

**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 2012 – June 2013

ABCUSA

- Completed 2013 ABCUSA Budget; preparing for 2014 Budget
- Selected auditors for next term, with Treasurers Council and ABEC Pres
- Completed ABC 2011 Audited Financial Statements; finalizing 2012 Audit
- Annual insurance reviews/renewals
- Prepared Analyses and Financial Statements to BGM and ABCUSA Finance Committees, BGM and BGM EC
- Conferred with Regions and churches on financial and administrative issues
- Oversaw work of legal counsel in several areas
- Met with and reported to BGM and Executive Committees
- Staffed BGM Finance Committee and ABC Finance Committee
- Personnel supervision for Accounting, ABCIS, Building Management and Warehousing
- Continued ABCIS functions for ongoing business needs and priorities
- Staffed Common Budget Covenant Review Committee
- Ongoing collecting agency responsibilities for 13 regions and AB Churches of SW and Hawaii
- Prepared financial projections for Interim Ministries continuing as an ABCUSA program
- Prepared financial reporting formats for New Baptist Covenant II and Transformed by the Spirit
- Helped with starting of Transition Ministries as an ABC organization

AMOs (American Baptist Historical Society; American Baptist Women's Ministries; Ministers Council; American Baptist Computer Center, American Baptist Interim Ministries)

- Completed 2011 Audits; preparing for 2012 Audits
- Accounting functions/ongoing consultations
- Annual insurance reviews/renewals
- Meet quarterly with AMO executives to discuss financial and operational matters
- Assisted with closing of Interim Ministries

588 ASSOCIATES

- Prepared 2013 Budget; preparing for 2014 Budget
- Completed 2011 and finalizing 2012 Audited Financial Statements
- Selected auditors for next term, with Treasurers Council and ABEC President
- 2012 Tax Returns
- Accounting functions
- Leasing and Building Management
- Annual insurance reviews/renewals

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

ECUMENICAL RELATIONS

Since we last met, there has been much accomplished.

Baptist-Muslim Dialogue

Second National Dialogue: Just weeks after our November board meeting, the second national Baptist-Muslim dialogue was held at Andover Newton Theological School (Nov. 30-Dec. 2, 2012). The theme was “Loving God: the Pathway to Peace.” The highlight for the opening day was the presence of two US Ambassadors: Ambassador Rashad Hussain, President Barack Obama’s Special Envoy to the Organization of Islamic Cooperation (OIC) and Ambassador Suzan Johnson Cook – Ambassador at Large for International Religious Freedom who addressed a plenary open to all the Boston area. ABC, CBF, PNBC, Lott Carey, BWA and Alliance of Baptists were all represented as well as ISNA and the New England Islamic Council. The format included papers from Muslim and Baptist scholars followed by breakout groups for discussion of the papers. As in our first meeting, participants were graciously hosted for Friday night prayers at a local mosque and Christian worship on Sunday. The papers will be printed by the *American Baptist Quarterly*.

ABC-Church of the Brethren Visit to Israel/West Bank: At the initiative of the COB, we participated in a joint visit to Israel/West Bank December 9-18, 2012. The group was organized by Telos as an introduction to the issues surrounding the conflict between Israel/West Bank and the Muslim world. There were 9 from each communion present. The ABC representatives included: President Clark, John Clark, June Totten, Kay Farley, Greg Mamula, Alan Rudnick, Steve Bils, Jean Hackett, and Roy Medley. The mission visit included time with the General Secretary of the Baptists, the Bethlehem Bible College, Jewish and Palestinian officials, WCC personnel, government and military, and most touchingly two representatives (an Israeli woman and a Palestinian man) from an organization whose members have lost children in the conflicts and are committed to reconciliation. In the midst of the complexities and mistrust, it was heartening to see the church (local and international) at work in peacemaking and reconciliation. CCU/IR’s goal is to cosponsor such a visit annually with COB with June Totten heading this for ABC. Church of the Brethren has named Rev. Andy Hamilton.

ABWM Leadership Visit to Lebanon/Republic of Georgia (Jan. 15-28, 2013): General Secretary Medley had the pleasure of leading a group of 10 ABWM leaders, including Executive Director Virginia Holmstrom, for a two week visit with Baptists in Lebanon and Georgia to explore their efforts in dialogue with the Muslim community. We were well received by the staff of the Arab Baptist Theological Seminary and the Lebanese Society for Education and Social Development (Baptist) as well as by Dan and Sarah Chetti – ABC missionaries. Our time there began with an introductory course on the Middle East and Islam by Professor Martin Accad. There was also time set aside for us to worship and meet with the students who are training for Christian ministry in the Middle East. ABTS is pioneering dialogue through the Institute of Middle East Studies. During the course of the week in Lebanon, we were able to meet with Baptist women leaders, and with Baptist and Muslim women who are engaged in dialogue (through the assistance of the Arab Muslim-Christian Dialogue Group). We also heard about the considerable relief efforts the LSESD is conducting with the Muslim refugees from Syria. In addition, there was opportunity to learn more about Sarah’s ministry with incarcerated international domestic workers. In the second part of the trip, we visited the Republic of Georgia where we were hosted by the Baptist community where Archbishop Malkhaz is the leader. While there we visited the predominantly Muslim area around Batumi and learned of the discrimination the Muslim community there faced. The first day we were hosted by the Muslim community, including a meeting of ABWM leaders with Muslim women, and all of us being hosted overnight in the homes of the Muslim community. The second day we

participated in a meeting with government officials to press for the equal treatment of the Muslim community, including their right to build a second mosque. Upon our return, we were informed that the permission to build had been granted. In addition, we traveled extensively in visiting Baptist churches, and meeting with the lay women who form the Society of St. Nina – a ministry to at-risk seniors in the country.

