

## HSBC Endowment Policy

**Preface.** The following defines the purposes and procedures for the annual expenditure of income from the Hot Springs Baptist Church endowment fund pursuant to the “Endowment Fund Guidelines” adopted by the Church September 18, 2002. This policy embodies the intent of the original donors as evidenced by Board of Directors minutes from May 29, 2002.

### **Purpose of Endowment.**

- The Fund shall never be used to pay for the internal operations of the Church, but only for the mission and education programs, projects, and/or ministries which would go otherwise unfunded. Focus will be given to the following needs:
  - Local Missions
  - State Missions
  - National Missions
  - International Missions
  - Benevolence Scholarships for students from HSBC answering a call to ministry to attend a Southern Baptist University, College, Seminary.
  - Stipend or Scholarship to employ students from a Southern Baptist College, University or Seminary as an intern at HSBC.
- The HSBC Endowment is to help encourage as many members of Hot Springs Baptist Church to be involved in hands-on missions, projects and ministry work.
- Each year, during the annual budget process, the Senior Pastor, Board of Directors, and representatives from the Missions Committee shall submit to the church body a proposed budget for the use of Mission and Christian Education endowment funds. Once approved the Mission and Christian Education budget shall be managed by the Missions Committee for the upcoming year operating within the boundaries of the HSBC Endowment Policy.

### **I. Christian Education**

- a. Definition of Christian Education concerning the HSBC Endowment is defined as benevolent scholarships for students of any age who have answered a ministry call to attend a Southern Baptist University, College, Seminary, or participate in an internship at HSBC.
- b. The amount per qualifying student will be determined and awarded by the HSBC Missions Committee.
- c. Qualifications for Application of Benevolent Scholarships for College Seminary/Christian Education or HSBC Internship.
  - i. Individuals must be answering a call to vocational ministry or missions.
  - ii. Individuals must be seeking Christian Education & Training at an affiliated Southern Baptist College, University, Seminary, or HSBC.
  - iii. New and Recurring Candidates must submit an annual application to the Missions Committee by June 1<sup>st</sup> of the same year attending school. New requests for each school year must be approved for each sequential year.
  - iv. Candidates must have been an active HSBC church member at least one year at time of original application or will be employed by HSBC as an intern.
  - v. All scholarship applicants will be interviewed and reviewed by the Missions Committee for approval or disapproval.
  - vi. All intern applicants will be interviewed and reviewed by the staff for approval or disapproval.

## II. Missions

- a. Distributions may be requested on a year-by-year basis only, not for multiple years.
  - i. If a project/need exceeds one year, a new request is required and must be approved for each sequential year.
  - ii. Distributions are to be used to promote and encourage church body participation in mission trips or projects.
  - iii. Distributions may also be used to help support projects with which HSBC has direct involvement.
  - iv. Mission trip and/or projects must be affiliated with either Hot Springs Baptist Church or an approved Southern Baptist church, institution, or entity.
  
- b. Distributions may subsidize actual expenses for a mission trip/project approved by the Missions Committee providing:
  - i. The participant must be a member of HSBC. Length of membership no factor concerning mission trip and/or project distributions.
  - ii. The maximum amount of subsidy allowed for any lay member of HSBC is 75% of actual expenses incurred per trip/project.
  - iii. All Pastoral Staff and Mission Team Leaders may be funded up to 100% of the Mission Trip cost.
  - iv. Subsidies must be equally divided among the projected number of participants. If actual participants are less than projected, the excess distribution may be used to offset expenses for the trip, up to, but not exceeding, the maximum amount allowed per trip, per participant member.
  - v. Non-endowment funds provided or raised by the participant will be used first and then supplemented by the approved endowment funds. Any left-over funds less than \$1,000 from an approved trip/project will be kept in a designated line to be used on the next church-approved endowment projects. Left-over endowment funds over \$1,000 will be sent back to the Arkansas Baptist Foundation to be reinvested in an income/demand cash fund.
  - vi. Distributions may be used to purchase materials and/or supplies for mission trips and/or projects.

**Adoption.** Adopted by vote of the church body at the church conference held on February 6, 2022. All previous editions are hereby superseded including but not limited to the policy adopted on January 29, 2017.