

**Board of General Ministries Reports:
ABCUSA/OGS and
Associated Ministry Organizations**

TREASURER'S OFFICE

Highlights of Treasurer's Office, Accounting, American Baptist Churches Information System, Building Management, Traffic, AMOs -- December 2013 – June 2014

ABCUSA

- Completed 2014 ABCUSA Budget; preparing for 2015 Budget
- 2013 Audit finalized
- Annual insurance reviews/renewals
- Prepared and presented Analyses and Financial Statements to BGM/ABCUSA Finance Committees, BGM and BGM EC; staffed meetings
- Conferred with Regions and churches on financial and administrative issues
- Oversaw work of legal counsel in several areas
- Personnel supervision for Accounting, ABCIS, Building Management and Warehousing
- Ongoing ABCIS functions
- Staffed Common Budget Covenant Review Committee
- Ongoing collecting agency responsibilities for 13 regions

AMOs (AB Historical Society, AB Women's Ministries, Ministers Council, AB Computer Center)

- Completed 2012 Audits; preparing for 2013 Audits
- Accounting functions, ongoing consultations, insurance reviews, renewals, Quarterly meetings with AMO executives re: financial and operational matters

588 ASSOCIATES

- Prepared 2014 Budget, preparing for 2015 Budget, Completed 2013 Audits
- 2013 Tax Returns; accounting functions; leasing and building management; insurance reviews/renewals
- Supervision of maintenance staff and day-to-day operations
- Coordinate relocation from section C2 to B2 in Mission Center
- Led process to switch phone systems to voice over Internet

-- Alan Musoke, Associate General Secretary for Finance/CFO/Treasurer

ECUMENICAL RELATIONS

National Council of Churches of Christ USA

Under their new structure, the NCC held a Christian Unity Gathering, open to all interested persons. The meeting was held May 18 – 20 near Dulles airport, and not far from their new headquarters in Washington, DC. The Governing Board met, with Chairperson Roy Medley presiding over the meetings. The new President and General Secretary Jim Winkler addressed the assembly.

There were also times of worship and inspiration, informative panels on issues of concern, meetings of Committees and of the four new Convening Tables. NCC's two priorities of Mass Incarceration and Interfaith Relations with a focus on Peace-Making were explored. Speakers with various experiences related to issues of mass incarceration served on the panels. Two films, *Hard Road Home* and *The House I Live In* were shown, depicting life after, and during, imprisonment.

The Convening Tables and ABC representatives are:

- Theological Study and Dialogue and Matters of Faith and Order—Loida Martell-Otero of Palmer Seminary and Christian Collins Winn of Bethel University
- Christian Education, Ecumenical Faith Formation and Leadership Development—Laura Alden of Judson Press, ABHMS and Paul Martin of American Baptist Seminary of the West
- Joint Action for Justice and Peace—Fela Barrueto of American Baptist Home Mission Societies; Christopher Bullock, Pastor of Canaan Baptist Church, New Castle, DE; and Patricia Hernandez of ABC Women in Ministry/Transition Ministries
- Inter-religious Relations and Dialogue—Ernest Jones of ABC Committee on Christian Unity and Interfaith Relations (CCUIR); Cheryl Wade, former ABC Treasurer and ABC Representative to NCC; and Dan Buttry of International Ministries

On the Local and Regional Ecumenism Committee, Don Anderson of the Rhode Island Council of Churches is representing ABC, and on the Intergenerational Think Tank, June Totten of CCUIR and Trevor Beauford of North Carolina are representing ABC.

This meeting was seen as a new day in the life of NCC, and was welcomed by participants. There was good energy for the new structure, while there was also recognition that time constraints of only one in-person meeting per year will affect what the board, tables and committees can accomplish. There was good representation at this first Christian Unity Gathering by member communions.

