

BGM Item 3A:

Board of General Ministries Reports: ABCUSA/OGS and Associated Ministry Organizations

**Board of General Ministries Reports:
ABCUSA-Office of the General Secretary
And Associated Ministry Organizations**

TREASURER'S OFFICE:

Highlights of Treasurer's Office, Accounting, American Baptist Churches Information Systems, OTCP, Associated Ministry Organizations (AMOs) – **November 2021 – June 2022**

ABCUSA:

- Preparing proposed 2023 Budget
- Finalized 2021 Audit
- Annual insurance reviews/renewals
- Prepared and presented Analyses and Financial Statements to BGM/ABCUSA Finance Committees, BGM and BGM EC; staffed meetings
- Oversaw work of legal counsel in several areas including 17 recent lawsuits, five of which were voluntarily dismissed without prejudice (based on ABCUSA's lack of oversight or control of the events occurring at the local church level); One was mutually settled and released, with prejudice, with no admission of violations.
- Personnel supervision for Accounting, ABCIS and Building
- Applied for forgiveness of \$744,000 loan from the second Payroll Protection Program, and forgiven was approved.
- Planned and prepared converting from using MIP to NetSuite for financial reporting
- Attended NLC meetings in Green Lake and provided update about NetSuite Implementation status

- **ABCIS:**

ABCIS to Oracle NetSuite Conversion Update

Oracle NetSuite Data Migration Status

We are working with over 230,000 records and subsets of data that we are importing from ABCIS in NetSuite

- Imported all national and region-specific project codes (~43,000)
- Constituents (Churches, Donors)
 - Almost 9,300 Churches records and the associated 30,000 addresses have been migrated to NetSuite. This is complete.
 - Over 25,000 Donor records and the associated 48,000 addresses have been migrated to NetSuite. This is complete.
- Leadership records
 - We are in the process of migrating 62,000 Leadership records and addresses to NetSuite. We expect to complete this by the end of May.
- Trial Balances
 - Migrated Trail Balances for January – September 2021. The rest will be completed by the end of May
- Giving History for Churches
 - About 75% of the historical giving history has been migrated to NetSuite. We expect to complete the remaining giving history by the end of June 2022

Oracle NetSuite Custom Scripting

Custom Scripting for Distribution Process

- The NetSuite team is working on this very complex process; they expect to be complete for testing in early June.

Custom Scripting for Giving Form

- The NetSuite team is working on this form; our testing is underway

Oracle NetSuite Training Planning

- A meeting was held with our NetSuite trainer to plan the training schedule for end users
- Training is expected to begin in mid-June and go through mid-July
- Each person using NetSuite will have between 1.5 – 3 hours of training depending on their specific role

OFFICE OF TRAVEL AND CONFERENCE PLANNING:

The Hospitality Industry remains in recovery mode due to COVID-19, adapting, as needed, to create safe and successful Events. Daily, we see States adjusting their masking policies which ultimately affects how meetings are planned and attended. Venues are open for business and are welcoming Groups. Some are reluctant to waive cancellation penalties as they had done in the Fall. Relationships are still key when negotiating with our Hotel Partners in obtaining the best rates and availability. Airlines are experiencing crew shortages and food & beverage selections may be limited due to food supply chain shortages, as well as, many items from food distributors that are back ordered or temporarily unavailable.

REGIONS:

- Conferred with Regions and churches on financial and administrative issues
- Ongoing Receiving Units (collecting agency) responsibilities for 13 regions
- Providing Accounting Services for Philadelphia Baptist Association and Cleveland Baptist Association
- Applied for forgiveness of \$32,370 loan for Philadelphia Baptist Association from the Payroll Protection Program, and forgiven was approved.

ASSOCIATED MINISTRY ORGANIZATIONS (AMOs):

(AB Historical Society, AB Women's Ministries)

- Preparing for 2021 Audits
- Accounting functions, ongoing consultations, insurance reviews, renewals, re: financial and operational matters
- Planned and prepared converting from using MIP to NetSuite for financial reporting
- Represented ABCUSA/OGS and NEC at ABHS board of managers meetings

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

ABCUSA BOARD OF GENERAL MINISTRIES, JUNE 13-15, 2022

Report of the Associate General Secretary for Mission Resource Development

Rev. Dr. Marie Onwubuariri | marie.onwubuariri@abc-usa.org x2318

MRD Team: Tina Kiernan, Bridget Lipin, Evon Moody | Stacy Emerson



Highlights from November-May 2022

Overview

Coming out of the November 2021 Board of General Ministries meetings, it was apparent to me that we needed to clarify a narrative about the mission work and practical functions of ABCUSA for the benefit of a.) those with immediate opportunity and responsibility to tell the ABCUSA story and b.) our constituency who has the open invitation to engage in the larger life of the denomination through "time, talents, and treasure." We understand this to be a top priority in securing a sound foundation for the areas of public relations, communications, marketing, and development, as well as for the health of the organization in general.

