



**American Baptist Churches in the U.S.A.**

**BOARD OF GENERAL MINISTRIES  
EXECUTIVE COMMITTEE**

**Crowne Plaza  
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**Ruth Clark, President  
Donald Ng, Vice President  
James R. Ratliff, Budget Review Officer  
Frank Christine, Jr., Past President**

**MINUTES  
Thursday, November 14, 2013**

**Present for all or part of the meeting:** Voting members (quorum established)—Ruth M. Clark; Don T. Ng, James R. Ratliff; Frank Christine, Jr.; Beryl F. Hornberger; Jonathan A. Malone; A. Roy Medley; Wesley A. Roberts; Non-Voting members—Dennis L. Johnson (parliamentarian); Alan Musoke (treasurer/CFO); Jeffery L. Savage (chaplain); Guests (present for some or all of the meeting)—Johnson Eapen (director of Human Resource Development, ABCUSA); Judy Fackenthal (ABC vice-president elect, 2014-2015 biennium); Leo Thorne (Associate General Secretary, Mission Resource Development, ABCUSA); Recorder—Cathy Brubaker

**BGM EC 147            WELCOME/CALL TO ORDER**

ABC President Ruth Clark called the meeting to order at 9:00 a.m. in the Radnor Room of the Crowne Plaza.

**BGM EC 148            DEVOTION**

Jeffery L. Savage, BGM Chaplain, lit the Christ Candle and led the Executive Committee in a time of devotion focusing on the New Testament passage: Acts 15:36-41

**BGM EC 149            ROUND TABLE INTRODUCTIONS/UPDATES**

The Executive Committee shared together personal updates since its September 2013 meeting in San Francisco. President Clark introduced Judy Fackenthal, ABC Vice-President Elect. Judy currently serves Garfield Park Baptist Church as pastor. She is married to Fred Fackenthal, and they have two children,

Kathryn and Jeremy. For the last 15 years, she has been working as a group facilitator/consultant for Seminary Interns at Christian Theological Seminary. She recently completed training as a spiritual director.

### **BGM EC 150                    SHARING OF CONCERNS AND CELEBRATIONS**

The Executive Committee shared concerns and celebrations. Celebrations included thanksgiving for a new grandchild and a new great-grandchild, for the outcome of the November Mission Table and for the upcoming gathering (Nov. 16) of former staff of The Board of Educational Ministries. Concerns were also shared related to health struggles of some current and former Mission Center staff. Chaplain Jeff Savage led in a prayer of praise and petition.

### **BGM EC 151                    CONSENT AGENDA**

As the Executive Committee reviewed the proposed November 14 agenda and minutes from its September and October meetings, past ABC president Frank Christine requested that for future minutes, whenever “ABC officers” is noted that their names be specified at that point in the minutes for clarity.

A motion was made by Beryl Hornberger, seconded by Jonathan Malone, and it was

**VOTED:** To adopt the agenda dated November 14, 2013, and to approve the September 13-14, 2013 minutes (meeting held in San Francisco, CA) and the October 9, 2013 teleconference minutes of the BGM Executive Committee.

### **BGM EC 152                    PRESIDENT’S REPORT**

President Ruth Clark shared an oral report of her work and ministry since the September 2013 meeting of the Executive Committee, including a report on the 10th Assembly of the World Council of Churches held October 30-November 8, 2013 in Busan, Republic of Korea. She reported that BGM director Rev. Dr. June Totten has been elected to the Central Committee and is one of only 8 Baptists from around the world who will serve for the next seven years. Ruth also reported on the first ABC Mission Table, held in Green Lake, WI on November 9-13, and she shared her delight in being part of the ABC delegation to travel to Myanmar for the 200<sup>th</sup> anniversary celebration of the landing of Ann and Adoniram Judson, ABC missionaries to Burma.

The president’s full written report is attached to the official minutes.

### **BGM EC 153                    REPORT OF THE GENERAL SECRETARY**

As part of his report to the Executive Committee, General Secretary Roy Medley invited Dr. Leo Thorne, Associate General Secretary for Mission Resource Development, to share the background of the new ABCUSA *Connections* newsletter, which is being expanded to a larger version, with a high graphic look, to highlight the work of the General Secretary as well as the ministry of other ABC organizations. MRD has been working with designer Mary Roach Bailey and former OGS communications employee Rich Schramm to produce 4 issues per year, with the fall and spring issues being expanded versions.

