

**CONSTITUTION  
OF  
THE TABERNACLE BAPTIST CHURCH  
1925 Grove Avenue  
Richmond, Virginia 23220  
(Last Amended May, 2006)**

**ARTICLE I**

**Name**

**Section 1.** The name of this organization shall be **THE TABERNACLE BAPTIST CHURCH** of Richmond, Virginia.

**ARTICLE II**

**Membership**

**Section 1. Membership**

The membership of this Church shall consist of those persons whose names are now on the membership roll and such other persons as may be hereafter enrolled.

**Section 2. Membership Requirements and Procedure**

A. **Requirements.** There are several ways to become a member of this church:

1. A person making a first profession of faith in the Lord Jesus Christ shall be baptized by immersion, unless there is a condition which makes this inadvisable.
2. A person who has been a member of another Baptist church shall become a member upon receipt of a church letter or statement of Christian experience if a church letter is not available.
3. A person who made a profession of faith and received baptism in another denominational tradition, if they state that their baptism has present significance to them, shall become a member upon receipt of a church letter or upon statement of Christian experience. A person thus received shall be offered immersion, but it shall not be required.

B. **Procedure.** The procedure for become a member shall be as follows:

1. Candidates present themselves at the front of the sanctuary when the invitation is given at a worship service. They shall be introduced to the congregation, indicating the method by which they are seeking membership or Watchcare affiliation. The congregation shall vote in two or three weeks' time unless circumstances require otherwise.
2. There shall be at least three orientation sessions offered—one on the foundations of the Christian faith and practice, one on Baptist beliefs and polity, and one emphasizing The

Tabernacle Baptist Church and the expectations of its members. These classes shall be offered once a quarter or as necessary.

3. All new members shall be encouraged to attend such orientation sessions as the pastor deems appropriate.

C. **Special Requirements for Immersion.** Any member who has not been immersed and who, on the basis of conviction, request immersion shall have the request granted.

### **Section 3. Admission Ceremonies**

At any meeting of the Church, the Pastor or whomever he may designate shall present to all candidates for membership the right hand of fellowship in recognition of their admission to all rights and privileges of the Church, provided that they have complied with the requirements of paragraphs A, B, C, or D of Article II, Section 2.

### **Section 4. Granting of Church Letter**

Upon request, any member may, upon recommendation of the Board of Deacons and vote of this Church, be granted a church letter for the purpose of uniting with some other Baptist church of like faith and order as may be designated. Such a letter shall be valid for six months, and may be renewed upon recommendation of the Board of Deacons and vote of the Church if satisfactory reasons be given for non-use. Any member uniting with a church of another faith and order shall have his or her name dropped but, upon request, may be granted a certificate of good standing and Christian character. The granting of church letters may be made at any regular or special meeting as desired by the Board of Deacons.

### **Section 5. Removals from Active Membership**

Any member who, due to change of residence, finds it inconvenient to attend the services of this Church and does not unite with another church more conveniently located, shall supply the Church Office or Clerk with his or her new address and shall report to this Church once every two years in person or by letter or contribution. Members in this category shall fall under Article VII, Section 3, of this Constitution.

## **ARTICLE III**

### **Organization**

#### **Section 1. Officers**

The officers of the Church shall be as follows: Pastor and Associate, Clerk, Associate Clerk, Treasurer, and Associate Treasurer.

#### **Section 2. Boards**

The Boards of the Church shall be as follows: Board of Trustees, Board of Deacons, and Administrative Board.

**Section 3. Standing Committees**

The Standing Committees of the Church shall be as follows: Audio-Visual, Auditing, Bank Deposit, Building and Grounds, Bus, Caring Group Ministry, Church Council, Child Care, Decorating, Food Service, Library, Missions, Music, Nominating, Nursery, Outreach, Permanent Records, Personnel, Publicity, Recreation, Royal Ambassadors, Silver, Stewardship, and Youth; and the following Deacon committees elected by the Board of Deacons: Baptismal, Calling, Deacon Fund, Family Ministry, Fellowship Fund, Lord's Supper, Space Assignment, Usher-Vestibule, and Worship.

#### **Section 4. Agencies**

The agencies of the Church shall be as follows: Sunday School and Women's Missionary Union.