2021 Annual Summary

One major project that incorporated this priority from various angles is the production of an Annual Summary, something that has not been produced through the Office of the General Secretary in recent history. While the purpose of a non-profit annual report (or summary) might differ from one organization to another, a report might typically include *a clear organization mission and focus, highlights of major achievements in the previous year, a transparent financial statement, and an account of financial contributions*. Goals for such a publication may include creating excitement for and trust in the organization's mission, vision, and impact and inspiring future financial support. The 2021 Annual Summary will include all of these components and is targeted to be mailed out to ~10K recipients on our mailing list and be available on our website in soft-copy format by early summer. Part of the timeline is driven by having audited and received final 2021 financials. It will be limited to a brief 12-page publication for our first year coming. This project instigated staff to process through:

- Clearly communicating the new language about the role of the General Secretary, as presented on the "Role of the Office of the General Secretary" document prepared by General Secretary Woods.
- Aligning our 2021 activities with this new language.
- Assessing and reconsidering how United Mission, in particular, is described in our promotions and how contributions are tracked and analyzed.
- Assessing what has been the practices of donor tracking and reporting and considering changes going forward.

These activities are all in line with my overarching emphasis that began in 2021 of "assessing the areas of the MRD department, with a lens of order and intentionality, from both intra- and inter-department perspectives." We also continue to standardize our staff work through an MRD Optimal Design and Execution manual (the MODE) and related tasks that flow from that, a focus on staff development and morale, and assessing tools we use to support the work.

New activities in 2022:

- **Development** efforts have included sending 2021 donor acknowledgement letters ; securing a \$25K grant with AGS for ABWIM from the Baugh Foundation for the Radical.Redeemed.Ready Conference (1st Qtr. 2022); working with AGS for Finance and his staff to secure a bequest designated for MRD which was originally designated for "World Mission Support" (a term no longer in use); continuing to revise how to communicate avenues and designations for giving; planning individual donor visits as work-related travel increases; and, preparing for fundraising for the 2023 Biennial Mission Summit through sponsorship and exhibiting opportunities.
- **Stewardship resourcing** efforts include co-hosting with ABHMS a "Student Loan Forgiveness for Ministry Leaders" webinar, providing a Generosity Project webinar titled "Financial Stewardship in Times Like These: What You Can Do;" and we have plans for fully assessing the Generosity Project program later in 2022.
- In addition to ongoing activity, the first half of 2022 required additional **communication, marketing, and event support** for Radical.Redeemed.Ready. and determining and preparing for ABCUSA participation in the ABWM's Women and Girls National Conference (July 2022) and ABHMS's Space for Grace Conference (September 2022).

The Mission Resource Development department of ABCUSA seeks to align who we say we are and hope to be with what we present of ourselves in person, images, verbiage, actions, and interactions —and— create and sustain a climate, environment, and practice of joyful and increased giving to the American Baptist family and the Office of the General Secretary.

**Report to the Board of General Ministries ABCUSA
From Judith Christiansen, HR Consultant**

June 2022

Dear Friends:

Since January, 2020, I have been consulting with the Office of the General Secretary on a variety of Human Resource issues.

The focus of my work has been to draft and implement policies and procedures that will help the systems within OGS work smoothly. To that end, the Employee Handbook has been updated and presented to staff. As we maneuvered through the pandemic, I drafted various policies to accommodate the many changes the office faced.

Most recently, I have drafted a Recruiting and Hiring Policy and have worked with staff to update our Building Safety Plan, which had not been updated to reflect our new office space. Additionally, I performed a salary review and crafted a new salary matrix that was approved by the BGM Executive Committee in March.

My next project will be to update and standardize all of job descriptions to reflect our current staffing.

I continue to enjoy working with all of the Staff at the Office of the General Secretary.