--June Totten, Chair, Committee on Christian Unity and Interfaith Relations
(report submitted on behalf of Roy Medley)

OFFICE OF DEVELOPMENT

ABCUSA Department of Development (DOD) Progress Report

Summary Highlights: June 3, 2013 to May 31, 2014

Responsibilities: Prospect/Donor Development; Solicitation; Follow-up (Stewarding); Development Advisory Team (DAT); Transformed by the Spirit (TbyS); General Secretary's Circle of Friends; Special Fundraising Projects within ABCUSA (Interfaith Dialogue – Baptist/Muslim, Computer System, Women in Ministry), Planned Giving (collaboration with ABF); DOD General Administrative and Operational Action Steps; other duties as assigned.

Prospects/Donors/Solicitation

The ABCUSA Prospect Lists continue to be expanded beyond the initial list suspects/prospects thanks to members of the DAT, Trustees, events and others approached during initial visits. We are intent on increasing not only the general prospect list but primarily our (\$1,000+) and multiyear prospects/donors (\$10,000+) or Major Donors. A Major Donor Prospect ID Form has been created and circulated to help accomplish this task. In addition, the DOD is currently reviewing past lists (Alive In Mission, CORE Retired ABC Executives as well as other known ABC Campaign Initiatives such as the New Century Campaign) to supplement the current list of potential major donors and stakeholders. We invite all stakeholders to assist in not only identifying qualified prospects but also assisting the DOD and DAT members in the recruitment of candidates. Activity-Visits are the Keys to our Success:

- Reconnecting = Prospective Leaders
- Leader Recruitment = Added Access
- Access = Greater # of Visits
- Peer Contacts/Visits = Stretch Pledges/Gift Decisions
- Stretch Pledge = ABCUSA's Development Success for mission and ministry

Development Advisory Team (DAT)

We continue to gather greater strategic insights and connections through the members of the DAT. While we have relied on MRD staff, since the fall of 2013 greater operational reliance has been uploaded to the Department of Development. Our focus continues to strategically recruit ABCUSA clergy and laity to assist with telling our story and opening doors for potential visits and solicitation. The DAT has recruited one additional team member, the Rev. Dr. Cheryl Wade with others considering. Our next meeting will be held in September 2014 with our primary focus on the Top 10 to 20 major gift asks and the further design of Development strategies and plans of action for 2014-2015. A few of those plans include:

- Review 2015 ABCUSA DOD Budget;
- Selected and Recruit additional DAT members;
- Provide Overview on Special Funding Projects – Interfaith, Computer System, Women in Ministry;
- Develop Concept Paper – MLK Atrium Special Project
- Develop Concept Paper – Upgrade of General Secretary's Suite of Offices;
- Develop & Evaluate Concept Paper – Standardized Naming Opportunities;

1202:6/14

- Review 2015 Biennial Booklet/Sponsorship Prospect List;
- Provide Overview 2015 2nd Annual Breakfast, Friends of the General Secretary/ABCUSA;
- Review sundry timelines and marketing materials -ABCUSA annual report, online resources, etc.;
- Provide update and confer on other policy, managerial and administrative issues; and
- Review several areas possible areas of Foundation request for proposal (RFP).
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ABCUSA Transformed by the Spirit (TbyS) Progress Report, AS OF MAY 31, 2014

| | |
|--|--------------------|
| INITIAL GOAL..... | \$800,000 |
| NEW CHALLENGE GOAL | \$1,200,000 |
| RAISED TO DATE (<i>DOCUMENTED ONLY</i>)..... | \$825,236 |
| REQUIRED TO MEET MINIMUM GOAL (OVER GOAL) | (\$25,236) |
| REQUIRED TO MEET CHALLENGE GOAL | \$374,764 |
| TOTAL PAID TO DATE..... | \$753,262 |
| BALANCE ON PLEDGE INTENTIONS | \$71,974 |
| NUMBER OF VISITS | 171 |
| NUMBER OF PENDING GIFT DECISIONS | 46 |
| NUMBER OF REFUSALS | 02 |
| NUMBER OF PLEDGES AND GIFTS..... | 123 |
| AVERAGE GIFT | \$6,877 |
| PERCENTAGE OF MINIMUM GOAL ACHIEVED | 103.2% |
| PERCENTAGE OF CHALLENGE GOAL ACHIEVED | 69% |
| NUMBER OF MONTHS REMAINING TO 2015 BIENNIAL..... | 12 |
| AVERAGE AMOUNT REQUIRED MONTHLY TO ACHIEVE CHALLENGE | \$31,230 |

A total of 125 gifts decisions have been received, including 123 pledge and one time or recurring gifts, generating \$753,362 in payments. Though the participation rate remains high, particularly within this continuing family and major gifts phase there are at least forty-six outstanding or pending decisions.