#### **Section 5. Nominations**

The Board of Deacons shall nominate seven persons to serve as the Church Nominating Committee for the succeeding year. The nominees shall include up to three Deacons, those remaining to be selected from representative Church members from the several active divisions of the Church. The Church Nominating Committee, hereinafter called the "Committee," shall present a slate of nominees for elective offices, standing committees, the Board of Deacons, the Administrative Board, and Church agencies. The Committee shall make at least one nomination for each elective position. There shall be 10 nominees for the Board of Deacons. There shall be nine elective members of the Administrative Board who shall serve three-year, rotational terms. In the initial year of this Constitution there shall be nine nominees for that Board—three for 3-year terms; three for 2-year terms; and three for a 1-year term. Thereafter, and in each ensuing year, there shall be three nominees to the Administrative Board, each of whom shall serve for three years.

The nomination of a person to the Administrative Board or to the Board of Deacons, or to both, shall not bar such person from nominations to any Church elective office, provided, however, that anyone elected to any one of the Church elective offices may not act in such capacity and be concurrently Chairman of the Board of Deacons or Chairman of the Administrative Board, and provided further that no one person may be chairman of both of said boards. Membership in the Board of Deacons and/or the Administrative Board does not constitute holding an elective office. Neither the Treasurer nor the Associate Treasurer may serve as Chairman of the Board of deacons.

No member of Staff families shall be nominated for any office, Board or Committee where there may be deemed to be a possible conflict of interest.

Nominations for officers of the Women's Missionary Council shall be referred to the Church Nominating Committee by the Leadership Committee of the Women's Missionary Union. These officers shall be presented to the Church in April for election but shall not assume office until October 1.

Nominations for general officers of the Sunday School shall be referred to the Church Nominating Committee by the Sunday School Executive Committee. Other Sunday School officers shall be nominated by the Sunday School Nominating Committee. These officers shall be presented to the Church in August for election but shall not assume office until October 1.

Upon completion of a slate of nominees, the Committee shall present such slate to the Board of Deacons in a regular or special meeting. The Board of Deacons, by a majority vote of those present and voting, may amend or modify the slate as it shall deem proper. Thereafter it shall confirm the slate as amended or modified or accept same as written.

On the third Sunday immediately preceding the date of the election of Church officers, members of the Board of Deacons, the Administrative Board, standing committees, and officers of the Sunday School,

the slate of nominees shall be printed in the Church bulletin. At the Church Business Meeting next following its publication in the Church bulletin the slate shall be presented to the Church membership for action. Any Church member present may make additional nominations, provided that prior consent has been given by the nominees. A majority vote of those present and voting shall be necessary to place the names of such nominees on the slate. No additions shall be made to the slate after its approval by the Church membership At the Business Meeting of the Church at which it was approved.

The Committee shall provide ballots and ballot boxes and conduct election on the second Sunday in December at such hours as not to conflict with the regular Church services. Such ballots shall contain the names of all nominees, whether opposed or not and shall state the numbers of persons to be elected to each office, Board or Committee.

#### **Section 6. Elections**

All vacancies, to the extent indicated by the ballot, in positions as officers, Deacons, members of the Administrative Board, members of committees, or officers of Church agencies, shall be filled by those nominees who receive the highest number of votes for said positions. In the event of a tie, a run-off election shall be held at the next regular Business Meeting of the Church, if such is necessary to determine which person(s) shall be elected.

#### **Section 7. The Board of Deacons—Membership, Term of Office**

The Board of Deacons shall consist of 30 persons, each of whom, except those elected in term to fill vacancies, shall have been elected by the membership of the Church at the annual business meeting of the Church for the election of officers. The full term of office of each Deacon shall be three calendar years.

The term of office of all Deacons shall be so arranged that the term of office of one-third of the members of the Board of Deacons shall expire at the end of each year. Deacons elected to fill vacancies or unexpired terms shall serve for the duration of such unexpired term. No Deacon whose term has expired may again serve on the Board of Deacons until one year has elapsed.

#### **Section 8. Terms of Service**

Persons elected to the following offices and committees shall serve for one calendar year: Church Clerk, Associate Clerk, Treasurer, Associate Treasurer, Church Historian, Associate Historian, and Auditing Committee. Persons elected to all other offices, committees and board (except Trustees) shall serve a three-year term whenever possible. Persons who have served in a position for a three-year term may be rotated off the position for at least one year before consideration for re-nomination in the same position. Persons elected to fill unexpired terms shall serve to the end of the calendar year in which the term expires.

