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*The annual reports, statistics, financials and by-laws are contained in this publication.*

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# **ANNUAL REPORTS 2008-2009**

## **EXECUTIVE MINISTER**

First, I want to express my gratitude to God and to all of you for the amazing year we have just spent together in the ministry of our churches. When I look back, it seems incredible that we have accomplished so much! It was my intention from the very beginning to spend the first year in this position observing, listening and getting acquainted with the organization and the people in it. I am the first one to be surprised by God through the fact that this year was marked by change and forward movement.

### **MINISTRY WITH OUR CHURCHES**

One of the approaches I adopted from the very beginning was that of accessibility. I met pastors, I visited churches, I preached almost every Sunday at a different place, and I continue to do that. This is not a strategy but a lifestyle for me. Through being proactive in dialoguing with the clergy has brought about two important results: one is that I gained a lot of their trust and support, the other is that many of them feel appreciated and supported. The ultimate benefit is a sense of teamwork.

Another important characteristic of my leadership is to form teams. Thanks to the positive disposition of the people of Rhode Island I was able to recruit volunteers for different jobs, who were trained, empowered and deployed to serve our churches. I believe this is important because it is a way to multiply ministry exponentially. We have a team of consultants to assist churches in process of change and envisioning their preferred future; we have a team of consultants for pastoral search processes; we have a team of people to organize evangelism trainings; we have a team of people working on communication; and we have a think tank. The purpose of all these teams is to add value to the ministry of our local churches.

On the eighth day of my ministry as Executive the Board of Missions decided to adopt the Children in Poverty initiative. We began by recruiting a team of three people to go to Valley Forge for a special training. Then we had a series of meetings to organize the work and to communicate the goals of this program to our constituents. We proceeded to recruit people through the community at large in order to form a planning team. With the invaluable support of Rev. Dr. Don Anderson as Executive Minister of the Rhode Island State Council of Churches (RISCC), we have been able to reach out to important figures in the region's public life. I have been deeply involved in these developments. Our goal was to have a three-day conference this spring, but now we realize that the level of networking that is taking place will require more time.

### **MISSIONS**

As many of our churches continue to be engaged in some of our traditional mission fields, such as La Romana and El Salvador, others have taken an interest in new and exciting developments in India and Honduras. Adopting the Board of International Ministries of ABCUSA approach of Mission Explosions, we have launched two challenges to our constituent churches at our last year's Missions Celebration.

The goal of our Mission Explosion to India is to build a group home for 12 orphans in the Southern part of the Country. The Rev. Dr. D. Paul Lawrence is the driving force behind this project and a committee is working with him. They are in consultation with Ben Chan, BIM's Area Coordinator for South Asia. Our Mission Explosion to Honduras involves the completion of a school building that serves an average of 500 children in the town of Danli. Under the direction of Dr. Hector Newman and the supervision of his son Enrique, this mission field has bloomed in the last four years.

Local missions are a big part of our development. We are in the business of encouraging the efforts of our churches in their local communities to bring the love of Christ in an incarnate way. With financial support of the recently renovated Baptist Fund of Rhode Island, our churches can apply for seed money in order to start new ministries.

Part of our mission endeavor during the last year has also been the start of new churches. With the assistance of our New Church Plant Coordinator, the Rev. Wilfredo Rodriguez, we are working on the start of a couple of new churches in ABCORI.

**ECUMENICAL AND INTERFAITH; THE COMMUNITY AT LARGE**

I am a member of the Governing Board of the RISCC and participate in all their meetings. I have worked close to their Executive Minister at different levels. I have participated in meetings related to the issue of sustainability, immigration, and poverty. I participated in the Executive Minister’s installation service. In addition, I have actively participated with the Conference Minister of the UCC in issues pertaining to pastoral situation we share in some of our churches.

I also participate in an Interfaith Leaders Forum that meets bi-monthly. In the month of May, 2007 we held an interfaith service at First Baptist Church in America where we signed a Covenant of Relationships. Subsequently, and under the sponsorship of PBS Rhode Island we engage in the making of a special called Prayer in America. As part of that effort we held a Prayer in America conference at URI where I co-facilitated a workshop on Prayer and Forgiveness with Rabbi Jagolinzer. The TV program aired on Feb. 21 and 28<sup>th</sup>, 2008.

I have been active in meeting different people in Rhode Island’s public life, such as Governor Carcieri, Mayor Ciciline of Providence, and Mayor Avedisian of Warwick, Representative Patrick Kennedy, and State Senator Harold Mets. I participated in the MLK, Jr. Scholarship Breakfast for the second time.

**DENOMINATIONAL LIFE**

As a new Executive Minister I have been under the mentorship of the Rev. Judy Allbee, Executive Minister of Connecticut and the Rev. Dr. Jeff Woods, Associate General Secretary of ABCUSA.

I have participated in General Executive Council, Regional Executive Ministers Council, and General Board meetings. I attended the 2007 Biennial and the New Baptist Covenant. I have developed friendly relationships with other Executive Ministers and Valley Forge staff.

I am currently involved in the planning of a North East Multi-Region training retreat.

I have invested a great level of energy in our partnership with TABCOM through both monthly BIRST (Bi-Regional Staff Team) meetings and retreats, and cooperation meetings with the Rev. Dr. Anthony Pappas. As a result, we are planning the first joint retreat of our respective Boards, as well as a joint spiritual enrichment day for our respective support staff.

**STAFF**

A year ago, when I began my ministry with you, the staff relationships at Canonicus were unhealthy. People felt unsupported by the organization and unclear about their roles and goals. With the cooperation of our Executive Staff, Liz Lussier and Kathy Black, I was able to create a system of accountability and open communication.

I emphasized three types of activities we all participate in: staff development, missions and fun. We had Dr. Woods facilitating a day of discovery of personalities that enhanced our working together as a team. We have volunteered at SPNM for Christmas distribution days, and have prepared hospitality baskets for summer missionaries. We went to a Paw Sox game, and we went bowling. All this has contributed to the improvement of the work atmosphere.

With the support of the Personnel Committee, and particularly of the Rev. Hank Pederson, I was able to support the work of Liz Lussier as our Human Resource person in some difficult situations and decisions she had to face. We have monthly all-staff, resource staff (members of BIRST) and Executive staff meetings. These meetings consume a lot of our time, but are crucial to the climate, morale, communication, validation, and over-all performance of our employees.



Some time ago a friend asked me how I feel in this new role. My answer was “*I think I was born to do this.*”

Praise the Lord!