As a result of this visit, ABWM is working to develop a woman-to-woman resource encouraging dialogue.

Regional Dialogues: Through a grant from the Mission Initiative Fund, three seminaries responded to the invitation of ABCUSA to hold regional dialogues. The first was in the Fall of 2012 at the Samuel Proctor School of Theology in Richmond. The second was held April 20, 2013 at Central Baptist Theological Seminary. This second dialogue was on the Saturday following the attack at the Boston Marathon. Those attending reported that it could not have been more timely to bring together Baptist Christians and Muslims to talk about the things that make for peace. The participants are committed to following up on this initial effort. The third dialogue will be held at the American Baptist Seminary of the West.

CCU/IR Dinner at the Biennial: CCU/IR has invited Dr. Sayyid Syeed of ISNA and participants in the Baptist-Muslim dialogue held at Central Baptist Theological Seminary to be the speakers. The Rev. Rothang Chhange is this year's recipient of the Luke Mowbray Ecumenical Award.

Shoulder to Shoulder: In addition to Mo Khan, Dr. Jeffrey Haggray who lives in DC will be an ABC representative to this organization and its efforts.

US State Department: Nasreen Badat of the Office of International Religious Freedom, Bureau of Democracy, Human Rights & Labor, US Department of State, invited Dr. Medley and Dr. Syeed to brief them and Ambassador Johnson Cook about efforts ABC and ISNA are undertaking to ease tension between Christians and Muslims.

National Council of Churches of Christ USA

ABCUSA is represented on the Governing Board by Mr. Frank Christine, Rev. Cheryl Wade and General Secretary Medley. At its November and May meetings, the Governing Board made significant policy decisions regarding the restructure and refocus of the NCC. Two priorities were affirmed: mass incarceration and interfaith relations with a focus on peace-making. A job description and search were approved for a new general secretary/president.

The Rev. Dee Dee Turlington has been named to the Bible Translation and Utilization Advisory Committee of the NCC. This body will provide policy counsel to the NCC Governing Board which owns the RSV and NRSV translations of the Bible and will give oversight to the management of those two versions of the Bible.

The NCC is one of the planning bodies for a national commemoration of the 50th Anniversary of Dr. King's "I Have a Dream Speech" which will be held August 24-28 in Washington DC. Activities will include a march, a faith-based service, a legacy awards ceremony, a freedom festival on the mall, and a global freedom concert. There are seven legacy organizations planning these events, including SCLC, NAACP, SNCC, National Urban League, the Congress on Racial Equality, A. Philip Randolph Institute, and the National Council of Negro Women.

Also, during this time the NCC was active in responding to the Newtown, CT killings, immigration reform legislation, calls for the release of the two Orthodox leaders kidnapped in Syria, and call-ins for responsible gun-control legislation.

World Council of Churches

Conference on Statelessness: The WCC requested that ABC co-sponsor a conference on statelessness in Washington DC in February 27-28, 2013 to help the churches begin to address this issue. Participants included many international participants, including a large number of Baptists from affected areas, UN and other civil society groups concerned about the issue. While compared to the number of refugees, their numbers are small; they still represent a sizeable population. ABC had already been engaged in ministry with stateless people including the Roma of Europe and Haitians born in the Dominican Republic or the Bahamas who do not have citizenship. The report of the conference will serve for further education at the WCC gathering this Fall in Busan, Korea. Since the meeting, this conference has also provided assistance to the US churches as it related to the newly forming reform legislation on immigration.

WCC 10th Assembly: The WCC will hold its 10th Assembly October 30-November 9 in Busan, Korea. The Board of General Ministries has named Ruth Clark, president; June Totten, Chair of CCU/IR; Rothang Chhangte; and Roy Medley, General Secretary as our delegates. ABCUSA will present, along with participants from Burma, a workshop to the delegates on the current situation in Burma.

Christian Churches Together

CCT held its annual meeting in Austin, TX, January 29-February 2, with an emphasis on immigration. June Totten, chair of CCU/IR, represented ABC. In April, the CCT recognized the 50th Anniversary of the writing of “A Letter from the Birmingham Jail” by Dr. King by adopting a written response to this historic letter. Dr. Ruth Clark represented ABC at the commemoration.

Baptist World Alliance

The BWA held its executive committee meeting in February in Falls Church, VA. Its Annual Gathering will be July 1-6 in Jamaica. ABC delegates will include: Ruth Clark – General Council and Peace Commission; Reid Trulson of IM; Aidsand Wright-Riggins of ABHMS; Jennifer Davidson – Commission on Worship and Spirituality; Kent Berghuis – Commission on Doctrine and Christian Unity; Leo Thorne – Doctrine & Christian Unity and Communication Commissions; Yvonne Thorne – Christian Ethics; Roy Medley – Executive Committee, Resolutions Committee, Membership Committee and Baptist-Muslim Dialogue.

--A. Roy Medley, General Secretary/Ecumenical Officer

OFFICE OF HUMAN RESOURCE DEVELOPMENT

The Office of Human Resource Development (HRD) is responsible for providing comprehensive and creative human resource programs for the American Baptist Foundation, Associated Ministry Organizations, International Ministries and American Baptist Churches USA. Our staff is committed to our mission and continues to be effective in serving as the Hands and Feet of Christ.

The HRD department is responsible for the entire HR function which begins from the moment that a candidate applies for a position and ends after an employee has left ABCUSA. In addition to fulfilling

our roles in the Office of Human Resource Development, the following projects were successfully carried out:

Since the last report, the HR office has recruited nine staff within various boards. We are currently working on two additional recruitments.