To maximize pledge and gift decisions going forward, members of the DAT and others to be recruited will continue to increase advocacy of personal visits along with greater emphasis on major gift requests (\$1,000 plus annually/\$10,000 multi year pledge requests) in the weeks ahead. The DOD is continuing to research top priority prospects within each region with a focus on \$25,000 plus prospect cultivation and solicitation. To that end we are currently adding qualified suspects/prospects to our ABCUSA database. Our primary objective continues: to secure gift decisions from three constituent groups (individuals, foundations and where advisable participating regions and top churches). Introductory visits, major gift cultivation and solicitation will continue as a priority throughout 2014 with some institutional solicitations. We will generally defer recommendations for institutional (regions and churches) until reaching a minimum of 75% of our \$1.2 million challenge goal or \$900,000.

While our focus continues within the major gift range of \$10k plus with the identification, cultivation, solicitation and stewarding of major donors, we also continue to develop introductory and prospecting meetings with key executives and leadership throughout ABCUSA, Regions and Affiliates. Over 83% of the total raised has been generated from commitments of \$10 plus to date. During the final six months of the *TbyS* fundraising initiative (estimated to be January 2015 or at 75% of the goal) we will begin to advance a broader approach to mailings and solicitation efforts to our wider family.

ABCUSA Friends/General Secretary's Circles

- Evaluate 2013 Plans, Actions and Fundraising Results (ROD);
- Begin planning of Second Biennial Friends Breakfast (June 2015);
- Recruit Team (7-10) to assist with planning and implementation;
- Determine Best Practices and prior event;
- Establish Location, Plan of Action and Timetable; and
- Review list of invitees;

Baptist-Muslim Dialogue (Interfaith Dialogue)

- Determine listing of Faith-based and other Foundations with propensity and affinity;
- Qualify Top 15 to 25 Foundations/Corporations (from initial 5,117 plus foundations);
 - 100 pt. Rating Factors Classified by Area of Interests:
 - Similar Projects;
 - Religion/Spiritual;
 - Human/Civil Rights;
 - International Inequality/Affairs/Peace/Justice;
 - Social Justice
- Meet with General Secretary and DAT to finalize plans;
- Schedule and submit response to Top 10 Request for Proposal (RFP -2014 - 2015); and
- Hold June meeting to discuss findings and review highlights of *American Baptist Quarterly*.

Special Fundraising Projects

As reflected above, the DOD has been recently engaged in foundation/prospect identification and research qualification for the funding of the following ABCUSA areas:

- Burma – ABC 200th Anniversary Funding
- Computer System, Software, Online upgrades
- Women in Ministry
- MLK Atrium
- General Secretary's Office Upgrades
- Corporate Sponsorships (CRM) - 2015 Biennial

Other Development Activities

- Continue initial visits and cultivation of key suspects/prospects
- Revise pledge card;
- Evaluate Current Online Giving Site Alternatives;
- Review Top Matching Gift Online Giving Sites;
- Review of Top Ten Crowdsourcing Platforms;
- Design meeting held for ABCUSA Annual Report, Newsletter Insert, Major & Special Brochures, Fast Facts about Giving to ABCUSA;
- Develop proposed naming opportunity procedures;
 - Class I – Outside Environment, Buildings, etc.
 - Class II – Interior Space, Building Internal Components

1202:6/14

- Class III– Portable Items, Furnishings, Equipment, Art, etc.
- Class IV– Tributes & Markers, Trees, Bricks, Monuments, etc.
- Class V – Fund & Endowment, Ministry, Services, Programs, etc.
- Attend sundry meetings;
- Continue to refine ABCUSA Development Database System;
- Continue to development Fulfillment and Prospect Stewarding Systems; and
- Enhance ABCUSA Planned Giving Opportunities.