Blessings –
Judith Christiansen
H.R. Consultant

American Baptist Women In Ministry (ABWIM) And Transition Ministries

American Baptist Women in Ministry (ABWIM)

ABWIM is a ministry of the Office of the General Secretary, which seeks the full partnership of 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.

Celebrating Ministering Women: Radical. Redeemed. Ready. June 15-18, 2022

By the time you read this, we will be on the brink of the Radical. Redeemed. Ready conference, a celebration of ministering women, their rich legacy of service, and the radical witness of ABCUSA in affirming the role of women in ministry. The first all invitational gathering of women in ministry took place at Green Lake Conference Center in 1980. That gathering became a watershed moment as the Spirit moved amongst those gathered prompting the formation of a task force, out of which the Women in Ministry Project was birthed. Given the current situation of women at American Baptist seminaries comprising about half the student body but only 12% of senior or solo pastors, my hope is that there will be a new movement of the Spirit inspiring a new way forward that all the gifts God has given to all God's people—women and men—will be fully accessed, embraced and utilized.

We have much to celebrate in ABCUSA's courageous commitment to and legacy of women leaders. Especially notable, is that last year we marked the **100th Anniversary of Helen Barret Montgomery** having served as the first woman President of the Northern Baptist Convention (1921), or for that matter of *any* Protestant denomination. Moreover, there are many stories of many women early on following the call, facing the challenges, and faithfully serving.

Celebrating Ministering Women – We are *celebrating* women ministerial leaders, their myriad journeys into ministry and their many ways of ministering. We are also **celebrating** the **40th Anniversary of the Women in Ministry Project**, now known as American Baptist Women in Ministry (ABWIM), which was fully launched in June 1982 with Rev. Dr. Margaret A. Cowden as the first Project Director.

Radical – ABCUSA has carried out a **radical** witness, *and radical* witness is *still* needed.

Redeemed – Churches flourish and our world is transformed when all God's gifts in all God's people are fully accessed, embraced, and utilized. We are all then redeemed.

READY! We are **READY**. Are you?

This conference would not have happened without the support of each and every one of YOU as the Board of General Ministries, Jeff Woods as General Secretary, and the RRR Planning Team, co-chaired by Rev. Soozi Whitten Ford and Rev. Dr. Tom Wiles. Those who served on the team are: Rebecca Driscoll, Jeremy Fackenthal, Heather Henson, Atula Jamir, Nikita McCalister, John Polite, Dee Dee Turlington and Betty Wright-Riggins.

Transition Ministries ABCUSA

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 times of transition. These interim pastors guide the congregation on a journey that involves celebrating their history, clarifying their identity, articulating their mission, and moving into a fruitful future.

Training – Rev. Dr. William Tatum is currently serving as the Transition Ministries Training Coordinator. Plans are underway for an online training event to be held August 26 & 27 and September 9 & 10. As the situation with Covid-19 improves, we hope to plan an in-person training in the future.

We are thankful for the many ways interims have navigated through the challenges of remote worship with all the technological challenges involved as well as for those who have been able to resume in-person worship with all the accommodations needed. Through it all we have navigated with hope and faith for the future!

Especially in these extraordinary times, resources that strengthen our partnerships across our ABC regions are needed. **Transition Ministries** serves as the hands and feet of Christ, connecting with regions and congregations in ways that move mission and ministry forward.

American Baptist Spiritual Direction and Formation

Given the unprecedented times in which we are living, we are re-igniting and renewing an initiative that was begun about ten years ago as part of the Transformed by the Spirit movement. As part of this renewed movement, at the Biennial Mission Summit the Spiritual Direction Team of Rev. Betty Wright-Riggins, Rev. Judy Fackenthal and Rev. Brad Berglund hosted one of the Mission Summit conversations and there was a good response. Given the strong response, the Team has been exploring different ways to strengthen, support and stimulate this movement. To that end, Rev. Betty Wright Riggins and Rev. Judy Fackenthal were presenters at the second “ABC Everyday Conversations” focused on “Soul Care @ Christmas, which went well. Moving forward, at the upcoming Radical. Redeemed. Ready. conference, Rev. Judy Fackenthal and Rev. Miriam Mendez will be serving as Spiritual Directors and providing spiritual formation resources. We will continue to find ways to highlight resources that deepen faith and connect those interested in spiritual direction.