Roy also reported on the WCC Assembly in Busan, Korea, noting that there are two very helpful statements resulting from the Assembly related to seminaries and education—a paper on evangelism and mission (“Together Toward Life: Mission & Evangelism in Changing Landscapes”) and another on the unity of the

church (“God’s Gift and call to Unity—and our Commitment”), which he will be sharing with ABC-related seminaries and encouraging them in turn to share in their own respective communities.

He also reported that he and Rev. Rothang Chhangte, BWA’s director of BWAid (and former staff of ABCUSA and ABHMS), led a workshop at the WCC Assembly titled “Just Peace in Burma” dealing with human rights and religious liberty issues in Burma and that Rev. Aundreia Alexander, ABHMS, led a workshop on Statelessness. Noting that we sometimes wonder how these issues affect us, he reported that on Feb. 27-Mar. 1, 2013, ABC co-sponsored an international consultation on stateless people at Calvary Baptist Church in Washington, DC. ABC also sponsored a statement on Human Rights of Stateless People which was adopted by the WCC Assembly. Roy recounted a recent contact from Rev. Dr. Don Anderson, director of the Rhode Island Council of Churches, who has taken groups to the Dominican Republic to minister in medical clinics. While there he became aware of a court decision of the Dominican Republic which strips citizenship from people born to Haitian immigrants. The court has made this ruling retroactive to 1929. He was wondering what the ABC might do about this issue. At Roy’s suggestion, Dr. Anderson will be sending to ABCUSA a draft of a message to ABC churches about this court ruling, which we hope to post on the ABCUSA website, with a sample letter that churches might use to send to their state representatives and senators. Roy reported that he has put Dr. Anderson in touch with Aundreia Alexander (ABHMS) and Rev. Jose Norat (IM) for further work on this issue. And, he emphasized the need to retain a sense of interconnectedness in ministry.

General Secretary Medley will be leaving on Sunday for meetings of the NCC where Rev. James E. Winkler, General Secretary of the United Methodist General Board of Church and Society, will be presented as the NCC’s nominee for the position of General Secretary/President. And, on Monday, Nov. 18, at a service at the Lutheran Center in Chicago, Roy will be installed as the new Chair of the NCC Governing Board.

The General Secretary’s full written report, which included several other updates, is attached to the official minutes filed in the General Secretary’s office. Reports from ABCUSA and Associated Ministry Organizations staff were also transmitted to the Executive Committee prior to the meeting for review.

## **BGM EC 154                    HR PERSONNEL MANUAL**

### Affirmative Action Policy

Johnson Eapen, Director of Human Resources, presented proposed changes to ABCUSA’s Affirmative Action Plan. These proposed changes, to comply with ABC’s current bylaws, were first discussed at the Executive Committee’s June 2013 meeting in Kansas City. Johnson reported that the proposed revisions were reviewed by legal counsel who, in fact, were complimentary of ABC’s diversity policy in that such a policy is not usually carried by non-profits.

### Sick Leave and Family Medical Leave Act Policies

Johnson distributed proposed revisions to ABCUSA’s policies on Sick Leave and on Family Medical Leave. He presented a brief synopsis of ABCUSA’s current policies on these issues. The proposed inclusions will more clearly stipulate guidelines related to pay received during sick time and medical leave, and will clarify that it is the responsibility of staff on FMLA leave, within a prescribed period of time, to initiate contact with MMBB to explore disability options. These policies are being proposed to protect ABCUSA from a legal standpoint but also for staff protection/clarification as well.

After a time of discussion, a motion was made by Jim Ratliff, seconded by Beryl Hornberger and it was

**VOTED:** To recommend to the Board of General Ministries for adoption the amended documents, Affirmative Action Policy and Sick Leave and Family Medical Leave Act Policies, as proposed. (These documents, as adopted, are attached to the official set of minutes filed in the General Secretary’s office.)

Affordable Care Act

Johnson reported that renewing ABCUSA’s health care plan in preparation for January 1 has been challenging. Currently, insurance companies are preparing plans for HR review. He has been working with an insurance broker on how to best implement and communicate the plan to staff. Having to balance increased cost, by paring down benefits provided or by sharing costs is most challenging. It was clarified that ABCUSA staff do not need to go to the Affordable Care Act’s Health Insurance Marketplace for coverage since this work is being done on their behalf to provide the best coverage possible. The major difference in ABCUSA’s plan for 2014 is that working spouses will not be offered coverage; they will need to participate in their own employer’s health care plan.

