

ENDOWMENT AND GIFTS PLAN
September 9, 2025

Wauwatosa Presbyterian Church

(Approved by Session September 9, 2025)

INTRODUCTION

Christian stewardship involves the faithful management of all the gifts God has given us - time, talents, the created world, even our money. For many people, the stewardship of money means current income and its use. Stewardship is concerned equally, however, with accumulated, inherited and appreciated resources.

Those who came before us have provided a meaningful heritage of religious experiences and physical facilities. We have been entrusted with the continuing duty of the benevolent, educational and mission work of the Christian Church. We wish to expand our work and mission as Christians to our community and world, to provide care and upkeep for the physical facilities of the Wauwatosa Presbyterian Church, and to seek and receive gifts, bequests, memorials and other contributions for these purposes.

Because Presbyterians are called to be stewards of all gifts of God this Endowment and Gifts Plan (the "Plan") for the Wauwatosa Presbyterian Church (the "Church") is hereby established. This Plan is to be administered in such a way that it does not diminish responsible continued support and involvement of church members.

ARTICLE I ESTABLISHMENT OF PLAN

Because Presbyterians are called to be stewards of all the gifts of God, an Endowment and Gifts Plan for the Wauwatosa Presbyterian Church

(the "Church") is hereby established effective
_____ (DATE).

ARTICLE II OBJECTIVE OF PLAN

The objective of the Plan is to encourage gifts, bequests, and other planned giving to the Wauwatosa Church and to provide a mechanism for the use of such gifts to further the mission of the Church and the work of Jesus Christ.

ARTICLE III CREATION OF FUNDS

The Church has three separate Funds, as described below. These Funds shall be used by the Session for needs beyond the normal operating budget of the Church. The Funds are not intended to exist and be maintained in competition with the normal stewardship programs of the Church, and it is not contemplated that the assets of the Funds will be used in discharging current budgeted operating expenses of the Church. Separate accounts may also be established within each Fund for a specific purpose(s).

3.1 Facilities Reserve Fund (Previously known as the Contingency Fund). The principal and income from the Facilities Reserve Fund shall be used to provide perpetual care and upkeep for the physical facilities of the Church. The expenses related to routine maintenance and normal housekeeping are not intended to be the subject of Fund disbursement, since these items should be included in the normal annual operating budget. In addition, the annual Church budget may make a contribution to the Facilities Reserve Fund. The Facilities Reserve Fund should be used only for major repairs or capital improvements. The Buildings and Grounds Committee shall make recommendations to the Session for the use of these funds.

3.2 Mission Fund (Previously known as the Mission Endowment Fund). The principal and income from the Mission Fund shall be used by the Session for the Church's extended mission work and outreach of a special, nonrecurring, or occasional nature. Other potential uses might include but are not limited to: Christian education; special outreach programs to youth, elderly, disadvantaged or homeless people in the community; mission-oriented and evangelistic projects; ecumenical projects; and causes of Wauwatosa Presbyterian Church. The Mission Committee shall make recommendations to the Session for the use of these funds.

3.3 Endowment Fund. The principal of the Endowment Fund shall be invested for growth and income. The Session can redirect funds as they deem necessary. The purpose of the Endowment Fund is to expand and enrich the mission of the Church, not to support the annual operating budget.

ARTICLE IV FINANCE COMMITTEE

The Finance Committee (Committee) shall advise the Session on the management and investment of the Funds.

4.1 Additional Responsibilities. The Committee, in conjunction with the Stewardship Committee, shall also have the following responsibilities:

4.1.1 To acquaint Church members and friends with the opportunity of making gifts and bequests to these Funds.

4.1.2 To report to the Session per the duties of the Finance Committee.

4.1.3 To review gifts of unusual nature and make recommendations to the Session on whether to accept or refuse such gifts.

4.1.4 To discharge other responsibilities related to the Funds as may be assigned to the Committee by the Session.

ARTICLE V ASSIGNMENT OF GIFTS RECEIVED

Prospective donors should be encouraged to place as little restriction as possible on their gifts, in order that long-range goals set forth in the Plan may be achieved. The plan does include the opportunity for gifts to be either undesignated or designated.

5.1 For Undesignated Gifts. Gifts that are not subject to restrictions imposed by the donor should be allocated to the three established funds.

50% to Endowment

25% to Missions

25% to Facilities

This is a default system, but Session has the right to direct the funds as they deem necessary. At the beginning of each year, the Finance Committee shall evaluate the need to continue this division of undesignated gifts between these Funds. Changes to this system will be reported to congregation.

5.2. For Designated Gifts. A donor may designate bequests or gifts into one or all of the three Funds or into any other Special Funds.

5.2.1 A donor may request a restriction on the use of the gift. The Church will make reasonable attempts to comply with the donor's restrictions, and may establish a Special Projects Account, if appropriate, subject to the Church's existing policies. Special Project Accounts are generally intended to be short term in nature, and should, whenever possible, last no longer than three (3) years.