In all of these ministry areas—ABWIM, Transition Ministries, and ABC Spiritual Direction and Formation—I am thankful for the wisdom, grace, guidance and support of General Secretary Jeff Woods, the ABCUSA Leadership Team, the ABWIM Advisory Team and the Board of General Ministries without whom none of this could happen. **Thank-you!**

Rev. Dr. Patricia P. Hernandez, AGS ABWIM & Transition Ministries ABCUSA

American Baptist Women's Ministries (ABWM) Update for the General Board of OGS, May 2022

ABWM's Let The Walls Fall Down Women and Girls Conference
Conference will be 7/22-7/24 virtually and in King of Prussia., Pa.
<http://www.abwomensministries.org/eventDetails.aspx?EventId=17>

Domestic Violence Certification Workshop:

ABWM will begin a multi-year program of education and prevention of Domestic Violence workshops. ABWM- Michigan will host the inaugural event at First Baptist Church- South Field, Michigan. In 2023 the workshop will be in Puerto Rico. Each workshop will consist of Bible Study and certification for participants. We will partner with local domestic violence awareness and educators in each location.

Webinars

Completed the Winter Webinar series Let the Walls Fall Down and will begin the Fall series in October.

Sectional Gatherings

What Up ABWM enables ABWM local and regional groups, national staff, and the board to stay connected. During these gathering we discuss the ways the 2 year ministry theme and 1 year mission focus in realized in ABWM retreats, rallies, and conferences around the country.

NLC

ABWM's executive director participated in the NLC planning and specifically the Connecting Committee. This committee encouraged organic and deeper connections amongst the NLC through intentional bonding experiences. We also completed a mission project. The NLC was guided by two ABWM volunteers, Ruthie Simpson and Adele Hueston, as they created bookmarks and bracelets in Troster. These items were combined with at least 2 pair of socks donated by each NLC participant. Adele delivered everything to The Federated Church of Green Lake to be shared with the community.

ABWIM:

ABWM staff will participate in the upcoming conference.

Biennial 2023

ABWM staff, Wendy Clemmer, continues to participate in the planning for the 2023 Biennial.

Shared by Rev. Dr. Gina Jacobs-Strain, Executive Director, ABWM
05/22/22



In 2021, ABMen USA continued to experience interruption of scheduled events and mission projects due to the ongoing effects of the COVID pandemic which began in 2020. Despite a sense of pandemic recovery in 2022, we have noted a continued reticence on the part of some individuals to travel for mission projects. Having said the above, ABMen USA continued to serve where possible. Below is a summary of ministry activity since our last report.

The parsonage rebuild mission project at Crow Community Baptist Church in Montana resumed in 2021, utilizing work teams from Illinois, Kansas, Montana, and West Virginia

Disaster relief personnel from the Great Rivers Region deployed to Benton, Kentucky; as well as Bloomington, Gibson City, and Edwardsville, Illinois.

Disaster relief teams from West Virginia responded to Fellowship Baptist Church in Barboursville, West Virginia following flooding of the church in that area. A work team from West Virginia also installed flooring in the home of a single mother with to autistic children.

ABMen USA shower trailers continued to be deployed in support of mission and ministry events.

ABMen USA were able to sponsor a fall work event at the Green Lake Conference Center.

ABMen USA are looking forward to a special year in 2022 as we celebrate our 100th year in Men's Ministry. A special annual meeting is planned for October 1, 2022. In addition, the following work events are currently contemplated for 2022:

- A post-disaster work project in Edgard, Louisiana;
- A potential work project in Anadarko, Oklahoma
- An additional work event at the Green Lake Conference Center

Striving to be the hands and feet of Jesus,

Bill Morningstar
President
American Baptist Men USA



May of 2022

Dear Rev. Dr. C. Jeff Woods and Members of the Board of General Ministries,

Greetings in the name of the Risen One who continues to call and encourage us in this journey of life. We continue to give thanks for the common life and ministry we share with our American Baptist family and give thanks for the opportunity to share an overview of the work of the Ministers Council ABCUSA.

ADAPTIVE CHANGE: Following the resignation of our Member Service Coordinator in May of 2021, we reimagined the position and the subsequent search resulted in the calling of Rev. Michele Turek to serve as the Ministers Council Program Administrator. Working from her home in Fresno, California, this represents another facet of the on-going adaptive change process. Already she is performing a vital role in our effort "... to equip the saints for the work of ministry, for building up the body of Christ..." (Ephesians 4:12-13).