--Kenneth C. Marsenburg, Development Director
Evon Moody, Assistant to Development Director

OFFICE OF REGIONAL MINISTRIES (Activity from Jan - June of 2014)

It has been a busy and productive start to 2014. I have greatly appreciated the opportunity to serve the American Baptist Churches, USA these past ten years. Marilyn Tyson continues to provide outstanding administrative support for regional ministries as well as many other projects in ABCUSA. I have listed below the highlights of our activity for the first six months of 2014.

Mission Summit and Mission Table: The top ten topics that surfaced from the Mission Table are shown below. The National Leadership Council addressed these topics during their April meeting, identifying potential tactical, strategic, and transformative activities. Additionally, since the national mission summit, 4 regions have hosted regional mission summits.

- ☐ Discipleship
- ☐ Next Generation of Leaders
- ☐ Pastoral Attrition
- ☐ Women in Ministry
- ☐ Church Planting
- ☐ Congregational Transformation thru Missional Outreach
- ☐ Evangelism and Missional Outreach
- ☐ Violence
- ☐ Alternative Models of Pastoral Leadership
- ☐ Living Out Our Cultural Reality

Search Committee Work: I am pleased to announce that the Cleveland Baptist Association called Rev. Yvonne Carter to serve as their executive minister and that the American Baptist Churches of the Wisconsin have called the Rev. Marie Onwubuariri as their executive minister with a starting date of August 1, 2014. I celebrate with all American Baptists that these are the first African-American and Asian women to serve as executive ministers, respectively. Recently, I provided on site orientations for the Rev Yvonne Carter and the Rev. Dr. Randy Rasmussen of the Dakotas. I also have met with the ABC of the South and the DC Baptist to provide assistance for their executive minister searches. In addition, Marilyn Tyson is providing administrative assistance to the General Secretary Search Committee.

1202:6/14

Other Region Consultations: It has been a pleasure to lead envisioning and leadership retreats for the ABC of Connecticut board, the Rocky Mountains Pathways event, the Central Pacific Coast board and the Mission Table event in Maine. I also have provided on site consultation for the TABCOM and IN-KY regions. My monthly REMC columns have focused upon leadership this year. Articles generating the most interest include those on succession planning and creative-vs-reactive leadership characteristics.

Wider ABC Involvement: I have attended three on site meetings involving Transformed by the Spirit and participated in numerous conference calls. An update on TbyS will be given at this board meeting. In addition, I have facilitated meetings of the Professional Ministries Team, the National Leadership Council, and the Green Lake Conference Center Board of Directors.

--C. Jeff Woods, Associate General Secretary for Regional Ministries and Marilyn K. Tyson,
Administrative Assistant

OFFICE OF TRAVEL AND CONFERENCE PLANNING (OTCP)

The Office of Travel & Conference Planning (OTCP) plans and executes approximately 90+ meetings per year. The goal of the Office is to save the denomination money through our combined years of negotiating. This Office receives meeting requests, researches and obtains proposals, negotiates and signs contracts, works with our travel agent, Travel Leaders, reviews your meeting registrations, submits rooming lists to hotels, coordinates airport to hotel shuttles, requests audio visual, orders food & beverage and reconciles the billing (both with the hotels and the meeting attendee).

OTCP plans meetings for ABCUSA. Some examples are, Baptist Muslim Dialogue, General Secretary Search Committee, Transformed by the Spirit, Journey Team, 588 Group, General Secretary's day-to-day travel. OTCP also plans meetings for ABHMS, International Ministries, MMBB, Board of General Ministries, McKee Consultation, AB Foundation, OTABL/Ministers Council and the Mission Summit/Biennial. We have also begun assisting Regions and Board Members with registrations for their meetings and negotiating contracts on their behalf.

Our work for the Mission Summit/Biennial includes site inspections for future meetings, working with the Executive Minister and a Local Arrangements Committee in the chosen city. This process also includes working with numerous hotels, AV companies and a Convention Center.

This year OTCP planned the BWA Executive Committee Meeting at the Mission Center (approx. 65 attendees) and processed the registrations for the NCC Meeting in Washington (approx. 207 attendees).

