



**BGM Executive Committee**  
**November 4-5, 2021**

**MINUTES**

<b>Officers:</b>	Karen Podsiadly, President Jim Wolfe, Vice President Paul Higgins, Budget Review Officer Jeff Woods, Interim General Secretary
<b>Committee:</b>	Cedric Jones, PBA Raimundo Barreto, NJ Judith Christiansen, NYS Josué Gómez-Menéndez, Past President
<b>Chaplain:</b>	Zina Jacque, CHI
<b>Parliamentarian:</b>	Bill Frederickson, NJ
<b>Staff:</b>	Alan Musoke, Associate General Secretary/Treasurer/CFO Kathy Jachowski, Administrator

*Michelle Nickens, Vice-President Elect attended the meeting as an observer. Not in attendance, Zina Jacque.*

**Thursday, Nov. 4, 2021; 6:00 p.m. - 7:30 p.m.: Devon Room**

The BGM Executive Committee gathered for dinner in the Devon Room of the Crowne Plaza, King of Prussia, PA.

**Friday, November 5, 2021, 9:00 a.m. - 1:30 p.m.: Devon Room**

*Lunch was served during the meeting.*

**BGM EC 751      DEVOTIONS**

Cedric Jones lit the Christ Candle in recognition of Christ's presence and shared a devotion.

**BGM EC 752      CALL TO ORDER**

ABCUSA President Karen Podsiadly called the meeting to order.

**BGM EC 753      CONSENT AGENDA**

***MOTION: Cedric Jones made a motion and seconded by Judith Christiansen to accept the agenda items dated November 5, 2021 and to approve minutes of the September 16-18, 2021 meeting of the Executive Committee, held in Dallas, Texas.***

**Approved with no objections.**

**BGM EC 754      REPORT OF THE ABCUSA PRESIDENT**

This month Karen Podsiadly, along with Judith Christiansen, will be visiting the Iroquois Association. The American Baptist Churches of New York works cooperatively with the Iroquois Association. Karen also created a video recording for the American Baptist Churches of Connecticut Annual Gathering held virtually on September 25, 2021. At the Board of General Ministries (BGM) meeting, Karen plans to talk about “preparing the house” as a metaphor for the work she has been doing as President.

**BGM EC 755      REPORT OF THE ABCUSA INTERIM GENERAL SECRETARY**

Jeff Woods discussed the two documents to be shared with the board, “ABCUSA Intentional Strategic Plan 2021-2023” and “Role of the Office of the General Secretary.” Through a staff retreat with the ABCUSA Leadership Team, they were able to come up with a more refined set of values. The six values include integrity, altruism, interconnectedness, achievement, passion, and creativity. These six values will be embedded in the evaluating system after the Office of the General Secretary (OGS) completes a program or event, to see if the event reflects OGS’s values and how the program can be improved. More details of Jeff’s report are in the document, “Report of the Interim General Secretary.”

**BGM EC 756      RECESS/CREDENTIALS & CAUCUS/RECONVENE**

Josué Gómez-Menéndez called to order the meeting of the Credentials & Caucus Committee. Josué noted that the new churches listed in the Changed Relationship Report come from minority groups, which led to a discussion on church giving and how we reach out to the new churches in the American Baptist Churches USA (ABCUSA). It was also noted that many churches are confused as to where the money goes in terms of United Mission or to the partners’ giving ministries; as well as, not understanding the denomination’s acronyms, “alphabet soup.” It was suggested that as the General Secretary search begins, to explore what can be done to make the ABCUSA more compelling to the congregations and understanding what is important to them.

***Josué Gómez-Menéndez made a motion and seconded by Cedric Jones to receive the Report of Changed Relationships of Local Churches (1205.1:11/21) dated June 4, 2021 to November 4, 2021 and to forward the report to the Board of General Ministries.***

**Approved with no objections.**

#### **BGM EC 757          ANTI-RACISM TASK FORCE PROPOSAL**

The Anti-Racism Task Force submitted an updated proposal based on feedback following the September meeting of the BGM Executive Committee. The following motion was made upon reviewing the updated proposal.