For 2013, we were able to negotiate healthcare plans with a minimal increase in premiums. HR staff are in the process of being educated on the various complexities of the Health Care Reform act so that we will be prepared to offer the most cost effective/employee friendly health care plan while being in compliance to the various regulations mandated by the Health Care Reform act

Several job descriptions were revised and rewritten to keep abreast of the changing demands of several of our internal positions.

This past year, we were able to streamline some of our internal processes that have been beneficial to staff, at the same time operating efficiently.

In addition to the above, we continue to administer benefits and salary for our staff. We spend time listening to our staff and helping to assist them in dealing with various issues. We continue to monitor compliance with various federal and state regulated employment laws. The HRD office maintains electronic records of our employees. The accurate record keeping is an essential function of the HRD office. The HRD office is involved in discussions with our attorney regarding employment issues and a good deal of time is spent by the HRD staff assisting employees with day-to-day questions and concerns.

We continue to roll out various HR programs and processes in the most customer friendly manner so that staff can concentrate on their respective job functions.

--Johnson Eapen, Director of Human Resources and Evon Moody, Manager of Human Resources

OFFICE OF REGIONAL MINISTRIES **(Activity from January-June of 2013)**

Mission Summit and Mission Table: Plans for the first ABC Mission Summit are progressing on schedule. With input from the NLC, *Transformed by the Spirit* Journey Team, MS/Biennial Program Committee, Congregational Renewal Team, and a stakeholders feedback group, the Mission Summit Conversations (MSC) have been designed for the June 21-23 Mission Summit. Training for the small group facilitators will take place just prior to the Summit on June 21 at 3 pm. I am also working with a tech group who plans to have information from the MSC available in real time using a cloud space. The Mission Table Planning Team has been selected and have begun their work for the Nov. 11-13 ABC Mission Table that will be held at Green Lake.

Search Committee Work: I am pleased to announce that the American Baptist Churches of RI have called Rev. Tom Wiles to be their executive minister and that Growing Healthy Churches (formerly ABC of the West) have called Tim Brown to serve as their executive minister. It has been a pleasure to provide orientation for these two individuals. The Dakotas were finally able to meet face to face to review profiles after dealing with an April blizzard. The Cleveland Baptist Association has begun their search and is proceeding based upon insights gleaned from an adaptive challenge group that met several times prior to the formation of this committee.

Other Region Consultations: It was a pleasure to facilitate regional board retreats for the Central region in May, and the Oregon region in February. Adaptive change continues to be a key topic of interest from regions and it has been a pleasure to lead workshops on this topic in Indianapolis (May), Massachusetts (June), and for the Nehemiah Leadership Network (Feb). A congregational leaders event took place in the Rocky Mountains in April called “Pathways” that had been two years in the making and was a great success. The staff did an excellent job of event preparation. A two day meeting with the Great Rivers staff (also in April) produced several key insights for their congregations and leaders as well as ideas for a future project. 360 performance evaluations have been conducted for executives in the Central Region and Oregon. The depth of information contained from these 360’s continues to be appreciated by and provide benefit to our executives. In addition to standardized instruments, I also enjoy developing new diagnostic tools as needed in the areas of organizational development, staff evaluation, and online surveying. My monthly column to the regions has focused upon “doing more with less” and I am pleased to say that many of our regions have found ways to expand their ministries even in this time of diminishing resources from traditional giving sources.

Wider ABC Work: In conjunction with Central Baptist Theological Seminary and the leadership of Dr. Molly Marshall and Dr. Heather Entrekin, in March I had the opportunity to teach research design for three Doctor of Ministry cohort groups at the Myanmar Institute of Theology. This was my first experience at “teaching others how to fish” so far away from home. The experience continues to shape my perspectives, and from the papers that I have been reviewing, the lives of these students as well as their ministry contexts. A “blog” report is available on the ABCUSA and CBTS websites. Finally, the National Leadership Council (NLC) for which I provide staffing had a great meeting in Green Lake in April and continues to play a key leadership role in our denomination.

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

OFFICE OF TRAVEL AND CONFERENCE PLANNING (OTCP)

2013 Mission Summit / Biennial.

- Years prior, an educated guess is made. **Contracts** for a Convention Center and several hotels to accommodate all budgets, sometimes with attrition clauses, are signed.
- The Mission Summit Planning Team begins their vision. OTCP takes their vision and attempts to make it work pending spacing issues.
- 9 months prior OTCP coordinates logistics for 3 Board Meetings and numerous **Pre-Biennial Events** (including the Theologian Conference).

For a Mission Summit, the following require coordinating and relationship building with vendors and hotels.

- Work closely with **travel agent**.
- Work closely with the **Local Arrangements Committee** and attend local meetings when requested. Update each team’s job description.
- Coordinate meetings throughout the year with the **Boards** and their contacts (SAG).
- Supply information for the **Program Book**. Assist to proofread the Program Book.
- Arrange **shuttle** requests (roundtrip airport to hotel, several hotels in area to Convention Center, off-site programs) and collect payments and itineraries from attendees.