Liliana Da Valle

## DIRECTOR OF ADMINISTRATION

ABCORI has undergone many new and exciting changes in the past year and a half. Serving as your Director of Administration during these changes has been inspirational and energizing as well as challenging. My position description, although now into its third year, continues in flux and remains open for revision as the organization evolves. In 2007, the most significant areas of responsibilities added to my position were those of Pooled Fund Administrator, participation in the Communications Task Force, and increased involvement within the Bi-Regional Staff Team (BiRST) formed to create and enhance synergy between TABCOM and ABCORI. I also served on the task force to review the goals and mission of ABCORI, which led to two days of retreats and a proposal for restructuring the organization. These are exciting times!

I enjoy working with you to build effective and efficient administrative systems for the ABCORI business, programs and its many related ministries. Much of this is accomplished through providing professional development opportunities for the staff, which in turn improves the quality and efficiency of our work for you. As a staff, we also participate in team building sessions and mission projects such as the SPNM Spelling Bee and Faith Build. Our desire is to support the work of each individual church; we stand ready to serve you here at the main offices of ABCORI.

Working with and among the various ABCORI groups is very rewarding. These include programs specific to the Canonicus property such as the camp ministry, conference & retreat business, maintenance of property, buildings & vehicles, and coordination/oversight of volunteer efforts at Canonicus. The day-to-day ABCORI administrative activities include overseeing and managing budgets & related endowments, human resources, personnel, communications, marketing, development, and additional ABCORI activities that may be directed by the Executive Minister and/or the Board of Mission. I gratefully acknowledge the opportunities to work closely with the members of the Board of Mission, the Executive Minister, Director of Elder Care Ministries, and those that faithfully serve the Departments of Stewardship & Administration and Church Life, as well as the related committees and affiliated groups.

I offer the following as an overview of the highlights, progress and goals within the past year and a half.

### **PERSONNEL/HUMAN RESOURCES**

**Staff Manuals** – An in-depth revision of the Non-Exempt Staff Manual was approved unanimously by the Board, and adopted for use as the 2007 Support Staff Manual, effective January 2007. The manual now serves as policy for all Support Staff – both Exempt and Non-Exempt according to FLSA guidelines. Revisions of the former Exempt Staff Manual (which covers the positions of Executive Minister, Director of Administration and Director of Elder Care Ministries) are underway and will include a recommendation to the Board of Mission to change the title to Executive Staff Manual. All revisions within manuals are made with guidance from the Personnel Committee; these are then presented to the Board of Mission for consideration. Each staff manual will continue to be revised as necessary and to serve as a resource when hiring new personnel and as a reference for employment practices and policies for current employees.

**Job Position Descriptions & Employee Files** – All job position descriptions were updated in 2007 and then revised for 2008 according to the changes in employment positions and job-related responsibilities. Each full time employee has a current Letter of Employment in their confidential permanent record file that includes their revised/new position description and a benefit/compensation package overview. They contain required forms such as Proof of Employment, signed Conditions of Employment, attendance records, letters of commendation, annual evaluations, certificates of professional accomplishment, continuing educational credits, and any other pertinent materials that the employee may request to be added to their permanent record, etc.

**Medical Benefits** – Medical benefit plan costs decreased for 2008 due to changes in staffing. We were able to pass along a significant savings to ABCORI for the fiscal year 2008 and reduce the medical deductible for each employee covered by BCBS from \$1,000 to \$500. ABCORI also received a \$3,000 reimbursement check because we had negligible Workers Compensation claims in 2007. Updates on these items were presented to the Personnel Committee and the Department of S & A by the Director.

**Staff Changes & Position Updates** – In 2007, there were several significant changes in staffing, positions, and job assignments. Suffice it to say, it was a challenging year --- but God! Through His infinite grace, He brought us great peace in the midst of the ‘staffing journey’ and met our needs in abundance.

In mid-June, our Maintenance Supervisor resigned without notice. With camp opening imminent, this left us with an unexpected and significant gap in the maintenance department. With support from Personnel and the Executive Minister, Chris Lussier was invited to fill the position on a temporary basis so that we could move forward with camp and property maintenance plans. Chris and Matt Black, Assistant Camp Director, maintained close communication about camp area property needs; the maintenance and care of the Canonicus property went smoothly. At the end of the summer, with the recommendation from both Personnel and the Executive Minister, a formal interview process began with the intent to consider Chris Lussier for the full time position of Maintenance Supervisor. This process included a formal review, application and discussion with staff and outside references. The Personnel Committee unanimously approved Chris for the position in mid-September. I was not included in any of these proceedings for obvious reasons.

In mid-September, I terminated the Food Service Manager. This was done after prayerful consideration and deliberation with Personnel and the Executive Minister. The Food Service Manager was offered a generous severance package for his many years of service to Canonicus. Buzz Perry, Kitchen Supervisor, managed the kitchen/cooking responsibilities through the winter months very well with support from various staff and part time kitchen workers as needed until the position of FSM could be filled in the early spring. S & A approved my request to increase the salary for the new FSM in lieu of housing. On April 1, after reviewing 34 applications, Nicholas Greco accepted my offer to join the ABCORI family as the Executive Chef serving at Canonicus in the position of Food Service Manager. Nick is excited to be part of our ministry team; he brings with him vast experience and a zest for cooking!

In January 2008, Rebecca DeLuise, Bookkeeper & Camp Registrar, moved into a full time position and in February, she completed her second year on staff. Rebecca's attention to detail has been an asset to the organization. She attends meetings with S & A and other groups such as Baptist Fund when requested. Rebecca was instrumental in assisting us in the merging of the Canonicus and ABCORI budgets into one report. She also works closely with per diem staff in preparations for the audit for ABCORI.

In the early fall of 2007, Matt Black completed his first year as Assistant Camp Director, having shifted gradually out of maintenance so that he could assist me with camp full time for that summer. In 2007, he also joined our BiRST group and contributed significantly to the synergy efforts between the TABCOM and ABCORI regions. In January 2008, after receiving approval for my proposal to add a part time Technology Coordinator to our staff, Matt accepted the new 'dual role' as both the Assistant Camp Director and new Technology Coordinator. His technological skills have enabled everyone to receive the tech support they need to become more efficient with their respective jobs.

Our administrative support staff also underwent significant changes and shifts in responsibility as 2007. For the majority of the year, Colleen Tolhurst served as the assistant for the offices of both the Executive Minister and Director. Jill Paterson worked 1 or 2 days a week overseeing front desk work and managing the phones when volunteers were unavailable. It became apparent that additional help would be needed to support the many new initiatives and programs emerging from these offices. In November 2007, we were blessed to recruit Sandra Kelly to serve in the position of Executive Assistant to the Executive Minister, and Colleen Tolhurst became the full time Administrative Assistant to the Director. This solution seemed the best way to find excellent support for both the Executive Minister and me. Both Colleen and Sandy work closely together on various assignments as best needed to support the administrative functions and ministries with churches of ABCORI. Jill Paterson continues in her position as Office Assistant working on a part time basis and we are grateful for her expertise, attention to detail and team spirit.

