



**BGM Executive Committee**  
**March 2-4, 2023**  
**Orlando, FL**

**MINUTES**

|                         |  |
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| <b>Meeting Site:</b>    | DoubleTree Suites by Hilton-Orlando Disney Springs Area<br>2305 Hotel Plaza Blvd<br>Orlando, FL 32830<br>(407) 934-1000          |
| <b>Officers:</b>        | Jim Wolfe, President<br>Michelle Nickens, Vice President<br>Paul Higgins, Budget Review Officer<br>Jeff Woods, General Secretary |
| <b>Committee:</b>       | Cedric Jones, PBA<br>Damaris Santiago-Lebron, PR<br>Shawna Simmons, INS<br>Karen Podsiadly, Past President                       |
| <b>Chaplain:</b>        | Cedric Jones, PBA  |
| <b>Parliamentarian:</b> | Bill Frederickson  |
| <b>Staff:</b>           | Alan Musoke, Associate General Secretary for Finance/Treasurer/CFO<br>Kathy Jachowski, Administrator                             |

*The BGM Executive Committee enjoyed lunch each day outside on the patio. On Friday, March 3, the committee had dinner at Raglan Road. Cedric Jones began each daily plenary session by lighting the Christ Candle in recognition of Christ's presence and sharing a devotion from Donna Schaper's book "40 Day Journey with Howard Thurman."*

*Michelle Nickens led a thoughtful exploration and discussion of Jemar Tisby's book "The Color of Compromise."*

**BGM EC 815      CALL TO ORDER**  
ABCUSA President Jim Wolfe called the meeting to order.

## **BGM EC 816            CONSENT AGENDA**

The BGM Executive Committee Meeting in Orlando, Florida, March 2-4, 2023 followed the agenda. Reports from this meeting are included with the filing of the minutes. Not all items from the agenda are listed here in the minutes. Motions and additional notes not included in the reports are included in these minutes.

**MOTION:** Cedric Jones made a motion and seconded by Karen Podsiadly to accept the agenda items dated March 2-4, 2023 and to approve the minutes of the November 4, 2022 BGM Executive Committee Meeting in King of Prussia, PA.

**Approved with no objections.**

## **BGM EC 817            REPORT FROM THE ABCUSA PRESIDENT**

ABCUSA President Jim Wolfe shared highlights of his report since last meeting in November in King of Prussia, which included an update on the General Secretary Search Committee as a job description has been posted on the ABCUSA Website. Jim Wolfe stated, “Transparency has been a priority.” For more details on Jim Wolfe’s Report, please reference the “Report from the ABCUSA President.”

## **BGM EC 818            REPORT FROM THE ABCUSA GENERAL SECRETARY**

Jeff Woods shared highlights of his report since the last meeting in November in King of Prussia. Jeff described a model of leadership from the book, “Co-Active Leadership: Five Ways to Lead” by Karen and Henry Kimsey-House, the five dimensional approach recognizes that leadership has to be fluid and flexible and that the roles leaders and followers play must shift to suit the situation. The five ways to lead include:

1. Leader Within – This is the practice of leading with purpose and integrity, and from the inside out, rather than the outside in by letting go of self-limiting beliefs and nourishing self-acceptance.
2. Leader in Front – This dimension generates connection and inspiration by having courageous conversations and demonstrating transparency.
3. Leader Behind – This is the practice of serving and coaching others by fully committing and championing them. What will the people need for the journey as they move forward?
4. Leader Beside – The heart of this dimension is the belief that the sum of what we create is greater than what either one of us can generate on our own. Forming partnerships, guidelines, and ground rules.
5. Leader in the Field – This dimension pushes us to create a space to practice letting go of what is known and proven, trusting our insight and intuition and seeing the impact. What is going on in our environment?

Jeff explained that “Leading from Behind” has been his intention in these last several months as the Office of the General Secretary is the only group in the denomination that gathers the whole. More on this and other highlights can be found in the “Report from the ABCUSA General Secretary.”

## **BGM EC 819            WORLD RELIEF COMMITTEE**

Janice Fletcher, Chair for the World Relief Committee, met with the BGM Executive Committee by Zoom regarding the channels for funding grants and programs.

## **BGM EC 820            REPORT OF THE BUDGET REVIEW OFFICER**

Paul Higgins, Budget Review Officer, deferred to Alan Musoke, Associate General Secretary for Finance/CFO/Treasurer to share the report, which is included in the reports. Alan and Paul noted that the staff overseeing the NetSuite migration worked through the Christmas break and weekends.

**MOTION:** Cedric Jones made a motion and seconded by Paul Higgins proposing a letter of acknowledgement to key persons of closing year end and integration of NetSuite, as it benefits our board and denomination.

**Approved with no objections.**

#### **BGM EC 821 AMERICAN BAPTIST WOMEN'S MINISTRIES**

Gina Jacobs-Strain, Executive Director for American Baptist Women's Ministries (ABWM), and Christine Smith, President of the ABWM Board met with the BGM Executive Committee by Zoom regarding Equity in the denomination.