Following a time of discussion, it was by consensus

**AGREED:** To receive the report on the Affordable Care Act from Johnson Eapen, HR director

**BGM EC 155                      BGM OFFERING**

Following discussion, the Executive Committee

**AGREED:** That the BGM offering, collected on Friday, November 15, 2013 be designated for One Great Hour of Sharing for victims of Typhoon Haiyan, which struck the Philippines on November 8, 2013.

**BGM EC 156                      TRANSFORMED BY THE SPIRIT – NEXT STEPS, JOURNEY TEAM**

General Secretary Roy Medley reported that as ABC is moving into Phase II of the *Transformed by the Spirit* initiative, it is working to identify a “beta group” of eight regions. ABC and these eight regions will work together intensively for a period of eighteen months to identify churches in their areas that we might partner with to introduce the *Transformed by the Spirit* initiative, forming Adaptive Challenge Teams (ACT) and Action Learning Teams (ALT) and shepherding them along the way. The process would also include building on the results of the Mission Summit Table with these regions as well. After this focus, the goal is to continue with another eight churches, and another--“a rolling wave” of sorts.

The Journey Team has experienced a change with the addition of another person, Rev. Dr. Sumner Grant, who has agreed to function in the role of “shepherd” for the group. He is incredibly hopeful and enthusiastic about this process. Also, Dwight Stinnett is taking leadership with the Journey Team. There are two particular challenges during phase II: 1) how ABC begins to function without consultants, who have brought valuable outside perspective to this process in non-biased ways and 2) how to stay nimble and not become bogged down with the shift of the Journey Team from a separate entity.

Major gifts brought to ABC through *Transformed by the Spirit*, the Biennial Mission Summit and Mission Table focus areas continue to bring hope to the denomination.

**BGM EC 157                    BGM FINANCE COMMITTEE**

*Standing Rule 11.5.1: There shall be a Board of General Ministries Finance Committee composed of the Budget Review Officer and five other Directors elected by the Board of General Ministries, upon nomination by the Executive Committee.*

Under Article XI of the Bylaws and Standing Rule 11.5, the following were asked, and agreed to be nominated, to serve on the BGM Finance Committee:

Robin Crouch  
Beryl Hornberger  
Charity Matic  
Wesley Roberts  
James Thomason

A motion was made by Frank Christine, seconded by Jonathan Malone and it was

**VOTED:** To nominate the above named directors to serve on the BGM Finance Committee (2014-2015).

**BGM EC 158                    REPORT OF THE BUDGET REVIEW OFFICER**

YTD Financial Statements Through September 2013

Budget Review Officer Jim Ratliff reviewed the YTD financials through September 2013.

2014 Budget

The 2014 Budget proposal came to the Executive Committee after careful review by the BGM Finance Committee. Jim 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 2014 Estimated Income and the 2014 ABCUSA Budgets for ABCUSA, Representative Process and Mission Resource Development.

Finance Committee –Apportionment of Biennial/Mission Summit Delegates/Local Churches & UM Giving

In September 2013, the Executive Committee discussed a request from Rev. Reg Mills related to how the number of delegates from churches to the Biennial Mission Summit is determined for churches not giving directly through UM Basic, although giving to the same entities represented through UM giving. The Executive Committee voted to forward this discussion to the ABC Finance Committee for further study with a request to bring back a report to the Executive Committee at its November 2013 meeting.

Jim reported that the ABC Finance Committee, after much discussion, does not recommend endorsing a change in the bylaws at this time. The committee's conclusion was based on several factors: 1) there are not many churches which fit into this category; 2) the plan to work intensively within the next 18-months to form a series of adaptive, missional learning communities among congregations to experiment in how congregations

become effective agents of God’s mission in their neighborhoods; and 3) ABC’s strong desire to encourage churches to give directly through UM Basics.

