



BGM Executive Committee

November 12-14, 2014

MINUTES

Meeting Site: Crowne Plaza
260 Mall Blvd.
King of Prussia, PA 19406
610-265-7500

Housing: Crowne Plaza

Officers: Don Ng, President
Judy Fackenthal, Vice President/BGM Chaplain
Paul Higgins, Budget Review Officer
Ruth Clark, Past President
A. Roy Medley, General Secretary

Committee: Camille Brown, Cleveland
Wesley Roberts, Massachusetts
Tasha Wilson, Rochester/Genesee

Parliamentarian: Dennis Johnson

Staff: Alan Musoke, Treasurer and CFO
Cathy Brubaker, Assistant to the General Secretary (Recorder)

Wednesday, November 12, 2014; 5:00 p.m. – 7:00 p.m.

BGM EC 234 CALL TO ORDER, WELCOME AND DINNER

President Don Ng welcomed all and called the meeting to order. Following prayer, the BGM Executive Committee enjoyed dinner together in the Berwyn Room of the Crowne Plaza at 5:00 p.m.

BGM EC 235 MARCH 2015 EXECUTIVE COMMITTEE MEETING

Following dinner, the Executive Committee discussed plans for its March 2015 meeting to be held in San Diego. Emphasis was placed on the importance of visiting ministers in the area as well as with ABC missionaries in Tijuana. It was

AGREED: That the March 2015 meeting in San Diego be extended by one day, with the meeting Beginning on March 10 (travel on Mar. 9) and ending on March 13 (travel on Mar. 14).

BGM EC 236 UPDATES

General Secretary's Search

President Ng reported that there are 16 applicants for the position of General Secretary; of these 16, nine will be invited to submit additional information. When the Search Committee meets in Phoenix in January, additional cuts will be made. President Ng also reported that the Committee is asking for feedback from the Executive Committee on its desire to conclude the search in June, in time to present a candidate at the June Biennial Mission Summit. The candidate could then be announced at Sunday's business session, after the Saturday reception honoring General Secretary Roy Medley.

ABC Nominating Committee

The Nominating Committee will be recommending to the Board of General Ministries for approval the following slate for ABC Officers for the 2016-2017 biennium to be presented to ABC Biennial Delegates in June 2015 for election:

Judy Fackenthal, President
Josue Gómez-Menendez, Vice President
Paul Higgins, Budget Review Officer

It was reported that: 1) the Nominating Committee is working on the slate of BGM directors to be presented to delegates for action at the 2015 Biennial; 2) in the category of BGM special directors, there are currently 2 vacancies and; 3) the Nominating Committee will be recommending to BGM the Rev. Robin Crouch (West Virginia Baptist Convention) and Dr. Marc Wallace (ABC of the Rocky Mountains) as General Directors.

Standing Rules

It was agreed that the ABCUSA Standing Rules, adopted in 2011, need to be reviewed for possible changes to provide clarity in several areas. President Ng and General Secretary Medley will review the Standing Rules for recommended changes and will report back to the Executive Committee at its June 2015 meeting. Members of the Standing Rules Committee include: Alan Rudnick (chair), Julia Bebeau and Kay Farley (elected by BGM in November 2013); and Bill Frederickson (elected by BGM in June 2014). It was decided that Steve Case will be contacted and invited to serve as an advisor. The Executive Committee also requested that a list of BGM committee membership be posted prior to each BGM meeting.

BGM EC 237 ADAPTIVE CHALLENGE TEAM ON UNITED MISSION

The Adaptive Challenge Team (ACT) on UM was formed as part of the *Transformed by the Spirit* denomination-wide initiative to identify possible solutions to problems deeply rooted in ABC history and culture that go beyond technical changes, and which point to adaptive changes.