- **Registration**, not only for Mission Summit but for all Pre-Biennial Events requiring registration. Processing all **payments**, work with ABCUSA Accounting Dept to ensure proper posting of payments and invoices. Ordering of **supplies**; name badges, ribbons for various groups. Coordinate packets for attendees to pick up upon their arrival.
- Registration for **Child care, youth camp and the Regional Youth Representative Programs**. Work with LAC on registration forms/mailings.
- **Rooming lists** for 8 hotels, obtaining confirmation numbers, proofreading lists for accuracy, make revisions up until the last minute for attendees. Build relationship with reservationists.
- Work with **Convention Center**. Specific details include, audio visual needs, food & beverage, special dietary needs, requests for special linen and flower requests by meal Sponsors.
- **Negotiate** pricing for audiovisual, phone, Internet and electrical needs.
- Negotiate meal prices with Caterer and obtain special pricing for those Sponsors needing something unique for their program.
- **Exhibit Hall**. Coordinate with Decorator exhibitor needs, details for Exhibitor Kit, mailings to exhibitors, follow-up, payments, layout of Hall. Signs, banners, hanging banners, Registration Area layout.
- **Plenary**. Work with Biennial Coordinator and Worship Leader.
- At the conclusion of the Mission Summit, **prepare bills, process payments**. Meet and determine what worked well and what recommended changes should be made for next time.

The Mission Summit / Biennial is only one meeting for OTCP. We continue to plan the remaining 89 throughout the year.

--Annie Marcucci, Director of Travel & Conference Planning

MISSION RESOURCE DEVELOPMENT (MRD)
Ministry Activities – June 2013

United Mission (UM)

MRD's ministry with United Mission has been helped by the creation of its Response Group (RG) through the Board of General Ministries (BGM). Several valuable conversations have been held at RG meetings to re-imagine MRD's work with this important giving stream for ABC. These conversations are ongoing. MRD's staff continues to increase the level of relationship building with our ABC churches through letters (which included a new UM poster), visits to pastors and congregations, telephone calls, emails, award certificates, and preaching engagements. UM's decline continues to be slowly checked (while giving to Regional Offerings, Specifics and Targeted Giving continue to increase), but many of our churches remain faithful supporters of UM Basics. A total of **939** congregations increased giving to UM over 2012, **91** churches became new givers, and **100** churches resumed giving. A total of **1,230** recognition letters and certificates were mailed to churches. MRD makes contact with all our churches each year regarding their participation in UM giving. In addition, certificates are presented to top giving UM churches in several categories during a business session of Biennial meetings.

Development Activities

MRD's Development Advisory Team continues to be a significant source of support for ABCUSA. The Team's fundraising and donor development activities have resulted in two major successes: (1) With General Secretary Roy Medley taking the leadership role, significant funds have been raised for *Transformed by the Spirit* and other ministry areas of ABCUSA. To date, we have received approximately \$275,000 in pledges, from a total of \$375,000 pledged. (2) The Team participated in the hiring of a new Director of Development, Kenneth C. Marsenburg, who has joined the ABCUSA staff. Gifts to the General Secretary's Circles have reached a total of \$14,000 to date. In addition, the Team will host the first-ever *Friends of ABCUSA Breakfast*, a donor appreciation event, at the 2013 Mission Summit/ Biennial in Overland Park, KS.

Matthew 25 Grant Program

An anonymous donor has been making regular financial contributions to ABCUSA to address the needs of "*housing, feeding, education and health with regard to the less fortunate.*" Together with MRD's Response Group, we created an experiment through an application process to aid in an equitable distribution of the funds. The first round of the Matthew 25 Grant attracted 58 applications. Of that total, 53 received awards ranging from \$500 to \$5,000, with a total distribution of \$110,000. MRD seeks approval of the Board of General Ministries for continuation of this program.

Communication

The ABCUSA website has been redesigned and is contributing (through Twitter, Facebook, YouTube, and other social media) to improve communication with the ABC family. Together with the MRD Response Group, MRD staff is embarking upon a new print publication, ***ABCUSA Connections***. The expressed goal of this publication is to be a major communication tool for the ministry of ABCUSA, with special emphasis on the work of the General Secretary as he represents the denomination. The publication will also have an eye toward identifying and celebrating those ministry activities of the denomination that come under the ongoing work of the ABCUSA Team as they serve as the hands and feet of Christ across ABC. This 6-8 page publication will be produced twice a year, in fall and spring, and MRD has engaged the work of a consultant to work with staff on producing the various editions. A smaller version of ***Connections***, which will have a wider ABC range, will be issued in summer and winter. Both publications will be available online and with a limited mail distribution. A new monthly ***ABCUSA News Update*** is being distributed electronically.

Stewardship and Generous Discipleship

MRD's deployed Stewardship Facilitator, Rev. Soozie Whitten Ford, now Executive Minister of the ABC of Indiana and Kentucky, has been temporarily replaced by a Stewardship Round Table, a group of ABC stewardship professionals. This group is meeting periodically through Skype, GoToMeeting, and conference calls to provide stewardship resources for our ABC congregations as we work to continue to nurture generous disciples to serve as the hands and feet of Christ. Members of the group will be available to provide assistance especially relevant to pastors in their stewardship ministry with churches; to develop a series of e-newsletters, through Constant Contact; to promote and make available to churches the work of the Ecumenical Stewardship Center, including their ***Giving*** magazine; to develop appropriate bulletin inserts for use by churches; to keep our churches relevant with the most current resources in stewardship; to be available for workshops/seminars around the theme of biblical stewardship in our churches; and to continue promoting the language of God's abundance and generosity over the language of scarcity.

Mission Summit/Biennial

MRD continues to be deeply involved in planning all aspects of the Mission Summit/Biennial. The June 2013 event will be the first experience guided by the new ABC Bylaws approved at the 2011 Biennial in Puerto Rico. Significant denominational features of this Mission Summit include an emphasis on church, instead of individual registration; Mission Summit Conversations, leading to the Mission Table in October 2013; experimentation with a smaller, more nimble planning team; milestone anniversary celebrations, including the arrival of the Judsons in Burma 200 years ago, the 150th anniversary of the signing of the Emancipation Proclamation, and the 375th anniversary of the First Baptist Church in America, Providence, RI; and a high tone of celebration with the specific involvement of our Baptist sisters and brothers from Burma, and a welcome and blessing to the territory by Baptist Native Americans. The plan is to return to Overland Park/Kansas City for the 2015 Mission Summit/ Biennial.