5.2.2 The Finance Committee, Stewardship Committee, or Pastor may counsel with any donor who has indicated an

intention to make a designated gift, if the donor's restrictions, conditions, form, or uses do not appear to be consistent with the Church's existing policies or missions. The Session has the power to decline a gift if the restrictions, conditions, form, or uses are deemed inappropriate or create additional liability to the Church.

5.2.3 If a donor has designated a gift for a particular purpose, and if that purpose is or becomes contrary to the policies or missions of the Church, or if the amount of the gift is substantially greater than the need of the Church for that particular purpose, the Church shall attempt to use the gift, or the amount in excess of the need of the Church, for a purpose as close as possible to that designated by the donor. If within 3 years the Session has not found such use, the Finance Committee shall make a recommendation to the Session, and the Session shall place the principal, the balance, and the income from the gift in one of the three funds. Similarly, if the unused balance of the designated gift is reduced to a level that limits the gift's effectiveness, the balance shall be placed in the Endowment Fund. If reasonably possible, the donor's approval will be requested and obtained prior to movement of these monies.

5.3 Disposition of Gifts Other Than Cash. The Finance Committee shall recommend to the Session the disposition of gifts such as real estate, stocks, and bonds in a timely manner in accordance with the Wauwatosa Presbyterian Church Investment Policy.

ARTICLE VI INVESTMENT OF THE FUNDS

The Committee shall work with an investment advisor to determine the financial goals for these Funds consistent with the Wauwatosa Presbyterian Church Investment Policy.

6.1 Fiscal Year. The fiscal year of each Fund shall coincide with the Church's operating budget fiscal year.

6.2 Investments. The investments shall be made according to the Wauwatosa Presbyterian Church Investment Policy.

6.3 Accrual of Income. The income, defined as interest and dividends and capital gains, from the Endowment Fund will be reinvested.

6.4 Inter-Fund Transfers. The Session may approve the transfer of all or any portion of the Facilities Reserve Fund or the Mission Fund, or both, exclusive of principal and income of designated gifts to those Funds, between each Fund or to the Endowment Fund.

ARTICLE VII AMENDMENTS

The provisions of this Plan may be amended only at a Session meeting.

Attachment A

Bequest Language

Planning for the future and creating the legacy you wish to leave is one of the most effective ways to ensure a lasting impact. Making a gift in your will or living trust, known as a bequest, can guarantee that your legacy endures. Your gift may be a specific dollar amount, a percentage of your estate or the remainder after all other provisions are specified.

Our federal tax ID number is: 39-0972356

Below is suggested language to use when drafting your bequest.

Sample Language

For an unrestricted gift that allows the Wauwatosa Presbyterian Church to determine how to use the funds based on the most pressing needs, use the following language for your will and/or trust:

"I give to Wauwatosa Presbyterian Church, 2366 N. 80th Street, Wauwatosa, WI 53213, or its successor thereto, _____ [written amount or percentage of the estate or description of property] for its unrestricted charitable use and purpose."

To designate your provision for a particular purpose:

"I give to Wauwatosa Presbyterian Church, a religious society created and existing under Chapter 187 of the Wisconsin Statutes, a nonprofit corporation currently located at 2366 N 80th St, Wauwatosa, WI 53213 or its successor thereto, _____ [written amount or percentage of the estate or description of property]. This gift should be used for (state purpose) if and so long as Wauwatosa Presbyterian Church determines that the need exists. If Wauwatosa Presbyterian Church shall determine at the outset or at a later time that the need does not exist, or no longer exists or for some reason it is not possible (or prudent) to administer my gift as originally intended, then Wauwatosa Presbyterian Church may, in its sole and uncontrolled discretion, direct the use of my bequest for a purpose related as closely as possible to that stated above."

If a contact representative is required, please include Head Pastor, Wauwatosa Presbyterian Church, 414-774-5005.

If you have named Wauwatosa Presbyterian Church in your will or trust, please let us know by completing the attached form so we can ensure that your gift is used according to your wishes. Notifying us of your plans will enable us to plan for the use of your future gift. However, if you prefer to remain anonymous, we will keep your name and gift in strict confidence.

Please contact the office manager at 414-774-5005 ext 101 or officemgr@tosapres.com for more information.

Attachment B

RESTRICTED GIFT INFORMATION SHEET

Fund Name (the name you will use to remember the givers)
Date Created _____ Original Value _____
Date Restrictions will end _____
Instructions for use following Restrictions _____

Given by Whom _____
Contact Person, member of the Family _____
Address _____

Phone Number _____
Restrictions: (is this fund [Restricted](#) or [Unrestricted?](#))

List the specific Restrictions: _____

What is the Nature of the gift: (i.e. stock, bequest, cash, real property, other?)_____

Special Instructions: (can the principal be spent, under what conditions? What can the interest / gain be used for? What exceptions exist?)_____

History: Why was this given, who for, what were their special interests. What information do you have to help honor the givers? If given with a designation, quote the designation from the letter or from the will or trust or attach the letter to the file.

By Giver:_____ Date:_____

By Church Representative:_____ Date:_____

Include a Copy of the gift letter sent to the giver.