Al Martin continues to bless us with energy and ideas in the maintenance department. Al works with Chris Lussier 2 days a week. Al has been instrumental in assisting us with completing all the interior renovations of Snell in time for camp opening and he also did much of the work in updating Breezymere. He will be focusing attention on renovating Cedarholm and restoring the Meadowwood Pavilion as funding and time allows.

Linda Martin's title was revised to Guest Services Coordinator. She is marking her 15<sup>th</sup> year with us and continues to oversee all of the conference and retreat bookings, and manages the cleanliness of the buildings and guests' quarters with the assistance of Tina Perry, who has been promoted to Hospitality Coordinator. Tina's expanded role gives her more oversight and responsibility on the weekends, and she is now working an additional day per week to support our growing conference and retreat business. She and her family are in the process of moving into newly remodeled Breezymere, a much-needed larger home for their family here on campus.

**CONFERENCE** – New rates for 2008 were created and implemented with important feedback from Linda Martin, Guest Services Coordinator. The new rates represent a 7-9 % increase on average. This is the second increase in 5 years and is necessary to cover increasing energy and food costs. The rate structure still offers the lowest rates for all AB churches and a higher rate for non-profit organizations. We desire to continue to make improvements in the visible appearance of our property and to offer quality food service and Christian hospitality to everyone. By doing so, we are able to market ourselves to a broader range of the non-profit sector. We continue to receive consistently high marks and favorable comments about our services. Conference bookings and billing are now processed through Camp Brain and QuickBooks software.

Conference revenue for 2007 was – for the second year in a row - higher than anticipated due to improved ‘internal’ and ‘word-of-mouth’ marketing, follow through with initial inquiries, and increased interest in our facilities, approximating a 10% gain. It should once again be noted that revenue from conference and retreat fees support the ministry of summer camp. Therefore, the more revenue we receive from conferencing, the more quality programs we can provide for our important camp ministry.

**CAMP** – Each camp season has its own unique ‘flavor’ and God blessed us with another successful and safe camp season nurturing and mentoring young people in their Christian faith. Last summer was very successful, with many new ideas implemented into the camp program with assistance from Matt Black. Matt was highly dedicated to his new position and added a new depth to the camp ministry. Matt and I worked closely with several AB pastors to write our own Bible curriculum for the 60<sup>th</sup> season of camp. The theme was, “To sense my belonging...” providing ample opportunity each new day for campers and staff to explore and discover their place in God’s creation, community, and the world. Grandparents’ Camp enjoyed its eighth season with us for their own wonderful intergenerational camping experience. Asthma Camp, sponsored by Hasbro Children's Hospital, was once again successful and will be returning this summer. Many thanks to the Program Committee for their wisdom and insight as we planned for the 60<sup>th</sup> camp season!

Our second Winter Camp was planned for February 2008 but we did not have sufficient interest to hold our own camp. We will continue to offer the opportunity for Winter Camp next season and will promote this earlier on and more creatively during the summer camp.

The Assistant Camp Director, Maintenance Supervisor and I attended the 86<sup>th</sup> Annual ACA Conference in Manchester, NH, in March. Plans for “Going Green” have been outlined by camp, maintenance & food service staff, with support from other ABCORI staff. New strategies for improving leadership training, programming, marketing and ACA Accreditation preparations are underway as a result of our participation in this conference.

Highlights for 2008: 1) We are preparing for our ACA Accreditation visit this summer. 2) Girl Power overnight camp (new) is offered; 3) Golf Camp (new) for our day campers is offered; 4) With support from the Program Committee, the Director has created the position of Camp Staff Chaplain. The chaplain will focus on the ongoing spiritual, emotional and interpersonal growth among all camp staff members. Additional funding for this position is being sought. This position will not replace that of the very important Camp Pastor!

#### **CANONICUS PROPERTY & FACILITIES MANAGEMENT**

**Capital Improvements** are made possible through generous giving, restricted and unrestricted endowment, and incredible passion and energy on the part of our volunteers. Special thanks are extended to our Monday Raiders and those who join us for Beaver and Squirrel Days! Beginning with the spring of 2006, an average of 4,000 volunteer work hours in maintenance have been donated and valued at \$40,000. We have now completed restoration and remodeling of 11 buildings/program areas with endowment funds and donations restricted for these purposes. The total of our donations and endowment = \$125,000; making the Grand Total = \$165,000.

#### **The restorations/remodeling/additions include:**

**Lake Adams:** a new dam, rip-rap & rock retaining wall; **Hansen Trading Post:** enlarged to twice its original size with new roof and all new interior; **Churchill-Cary Health Lodge:** interior renovations and remodeling; **Snell:** interior remodel & new roof; **Breezmyere:** exterior painting and interior remodel; **Director’s Lodge:** new roof and siding; **Motter Pastoral Resource Center:** new roof, interior upgrades; **Green & Rathbun** retreat houses: exterior wash and stain and interior renovations; **Tefft Chapel:** exterior shingles stripped and replaced, including major structural upgrades; **Lawrence main office** building: exterior cleaning & staining

**Quest** - As the designated liaison between Quest Montessori School and the Department of S & A, I received a formal letter from Quest stating that they have exercised their option to extend their lease with ABCORI through the latest date possible: June of 2011. They are actively pursuing ways to either purchase or rent additional

space at another site. In the best-case scenario, they will remain with us through the spring of 2009, but more likely 2010.

**DEVELOPMENT** - Future revenue streams: **Snell** will be available for rent year-round for small family and group retreats at the close of our camp season. **Cedarholm** will be renovated this spring and used to house our camp pastors and their families. In the 'non-camp' months, it will be used for additional meeting and/or retreat space. This will allow Motter to remain open for its intended ministry: to serve the pastoral retreat needs of those in ministry.

Lastly, I am seeking your support as the body of ABCORI, to join me in launching an initiative to investigate how we can save and restore the original Sweet farmhouse, lovingly known to many as McCrillis Farmhouse. Al Vernana, member of Personnel, and Tom Kennedy, Investment Committee chair, have both committed to serve on this task force. We are seeking those who have special interest in preserving our heritage and history. Please contact one of us soon so that we may set a meeting date and explore our options!

With Joy!

Liz Lussier, Director of Administration



## **DIRECTOR OF ELDER CARE MINISTRIES**

### **ELDER CARE MINISTRIES REPORT TO THE ANNUAL MEETING, MARCH 3, 2008**

Isn't it interesting how we grow and change as human beings? Sometimes it feels like we are taking one-step forward then two steps back! So it is with institutions, which are, of course, made up of human beings. I have had the privilege of watching this organization grow and change for nine years, and am happy to report on the changes made this past year in Elder Care Ministries.