#### **Section 9. Vacancies**

Vacancies arising in any elective office, standing committee, Board of Deacons, Administrative Board (at large), or Church agency shall be filled as follows: The Administrative Board (at large), or Church agency shall be filled as follows: The Church Nominating Committee shall nominate a candidate or

candidates as it deems proper. Notice of the date of the election and the name(s) of the nominee(s) shall be published in the Church bulletin. On the next Wednesday night after such publication, the election shall be held at a special or regular Business Meeting of the Church. Other nominations may be made from the floor, provided, however, that nominations shall be made only with the prior consent of the nominee. Those nominees receiving the highest number of votes shall be elected to the office or board—to the extent of such vacancy—to which they were nominated.

**Section 10. Election of Trustees**

There shall be three (3) Trustees, a Chairman and two others, who shall constitute the Board and who shall be elected at the Annual Business Meeting of the Church for election of officers. The Trustees shall serve a three-year term and may be re-elected without rotating off the Board.

**Section 11. Election of Deacon Committees**

In January of each year the new Board of Deacons shall elect from the Church membership the Chairmen and Associate Chairmen of the following committees: Baptismal, Calling, Deacon Fund, Family Ministry, Fellowship Fund, Lord's Supper, Space Assignment, Usher-Vestibule, and Worship. These chairmen shall select an adequate number of persons to assist them in their respective duties.

**Section 12. Pastoral Relations**

The Pastor or other Ministerial Staff shall be called or the Ministerial relation shall be dissolved by a three-fourths vote of the membership present and voting at any regular or called business meeting, provided that notice of such proposed action shall have been given at least two weeks in advance at a regular Sunday service. The Pastor and other Ministerial Staff shall serve during the pleasure of the Church, or during their own pleasure.

**ARTICLE IV**

**Duties of Officers, Boards and Committees**

**Section 1. Pastor and Associates**

The Pastor shall minister to the spiritual needs of the Church, conduct the public services of worship, act as Moderator of Business Meeting of the Church except where discussion or transaction concerns the Pastor and/or his family, in which event the Chairman, Board of Deacons or, in his absence, the Chairman, Administrative Board, shall preside. The Pastor shall be *ex officio* member of all boards and standing committees except the Nominating Committee.

The Associate Pastors shall perform such duties as shall be assigned by the Pastor or the Board of Deacons.

**Section 2. Clerk**

It shall be the duty of the Clerk to keep minutes of each business meeting of the Church, such minutes to be read, or full copies distributed, for approval at the next succeeding meeting; conduct official correspondence of the Church as required; and furnish such statistical information at Church meetings as may be required regarding the membership roll and other Church matters.

### **Section 3. Associate Clerk**

The Associate Clerk shall perform all duties of the Clerk in his absence and shall assist the Clerk in such matters as may be assigned to him.

### **Section 4. Treasurer**

The Treasurer shall, without pervious vote or authority, pay out of the general expense checking account, for the purpose specified, salaries or fixed charges included in the checking account, for the purpose specified, salaries or fixed charges included in the budget. Payments shall be in accordance with established priorities, taking into account the then current financial condition of the Church. Other budgeted funds shall be expended only upon authority of the chairmen or heads of respective committees or agencies and in accordance with established financial procedures. All other expenditure shall be first approved by the Administrative Board and, if required, also by the Church. The Treasurer shall, through the Financial Secretary, keep a record of receipts and disbursements and present (in distributive copies) a summary of the financial condition of the Church at each monthly Administrative Board meeting, the monthly Church Business meeting, and at the Annual Meeting for Reports. Requests for financial records shall be dispensed solely by the Financial Secretary through the following procedures:

(1) Request by an individual for his personal contribution data shall be supplied to that individual by the Financial Secretary upon his request or as soon thereafter as practicable. Neither Pastors, Church Auditors nor any other person shall have access to information regarding individual contributions, identification of contributors, nor the amounts contributed, which shall be confidential and available only to the contributor and to the Financial Secretary who is responsible for the recordation thereof.

(2) All other requests for financial information shall normally be made in writing to the Administrative Board, who will approve and forward to the Financial Secretary for processing.