***Paul Higgins made a motion and seconded by Raimundo Barreto to change the reference of “ministry job description” in the appendix to read “proposed ministry job description” as the General Secretary is responsible for all job descriptions in OGS.***

**Approved with no objections.**

#### **BGM EC 758          REPORT OF THE BUDGET REVIEW OFFICER**

Paul Higgins, Budget Review Officer, mentioned the graph he presented in September showing an increase in targeted giving. The two factors of the increase include a gift American Baptist Home Mission Societies received in the amount of \$773,000 and International Ministries received an increase of \$500,000 from a variety of sources.

Key highlights of the financial report for the year ending September 30, 2021 were included in the written report prepared by Alan Musoke, Associate General Secretary for Finance/CFO/Treasurer. Overall the year-to-date financials show a surplus of \$654,000 with the Biennial. The net surplus without the Biennial is \$732,000. The following activity is based on the financials excluding the Biennial. There was no Biennial last year and there is a Biennial this year.

- Net revenue compared to last year is up \$717,000. Revenue is up due to the Payroll Protection Program (PPP) Loan and the NetSuite implementation grant.
- Expenses as compared to last year are higher by \$129,000. This is primarily due to the NetSuite implementation, NetSuite consulting fees, and legal fees.

ABCUSA received an additional Payroll Protection Program (PPP) Loan in 2021 in the amount of \$744,802 from the PPP Loan shown as a liability. The PPP Loan received in 2020 in the amount of 619,000 was forgiven and was moved to income.

Total United Mission is \$4,529,844. This is an increase of \$168,467 from the prior year. This represents an increase of 3.86%.

The budget for 2022 includes payroll expense increase of 2% and an increase in medical costs of 5%. The budget is balanced by one-time use of \$142,000 PPP loan forgiveness. The budget includes new and ongoing costs of \$184,000 for NetSuite implementation for ABCIS; as well as, \$25,000 for proposed Anti-Racism Commission.

#### **BGM EC 759          PRESIDENT’S NOMINATIONS AND APPOINTMENTS**

See the document “President’s Nominations and Appointments for 2022-2023” for the full list. The Standing Rules Committee will include Janice Fletcher, Bruce Van Der Beek, Thomas Ross, and Bill Fredrickson. A Board Chaplain still needs to be appointed. Janice Fletcher has agreed to serve as the World Relief Committee Chairperson.

## **BGM EC 760            GUIDELINES ON COMMISSIONS**

Refer to the “Guidelines for Commissions” document for items printed in red, as these additions were added to the documents that were previously approved at the June 2021 Board of General Ministries meeting. These changes in red would need to be voted on by the board at the June 2022 meeting.

*Paul Higgins made a motion and seconded by Josué Gómez-Menéndez to adopt the proposed changes to the guidelines for commissions.*

**Approved with no objections.**

## **BGM EC 761            BGM OFFERING**

*Judith Christiansen made a motion and seconded by Jim Wolfe to designate the November 2021 BGM Offering to be given to Agape Baptist Church in Hakha, Myanmar, under the leadership of Pastor Za Khar, in memory of Rev. Charles Mercer, Pat Hernandez’s father.*

**Approved with no objections.**

## **BGM EC 762            EXECUTIVE SESSION**

The Executive Committee met in Executive Session with Human Resources Consultant Judith Christiansen, to present for action the 2022 housing allowances for ABCUSA ordained staff and for interim ministers.

Actions taken during this meeting will be placed in a sealed envelope and filed with the official minutes in the General Secretary's office.

## **BGM EC 763            ADJOURNMENT**

*Judith Christiansen made a motion to adjourn and seconded by Jim Wolfe.*

**Approved with no objections.**

Submitted by,



Dr. C. Jeff Woods  
Interim General Secretary

CJW/kj

### Documents attached

*BGM EC Proposed Agenda (1101:011/21)*

*BGM EC Roster November 2021*

*BGM Executive Committee Minutes: September 2021 (1002:09/21)*

*ABCUSA Financial Report through September 2021*

*Report of the Interim General Secretary*

*Anti-Racism Task Force Proposal and Appendix*

*Guidelines on Commissions*

*ABCUSA 2022 Budget Highlights*

*President's Nominations and Appointments for 2022-2023*

*Integrated Schedule*