This year, ECM became more deeply involved in change in the nursing home industry by promoting and assisting in the further development of resident-centered care. As a member of RI Generations, RI's coalition for resident-centered care, I have enjoyed working collaboratively with representatives from the RI Department of Health, AARP, the RI Health Care Administrators, Brown University and others to shift the focus of long-term care to the desires and preferences of elder residents. This has not been easy for many reasons, including the fact that state officials continue to struggle to balance the budget and nursing homes as forced to work with less funding each year. But I, along with my colleagues, strongly believe in this new model and I trust God will provide the wisdom and resources for this change to continue in order to meet the needs of the aging population.

Chaplaincy services in long-term care settings are another way that Elder Care Ministries continues to work for change in the quality of life for elders in our region. ABCORI, through the generous funding of the Baptist Home of RI, is presently providing resources and support for three nursing facilities in Rhode Island: St. Elizabeth Home with Rev. Don Crosby as chaplain; St. Elizabeth Manor with Rev. David Proctor as chaplain; and, most recently, Scandinavian Home with Chaplain Georgia Brown who begins her ministry there later this month. This brings the total number of homes we have ministered with to ten in seven years. Elder Care Ministries continues to lead the way in supporting the professionals who are providing spiritual care to nursing facilities by maintaining a monthly chaplains' support meeting. ECM chaplains as well as those from hospice and other facilities gather regularly at various nursing homes around the state for collegial connection and support. I am grateful to the Rev. David Shire, retired chaplain at Butler Hospital, for his continued facilitation of this program.

Our own denominational nursing facility is working through issues of change as well. This January marked the end of Rev. Christana Wille McKnight's ministry as chaplain at the John Clarke Nursing and Retirement Center. Elder Care Ministries continues to offer support and guidance to John Clarke in its ministry to elders in the coming year.

I am pleased to be working with the RI State Council of Churches to enhance spiritual care in hospital settings. Last fall, Rev. Don Anderson, Executive Minister of the RISCC, and I collaborated on the Clergy Identification Badge program. Through a grant from the Baptist Home of RI, the RISCC is now able to offer laminated ID badges to clergy in good standing with the Council office to ease visitation access to parishioners in local hospitals. To further this goal of improved spiritual care, Elder Care Ministries and the RISCC convened a meeting of hospital representatives, hospital chaplains and local clergy to determine issues that inhibit the continuity of spiritual care for patients during hospitalization. This team of professionals is moving ahead in 2008 and will continue working together toward further improvement of spiritual care for individuals who have been hospitalized.

Grandparents Camp experienced some changes as compared with previous years. The number of participants in fell from twenty-five in 2006 to sixteen in 2007. While this drop was initially disappointing, it provided an opportunity to experiment with some other changes in the program. With the help of Matt Black, Assistant Camp Director, and other summer staff, Grandparents Camp was further integrated into the structure of summer camp. This furthers my goal of making Grandparents Camp an integral part of the Canonicus camping ministry. Lower registration also allowed me to add a new activity to the week. In addition to the many traditional activities of Grandparents Camp such as swimming, boating, arts and crafts, games, archery, riding the waterslide, a trip to the beach, and nature appreciation, we also enjoyed the Big Apple Circus at Ninigret State Park in Charlestown. This event was such a big success that it will be included in this summer's program. Grandparents Camp for 2008 will be held from July 6<sup>th</sup> – 11<sup>th</sup>, with fees remaining at \$250 per person for the week.

Thanks to the Baptist Home of RI's grants to churches, five of our ABCORI churches received financial support for structural and programmatic changes to enhance their ministries to elders. Bethany Baptist and Mount Vernon Baptist were granted monies toward structural changes – ramps – for improving building accessibility.

North Scituate was able to install a sound system to aid those in the congregation challenged by hearing loss, while United Baptist of Newport replaced tables and chairs, supporting the older adults who set up and sit in these for church activities. Wickford Baptist and Pond Street Baptist received grants for developing outreach ministries for elders in their congregations and communities. Wickford has begun creating a network of comprehensive care and service to enable elders to remain in their homes for as long as possible. Pond Street is developing a ministry for elders in need of health care information, social and recreational activities and intergenerational connection. Not only will these newly developing ministries provide for the care and well-being of elders in the community, but also they are also valuable in laying the groundwork for other churches to develop similar ministries based on these prototypes.

Much of the work that has been accomplished this year at ABCORI is thanks to the tireless efforts of our volunteers. From participating in committee work to hammering nails to answering phones, volunteers continue to give of their time and expertise in service to the mission of the organization. One change that I have experienced in coordinating volunteers is the increase in volunteer recruitment of those willing to serve as consultants to the Executive Minister. In this capacity, members of ABCORI churches are sharing their gifts with each other in service to the growth and health of the entire organization. It's great to see this aspect of volunteerism growing within ABCORI. Once again, we held our annual Volunteer Appreciation Banquet in April and were pleased to present Virginia Mathewson with the Kochhan Award for long-standing volunteer service to Canonicus. Many thanks to all those who gave of their time and energy last year. As I have said to our volunteers in the past, we could never – nor would we want to -- accomplish all that we do without you.

Lastly, it is with great excitement that I report on this year's continuing efforts to integrate Elder Care Ministries into the ABCORI organization. The Director of Elder Care Ministries is now considered an executive position within the structure of the regional office. I participate in the Bi-Regional Staff Team meetings with colleagues from The American Baptist Churches of Massachusetts. I have the benefit of clerical support to aid in the management of current ministries and the development of new programs. In addition, the Elder Care Ministries budget is being phased into the overall ABCORI budget. These changes are exciting to me as I continue to work toward the maturation of what started as a newborn ministry in 1999. I want to express my appreciation to Liliana Da Valle, Liz Lussier, Don Wolfe, the ABCORI Board of Mission and the Baptist Home Board in working together to make these shifts toward fuller integration of the Elder Care Ministries program.