### Request from IM – Designated Gifts

For the first time, United Mission designations to International Ministries have exceeded the UM distribution to IM as outlined in the Common Budget Covenant. As of the end of September 2013, the UM distribution to IM is \$24,000 less than the designated amounts to IM. On October 16, on behalf of the board of IM, Rev. Hopeton Scott (IM’s president) sent a letter to General Secretary Medley sharing their board’s concern about donor intent being honored and reporting its vote to propose, as an interim measure: “That a request be made to the ABC Mission Initiative Fund for a grant that is at least equal to the 2013 undistributed UM designations to IM.” The IM board’s long-term hope is that changes be made to the covenant to take into account these abnormalities.

Jim shared concern related to UM distribution in general. Projections based on the current allocation show that some of the national boards will not receive any UM funding by 2015-2016. And, as in the current situation with IM, he warned of the liability issues ABC might face related to donor intent. He also noted that it is clear that IM’s desire to present a request for a grant would clearly not meet the guidelines related to the Mission Initiative Fund. He reported that the ABCUSA Finance Committee has been, and continues to be, in discussion related to the issue of UM designations and options available.

The ABC officers will be meeting with Alan Roxburgh in January 2014, prior to the EMERGE conference to discuss this situation as a possible adaptive challenge. ABC does not have a methodology for funding its core ministries. And, unfortunately, lack of trust has led congregations to use specific lines for giving. It was agreed that having UM healthy is the way to make the denomination healthy.

## **BGM EC 159                      BIENNIAL MISSION SUMMIT 2015 PLANNING**

Susan Gillies, chair of the 2015 Biennial Mission Summit, joined the Executive Committee by teleconference. She reported that the planning team met in late October in Overland Park for its first face-to-face meeting. The team worked hard, dealt with hard issues, but with a great spirit. The Mission Summit in 2015 will be held at the same facility as the 2013 event and will again be hosted by ABC of the Central Region, although assisted by ABC of Nebraska, Mid-American Baptist Churches and ABC of the Great Rivers, with each region providing leadership in various areas (prayer teams, ushers, etc.) A good number of evaluations were received from the 2013 Biennial, with a very high rating, but also with many good suggestions for change. Susan shared some of the ideas the planning committee is developing: continuing the new registration process initiated in 2013, but beginning the process earlier; having a first-timers gathering on Friday afternoon, having an all-summit barbeque; designing the Exhibit Hall to prevent a “dead zone” as was experienced at the 2013 Biennial, and easier flow of traffic; having available Sunday afternoon multiple options for various activities/events; creating a time to recognize and honor our outgoing General Secretary; and brainstorming creative ideas to come up with a bigger youth program replacing the regional youth rep program; offering expanded opportunities before and after the Summit and a Sunday night hymn sing prior to the evening program. She noted that the planning team is “ahead of the game” and has substantial energy to keep the momentum going.

Vice President Ng reported that Susan kept the group on task, was an active listener and incorporated others’ thoughts and suggestions and engaged the group as a whole. There is a great sense of entering into the planning process with commitment to celebrate and reflect on where the denomination is at the present. It is clear that the planning team needs to address the lack of eating places in Overland Park and come up with ideas on how we might provide better options. A desire was shared to have younger members on the planning team and to continue to expand youth involvement at the Biennial Mission Summit.

**BGM EC 160                    TRANSITION MINISTRIES: APPROVAL OF HOUSING ALLOWANCES**

For Rev. George Huffsmith

A motion was made by Jonathan Malone, seconded by Wesley Roberts and it was

**VOTED:** To approve the request from Rev. George Huffsmith, serving First Baptist Church of Kalamazoo, MI, that \$1650 of his \$3200 monthly honorarium be designated as housing allowance for the year 2014.

For Rev. Dan Taylor

A motion was made by Jonathan Malone, seconded by Wesley Roberts and it was

**VOTED:** To approve the request from Rev. Dan Taylor, serving First Baptist Church of Dover, DE, that \$1000 of his \$2700 monthly honorarium be designated as housing allowance for the year 2014.

**BGM EC 161                    588 REAL ESTATE ADVISORY COUNCIL**

President Clark and ABCUSA Treasurer Alan Musoke, both members of the newly formed 588 Real Estate Advisory Council, reported that this group met for its first meeting on October 16-17, 2013 in King of Prussia, PA. The Council is made up of representatives of 588 Associates LP (ABCUSA/BGM, ABHMS, MMBB & IM) and representatives from the AB Extension Corporation, AB Computer Center, AB Women's Ministries, AB Ministers Council and AB Foundation. Michael Birdsell, ABHMS Treasurer, is providing leadership for the Council and CSG Urban Partners of Washington, DC is providing consulting services.

