation and Bylaws of ABC/WI. Affiliating bodies may receive grants as may be voted by the Board.

**SECTION 2 – REPRESENTATIVES TO OTHER PARTNERS**

a. Other ministry partners may be organizations or other groups that have historical or emerging identity and/or mission alignment with ABC/WI, for example the Wisconsin Council of Churches, American Baptist-related college campus ministries, faith-based neighborhood programs and housing developments, theological educational institutions, and other ABC denominational entities not otherwise named in these Bylaws.
b. Any vacancy on governing boards or committees of our ministry partners requiring or requesting representation from ABC/WI shall be considered by the REM in cooperation with the Nomination Committee.
c. Final appointment or recommendations shall be made by the REM.

**ARTICLE V: ANNUAL MEETING**

**SECTION 1- PURPOSE, MEETING TIME, AND PLACE:**
There shall be an Annual Meeting of ABC/WI in October for the minimum purpose of electing members of the Board of Managers and Nominating Committee and to address any business referred to the voting delegates by the Board. The Annual Meeting shall be held at such place in Wisconsin as ABC/WI may direct. If circumstances require it however, the Board shall have the power to change the time or place of meeting.

**SECTION 2 – VOTING DELEGATES:**
a. Voting delegates at the Annual Meeting of ABC/WI shall be: all members of the Board, one pastor from each ABC/WI active church, and endorsed representatives from ABC/WI active churches.
b. Endorsed representatives shall consist of: two individuals chosen by each active church and an additional individual for each fifty members, or any major fraction of fifty, above the first one hundred members; membership shall be according to the most recently submitted Church Annual Report.
c. Voting delegates shall be required to register at the Annual Meeting of the ABC/WI prior to the business session.
d. Quorum shall be forty (40) delegates of ABC/WI for the transaction of business.

**SECTION 3 – REGISTRATION AND OFFERINGS:** Each person shall pay a registration fee, the amount of which is to be determined by the Board. To help further defray the expenses of the Annual Meeting, at least one offering may be received.

**ARTICLE VI: REGIONAL EXECUTIVE MINISTER**

Election of the Regional Executive Minister shall be by the Board of Managers. This election shall continue in effect until the acceptance of the REM’s resignation by the Board, or until the REM retires, or until action to terminate or extend the REM’s services has been taken by the Board. The REM serves as Corporate Secretary of ABC/WI and ex-officio member of all committees, commissions, collaboratives, and affiliating bodies of ABC/WI.

**ARTICLE VII: FINANCIALS**

**SECTION 1 – FISCAL YEAR:** Corresponds with the calendar year. The Treasurer’s reports and all statistical reports are to be published in the annual report and shall be those of the preceding fiscal year.

**SECTION 2 – AUDIT:** At the close of the fiscal year the accounts of the Treasurer and all financial reports shall be audited and a report printed in the annual *American Baptist Churches of Wisconsin Directory and Statistics.*
SECTION 3 – BOND: All persons who handle ABC/WI funds shall give surety bonds to ABC/WI in the amount fixed by the Board.

SECTION 4 – NECESSARY EXPENSES: Provisions shall be provided, under the supervision of the REM, for meetings of the Board, commissions, committees, and collaboratives.

ARTICLE VIII: MISCELLANEOUS

SECTION 1 – EXECUTION OF LEGAL PAPERS: Deeds, leases, conveyances, contract agreements and other legal instruments authorized by the Board shall be signed by the President or the Vice President and, if necessary, countersigned by the Secretary or the Treasurer.

SECTION 2 – OFFICIAL PUBLICATION: The Wisconsin Baptist is to be the official publication of ABC/WI and published at least quarterly.

SECTION 3 – RULES OF ORDER: In cases not provided for by the Restated Articles of Incorporation and these Bylaws, the ABC/WI shall be governed by the current revision of the Robert's Rules of Order.

ARTICLE IX: AMENDMENTS

These bylaws may be amended or repealed by a two-thirds vote of duly qualified delegates present and voting at any Annual Meeting of the ABC/WI. Proposed amendments shall be recommended by the Board and published in two successive issues of The Wisconsin Baptist.

Revisions:
October 13, 2018 (tentative)
November 1, 2014 (correction only)
October 12, 2019 (proposed)