Kathy Black  
Director of Elder Care Ministries

## 2008 ELDER CARE BUDGET

	2007 Budget		2007 est. spending		2008 Budget
<b>COMPENSATION</b>					
Payroll	\$ 57,580.00		\$ 57,580.08		\$ 60,459.00
Pension	\$ 9,212.80		\$ 9,197.71		\$ 9,674.00
FICA	\$ 4,404.87		\$ 4,404.96		\$ 4,626.00
Medical	\$ 11,000.00		\$ 11,873.50		\$ 10,028.16
			subtotal		\$ 84,787.16
<b>OPERATIONAL EXPENSES</b>					
Office space & utilities	\$ 6,600.00		\$ 6,600.00		\$ 6,600.00
Clerical support	\$ -		\$ -		\$ 2,400.00
Copier usage	\$ 150.00				\$ 150.00
Postage	\$ 200.00		\$ 158.00		\$ 200.00
Office Supplies	\$ 250.00		\$ 229.15		\$ 250.00
			subtotal		\$ 9,600.00
<b>EQUIPMENT</b>					
Computer	\$ -		\$ -		\$ -
			subtotal		\$ -
<b>PROFESSIONAL EXPENSES</b>					
Mileage	\$ 1,000.00		\$ 1,229.24		\$ 1,500.00
Fees & Dues	\$ 50.00		\$ -		\$ 50.00
Continuing Ed	\$ 500.00		\$ 500.00		\$ 500.00
Resources & Lit	\$ 100.00		\$ 49.99		\$ 100.00
			subtotal		\$ 2,150.00
<b>PROGRAM</b>					
Grandparents Camp	\$ 1,500.00		\$ 1,279.17		\$ 1,500.00
Camperships	\$ 500.00		\$ 250.00		\$ 500.00
Visitation Training	\$ 50.00		\$ -		\$ 50.00
Simeon's Ministry	\$ 50.00		\$ -		\$ 50.00
Chaplaincy Program	\$ 35,000.00		\$ 32,338.92		\$ 36,000.00
Volunteer Banquet	\$ 300.00				\$ 350.00
Older Adult Retreat	\$ 1,000.00		\$ -		\$ 1,000.00
Intern	\$ -				
Program Development	\$ 1,000.00		\$ 1,000.00		\$ 1,000.00
			subtotal		\$ 40,450.00
<b>Total</b>	<b>\$ 130,447.67</b>		<b>\$ 126,690.72</b>		<b>\$ 136,987.16</b>

## PRESIDENT

Annual Gathering (AG) at Meshanticut Park Baptist Church began our year. Again, I applaud the manner in which the AG Committee and our host church combined technology, music, and imagination to uplift the gospel.

I seriously pondered what a President's Report should be. The details and extended facts about everything I mention will be found elsewhere in this book. The President, in my view, is a facilitator of others' gifts, a mirror for others' discernment, a mediator for communication, and a cheerleader for the abundance of talent within our region. What follows are a few of the highlights in that role.

Our Executive Minister completed her first year. "Hats-off" to the ABCORI family for opening their hearts, minds and churches to the gifts and talents of Rev. Dr. Liliana Da Valle. Her style has been characterized by her commitment to Jesus' in listening, adapting, being flexible, giving us all a chance to contribute, and putting her own shoulder to the wheel again and again. Dr. Da Valle's first annual review gave opportunity to celebrate the strides made for the glory of God.

But ABCORI's leadership is not limited to the office of Executive Minister. I confess that I am impressed with the quality of our staff. Having worked for thirty-two years in four local churches and four different regions, eight years in retail and eight years in the federal government I deeply appreciate the quality with which God has blessed ABCORI. The staff has been reconfigured several times to accommodate the evolving needs of our churches and their mission. No configuration has reached perfection but every configuration has advanced the region's mission. What is so pleasing is that our leaders and officers saw the need to invest in doing mission. Hard work was done over the last number of years to right our financial workings and now we have recognized the call to do further mission in the midst of a stable financial picture.

On the horizon, as I write this, is yet another configuration: a New Model. The Board of Mission (BOM) saw its own weaknesses in serving the believers that are the American Baptist Churches of Rhode Island. With courage the BOM imagined a different future, a more effective discipleship. Through the faithful discernment of a skilled committee (Liliana Da Valle, Liz Lussier, Kathy Black, Marie Carpenter, Don Wolfe, Jim Essex, Cliff Hockensmith, Reppa Cottrell, Dan Cottrell, and Bob Sherman), two constituent retreats, input from the Office of the General Secretary, ABCUSA, along with consideration and reflection by our member churches, we are now near to decisions and action.

The purpose for gathering together as communities of Jesus Christ has been to further His work, to do mission. That's why we celebrate leadership. That's why we once again review our structure. That's why we deliberately manage our finances. But it is also telling what particular mission efforts emerge. Canonicus, our camp and conference center, has been our flagship and continues to sail ahead in its management and productivity. Children in Poverty, Mission Explosions and support of grass roots missions within local churches are all inspiring discipleship. And as the New Model proposal demonstrates, there is a fresh breeze of the Spirit filling our sails for evangelism and social justice.

Finally, I would like to mention a personal priority of mine. Wherever the President of ABCORI has responsibility or influence, I intentionally try to recruit new/younger participants in the administration of ABCORI. Equal to that has been an intentional effort to reflect the cultural diversity of our churches. It has not been easy. What I have discovered is that most of our structures and workings want to remain the same while recruiting different people. It doesn't work very well. I have no easy solution. But during the remainder of my term I will continue to make these personal priorities.

Praise God from whom all blessings flow.

Rev. Dr. Dan Cottrell, President  
April 26, 2008

## **PERSONNEL COMMITTEE**

The Personnel Committee operates in compliance with the By-laws of the American Baptist Churches of Rhode Island: Article IX, Section A. The ABCORI President, with the approval of the Board of Mission, appoints the five members of the committee and designates the chairperson.

The By-laws specify three responsibilities for the committee as follows:

- 1) Develop and publish policies and provide for the periodic evaluation of exempt and non-exempt staff.
- 2) Serve as a forum for grievances or concerns which exempt or non-exempt staff feels are not being addressed by the organization.
- 3) Develop recommendations regarding salaries, wages, and benefits for staff.

The Personnel Committee met almost monthly since the last annual report. Much of time has been spent dealing with the revisions to the Non Exempt Staff Manual (now called the Support Staff Manual) and the Exempt Staff Manual (now called the Executive Staff Manual). We continue to attempt to have our policies be consistent with both the Federal Fair Labor Standards as well as the Rhode Island Labor Regulations.

We also have been involved with the creation and the changing of a few of our staff positions this year.

At the present time the Personnel Committee is made up of the following individuals: Whitney Bancroft, Janet Breckenridge, Dick Pierce, Al Vernava, and myself. Ex Officio members of the committee are Dan Cottrell, Liliana Da Valle, and Liz Lussier. Liz will be the main staff representative to our committee.

In conclusion, I would like to thank all involved on this committee for their superb contributions to the work of the committee.

Rev. Henry Pedersen, Chair

## **STANDING COMMITTEE ON ORDAINED MINISTRY**

The Standing Committee on Ordained Ministry has the responsibility for establishing and maintaining ministerial standards, ministerial discipline, pre-ordination licensing, continuing education and information about counseling services. The committee meets on the first Thursday of each month and at other times as needed to address the above responsibilities. The committee continues to serve as a resource to our churches and persons seeking information and counseling regarding ordination issues.