Additional Ministry Activities

MRD staff continues to:

- Host the ABC Reception for American Baptists attending the Hampton University Ministers' Conference, celebrating its 99th year this year. In keeping with the focus on the Judson anniversary and 200th anniversary of International Ministries (IM) celebrations, representatives of IM will be present to talk about the involvement of the local church in mission.
- Be involved with the United States Department of State in matters related to international religious freedom by attending meetings at the State Department and serving on select committees related to this initiative. ABC's involvement has been focused on refugees in Burma and justice issues, and on improving conditions to allow religious freedom to have a stronger role among all peoples in the international political arena.
- Represent ABC on various national and international boards and associations, including the Baptist World Alliance, the American Baptist Assembly, Bacone College, Baptists Today and the American Baptist Foundation.
- Work with consultants to create DVDs and other media and communication tools to promote the good name and various ministry aspects of the ABC family.

MRD Staff

- Leo S. Thorne, Associate General Secretary for Mission Resource Development
 - Lorie Smith, Executive Assistant
- Bridget Holmstrom, Web Manager/Communication Specialist
 - Beth Fogg, Assistant to Associate General Secretary
 - Joyce Lake, Administrative Assistant

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

AMERICAN BAPTIST HISTORICAL SOCIETY

Editing the *American Baptist Quarterly*, work on the Judson200 trip to Myanmar, and administration (including of fundraising) have been my primary tasks in the past six months. In addition I spoke at the mission banquet for the American Baptist Churches annual convention of the Great Rivers region (Peoria, IL), wrote articles and edited two newsletters, conducted our first phonathon, and co-hosted meetings for the Office of General Secretary of American Baptist Churches, the American Baptist Home Mission Societies and for the George Liele book project authors.

Administrative Tasks

- Handling requests for information from partners related to biennial deadlines,
- Editing/advising those working on the new BENA Series: Baptists in Early North America (editor, Wm Brackney), Mercer University Press.
- Conversations with Dean Culpepper (McAfee School of Theology), Dr. Daniel Vestal (new Phd program in Baptist Studies), Librarian Beth Perry, and Dr. Richard Swindle about grant proposals, conference planning (Judson200), research prospects
- Providing images for co-branded film with the American Baptist Board of International Ministries (i.e. the Dr. Jerry Cain on Judson series)
- Providing images for ABHMS film released December 7, 2012

Archival Collections Processed

- Thomas Bennett and Doris Harvey Dickerson Collection: 2 linear feet. Finding aid completed.
- Louise C. Johnson Collection: 2 linear feet. Finding aid completed.
- John Roach Straton Collection: 23.42 linear feet. Finding aid completed.
- Joseph Bann Collection: 7.5 linear feet processed; 75% processing complete.

Volunteer Projects

- In support of oral history interviews, some recording equipment has been purchased (Tascam DR5 handheld recorder with tripod) and prototype legal releases for interviewer and interviewee, developed according to standards established by the Oral History Association.
- Completed the inventory of all original church records for the state of Iowa.

Outreach Projects

- Exhibit: *Forever Free: American Baptist Home Mission Societies in the Vanguard of Liberty*. Dec. 2012
- Study Guide to *Bless God and Take Courage: The Judson History* (20 pages), written for Judson 2013 Book of the Year. Oct. 2013
- Judson200 Legacy Tour to Myanmar
- Research, "Freedom & Mission: the Judson Bicentennial," for ABC Mission Summit

Grant Applications

- **Palmer/ABHMS.** Request to apply for \$12,000 for social media project involving creating creative spiritual presentations based on ABHMS historical photographs for use in both online and live events by and for the target audience of 18-29 year olds.
- **Council on Information and Library Resources.** Preliminary proposal for approx. \$75,000 due March 22, 2013. Project to process the Walter Rauschenbusch Collection and the New York City Baptist Mission Collections.
- **National Film Preservation Foundation.** Application for approximately \$3000 due in fall 2013. For preservation reformatting of Native American films. (with Heidi Holmstrom)

Digitization Projects

- **Morning Star Project** completed: <http://libraries.mercer.edu/repository/handle/10898/668>

Processing manual

New forms have been developed to assist staff in prioritizing collections for processing and to help students to efficiently and accurately organize and describe multi-box collections. The system was recently successively tested with the NYC Baptist Mission collection

Personnel

We plan to hire a half-time processing archivist by July 2013

--Deborah Van Broekhoven, Executive Director

AMERICAN BAPTIST WOMEN IN MINISTRY (ABWIM)

The ABWIM Advisory Team recently celebrated its first full year together as a team. Coming together from across the ABCUSA and representing nine different regions, this gifted team of men and women in ministry met to review its mission and vision as well as to chart a new direction as we move into the future.

The ABWIM Advisory Team is a unique team comprised of people representing a variety of ministry roles, positions and contexts such as pastor, seminary leader, and executive minister and is ethnically, racially, and theologically diverse. Forming the 2013 team are: Rev. Charles C. Adams, Rev. Dr. Judy G. Allbee, Rev. Holly Bean, Rev. Steve Bils, Rev. Alice Green, Rev. Mary Hulst, Rev. Lauren Ng, Rev. Jackie Saxon, Rev. Karen Yee, Rev. Dr. Mary H. Young and Rev. Dr. Roy A. Medley.