--Annie Marcucci, CTC, CMP; Director of Travel & Conference Planning

MISSION RESOURCE DEVELOPMENT (MRD)

Mission Resource Development (MRD) identifies the following key ministry activities in this report. MRD worked closely with the revised, national planning team to coordinate a successful **Mission Summit/Biennial** experience in Kansas City, Kansas in June of 2013. We will be returning to the same location in 2015, and plans with appropriate learnings from the first experience are well on their way. Following up on the unanimous vote of the BGM, MRD provides staff participation on the **UM/ACT** adaptive process, a major initiative for the denomination to address our UM challenge. In national settings, MRD continues its coordination with our national partners for the ABC Reception at the **Hampton University Minister's Conference**, the 100th anniversary this year, and we continue to represent the denomination at the **U.S. State Department's** national outreach on the critical role of religious freedom and civil society. With regard to **staff matters**, MRD worked successfully to make a smooth transition to the new **Development** staff and office; MRD's Executive Assistant began a three-month FMLA leave in March, 2014, so temporary help had to be obtained; in January, we hired a new deployed staff person, Rev. Stacy Emerson, to provide a major push with our **Stewardship** ministry. MRD staff continues to improve the content and user-friendliness of the **ABCUSA Web site** and to increase its use of social media and video webinar capabilities. A significant undertaking this year was MRD's decision to produce an exciting **new film** to celebrate ABC's life and ministry. Seven national and international leaders, including Jimmy Carter, Ambassador Johnson Cook, and John Lewis, were invited to share the positive influence of ABC on their lives. A year-long emphasis with this film, ending at the 2015 MSB, will include a November 2014 focus, when all ABC congregations will be invited to show the film. The ABCUSA publication, *Connections*, continues to spread the stories of God's work in ABC, with a special emphasis on our **Transformed by the Spirit** initiative. MRD continues to represent ABC on several **national and international boards**, including the Baptist World Alliance, the American Baptist Assembly, Baptists Today, and Bacone College.

--Leo S. Thorne, Associate General Secretary for Mission Resource Development

AMERICAN BAPTIST HISTORICAL SOCIETY

Editing the *American Baptist Quarterly (ABQ)*, follow-up for the Judson Bicentennial Conference last November, communication and administration (including fundraising) have been the focus of my work in the past six months. Currently at the printer are special issues of the *ABQ* on the Holy Spirit (including papers from the Emerging Theologians Conference) and Baptist-Muslim Dialogue (Part II). A special issue on the Judson bicentennial conference is to be released later this summer. Archivist Jan Ballard's exhibit, "Mission for Life: The Judson Family and the Mission to Burma," continues to attract visitors who appreciate how much of the actual exhibit has been translated into on-line access through Judson200.org. Much requested Images from Burma have been added to the website, with users providing positive feedback.

The ABHS Board of Managers voted to approve a major gifts campaign, "At Your Fingertips: Archives for the 21st Century," in support of a digital archives program. Planning for that campaign has begun. In January we hired a part-time archivist to assist the senior archivist with digitizing records and related policy development—a position we hope the *At Your Fingertips* campaign will make permanent and full-time.

1202:6/14

For the Organization of American Historians April meetings in Atlanta, I chaired a panel of scholars discussing missionaries and native workers crossing boundaries. In January I taught mission history workshops in January, two for the Ministers Council/Orientation to ABC conference in Orlando and one for a lay pastor class for ABC of Ohio.

--Deborah Van Broekhoven, Executive Director

AMERICAN BAPTIST WOMEN IN MINISTRY & TRANSITION MINISTRIES ABCUSA

ABWIM

Vision: ABWIM seeks the full participation and full partnership of men and women in ministry in which both women and men are able to fully utilize their God-given gifts and fully live out their God-given call

Mission: ACCESS!

- Advocating for equal access in placement and opportunities for ministry
- Cultivating women's call to ministry
- Celebrating the gifts women bring to ministry
- Educating congregations about the biblical basis for women in ministry
- Shining the Spotlight on American Baptist Women in Ministry!