At the Executive Committee's September 2014 meeting, Vice President Judy Fackenthal, a member of the Adaptive Challenge Team (ACT) on UM, reviewed the process used by the team in its work and presented an outline of a proposed presentation for the Executive Committee's feedback in preparation for its November report to BGM. During this meeting, Judy provided an update on continued work of the ACT on UM and shared a preview of the team's final report, to be presented to BGM at its afternoon plenary on November 13. The report will present two Adaptive Challenge Statements. It will also include a review of the challenges of current UM funding, a time of Dwelling in the Word, a focus on the difference between technical and adaptive challenges, as well as a three-pronged strategy for BGM's consideration in moving forward.

BGM EC 238 RECESS/NEW BGM DIRECTORS ORIENTATION

The meeting was recessed at 7:00 p.m. to provide time for President Ng and Past President Ruth Clark to lead an orientation in the Wayne Room of the Crowne Plaza for new BGM directors who were present at this meeting.

Thursday, November 13, 2014, 9:00 a.m. – 1:30 p.m.; Berwyn Room

BGM EC 239 RECONVENING/REVIEW OF AGENDA

President Ng reconvened the meeting of the Executive Committee and provided a brief review of the agenda for the day.

BGM EC 240 WORSHIP/LIGHTING OF THE CHRIST CANDLE

BGM Chaplain Judy Fackenthal lit the Christ Candle in remembrance of Christ's presence in our midst, and she invited the Executive Committee to share prayer concerns with one another.

Judy led the Executive Committee in a unison reading of words of welcome and of the New Testament passage Acts 5:27-32 (we must obey God rather than man), and she posed the questions: "what does religious liberty mean to you?" and "why do you do what you do?" Responses were shared in the form of personal stories and stories of historic religious leaders. Throughout this time of worship, emphasis was placed on the value of, and appreciation of, freedom of speech and the importance of separation of church and state.

The Executive Committee shared a time of collective prayer, each one praying for another around the table.

BGM EC 241 RHYTHMS OF THE SPIRIT

The second Rhythms of the Spirit Conference was held on November 3-7, 2014 at Redwood Glen in Loma, CA. General Secretary Roy Medley noted that the first conference was held in Green Lake, WI; the third will be held in Exeter, RI and the fourth will also be held in Green Lake.

Roy reported that although the first conference held in Green Lake attracted a good number of participants, the November attendance at Redwood Glen was very small and that the planning process for future conferences will begin to focus on how to better communicate/describe this event in order to attract participants. One consideration is to reevaluate how the conference is marketed. One small change might be to possibly reassess the use of the descriptive word "contemplative," although the content of the conference would remain unchanged. Roy read several glowing reports of the event by those who experienced it, noting that it is clear that there is deep appreciation for Rhythms of the Spirit.

Brad Berglund serves as adjunct staff in the role of Director of Spiritual Formation and in that role, directs the conference. An initial funding grant of \$5,000 was received in 2013, and ABCUSA continues in the process of evaluating the success of this, and other such events, for the future. Roy noted that if the same level of enthusiasm results from the next conferences as was demonstrated for the first conference, ways will need to

be found to incorporate Rhythms of the Spirit into the *Transformed by the Spirit* experience. Some questions currently being asked are: how do we incorporate Rhythms of the Spirit in the local church? Should we consider developing a weekend model? Interest was expressed by the Executive Committee in BGM connecting Rhythms of the Spirit with its Action Group work, possibly with Renewing Congregations.

Roy also reported that he is communicating in an intentional way with ABC-related colleges and seminaries to invite them to initiate student involvement in the second pilgrimage to the Taizé Community in Burgundy, France (May 21-June 2, 2015), emphasizing that we need to continue to recapture commitment to such ongoing spiritual practices in ABC life.

BGM EC 242 2015 BIENNIAL MISSION SUMMIT PLANNING

President Ng provided a report on the work of the Biennial Mission Summit 2015 Planning Team, chaired by Susan Gillies. The new registration process, which was instituted for the 2013 biennial and for which some difficulty was experienced, has undergone several changes for 2015 with the intention of improving and clarifying the process. Registration fees for churches have been increased by 10%; the registration fee for individuals has likewise been increased. Registration as a Church Sponsor or Region Sponsor will close on February 6, 2015; Individual registration will open on February 2, 2015.