SCOM oversees an In Care Program for those persons in preparation for the ministry. Persons listed in the ABCORI Pastoral Leadership Directory who have participated in In-Care Pastor Training are invited to serve as In Care Pastors.

Individuals currently in care are David Christy, Toni DiPina, Steven Guilmain, Blake Horridge, Monah Adam Kyne, Rebecca Law, Nathaniel Manderson, Shelton Rucker, Virginia O'Shan, Al Schmid, Irving Scoby Jr., Michelle Sullivan and Geneva Urquhart.

In Care persons granted pre-ordination licenses or renewals are as follows:

- David Christy – August 2, 2007
- Ronald Short – August 2, 2007
- Rebecca Law – February 7, 2008
- Shelton Rucker – February 7, 2008.

Ordination Councils and Ordinations were held for the following persons:

- Sheila Dubose – Council on June 10, 2007, Ordination on June 24, 2007
- Ronald Short – Council on October 14, 2007, Ordination on November 11, 2007.

Recognition of a local ordination was granted to Betty-Rae Taylor on August 2, 2007.

On August 15, 2007, the recognition of ordination of Russell Arnold was withdrawn.

On September 6, 2007 it was voted to remove the recognition of the pre-ordination license of Deborah Hanson at her request. She was also removed from in care.

SCOM adopted the revisions made to the In-Care Program insuring that all participants will address the ordination process, the devotional and personal life of a pastor, pastoral role and authority, the ABCORI and ABC/USA structure and mission, the Covenant and Code of Ethics for Ministerial Leaders. Practical information such as working with boards and committees, conducting weddings, funerals, special services, and the like, will also be addressed. Yearly evaluation forms for both the In Care candidate and pastor were developed. In-Care Pastor Training was held on February 20, 2008, familiarizing people with the requirements of the In-Care Program. Another Training Session will be held in the fall of 2008.

Rev. Ethel M. Corbin, Chair

### **RECRUITMENT COMMITTEE**

The Recruitment Committee functions under the Board of Mission and is responsible for nominating candidates for ABCORI officers, as well as members of the Board of Mission, the Department of Church Life and the Department of Stewardship and Administration. When resignations occur throughout the year, the committee finds replacement candidates whose names are submitted to the Board of Mission for approval.

As stated in the by-laws, the committee is chaired by the Immediate Past President. Two “at-large” members appointed by the President and the other members serve by virtue of position. During the past year, members were: Nancy Bancroft, chair; Peggy Johnson, Gaby Kpawoe, Sue Maiocchi, Rev. Ethel Corbin, James Essex, and Rev. Dr. Liliana Da Valle, assisted by Kathy Black.

Our task this year required flexibility due to the possible change in the ABCORI structure. The vote on this proposed structure change will take place at the ABCORI Annual Gathering on April 26, 2008. If change is voted, a new nominating process will need to be planned and implemented. If the change is not voted, the Recruitment Committee will need to fill several vacancies in the slate presented at the March 2008 business meeting.

Persons with varied gifts and skills are needed for the many ministries in which we are engaged. We hope many will consider serving in the leadership of ABCORI.

Nancy Bancroft, chair

## DEPARTMENT OF STEWARDSHIP & ADMINISTRATION

“Be joyful always; pray continually; give thanks in all circumstances,  
for this is God’s will for you in Christ Jesus”  
I Thessalonians 5:16

This past year has been one where we have been **‘joyful always’**. That does not mean everything went the way we as a Department may have wanted, but we worked together, looked at ways to change our money management, reviewed our Investments & Custodial providers and made adjustments to the meeting times, dates, & location, plus the style of the Treasurer’s report, Baptist Fund activities and even our regional structure.

With all the above happening this year, we did **‘pray continually’**. The chairpersons of all the divisions of S&A are strong, contentious followers of Jesus Christ. They are a joy to work with, talk to, pray for and walk along side. In their individual reports you will see that:

1. **The Property Committee** has been so busy with buildings and improvements that Bruce Wilcox may not have time to write a long enough report. Therefore, I suggest that you visit Canonicus and see all that has been done.
2. **The Baptist Fund of RI** has started a new adventure to be of aid to the churches, pastors and missions here in RI. Again, I encourage you to not only read Vonnie Dutton’s report but to view the Web site and see how your church (or you as an individual) may help in these ventures of ‘Churches helping churches’.
3. **The Committee on Stewardship & Mission Support** has a new leader as we welcome Judy Brown back into an area where she is quite gifted. This committee also has made changes in the Mission Celebration, Mission Explosion and the many ways they bring the churches together in spreading the Gospel of Jesus Christ.
4. **The Investment Committee** under the direction of Thomas Kennedy has had their hands full with all the ups, downs and arounds of the economy, but they have done much work with great care as they watch over the investments of Christ’s ministry. They had done detailed work on the many accounts and have attempted to help all the churches in the Pooled Funds get their dividends and reports in a more orderly and precise manner.
5. **The Treasurer** (no one can say enough good about this man), Don Wolfe, is a joy to work with, a wealth of information and a finance person who can talk to us in a profound way so that we understand what some of the numbers means and what needs to be done to further the Kingdom of Jesus Christ.
6. **The Budget Committee**, under the leadership of Robert Sherman, did a great job and of course, their report is the budget on which we all vote.
7. **The Staff** members, report, work and encourage each and everyone in this department. They are one of God’s gifts to us.

With all of these people, the work that they do & all the American Baptist Churches of Rhode Island who come together to glorify our Lord & Savior – you can easily see why we can **‘give thanks in all circumstances’**, and we know that **‘for this is God’s will for you(us) in Christ Jesus’**.

May all the people of the American Baptist Churches of Rhode Island join together in work, prayer & play to bring honor and glory to our Lord & Savior Jesus the Christ.

Blessings,

The Rev. Dr. Reppa M. Cottrell  
Chair of the Dept. of S&A

## PROPERTIES COMMITTEE ANNUAL REPORT – APRIL 2007 TO MARCH 2008

This committee of the Stewardship and Administration Department has, as its mission, to work with ABCORI administration to ensure the long-range quality of the properties of ABCORI. At the same time we deal with those issues that are sometimes immediate concerns to prevent long-term problems. The leadership of Liz Lussier, Director of Administration, has made it possible to accomplish a great deal through coordination with maintenance staff, establishing priorities for work and directing the work of contractors. The dedicated work of the members of this committee is appreciated: Ed Shuman (Pawtuxet Baptist), Walter Lawrence, (Phenix Baptist) Charlie Ward and Bruce Wilcox, Chair (Hope Valley Baptist), Lucian Martin (Phenix Baptist) and David Rogers.

Workdays were held several times during the year. Ed's Raiders, volunteers led by Ed Shuman, have worked nearly every Monday throughout the year, as has been the case for some 20 years.