(3) In situations of urgency and/or time value, information shall be dispense by the Financial Secretary on a legitimate, "need-to-know" basis and where a question as to propriety may arise, shall first obtain verbal approval from the Treasurer or Chairman of the Administrative Board. However, a request for verbal approval shall always be accompanied by a written request. Any person under accountability for any monies of the Church shall be included on the Church's blanket surety bond.

### **Section 5. Associate Treasurer**

The Associate Treasurer shall render such assistance to the Treasurer as the latter may require and shall be bonded as required by the Board of Trustees.

### **Section 6. Media**

A. **Librarian** The Librarian shall have charge of the Church Library and shall purchase books and/or receive books donated for the library.

B. **Audio-Visuals** The Chairman of this committee shall maintain the Church audio-visual equipment and shall coordinate its use.

### **Section 7. Board of Deacons**

It shall be the duty of the Board of Deacons to cooperate with the Pastor in advancing the spiritual welfare, interests, and ministries of the Church and its members; make recommendations to the Church concerning the issuing of membership; letters and dismissal of members; receive and administer the Fellowship Fund; and be responsible for pulpit supply in the absence of the Pastor except in the case of intervals between pastorates. During this interval period, the Board shall recommend to the Church the selection of an "Interim Supply Committee" consisting of Church members for the purpose of supplying the pulpit until a new pastor is called. The Board should also recommend to the Church the selection of a "New Pastor Committee," which shall recommend a new pastor to the Board of Deacons who shall then, with due notice, make a recommendation to the Church. In a similar procedure all ministerial staff shall be selected.

The members of the Board of Deacons shall receive the morning offering and distribute the elements of the Lord's Supper.

The Chairman, in the absence of the Pastor and Associate, shall act as Moderator of business meeting of the Church.

No meeting or function of any kind shall be held in the Church or on the Church property except by and with the consent of the Board of Deacons, who shall designate the room or rooms in which the same may be held.

### **Section 8. Board of Trustees**

The Trustees shall hold title to all property as provided by law and subject to the direction of the Church, and shall take all necessary measures for its insurance and protection and for the bonding of financial officers of the Church.

### **Section 9. Administrative Board**

The Administrative Board shall be the chief management arm of the Church and shall be composed of seventeen members, as follows: Chairman, Board of Deacons; Chairman, Board of Trustees; General Director, Sunday School; Church Treasurer; Chairman, Building and grounds; Chairman, Stewardship Committee; Chairman, Personnel Committee; Chairman, Music Committee; and nine members-at-large to be elected by the Church, as stated under "Nominations" in this Constitution.

In the event the General Sunday School Director or the Chairman of any committee stipulated by this Constitution to be a member of the Administrative Board is a member of the Board in any other

capacity, or is a paid employee of the Church, the associate head of that body shall represent it on this Board.

The Administrative Board shall have charge of all finances of the Church in accordance with the budget and other business matters relating to the immediate and necessary work of the Church not otherwise herein provided for. All special appropriations except donations to/from the Fellowship Fund, shall be referred to this Board for its recommendation.

The Church Financial Secretary shall be present at any Administrative Board meeting at the request of the Chairman thereof.

The Administrative Board shall conduct an annual Stewardship Program. It shall be the duty of the Administrative Board annually to prepare and present to the Church a suggested budget of current expenses and missions for the ensuing fiscal year, which budget shall be subject to the approval of the Church. It shall receive monthly from the Church Treasurer his summary of the financial condition of the Church which after Board approval, shall be reported to the Monthly Church Business Meeting.

It shall recommend to the Church the employment of all members of the Church staff except the Pastor, pastoral staff, and those employed by the Music Committee. It shall recommend to the Church the salaries of the Church staff, Pastor, pastoral staff, and those employed by the Music Committee.

The Administrative Board shall oversee the usage of the Church Food Services facilities. It shall have oversight and charge of the buildings, grounds, and property of the Church and keep same in good repair to the extent provided for in the budget. It shall also have charge of all purchases in accordance with the budget.

To accomplish these varied areas of responsibility, the Administrative Board shall provide advice and counsel to all Church committees who have ongoing responsibilities in such areas as Budget, Building and Grounds, Food Service, Music, Personnel, Purchasing, Stewardship and all other committees touching Administration not otherwise provided for herein.