At its initial meeting the Council divided into assigned study groups, beginning their work with refining the charter and schedule that will guide their work for the next 2-3 years. It is presumed that somewhere between June 2014 and December 2014, the Council will have a sense of what kind of space is needed. There is already interest in the property and CGS consultants are urging that a decision be made soon to determine the asking price and what future space is needed. Co-development or re-development will be explored as well. It was noted that if the decision is to move to a new property, the desire would be within a 5-mile radius to ensure staff retention.

**BGM EC 162                    ABCC**

Alan Musoke reported that the Board of International Ministries has decided to end its partnership with the AB Computer Center effective July 1, 2014. IM will pay for ABCC services through the end of June 2014. This decision subsequently affects all the remaining partner organizations with increased fees. ABCUSA and the Associated Ministry Organizations rely solely on ABCC. ABHMS and IM both have their own IT staff. There is an option of looking into the possibility that ABCC might offer services to outside organizations in the coming year.

**BGM EC 163                    RECESS/ADJOURN CREDENTIALS AND CAUCUS**

President Clark recessed the meeting of the BGM Executive Committee, and Wesley Roberts (chair) called the Credentials and Caucus Committee to order.

Women's Caucus

At its September meeting, the Executive Committee agreed to present the request of the Women's Steering Committee to become a caucus of the Board of General Ministries to the BGM at its November 2013 meeting. Vice President Ng provided an update on his conversation with Julia Bebeau and her actions to communicate this decision to the Steering Committee and to other American Baptist women. The question was asked at this meeting as to whether other caucuses have been notified, since this would affect the amount of finances they receive on an annual basis, or whether they will be notified after the full Board of General Ministries vote is taken. It was clarified that any conversation related to financing for the caucuses would be presented to this committee.

Changed Relationships

A motion was made by Jim Ratliff, seconded by Jonathan Malone, and it was

**VOTED:** To recommend to the Board of General Ministries for approval the Report of Changed Relationships of Local Churches (document 1205.1:11/13) dated June 8, 2013 to November 6, 2013.

**BGM EC 164                      SHARING OF APPRECIATION FOR RETIRING ABC OFFICERS AND EXECUTIVE COMMITTEE MEMBERS**

The Executive Committee shared appreciation for the work of retiring ABC Officers and Executive Committee members:

Frank Christine, Jr., Past President  
James Ratliff, Budget Review Officer  
Beryl Hornberger, member  
Jonathan Malone, member  
Jeff Savage, BGM Chaplain

Submitted by



Rev. Dr. A. Roy Medley  
General Secretary

ARM/cb

Documents attached

*BGM Proposed Agenda: November 14, 2013*

*Worship Program: Dwelling in the Word*

*BGM EC Roster*

*BGM Minutes: September 13-14, 2013 (1001:9/13), October 9, 2013 (1001:10/13)*

*Report of the ABC President*

*Report of the General Secretary*

*Report of ABCUSA and AMOs: 1202:11/13*  
*Affirmative Action Plan & Affirmative Action Plan with proposed changes*  
*Human Resource Policies on FMLA and Sick Time with proposed changes*  
*YTD Financials Through September 2013*  
*May 14, 2013 Email Inquiry from Rev. Reg Mills*  
*ABC Bylaws, Article IV-Delegates to Biennial Meeting*  
*Transformed by the Spirit financials (Jan. 1, 2013-Sept. 30, 2013)*  
*2014 Budget*  
*Hopeton Scott Memo (Oct. 16) to General Secretary Medley re distribution of designated gifts*  
*Alan Musoke Memo (Nov. 5) to BGM Executive Committee re BIM's Request related to UM designated funds*  
*Common Budget Covenant of the ABC: Operating Guidelines*  
*Graph: IM UM Distribution*  
*UM Financials: 2010-2016 Projected*  
*Monthly Report of Mission Support Form*  
*May 14, 2013 Email Inquiry from Rev. Reg Mills*  
*ABC Bylaws, Article IV-Delegates to Biennial Meeting*  
*Susan Gillies memo to Executive Committee: 2015 Biennial Mission Summit Planning Team*  
*Roster: 588 Associates Real Estate Council*