### **Highlights of accomplishments include:**

- Weed control and annual treatments to Lake Adams.
- Pest inspection of several buildings.
- An addition and refurbishing of the Camp Store, now named the Hansen Trading Post, is nearly completed and this summer's campers will see a big improvement in this part of their experience.
- Improvements around the dam, through the good work of Dave Burnham, have resulted in new fill, grading and strengthening of the banks around it. A new fence along the top of the dam will make a safe walk for visitors.
- Tefft Chapel has all new siding making it look like a new building.
- Clean up around the barn area and disposal of the junk has improved the looks of the camp while preserving the condition of equipment and supplies.
- Breezymere, the front building near the barn, is being refurbished to allow a move of the family from Cedarholm next door. Cedarholm will now be available for rentals once it is refurbished.
- Snell, the building on the hill that overlooks the lake, is nearly completed its refurbishing to allow its rental use.
- Other improvements have been made to signage, landscaping and general appeal of the property.

Many other jobs are on our agenda for the future. Some have been on the agenda for some time; others are added weekly.

J. Whitney Bancroft, Committee Secretary

### **BAPTIST FUND OF RHODE ISLAND (BFRI)**

The eleven member Baptist Fund of Rhode Island is constituted as follows:

**By virtue of ABCORI offices: President, Assistant Treasurer (serves as BFRI Treasurer), Department Chairs, and President of the Ministers' Council.**

**Members at large: three members of ABCORI churches serving 3-year terms.**

**Staff: Executive Minister, Director of Administration and Bookkeeper.**

### **TO FULFILL THE MISSION OF BFRI:**

1) A new brochure was produced and sent to all ABCORI churches providing information as to how BFRI can support "Churches Helping Churches" in the four main areas of **youth ministry, bank of talents, pastors in crisis, and guarantor of loans.**

In addition, the BFRI supports a number of ecumenical "Partners in Ministry". Copies of the brochure are available through the ABCORI office.

2) Funding of BFRI comes from two sources:

- a) Endowments earmarked for that purpose.



b) Annual support from ABCORI churches. Appeals for support were sent to all ABCORI churches requesting prayerful consideration for inclusion in each church mission budget, as new support or increased support.

3) BFRI redesigned procedures and applications for those seeking help. This information is available through the ABCORI web site ([www.abcori.org](http://www.abcori.org)). For those without internet access, copies may be acquired by contacting Colleen Tolhurst at the ABCORI office.

4) Distribution schedule set: Once the BFRI annual budget is accepted, the BFRI treasurer sends a letter to the ecumenical Partners in Ministry, informing them of the annual support and when to expect the semi-annual payments. The applications for the four church ministries as outlined in the brochure will be accepted in March and in September, with distributions being made in May and November.

All BFRI members faithfully attended meetings; their wisdom and creative ideas enabled us to complete the tasks we had set for ourselves---to more effectively and efficiently carry out the mission of BFRI --- **“Support For Ministry As You Need It, When You Need It”**. As chair, I am grateful for the spirit of ministry each member dedicated to our efforts.

Members this year were:

The Reverend Dr. Daniel Cottrell, President

The Reverend Dr. Perry Alexander, Treasurer

Reverend Marie Carpenter, Chair, Department of Church Life

The Reverend Dr. Reppa Cottrell, Chair, Department of Stewardship & Administration

Reverend Ether Corbin, President, Ministers’ Council,

Members at Large: Ann McGloshen, Paul Alexander

Staff: The Reverend Dr. Liliana Da Valle, Liz Lussier, Rebecca DeLuise

Report submitted by Vonnie Dutton,  
BFRI chair and Member at Large

## **INVESTMENT COMMITTEE**

The Investment Committee oversees the investments of the ABCORI Pooled Fund Portfolio. The value of our Portfolio as of December 31, 2007 was as follows:

Fund A \$3,039,788.93 (Unrestricted)

Fund B \$4,930,817.68 (Restricted)

The yield on the portfolio at 5.4% was lower than the previous years 8.6% however, considering the rollercoaster gyrations of the market over the past year we are pleased with the efforts of our investment manager, Alliance Bernstein Investment Research and Management, to minimize the effect on our portfolio. We meet quarterly with them to review the portfolio and market conditions.

The two funds are presently invested with the same asset allocation. Our policy of investing 10% of the portfolio on a 5% trailing average into local community economic development projects continues to perform successfully.

The Committee voted to maintain the 4.5% return rate to our member churches for the 2008 fiscal year.

The pooled Fund Investment Seminar and Dinner was held at Warwick Central on Monday March 31<sup>st</sup>. Our Investment Manager presented an overview of the market and what we might see for the ensuing year. Invitations were sent out to all our ABCORI churches to attend this free event.

My thanks go out to all the members of the committee and staff who actively support the work of the Investment Committee.

Thomas Kennedy, Chair

## COMMITTEE ON STEWARDSHIP AND MISSION SUPPORT

Under the Department of Stewardship and Administration, “CSMS” coordinates various mission activities and encourages stewardship growth throughout our churches. Judy Brown is the current chairperson, elected to fill an unexpired term on 03/03/2008. Highlights of the past year include:

“Mission Explosion”: Rev. Da Valle has introduced us to this concept, in which our churches are encouraged to engage in new mission activities, in large and small scales. Examples of new mission fields are the James Children’s Home in Kodai, India, and the expansion of a school in Danli, Honduras.

Mission Celebration: After several years at Coventry High School, we brought this annual event back to the churches, a move which seemed to generate universal approval. First Baptist, East Greenwich, hosted us in 2007, and about 200 interested Baptists learned of Hector Newman’s mission in Honduras, and were introduced to the “Mission Explosion” plans for India and Honduras for the coming year and beyond. Circle September 28, 2008, on your calendar for upcoming year’s celebration at Greenville Baptist, where we’ll explore missions in our own back yard.

Missionary-in-Residence: Enrique Newman (Honduras) spent several weeks in Rhode Island speaking at churches throughout RI and MA.

Missional Churches: Seven churches have been chosen to receive training and “Clark Grants” in support of specific projects.

Website Update: We are adding a MISSION section to the ABCORI web page to share mission information among churches. Keep us informed of the mission activities at your churches.

Spirituality and Stewardship Conference: This biennial 2-day event, held in early April 2008, was attended by several RI Baptists (there was plenty of room for more). Because John McCulley and Bob Auld were on the planning committee for this all-New England ecumenical event, we were blessed with a keynote message from Dr. A. Roy Medley, ABC-USA’s General Secretary.

“Sox, Tithes and Videotapes”: In conjunction with the American Baptists of Massachusetts, we planned, promoted and executed this all-day symposium in North Attleboro in September, attended by about 100 men and women from the two states.