Ken Marsenburg, ABCUSA's Director of Development, has committed to raising \$20,000 for the Biennial Mission Summit budget and ABCUSA is committing an additional \$60,000-\$70,000 from its budget to undergird biennial expenses. The question remains as to whether the registration process will, unlike last year, raise sufficient funds resulting in a positive bottom line.

BGM EC 243 EMERGING THEOLOGIANS TASKFORCE

The Emerging Theologians Taskforce was formed in 2007 to fulfill the charge given by General Secretary Roy Medley: to place theological reflection at the heart of ABC's denominational life; to establish a stronger public theological voice from American Baptist perspectives; to provide opportunities for self-identified American Baptist theologians and emerging theologians, pastor-theologians, and theological educators to network and collaborate; and to re-establish stronger connections between the denomination and its seminaries and colleges. The taskforce has fulfilled these goals in several ways, including the planning for and implementation of two pre-biennial conferences (in San Juan, PR in 2011 and in Overland Park, KS in 2013), with a third being planned in Overland Park for 2015 with the theme "Beloved Community: The Church and Theological Education in a Time of Adaptive Change."

Medley noted that this taskforce has become a venue for showing the importance of theological conversations in the life of the local church and in the denomination. He reported that when the Emerging Theologians Taskforce met on September 22-23, 2014 in Valley Forge, part of their discussion led to considering the question, "How do we make sure the work we are doing becomes part of ABC life?" That discussion resulted in the conclusion that the work of the taskforce needs be more fully embedded into the life of ABC, ensuring both a more formal status which would ensure connection to the BGM and status in denominational life.

A written petition for the recognition of an Emerging Theologians Commission was presented to the Executive Committee.

Following discussion, a motion was made by Paul Higgins, seconded by Ruth Clark and it was

VOTED: To recommend to the Board of General Ministries the establishment of the Emerging Theologians Commission with its membership (as noted below) being the current members of the existing Emerging Theologians Taskforce, with the General Secretary also serving as a member.

Membership: Rev. Adam Bond, PhD (Samuel DeWitt Procter School of Theology at Virginia Union University); Rev. Donald Brash, PhD (Palmer Theological Seminary); Rev. Amy Chilton-Thompson (Fuller Seminary, PhD candidate); Jennifer W. Davidson, PhD (American Baptist Seminary of the West at the Graduate Theological Union); Rev. Roy Medley (General Secretary, ABC-USA); Rev. Stephen Butler Murray, PhD (President, Ecumenical Theological Seminary); Rev. Chakravarthy Zadda, PhD.

Following this vote, President Ng noted that at the orientation of new BGM directors on November 12, it became clear that an organizational flow chart, reflecting the new bylaws, is needed and requested that this document be developed and made available.

BGM EC 244 ABC MISSION CENTER

Alan Musoke, Associate General Secretary/Treasurer and CFO, provided an update on the status of the Mission Center property, ABC's largest asset of fiduciary responsibility.

The options facing ABC include redeveloping the current Mission Center property or selling the property and moving to another location. If ABC should relocate, the national organizations are committed to moving within a 5 mi. radius of the present Mission Center location in order to retain current staff. Alan noted that the earliest date for such a move would be in 2017.

588 Associates is estimating that ABC would need 50,000 square feet of office space, but is still evaluating if that space requirement is realistic. An online survey will be sent to staff for feedback in an attempt to better determine space requirements and organizational needs. It is clear that new office space needs to accommodate a place to gather for worship, common areas that afford a means for interaction of all organizations, and meeting space for staff as well as for those outside the Mission Center, functioning as a denominational center with multi-media capability.