Vision: ABWIM seeks the full participation and full partnership of all 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!**

Accessing our God-given gifts, gaining access to the world for the good of all and the glory of God!

Some of the highlights of this past year include:

- New Resource: Rev. Dr. Molly Marshall, "Responding to God's Call: Freedom for Baptist Women"
- New Initiative: "Celebrating the Gifts of Women In Ministry" letter to AB churches and leaders
- New issue of WomanWord focusing on the new things that are happening
- Second year of "March On! Shining the Spotlight on American Baptist Women in Ministry"

www.marchonabwim.org; “Get Your Stole On
<http://www.facebook.com/#!/GetYourStoleOn>

- Partnering with Ministers Council to sponsor a breakfast for Ministerial Leaders at the 2013 Mission Summit
- Partnering with AB Women’s Ministries to bring lay women and clergy women together at the National Women’s Conference: workshop, “Calling a Woman Pastor”
- Partnering with Cleveland Women Together in Ministry conference

As we move into a second year of new initiatives and a new way of doing things, I am so very thankful for the Rev. Dr. Roy A. Medley, the ABWIM Advisory Team, the ABCUSA Leadership Team, and the Board of General Ministries—especially the Professional Church Leaders Response Team—without whom none of this could happen and with whom we move forward into a new and exciting era of ministry.

Thank-you!

TRANSITION MINISTRIES ABCUSA

In the first half of 2012, the Governing Board of *Interim Ministries – ABC* determined that the organization could no longer be sustained and voted to close the corporation before the end of the year. After much prayer and reflection, ABCUSA General Secretary, Rev. Dr. Roy Medley, began to explore the possibility of interim ministry being administered by ABCUSA. For 35 years, *Interim Ministries-ABC* had been the only nationwide, denominationally linked interim ministry placing agency in the USA. **Transition Ministries ABCUSA continues this rich tradition partnering with regions to tap the potential of churches during times of transition.**

When a pastoral leader leaves, congregations face unique challenges as they enter a new season of life. **Transition Ministries ABCUSA** is the only national denominational ministry to give focused attention to the needs and potential of congregations during a transitional period, i.e. the time between one pastor’s departure and another pastor’s arrival.

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.

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. The position is full time.

Over the coming year, the Professional Church Leaders Response Team will explore how Transition Ministries ABCUSA can continue to partner with regions for excellence in interim leadership of congregations seeking to be healthy, missional churches.

In changing 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.

Thank-you for your leadership and support as we develop this new ministry initiative!

--Patricia Hernandez, National Director, ABWIM & Transition Ministries

AMERICAN BAPTIST WOMEN'S MINISTRIES

Accomplishments:

- Our Break the Chains project concludes this year. During 2007-2013, our Break the Chains mission initiative sparked awareness, advocacy, and 37 grants to new ministries in the U.S. and in other countries to break the chains of sex trafficking and violence against women and girls.
- We were delighted by the response of young women to our first-ever national young adult women's retreat, "C2R4", held in Rhode Island in September 2012, especially when they requested that AB Women's Ministries sponsor another one in 2013.
- Responding to constituents' requests, AB Women's Ministries simplified its funding appeals to three primary foci: National Support (for general operations), Women and Girls Mission Fund (for mission and ministry outreach to women and girls), and Endowment Funds.

Major projects:

- We're advancing toward adaptive changes to help us better engage with young generations of women, thanks to the "Transformed by the Spirit" process and a Palmer grant.
- AB Women's Ministries leadership traveled to the Middle East in January 2013; one result is AB Women's Ministries offering programming in July and August 2013 to equip and encourage American Baptist women to reach out to their Muslim neighbors in friendship and peace.
- Phoenix, Arizona is the site for three national conferences we're sponsoring this year for women and girls, including a weekend event for young adult women. The resort's amenities and pools will help us keep our "cool" July 27-August 2, in Phoenix! It's not too late to register at www.abwministries.org/Events.

What's coming:

- Resourcing American Baptist women for Baptist-Muslim dialog, in partnership with the Committee on Christian Unity and Interfaith Relations
- A spiritual pilgrimage experiment between American Baptist women and Georgian Baptist women, June 18-July 2, 2014, in Tbilisi

- Three national conferences in 2014: AB Women's Ministries will sponsor an Intergenerational Retreat for Women and Girls, July 26-29, at Green Lake; an AB Women's Ministries Cruise to Bahamas, September 19-22; and National Gathering for Girls Mission Week, August 3-9, in New Orleans (coinciding with Ecumenical Work Week).

--Virginia R. Holmstrom, Executive Director

THE MINISTERS COUNCIL

September 2012 - June 2013

In this first year of my tenure as the Executive Director of the Ministers Council, primary focus has been to:

1. Frame a new direction and vision for the Ministers Council
2. Outreach to constituent councils and regions
3. Extend relationships with denominational partners
4. Complete the Together in Ministry program and transition to sustaining efforts.
5. Launch the live Together in Ministry Capital Campaign
6. Participate in the Transformed by the Spirit initiative
7. Launch a new clergy pilot program

Vision of the Ministers Council

"Ministering among the leaders who minister to us," by fostering collegiality, centeredness and competence, the Ministers Council equips leaders, helping them to be more effective in their ministries so that they can in turn provide better service and support to their communities. We accomplish this work in part through the efforts of our standing committees and as such, a critical focus in this year has been to work with our committees to position them to productively deliver on behalf of our membership.