Forming the 2014 Advisory Team are: Rev. Charles C. Adams, Pastor Laura Ayala, Rev. Dr. Judy G. Allbee, Rev. Holly Bean, Rev. Steve Bils, Rev. Dr. Michelle Holmes, Rev. Nikita McCalister, Rev. Lauren Ng, Rev. Jackie Saxon, Rev. Karen Yee, and Rev. Dr. Roy A. Medley.

- Set new priorities around Communications, Strategic Partnerships, Education, Search and Call, Seminarians and Fundraising
- EMERGE/Orientation to American Baptist Life: offered workshop "Conversatio Morum," a time for women and men to gather in crucial conversation around women in ministry issues
- Partnering with WIM ALT on experiments involving mentoring and engaging pastors nearing retiring as advocates in educating congregations
- Workshops bringing together lay women and women in professional ministry (ABCNJ)
- Participated in National Council of Churches Christian Unity Gathering as a representative at the Advocacy for Justice and Peace convening table

Transition Ministries

The goal of Transition Ministries ABCUSA is to partner with regions in resourcing churches during times of transition in a way which enhances their ministry and empowers them to journey into the future as vibrant missional congregations.

Our mission is to provide intentional interim ministers who are adept and experienced in leading churches through transitions. These interim pastors guide the congregation on a journey which involves celebrating their history, clarifying their identity, articulating their mission, and moving into a fruitful future.

1202:6/14

Important components of the program include:

Ministers-At-Large – Retired and experienced ABC clergy who live and work with a church 4 1/2 days a week during the interim time between pastors.

Appointed Interim Pastors – Active and experienced ABC pastors who desire a transitional position as they search for their next call.

Interim Ministry Specialists – Active or retired ABC pastors with special training and skills to lead an intentional interim assignment.

As this ministry resource continues to develop from what was formerly Interim Ministries, we have had 18 new assignments. All but two of our current cadre of assigned interims are interims who have been newly assigned. We continue to partner with regions and resource churches as we provide leadership for changing times.

In such times unique resources are needed. **Transition Ministries ABCUSA** serves as the hands and feet of Christ, connecting with regions and congregations in ways that move mission and ministry forward.

In both of these ministry resource areas –ABWIM and Transition Ministries—I am thankful for the Rev. Dr. Roy A. Medley, the ABCUSA Leadership Team, the ABWIM Advisory Team and the Board of General Ministries—without whom none of this could happen. Thank-you!

--Patricia P. Hernandez, National Director ABWIM and Transition Ministries

AMERICAN BAPTIST WOMEN'S MINISTRIES

Accomplishments:

- Young adult leaders planned and presented a four-session online webinar series on Christian Leadership for Young Adult Women, from March through June, 2014.
- Six American Baptist women embarked on a two-week spiritual pilgrimage with Georgian Baptist women in the Republic of Georgia on June 18, 2014.
- AB Women's Ministries continues to lead online virtual mission encounters. 2013 topics were Domestic Violence and Prison Ministry/Aftercare; 2014 topics are Homelessness and Elder Issues.
- Finance-wise, ABWM ended 2013 in the black!

Major projects:

- We've already exceeded registration goals for our Intergenerational Retreat for Women and Girls, July 26-29, 2014, at Green Lake, and our AB Women's Ministries Cruise to Bahamas, September 19-22, 2014 in partnership with ABWIM.
- We're conducting ABWM's Annual Meeting via GoToWebinar on July 26, 2014, making it possible for hundreds more attendees to participate.
- AB Women's Ministries will unveil its new logo and launch its new improved website in July.

Want to get involved? Email info@abwministries.org.