*ABWM representatives on the World Relief Committee were advised that it is within the General Board's discretion to include ABWM in the annual budget allocations for unrestricted funds. Therefore, we request an annual allocation of \$200,000.00 to be used for grants and scholarships, ecumenical projects, building beloved community, and reset and reimagine projects. We are eager to be treated in an equitable manner that respects and celebrates the contributions (past and present) of American Baptist women. For over 70 years ABWM has and will continue to support the denomination as well as serve as a catalyst for diversity, equity, and inclusion.*

Written in the ABWM report to BGM

**MOTION:** Paul Higgins made a motion and seconded by Karen Podsiadly that the Executive Committee recommends to the Board of General Ministries that American Baptist Women's Ministries be recognized as a national board with resulting changes in Bylaws and Standing Rules to follow.

**Approved with no objections**

#### **BGM EC 822 2023 BIENNIAL MISSION SUMMIT UPDATE**

Jim shared an update on the planning for the 2023 Biennial Mission Summit, referring to the "2023 Biennial Mission Summit Update," as submitted by Tina Kiernan, Biennial Coordinator.

#### **BGM EC 823 ENGAGE 2023!**

301 registrants have been nominated by their regions. The ENGAGE 2023! Will be concurrent with the Biennial so that the participants can attend the Biennial and some separate events geared to them as part of ENGAGE 2023! All of the partners are providing a video for the attendees to view ahead of the Biennial.

#### **BGM EC 824 RECESS/CREDENTIALS AND CAUCUS COMMITTEE/RECONVENE**

Michelle Nickens called to order the meeting of the Credentials & Caucus Committee. Michelle recently introduced herself to Katherine Hsiao, the new Inter-Caucus President, to discuss the Biennial. Caucus funding for 2024 will be determined at the June meeting.

#### **BGM EC 825 POSITION DESCRIPTION FOR NATIONAL BOARD SPECIAL DIRECTOR**

Jeff will share the position description with the National Executive Council as edited by the BGM

Executive Committee from a description provided by Kathryn Ray. Attached is the copy with the edits as well as the original version provided by Kathryn Ray.

**BGM EC 826 SPECIAL DIRECTOR FROM PARTNER BOARDS**

The BGM Executive Committee agreed to share the board documents with the directors from other boards and the REMC representative.

**BGM EC 827 STATUS ON BURMA ADVOCACY GROUP**

**MOTION:** Paul Higgins made a motion and seconded by Michelle Nickens to adopt in principle the structure for the Burma Advocacy Group as outlined in the February 4 memorandum from A. Roy Medley, the ABCUSA General Secretary Emeritus/Convener, ABCUSA Burma Advocacy Group. (referenced document is included with the board reports.)

**Approved with no objections.**

**BGM EC 828 HANDBOOK FOR DIRECTORS**

Kathy Jachowski will share notes of updates and edits to the staff for revision.

**BGM EC 829 SELECTING DATES AND LOCATIONS OF MEETINGS**

Kathy Jachowski will work with the Office of Travel and Conference Planning to confirm dates and locations selected by the BGM Executive Committee.

**BGM EC 830 SALARY AND HOUSING ALLOWANCE**

**MOTION:** Paul Higgins made a motion and seconded by Michelle Nickens that the salary of **Alice Greene** (as assigned interim minister of University Baptist Church, College Park, MD) from March 12 to December 31, 2023 shall be \$4,600 per month and the housing allowance allotted to **Alice Greene** for that period from March 12, 2023 to December 31, 2023 shall be \$2,700 per month.

**Approved with no objections.**

**BGM EC 831 ADJOURNMENT**

Meeting adjourned.

Submitted by,



Dr. C. Jeff Woods  
General Secretary

CJW/kj

Documents attached

*BGM EC Proposed Agenda (1101:03/23)*

*BGM Executive Committee Minutes: November 2022 (1002:11/22)*

*March 2023 BGM Executive Committee Roster*

*March BGM EC Integrated Schedule*

*Report from the ABCUSA President*

*Report from the ABCUSA General Secretary*

*World Relief Committee (WRC) Policy Manual*

*BGM EC Questions regarding WRC*  
*Budgets as set by WRC*  
*WRC: ABHMS, IM Blue Sheet Approved Dec 2021*  
*ABWM Request in WRC Report to BGM EC*  
*ABWM Love Gift compared to Total Funding 2017-2022*  
*ABCUSA Financial Report through December 31, 2022*  
*2023 Biennial Mission Summit Update*  
*Special Director Position Draft*  
*Structure for Burma Advocacy Group*  
*Handbook for ABCUSA Directors*  
*Handbook for BGM directors changes and recommendations*  
*Updated Handbook Pending Approval*  
*Standing Rules Committee Update*  
*Standing Rules Committee Suggested Edits and Corrections*