Our *Membership Committee* established a goal to increase membership by 500 members, which required an increase in outreach efforts. Over 6000 churches were contacted to encourage them to support their ministerial staff by adding Ministers Council dues in their annual budgets. Members of the Membership Committee had the responsibility of canvassing our local councils to generate increased interest and support in the Ministers Council. In June, we will pilot a volunteer membership coordinator role. This volunteer will engage in relationship management, increasing the contact and connection with local councils.

The *Communications Committee* was charged with the responsibility of keeping our membership informed and engaged in the work of the Ministers Council. The Minister Magazine was issued in both the Fall of 2012 and the Spring of 2013.

Monthly newsletters were issued to members to keep them up to date on Ministers Council activities. I established monthly conference calls with council presidents. We also asked council to provide complete member information, enabling us to better serve and connect to our membership.

Wanting to provide greater programmatic support to our membership, the *Professional Effectiveness* and *Spiritual and Personal Wholeness Committees* were charged with the responsibility of developing new initiatives to serve our members. The Professional Effectiveness committee hopes to convert a recent seminar into a podcast. The Spiritual and Personal Wholeness Committee is hosting a webinar

on Spirituality and Stewardship in June. This committee also piloted a weekly prayer chain during Lent.

With a goal of establishing closer relationship with partners, the *Denominational Relations Committee* sought to develop partnership opportunities that would benefit our membership. We were very excited to announce recently new partnerships with Judson Press, Bride of Christ Robes and Yale Divinity School, where Ministers Council members will realize discounts from these partners for specified goods and services. We are working to secure additional partners going forward.

The *Fund Development Committee* was established to help the Ministers Council develop a sustainable, fund development capacity in terms of fund raising, annual giving and capital campaign development and planned giving. Unfortunately, we have not realized much traction in this area.

Organizationally, the Ministers Council is positioning itself to discern a new way of operating that will more effectively allow us to manage expenses while providing greater reach and impact to our membership. This will be a key focus for our Senate meeting in August. Specific to that meeting, we have modified the schedule and dates for the Senate meeting to take advantage of reduced costs for week day meetings rather than weekends.

Also pertinent to our organizational focus, significant efforts were made in updating the branding and messaging of the Ministers Council. We adopted a new logo, which was modified from the Ministers Council Together in Ministry logo. Collateral materials were developed to support the capital campaign and membership outreach efforts. This messaging is being carried into the development of a new website. Additionally, these updated messages and images will be presented at the Mission Summit / Biennial.

Outreach to Constituent Councils and Regions

I have enjoyed the privilege of traveling to meet with and present to councils and regions. Those travels have included:

- Chin Baptist Pastor's Retreat - Indianapolis, IN, October. Facilitator for the pastor's leadership retreat.
- American Baptist Churches of the Central Pacific Coast Ministers Council Meeting - Alameda, CA, November. Presentation during the Ministers Council meeting on the vision of the Ministers Council.
- Conference of Baptist Ministers of Massachusetts Annual Gathering - Waltham, MA, November. Panelist for a workshop on leadership.
- Cleveland Baptist Association Ministers Council Meeting - Cleveland, OH, December. Presentation during the Ministers Council meeting on Adaptive Leadership.
- American Baptist Churches of the South Annual Gathering - Norfolk, VA, April. Presentation during the Ministers Council Executive Committee Meeting and general session on the vision of the Ministers Council.
- American Baptist Churches of Connecticut Ministers Council Meeting –Montowese, CT. Preacher and presentation during the Ministers Council meeting regarding updates and vision of the Ministers Council.

- American Baptist Churches of Michigan Clergy Retreat - DeWitt, MI, April. Presentation during the retreat on the vision of the Ministers Council.
- American Baptist Churches of Indiana/Kentucky and Greater Indianapolis Ministers Council retreat, Indianapolis, IN, April. Presented the workshop "7R's of Sanctuary."
- American Baptist Churches of New York State Ministers Refreshment retreat, Utica, NY, May. Presented the workshop "7R's of Sanctuary."
- Pacific Coast Baptist Association Retreat, Oakland, CA, May. Keynote speaker and workshop facilitator on effectiveness in leadership.
- American Baptist Churches of Rhode Island Ministers Council retreat, Block Island, RI, May. Presented a workshop on Leadership Effectiveness and Spiritual practices and preached.
- First Baptist Church in Greater Cleveland, May. Led retreat for church leaders on Adaptive Leadership. Made presentation to the Cleveland Baptist Association on Becoming an Adaptive Congregation. Preached the Contemporary and Traditional worship services on Sunday.
- American Baptist Churches of Vermont/New Hampshire Annual Gathering, Bartlett, NH, May. Presented to the Ministers Council, preached and facilitated a workshop on leadership.
- American Baptist Churches of New Jersey Ministers Council, May. Manasquan, NJ. Presented the work and activities of the Ministers Council in support of efforts to restart the Ministers Council in New Jersey.

As I have had the opportunity to travel, we are recognizing increased interest and participation in the Ministers Council. Regional Ministers Councils are growing across country, some enjoying nearly 100% growth. We also have the potential of establishing a new constituent council of Chin Pastors, 38 of whom paid dues to the National Ministers Council. Special attention has been paid to regions where the Ministers Council is languishing or has ceased to function by working closely with the regional executive ministers. We hope to harness the energy from our new growth, promoting across the country to our ministerial leaders that "each one reach one."

Extend Outreach to Denominational Partners

I have had the privilege of representing the Ministers Council within the Denomination, which has been a tremendous honor. Our opinion and involvement has been sought and we have the opportunity to extend our reach as we have worked with our partners. I have attended the following meetings:

- Professional Ministry Team Meeting – September
- Office of the General Secretary Extended Staff – October
- American Baptist Home Mission Society Future Search process – November
- African American Leadership Conference sponsored by ABHMS and MMBB – February
- National Leadership Council – April

In addition, the Ministers Council has:

- Reached out to Regional Executive Ministers to renew relationships between the regions and the Ministers Council.
- Collaborated with ABHMS and Metro Chicago to identify the need for nonviolence resources.
- Engaged in conversations with International Ministries regarding efforts to plan a conference on discerning the call to ministry.