Officers of the Administrative Board shall consist of a Chairman, Associate Chairman, Secretary, and Associate Secretary. All officers of the Administrative Board shall be elected annually from the membership of the Board at the January meeting of that Board.

With the exception of the first year of this Constitution when the Board elective process will necessarily be slowed, immediately following the Church election in December the Chairman of the Administrative Board shall appoint a Nominating Committee to be composed of three members of the new Board, which committee shall present a proposed slate of nominees of officers to be elected. The slate shall be then presented to the new membership of the Administrative Board at the regular January meeting. Any member of the Board present at such meeting may make such nomination as he may desire at such meeting. All nominations shall be made only with the prior consent of the nominee.

## **Section 10. Music Committee**

The Music Committee shall be composed of a minimum of three (3) members, maximum of five (5), elected by the Church for three-year terms on a rotational basis, the Chairman and Associate Chairman to be stipulated in the Church election. The Music Committee shall assist the music Staff in planning and implementing the music program of the Church. The Music Committee shall be responsible for musical instruments and equipment.

In the event of a vacancy on the Music staff, the Music Committee, in cooperation with the Pastor, shall interview applicants for the position. A recommendation shall be presented to the Board of deacons and to the Administrative Board for their information and to the Church for approval. Two weeks' notice of an intended vote and a resume of the person being recommended shall be published in the Newsletter and the Church bulletin.

### **Section 11.    Publicity Committee**

The Publicity Committee shall be composed of three to five members, the Chairman and Associate Chairman elected by the Church and the remaining members appointed by the Chairman according to need. The duties of this Committee shall be to accept from the Pastor and from all Boards, Committees, Departments and/or organizations of the Church items which they wish given publicity. The Committee shall publicize these items to the best of their ability.

### **Section 12.    Permanent Records**

Permanent records are the responsibility of the Permanent Records Committee chaired by the Historian. All permanent records shall be stored in the facilities provided by the Church in the History Room (also designated by the Church) and shall be kept in an organized and orderly fashion. The room shall be secured at all times, but definitive records may be made available to any members, by appointment, upon request directed to the Church Historian. Original records shall not be removed from the Historical Room, except by the Historian—for purposes of photographic copying. “Permanent Records” are defined as including both the massive historical and business photographs, etc. It is the responsibility of the various officers, boards, committees, and other organizations to deliver their historical records to the Historian for safekeeping. The Historian is assisted by an Associate Historian, both of whom are elected annually by the Church with the privilege of re-election.

### **Section 13.    Church Council**

The Church Council shall serve as a planning and coordinating body of the Church. The composition of the Church Council shall be: Pastor, Ministerial Staff, Music Staff, Chairman of Deacons, Chairman of Administrative Board, Director of Women’s Missionary Union, and General Director of the Sunday School.

### **Section 14.    Child Care Center**

The Child Care Center, a ministry of the Church which opened September 19, 1983, shall function under the supervision of a Church Child Care Committee. This committee shall consist of seven persons: Chairman, Treasurer, Board of Deacons representative, parent, Church Nursery representative, and two other Church members elected by the Church. The Committee shall:

- (1) Set policies, establish guidelines, and have general supervision of the Child Care Center;
- (2) Report to the Board of Deacons at the regular monthly meetings items of concern and interest, including a treasurer's report on operations for the previous month;
- (3) Submit an annual budget of anticipated receipts and expenditures, including salaries of the director and other employees for the next year;
- (4) In the event of a vacancy in the position of the director or assistant director, the Child Care Center Committee, in conjunction with the Pastor or Associate Pastor, shall select and make recommendations, including starting salaries, to the Board of Deacons and the church in the same manner as for the ministerial staff members.

## **ARTICLE V**

### **Sunday School**

#### **Section 1.     **Organization and Operation****

The Sunday School General Director shall have the oversight of the entire School and shall, with the aid of the Sunday School Executive Committee, lead it to teach the Bible, tending the lost, and develop the saved. The Sunday School Executive Committee shall consist of the Pastor, Associate Pastor or Minister of Education, the Sunday School general officers, and division directors. The Executive Committee shall meet regularly to assist the General Director in developing and executing plans and publicity, to formulate an annual budget for recommendation to the Budget Committee, an arm of the Administrative Board, and to serve as a nominating committee as needed by the Sunday School. Nominations for the general officers of the Sunday School shall be referred to the Church Nominating Committee by the Sunday School Executive Committee for election by the Church, usually in August. These officers shall assume their duties on October 1.