--Virginia R. Holmstrom, Executive Director

MINISTERS COUNCIL

Initiatives

- 1) Fund Development
 - a) Foundation Outreach
 - i) Conducted six week project to investigate funding possibilities.
 - ii) Working with consultant for foundation outreach strategy.
 - iii) Preparing proposals and will begin outreach efforts this summer.
 - iv) Developing proposals to the Pastoral Excellence Network and Imago Dei Fund.
 - v) Developing proposal with Babson University to engage MBA students to develop an Operational Plan for the Ministers Council as part of their course study.
 - b) New Endowment Funds
 - i) Working with the AB Foundation to create:
 - (1) The Together in Ministry Endowment Fund – to provide long-term financial support for scholarships for new covenant groups with limited resources, educational resources, sponsored Together in Ministry group gatherings, and associated administrative expenses.
 - (2) The Equipping Ministries Endowment Fund – to ensure funding of the design and development of educational content in leadership effectiveness, spiritual enrichment and ministry enrichment; make available online and in person delivery of educational programs; offer scholarships to expand and increase participation in educational initiatives; sponsored seminars and gathering, and associated administrative expenses.
 - (3) The Ministers Council Gift Annuity Program – offer the ability for donors to open a gift annuity for the Ministers Council.
 - ii) Collateral is being developed now.
 - iii) Intending to launch in time for the Ministers Council Senate / Annual Gathering
 - c) Together in Ministry Capital Campaign
 - i) Continued focus on capital campaign efforts.
 - ii) Targeted outreach to ensure follow through on pledges.
- 2) Future structure
 - a) Proposed restructuring plan that features a more streamlined governance structure is under review by Ministers Council Senators. Highlights:

- i) Current governance that includes approximately 45 people would be reduced to a board of nine.
 - ii) Creation of a Ministries Team to focus on programmatic efforts.
 - iii) Creation of a Development Team to focus on fund development and marketing efforts
 - iv) Eliminates over 5 years the national organization's responsibility of defraying the cost of chapter representatives to attend the gathering.
 - v) Creates a more nimble organization that provides support for fund development, marketing and programming while helping to generate significant cost savings for the Ministers Council.
 - b) Posting position for a full time Executive Assistant
 - i) Position will encompass executive support, membership management and coordination, office management, capital campaign administration.
 - ii) Position will begin in July.
- 3) Partnerships
- a) Expanded partnership with Christian Community Credit Union – Open IM Gift Card via the Ministers Council and receive a \$50 gift certificate. Promotion ends June 30.
 - b) Created a partnership with Pastors Roundtable. The Pastors Roundtable makes it possible for clergy peer groups to be self facilitating. Ministers Council members receive a discount on the Roundtable's annual fee.
 - c) Received MOU from Robert Duncan and investigating course delivery and instruction with Northwind Institute.
 - d) Invited to collaborate with professors at ABSW regarding Leadership Initiatives.
- 4) Transformed by the Spirit
- a) Women in Ministry Action Learning Team
 - i) Recently released and are now tabulating results of a survey for pastors who expect to be retiring in the next 5 years. Tabulating results now to determine next steps.
 - ii) Launching a mentoring effort to see if mentorship might encourage and prepare more women for the senior pastor role.
 - b) Pastoral Attrition and Women in Ministry Action Learning Teams are in progress.
 - i) Team is interested in collecting stories of pastors who left ministry or nearly left ministry to learn their story.
 - c) New Clergy Health team has been established but other than two conference calls, little has been done to date.
- 5) Cutting Edge

1202:6/14

- a) We have the opportunity to participate in a study by Professor Richard DeShon regarding clergy effectiveness. His work has been focused on the UMC, but through contact, we have the opportunity to test his theories with ABC churches and pastors.
- b) The Ministers Council will use Senate / Annual Meeting to implement Clergy Health Initiative
 - i) The initiative will be introduced at Senate
 - ii) Participants will be given example checklists for wellness in the areas of health, finance, and self care that they might determine for themselves what would constitute personal wellness and their goals in that wellness
 - iii) Participants will then be encouraged to enter covenant agreements with accountability partners with whom they can share their goals and objectives, but more importantly, have someone with whom to touch base.
 - iv) Covenant groups will be encouraged to check in at least quarterly to the Clergy Health ALT to report results.
 - v) Still-functioning TIM groups will be encouraged to participate.
- 6) Upcoming Events
 - a) Attending Hampton Pastors Conference, June 1-6
 - b) Christian Leadership Initiative Fellowship, Shalom Hartman Institute, Jerusalem– July 14-25
 - c) International Ministries Retreat – Call Retreat – July 19-21
 - d) Ministers Council Senate / Annual Meeting – August 10-14
 - e) AB Women’s Caribbean Cruise – September 19-22

--Debora Jackson, Executive Director