The real estate consultants report that the market is currently very strong and, in fact, ABC has already received 2 proposals of interest in its property. Alan explained that ABC currently has leaseholds on the 4 Freedom Foundation buildings surrounding the Mission Center. Because ABHMS, IM and MMBB have purchased share holds in the Mission Center property, when the leaseholds (owned by ABCUSA) mature each of these organizations will participate in the proceeds that come from the interest. Alan emphasized that if and when any serious offer is presented, it is of due diligence for this board to fully understand the leasehold contracts as well as hold a knowledgeable assessment of the property's value. The first leasehold comes to maturity in 2035, with the others 15-19 years later.

Other issues, and thus questions, ABC faces in the event of relocation are: 1) Purchasing or renting; IM strongly desires to lease; how would this work with other organizations purchasing? and 2) Some ABC organizations that share our current space—ABWM, ABF, ABEC, Ministers Council—have no share in ownership and thus will not receive income from the sale to offset their moving expenses. How do we deal with that?

Roy reported that the NEC has discussed establishing a fund to set aside for anticipated expenses. Alan noted the importance of making decisions which allow for the greatest amount of flexibility.

BGM EC 245 BGM OFFERING

On October 29, 2014 the headquarters of the Church of the Brethren in Nigeria, Ekklesiyar Yan'awa a Nigeria (EYN), was taken over and destroyed by extremist insurgents Boko Haram. The Church of the Brethren in the U.S. has committed funding and prayers to their Nigerian brothers and sisters in a sign of solidarity and compassion. The ABC has also issued a news release, asking our ABC family to be in prayer for the EYN. Following discussion, a motion was made, seconded and it was

VOTED: To designate the offering, collected at the BGM plenary session on Friday, November 14, 2014 to Church of the Brethren for use as needed for the COB offices in Nigeria destroyed by Boko Haram.

BGM EC 246 FINANCIALS

Paul Higgins, Budget Review Officer, reported that he will be presenting a balanced budget to the Board of General Ministries for its approval, noting that the year-to-date loss is approximately one half of what it was in the prior year.

BGM EC 247 APPROVAL OF SEPTEMBER MINUTES

A motion was made by Wesley Roberts, second by Tasha Wilson and it was

VOTED: To approve the September 11-13, 2014 BGM Executive Committee minutes (meeting held in Seattle, WA).

BGM EC 248 ADJOURNMENT/CREDENTIALS AND CAUCUS

The meeting of the Executive Committee was recessed and the meeting of the Credentials & Caucus Committee was convened by Wesley Roberts, Chair.

Report of Changed Relationships of Local Churches

Following review of the Report of Changed Relationships of Local Churches, it was moved by Wesley Roberts, seconded by Tasha Wilson and by consensus

AGREED: To recommend that the Board of General Ministries receive from the Credentials and Caucus Committee the Report of Changed Relationships of Local Churches (document 1205.1:11/14) dated June 3, 2014 to November 5, 2014.

The Executive Committee celebrated the fact that there were no dismissed churches reported. President Ng encouraged the Renewing Congregations Action Group to connect with the American Baptist Home Mission Societies in an intentional way since ABHMS is tasked with renewing congregations and BGM's efforts need

to track those of ABHMS. He also requested that ABCUSA send a copy of the report routinely to the presidents and executive directors of each of the national boards.

President Ng noted that he has a scheduled conference call on November 21 with the presidents of other organizations as they plan the January 7-8 meeting of presidents/vice presidents of the national organizations and the NEC at Valley Forge.

The Executive Committee recessed for lunch.

BGM EC 249 CREATION JUSTICE NETWORK

President Ng reconvened the meeting of the Executive Committee.

General Secretary Medley reported that he met recently in Boston with three ABC pastors—Ian Mevorich (finishing his PhD at Boston University and starting a new church in MA), Chuck Redfern (writer on creation/justice issues) and Tom Carr (who has been ABC’s representative for various creation/justice issues)—who wish to launch a new effort in the form of the “ABC Creation Justice Network” that will lead American Baptists on a journey into ecological consciousness and care for creation.