MINISTERS CODE OF ETHICS: We continue in the ratification process of the revised version of the Ministers Council Covenant and Code of Ethics which was approved at the MC ABCUSA biennial business meeting in November 2020. Local Chapters have two years (2021-2022) to approve this document before it is fully adopted as the standing Covenant and Code of Ethics that is used throughout the ABCUSA family.

AMERICAN BAPTIST LIFE:

- To date, the Ministers Council of ABCUSA is made up of 369 members with 25 active local chapters, including pastors, specialized ministers such as Chaplains and Pastoral Counselors, and a growing group of AB Spiritual Directors and Coaches.
- Grants to Local Chapters supporting retreat and conferences with Excellence in Ministry Grants.
- MC – Live webcasts on topics related to ministerial concerns.
- Grants for Together in Ministry for member initiated collegial groups.

AMERICAN BAPTIST WOMEN IN MINISTRY (ABWiM): We delight in the partnership with Women in Ministry and strongly support the June 2022 Conference at Green Lake: "Radical, Redeemed and Ready: Celebrating Women in Ministry."

"The Stories We Live," MC Retreat and Biennial Meeting (Oct. 31– Nov. 3): Featuring internationally renowned storyteller, Rev. Donald Davis, the MC is sponsoring a retreat for ABC Ministers and Clergy at the St. Benedict Center in Schuyler, Nebraska around a theme of shaping and developing 'our stories.'

We are grateful for the opportunity to participate in denominational gatherings of the National Leadership Council and Professional Ministry Team. Shaped by our core values of Collegiality, Competence, and Centeredness, we give thanks for our shared life in Christ.

Peace and All Good to you,

Rev. Dr. Randolph T. Miller, President
Leadership Team, Ministers Council ABCUSA



Kachin American Baptist Association

American Jinghpaw Wunpawng Hkalup Ninghtan Hpung
3264 Townsend Blvd., Jacksonville, FL 32277; (904) 442-5522



May 25, 2022

To,

Rev. Dr. C. Jeff Woods

General Secretary of ABCUSA

President

Rev. Dr. Yawba Lasaw
ybusa85@gmail.com
(626) 705-2874

Vice President

Rev. Dr. La Seng Labya
lasenglabya@msn.com
(214) 228-4125

Executive Minister

Rev. Tu Lum Lamung
lamung23@gmail.com
kaba.ec@gmail.com
(904) 612-1054

Associate Executive Minister

Rev. Dr. Zau Sam Lahtaw
(909) 568-8503
ahgusam@gmail.com

Treasurer

Mrs. Zenaw Lacham
(904) 612-5028
zlacham2000@yahoo.com

Re: Submitting A Report of Kachin American Baptist Association (KABA).

Greetings on behalf of the Executive Board of KABA! We are very optimistic about submitting our association report. The followings are what we have done in the last six months.

- (1) We organized the U.S Citizens among the KABA Churches and some Burmese communities to participate in the signature campaign led by the Burma Refugees Commission (BRC).
- (2) We supported some portion of the finances to the CDM in Kachin State, Myanmar, very confidentially.
- (3) We also sent humanitarian financial support to the IDPs camp in the Myitkyina area, Bhamaw area, and the region where the Kachin Independent Organization (KIO) controls areas.
- (4) We continually support the Zaiwa Bible Translation Project financially, one of the Bible translation teams under the Kachin Baptist Convention in Myanmar. KABA provided 3.6 million Myanmar currency every year for the housing fee.
- (5) We have Ola Hanson Bible Institute (OHBI) affiliated with CBTS. The CBTS approved our proposal to offer the Diploma in Kachin Christian Formation Program at the OHBI. Fifty-nine students are recently enrolling in the second batch of Certificate of Ministry Studies Level. The second batch of Certificate program level II and the first year of the diploma program will start in August 2022.
- (6) KABA will hold its 3rd and 4th Biennial General Assembly and 5th Youth Camp in Palacios, Texas. We are so blessed that Rev. Dr. James O. Wolfe, the president of ABCUSA, will be attending as our conference keynote speaker.

In Christ,

Rev. Tu Lum Lamung

Executive Minister of KABA



Associated Ministry
Organization of
ABCUSA