## **ARTICLE VI**

### **Ordinances and Meetings**

#### **Section 1.     **The Lord's Supper****

The Lord's Supper shall be observed at least once each month.

#### **Section 2.     **Baptism****

Baptism shall be by immersion as candidates are presented to, and approved by, the Church.

**Section 3. Business Meetings**

The annual election of officers, boards, and committee chairmen shall be held on the second Sunday in December.

A business meeting for such business as may be necessary shall be held on the fourth Wednesday of the first month of each quarter, the January meeting being the time to receive the annual reports for the preceding year from all officers, boards, and committees. Since January is designated as the month for the annual business meeting, then April, July and October would be the other months for quarterly business meetings. Changes in these dates may be made by the Pastor in conjunction with the Board of Deacons. The Pastor, the Chairman of the Board of Deacons, or the Chairman of the Administrative Board shall have authority to call special meetings of the Church at any time to consider matters requiring immediate attention.

The Church Covenant shall be read at all regular Business Meetings.

**ARTICLE VII**

**DISCIPLINE**

**Section 1. Method and Spirit**

Any member having cause of complaint against another must first seek to remove it as directed in the 18<sup>th</sup> chapter of Matthew. If this is not sufficient, the complaint shall be brought to the attention and counsel of the Board of Deacons, which may report its findings and recommend to the Church such action as may seem wise and proper. All discipline shall be formulated and carried out in the spirit of Christ, in meekness and Godly fear lest any fall by the way.

**Section 2. Exclusion**

Upon recommendation of the Board of Deacons and vote of the Church a member guilty of conduct unbecoming his profession and membership may be excluded from membership, provided reasonable notice of such contemplated action shall have been given to such member (if he can be found) and opportunity given for defense or satisfactory explanation. No member shall be excluded from the Church without the privilege of a hearing.

**Section 3. Inactive Members**

All non-active members who do not report themselves for two years as provided in Article II, Section 5, hereof, and all resident members who for two years do not attend Church or contribute to its support or show any interest shall, unless good cause for such neglect be shown, automatically be retired to an inactive roll.

## ARTICLE VIII

### General

#### **Section 1. Quorum and Notice of Meetings**

In regular business meetings, twenty (20) members shall constitute a quorum. In the case of meetings for business such as calling a Pastor, sale or purchase of property, or the assumption of a large financial responsibility which is not budgeted, fifty (50) members shall constitute a quorum and notice of such meeting shall be given in the Church bulletin two Sundays preceding the meeting.

#### **Section 2. Fiscal Year**

The fiscal year shall be from January 1 to December 31, and all reports except the report of the Director of the Bible School shall be for this term.

**Section 3. Sales and Entertainments**

Any fund-raising activities of the Church for special purposes, including the sale of merchandise, must have prior approval of the Board of Deacons. The Church shall not conduct or carry on any activities prohibited by Section 501(a) and 501(c)(3) of the Federal Income Tax Code and corresponding sections of the State, County, and City regulations.

**Section 4. Constitutional Authority**

The Constitution represents the basic governing procedures of the Church and shall not be ignored, abridged, or overridden by any assignments to individuals, committees, Boards, etc., all of whom shall adhere to the limitations imposed upon them by this Constitution.

**Section 5. Parliamentary Authority**

- A. All business meetings of the Church shall be governed by *Robert's Rules of Order* recently revised.
- B. The term "*ex officio*," wherever used within the Constitution and its related documents, shall be defined as: "*Courtesy member by virtue of office or position, but without vote.*"

**ARTICLE IX.**

**Amendments**

**Section 1. Amendments**

This Constitution may be amended at any regular meeting of the Church where a Quorum has been established, by a two-thirds affirmative vote of all members present and voting and provided, further, that two weeks' notice of the Intent to Amend shall have been given in the Church bulletin; an announcement has been made at the regular Sunday service of the Church; and that a specific forum for discussion of the proposed amendment(s) has been provided.

**ARTICLE X**

This Constitution, to the extent practicable, shall become effective on the 11<sup>th</sup> day of October, 1992 (the date of affirmative vote), and shall be fully effective at the start of the next Church fiscal year, January 1, 1993.