The General Secretary committed on behalf of ABCUSA to: 1) assist in the development and support of a website for the next 15 months, 2) fund a booth at the biennial, which Mevorich, Redfern and Carr would staff and resource, 3) name Ian Mevorich as the ABC representative to the national Creation Justice Network, covering his expenses to attend and 4) seek funds to assist Chuck Redfern and Ian Mevorich to attend the biennial.

The ABCUSA website will carry information regarding the formation of this network, sharing goals of the network, educational resources with a study guide and inviting people and churches to interact by sharing their own stories, sermon ideas, etc.

To begin to grow the network Ian Mevorich will reach out to African American leaders in the Boston area and contacts will be made through Tom Carr with ABC-related seminaries. If the network gains strength, the hope is to incorporate, but until that time it will be shepherded by ABCUSA.

BGM EC 250 RECESS/RECONVENING OF CREDENTIALS & CAUCUS COMMITTEE

Guidelines for Caucus Funding

At the request of the Credentials & Caucus Committee, the Finance Committee reviewed the Guidelines for Caucus Funding for needed changes. Paul Higgins reported that following its review, the Finance Committee recommends the following two changes:

Paragraph 5: Insert “and to the BGM Finance Committee” (Each caucus receiving funding from ABCUSA during a calendar year shall submit an annual report to the Credentials and Caucus Committee and to the BGM Finance Committee....)

Paragraph 8: Specify that quarterly funds from ABCUSA be sent “to an account in the name of the caucus or be maintained by the ABCUSA’s treasurer’s office”

\$52,000 has been budgeted for caucus funding for 2015. Caucus allocations will be reviewed and voted upon at the Executive Committee's March 2015 meeting.

BGM EC 251 APPROVAL OF HOUSING ALLOWANCES

Transition Ministries

The Executive Committee received the Housing Allowance Requests for Interim Ministers for 2015.

A motion was made by Judy Fackenthal, seconded by Wesley Roberts and it was

VOTED: To approve the salary compensation and housing allowance compensation for interim ministers for 2015 as set forth in Exhibit A (filed with the official Executive Committee minutes for this meeting in the General Secretary's office).

Note: Tasha Wilson recused herself from vote since one of the interim ministers is her father.

ABCUSA Staff

A motion by Wesley Roberts, seconded by Judy Fackenthal, and it was

VOTED: To approve the salary compensation and housing allowance compensation for the following ordained staff for 2015 as set forth in Exhibit B (filed in a sealed envelope with the official Executive Committee minutes in the General Secretary's office):

Patricia Hernandez
Leo Thorne
Jeff Woods
Roy Medley

BGM EC 252 BGM CHILD CARE POLICY

At its September 2014 meeting the BGM Executive Committee voted that ABC president Don Ng appoint a committee of young adults to draft a revision of the Child Care Policy for presentation at the November BGM meeting. Paul Higgins, Tasha Wilson, Richard Hanson and Ashley Whitaker were subsequently appointed to serve on this committee.

Tasha Wilson reported on the work of the taskforce. Following discussion and additional changes, a motion was made by Judy Fackenthal, seconded by Wesley Roberts and it was

VOTED: To recommend to the Board of General Ministries for approval the revised BGM Child Care policy, as presented and

To request that BGM directors who might benefit from this policy through their term of office recuse themselves from the vote.

Notice of the newly revised document will be sent to Regions with notation that this policy statement was revised to assist in the recruiting of young adults to serve on the BGM.

It was also requested that an administrative policy handbook be created to catalog newly revised policy statements (Child Care Policy, Caucus Guidelines) and be kept in the General Secretary's office for reference.