- Engaged in conversations with MMBB staff to strategize on initiatives for Clergy Health.
- Participated with Mission Resource Development staff to develop strategies to strengthen relationships and involvement of African American pastors and churches in ABCUSA.
- Connected with each American Baptist Caucus president to gain support for attendance at the Ministerial Leaders Breakfast during the biennial.

I also had the pleasure of being the keynote preacher for the Haitian Baptist Alliance conference held in Winchester, MA in November.

Together in Ministry

The Ministers Council funded 54 together in ministry groups over the past year, with seven of those groups being new funding recipients. This number was decreased from previous years because we recognized that the bulk of our funding money was depleted in 2012. As such, we attempted to fund new or newer groups rather than those who had enjoyed long term support. Our administrator maintained communications with the various groups, receiving pictures from gatherings, program booklets from events, and updates on the work of the groups via e-mail.

Believing that we had monies remaining at the end of the grant period, the Ministers Council was awarded an extension to execute a spend down plan of remaining monies. We began the work of developing a website, contracting software development resources to do so, and organizing a special event for the biennial celebration. Unfortunately, the belief that there were remaining funds was erroneous. Approved expenditures had not been credited against Lilly funds.

In response to the completion of the Together in Ministry program, a Re-visioning retreat was convened in March to consider how the Together in Ministry program could be extended. As participants reflected upon the experience gained after ten years of program involvement, they concluded that *Successful Ministers cultivate consistent collegial support relationships*. It is with this motivating mantra that we will go forward to encourage the expansion of Together in Ministry beyond our current thinking and implementation. We envision transforming Together in Ministry to a philosophy: an unapologetically bold, expectation-filled, value-added way of life for successful ministry.

The Lilly Endowment established the Pastoral Excellence Network as a means to sustain and continue the work of groups funded in the Sustaining Pastoral Excellence and Transition into Ministry programs. I attended a gathering for funded groups in May held in Indianapolis, IN. I have also been invited to participate in the Communities of Practice training program to be held in June. We will leverage the resources of the Pastoral Excellence Network as a model to extend our implementation of collegial covenant groups.

Together in Ministry Capital Campaign

My first effort as the new Executive Director of the Ministers Council was to move the Together in Ministry Capital campaign from the silent phase to live launch. In support of the campaign, new collateral materials were developed, and the communication plan to reach more than 1700 donors was developed. Large donors were courted during the silent phase, and the leadership of the Ministers Council was encouraged to make significant pledges to the campaign representing the philanthropic priority of this effort. Thanks to John Wimmer, Program Director from the Lilly Endowment, we were allowed to reallocate \$135,000 from the sustaining Pastoral Excellence Program grants in support of our capital campaign. A total of \$340,763.05 has been raised with \$274,403.05 in cash and \$66,360 in

in-kind donations. Campaign consultants, Design Group International, published the book *Praying for Pastors* by Joe Kutter. Donations over \$100 receive a complimentary copy of the book. Donations over \$500 receive a book personally signed by Joe Kutter.

Our efforts to encourage giving have been somewhat disappointing and the donations to the campaign have stalled in the recent weeks. What has been learned through this first capital campaign is that greater attention must be paid to relationship management as a means to realized increased giving and support. We hope to re-energize campaign efforts at the Biennial as we are able to meet one on one with potential supporters.

Transformed by the Spirit

As a result of the Transformed by the Spirit initiative, the Ministers Council was assigned ownership for two adaptive challenges: Women in Ministry and Pastoral Attrition. Ministers Council President Rev. Dr. Dee Turlington and I attended the TbtS Partners Meeting in March. After the meeting, we worked to identify individuals who would comprise the Action Learning Teams responsible for developing the actions plans designed to address or positively impact our adaptive challenges. We are pleased that Rev. Christine Smith will be leading the Women in Ministry ALT and Rev. Alan Selig will be leading the Pastoral Attrition ALT.

At the May Professional Ministries Team meeting, an additional adaptive challenge was identified on Clergy Health. The Ministers Council was asked and agreed to assume ownership for this new challenge. We will work with members of the PMT to identify individuals who could lead and support this new challenge.

New Clergy Pilot Program

Having responded to a grant Request for Proposal, I collaborated with ABC Michigan Ministers Council President, Rev. Dr. Ross T. Lucas, to develop a pilot project to address the issue of attrition for ministers in the first three to five years of ministry. Specifically, the Fanning the Flame of the Call project is a year-long pilot program for ministerial leaders who are between three and seven years into ministry. Structured as a covenant group with eight to twelve participants, the program is designed to help individuals explore their call, their identity, and their mission along with other aspects of ministry. This exploration will be a personal process, not a theological one. Month one, planned for September 2013, will feature a three-day introductory experience, followed by monthly half day gatherings for the next ten months. The twelfth month of the program will be a two day experience as a wrap-up and debriefing. The program will conclude in September 2014 with a closing interview.

This pilot outline was presented to the Board of Directors of the Sustaining Pastoral Excellence program at the St. Francis Retreat Center. The initial response was favorable and we are moving forward toward a pilot effort with the intention of inviting an ecumenical cohort in order to ensure retreat center support. In addition to the potential of this retreat in Michigan, there is the potential to pilot similar initiatives in New York and Indiana.

--Debora Jackson, Executive Director