BGM EC 253 BAPTIST MUSLIM DIALOGUE

Roy reported that following an invitation by the Committee on Christian Unity and Interfaith Relations, Rev. Alan Newton, executive minister of ABC/Rochester-Genesee, agreed to work on the Baptist-Muslim emphasis by coordinating efforts of local ABC congregations and mosques who wish to be in dialogue with one another and to cooperate in joint efforts for the common good. Alan has offered these services without funding. The CCUIR has interest in making him a member of its committee (not a member of BGM), and this will be presented for vote at the BGM meeting.

BGM EC 254 ABCUSA 2015 BUDGET

The 2015 ABCUSA Budget proposal came to the Executive Committee after careful review by the BGM Finance Committee. Paul shared budget highlights, and following discussion, at the recommendation of the BGM Finance Committee, it was

VOTED: To recommend to the Board of General Ministries for adoption the 2015 Estimated Income and the 2015 ABCUSA Budgets for ABCUSA, Representative Process and Mission Resource Development.

BGM 255 SALARY POOL

Standing Rule 11.8 (Human Resources/Compensation Committee) states:
Membership. There shall be a Human Resources/Compensation Committee ("HR/Comp Committee") of the Board, which shall consist of the individuals serving as members of the Executive Committee pursuant to Article XI, Section 3 of the Bylaws (other than the General Secretary who shall not be a member of the HR/Comp Committee).

The HR Compensation Committee by consensus

AGREED: To approve an increase to the salary pool for ABCUSA staff by 2.3% in 2015.

It was also noted that ABCUSA's HR director, Johnson Eapen, will need to meet with the Executive Committee through Skype at its March 2015 meeting to discuss the General Secretary's salary. The Executive Committee requests that information from the HR director be sent to the Executive committee prior to the meeting for review.

President Ng recessed the full meeting of the Executive Committee until Friday, November 14 at 12:00 p.m.

BGM EC 256 EXECUTIVE SESSION

The Executive Committee met in executive session. (No minutes of this session were recorded. When minutes are recorded for executive sessions, that document is sealed in an envelope and attached to the official copy of the BGM minutes filed in the General Secretary's office.)

Friday, November 14, 2014, 12:00 p.m. – 1:30 p.m.; Berwyn Room

BGM EC 257 LUNCH/ACT ON UM

President Ng called the meeting to order. The Executive Committee enjoyed lunch together but also met in business session, sharing general comments/insights/impressions/questions regarding the ACT on UM presentation.

BGM 258 ADJOURNED

President Ng adjourned the meeting of the BGM Executive Committee.

Next meeting of the BGM Executive Committee:

The March 10-14, 2015 meeting of the BGM Executive Committee will be held in the San Diego area to facilitate meeting with ABC missionaries from the Mexican/US border. The meeting will begin on March 10 at 9:00 a.m. and end on March 14 following Saturday Breakfast. Please plan to arrive on March 9.

Submitted by



Rev. Dr. A. Roy Medley
General Secretary
ARM/cb

Documents attached

Worship Program

BGM EC Proposed Agenda: November 12-14, 2014

BGM EC Roster

BGM EC Minutes: September 11-13, 2014 (1002:9/14)

Report of Changed Relationships of Local Churches (1205.1:11/14) dated 6/3/14-11/5/14

YTD Financials through September 2014

2015 ABCUSA Budget

Salary Compensation & Housing Allowance Compensation for Interim Ministers, 2015 (Exhibit A)

*Salary Compensation & Housing Allowance Compensation for ABCUSA Ordained Staff, 2015
(Exhibit B)*

BGM Child Care Policy (revised, 11/14)

Report of the ABC President

Report of the General Secretary

ABCUSA & AMO Staff Reports

ABCUSA Development Report: Ken Marsenburg

Adaptive Challenge Team

United Mission Adaptive Challenge Statements

Three-Pronged Strategy for BGM Consideration

Petition to Convert Emerging Theologians Taskforce to Commission

Guidelines for Caucus Funding (revised 11/14)