Stewardship Advisory Team: This group of six, who have studied stewardship principles and practices, and have advised over a dozen of our churches over the past five years, was formally “decommissioned” this year. Its members have agreed to remain available to churches who would like stewardship direction in the future.

John Wolcott

## **THE DEPARTMENT OF CHURCH LIFE**

The Department of Church Life has taken this year to review its purpose and evaluate its goals.

In July, Dr. Da Valle shared her findings as she has visited churches as to their needs in regards to ABCORI. They are as follows:

1. Search committee assistance
2. Help in finding other churches who can help “our” church; similar experiences.
3. Provide list of mentors on various topics.
4. Share information on church celebrations.
5. Let people know about E-notes.
6. Help churches in crisis.
7. Be a strong voice on social issues (ABWM of RI already doing some of this).
8. Make connections and network for resources on finance, fire code issues, etc.
9. Worship.
10. Develop a climate where ABCORI will respond in a timely manner.
11. ABC Identity – English and Spanish
12. Promote value in belonging to ABCORI

We spent most of our meetings reviewing on going programming such as New Life 2010, AB Women’s Ministries of RI, ABMen, Youth Leadership, etc.

At our February meeting, we looked at the proposed new structure model to see how DCL can be adapted to the new structure and where some of our ongoing projects would fit.

Submitted by Rev. Marie Carpenter, chair

### **SPIRITUAL LIFE COMMITTEE**

The Spiritual Life Committee met in July and set up dates and leaders for fall 2007 and spring 2008 Ruah retreats as follows:

- October 13, 2007 – Rev Bob Auld and Virginia Bradley  
December 8, 2007 – Rev Donna Maggi, Ginny Rasmussen, Linda Bausserman  
February 16, 2008 – Rev. Leigh Johnson  
April 19, 2008 – Beverly Rathbun and Rev Charlie Hartman

Ruah retreats are held on Saturdays in Tefft chapel at Canonicus. It is a day set aside for prayer, reflection and sharing in a small group setting to promote spiritual growth. There is always plenty of ‘free’ time to enjoy the natural surroundings, meditate, journal or work on art projects.

The committee began a series of meetings in September 2007 at the request of Liliba Da Valle to discuss building a labyrinth on the Canonicus grounds. Others who have joined us to work on this project include Beverly Rathbun, Liz Lussier, Kathy Black, Chris Lussier, Marie Carpenter, Bob Auld and Janet Breckenridge, as well as Liliba Da Valle. We discussed using a template provided by the Labyrinth Company and building it ourselves. In October, four of us (Bob, Kathy, Chris and Linda) met with Sister Leona Misto at Salve Regina to see their labyrinth and to hear about their experience in building it. Subsequent meetings have included discussions regarding the location of the labyrinth, materials to be used and communication with ABCORI about the project.

Linda Bausserman, Chair

## **NEW LIFE 2010 COMMITTEE 2007-2008**

As a part of the Department of Church Life, the New Life 2010 Committee works to promote the New Life goals of Evangelism, Church Planting, Caring Ministries, and Congregational Transformation.

This year, the New Life Committee has encouraged the development of additional New Life churches and welcomed four more New Life churches: Iglesia La Esperanza, North Foster, and Georgiaville, bringing us to a total of 20 New Life churches in Rhode Island. We continue the process of circulating the traveling banner around the state to the New Life churches. Many of these have achieved their original New Life goals and set new goals.

We work with the Executive Minister and Pastor Wilfredo Rodriguez, the Coordinator of New Church Planting, to support the new churches that are being planted in our region. We are excited about the growth of new small churches around the state, and pray that the Spirit will bring New Life to all of ABCORI in the future.

Donna Sherman, Chair

## **PROGRAM COMMITTEE**

The Program Committee of ABCORI has three basic functions:

- † As an advocate/ sounding board for Summer Camp
- † To help plan, facilitate or promote activities within ABCORI
- † Solicit volunteers for various activities

We spent more than half of our time in 2007 as an advocate for the Summer Camp. Our July meeting was at Canonicus and the committee members were able to see the great work being done by the staff and volunteers. We also witnessed the enthusiasm of the children and youth. As with any organization, there were some issues that were dealt with by the staff and our committee allowed the staff to share their joys and concerns.

Ann Aldrich shared with us a goals list from the late 1990's for the Canonicus property. We are happy to report that many of the goals were either achieved or at the very least addressed:

- † Providing adequate housing for camp pastors/family is done
- † Providing adequate housing for adult staff- in process
- † Improve the camp store- done

We are blessed to have Liz Lussier and Matt Black in their positions of leadership and we are also blessed to have the dedicated volunteers and camp pastors.

We took a less active role in planning events. One event that was planned was "Tools for Christian Living" but it was cancelled because of lack of registrants.

The committee also solicited volunteers to work at various events such as ABCORI luncheon's and Family Day at Canonicus in August.

We believe that our role will most probably change with the passage of the new ABCORI bylaws. It is very likely that we will continue to be an advocate/sounding board for Summer Camp and continue soliciting volunteers. The likelihood is that another committee will take over planning/overseeing ABCORI events.

Rev. Bob Auld,  
Chairperson of Program Committee

## REPRESENTATIVE TO THE GENERAL BOARD, ABC-USA

Most of the below report was delivered to the delegates at the ABCORI Annual business meeting on March 3, 2008. I welcome any comments on the report from you. If you have thoughts on the restructuring of ABCUSA, I would appreciate receiving these prior to the General Board Meeting at the end of June 2008.

My representing you on the General Board has also created the opportunity for me to represent you on some other boards and committees as well. I also represent you on the Board of Directors of International Ministries as well as their Executive Committee, their committee on the Europe/Middle East and North Africa area, their ombudsman committee, and their Committee on Missionary Partnerships and Networks, which I chair. I also represent you on the Board of Managers of the American Baptist Historical Society. Lastly, I represent you on the World Relief Committee for which I am the chair.

In this first area of my report, I am wandering into territory that is quite uncharted. I am reporting on a work in progress. The General Board has approved for a committee to draw up plans for a restructuring of the denominational structure. It should be noted that at the time of the writing of this report I have seen no written recommendations. One of the purposes of this is to move away from an interlocking directorate form of governance to an interrelated federation model. The General Board would be considerably smaller and might have a name change to something like the Board of General Ministries. Most of its members would be selected from a National Leadership Pool which would have people nominated to it from the various entities of the denomination. Most likely, a national grid would be utilized to insure representation by gender, ethnicity, race, age, geographic area, knowledge, and abilities, etc. would be accomplished. These representatives probably would be elected at a biennial meeting. There would be a representative of the General Board serving on each of the program boards.

The program boards would also be configuring the size of each of their boards as well. They would also be drawing from the National Leadership Pool for their membership. Their boards would also select one of its members to serve on the Board of General Ministries.

It is felt that for the most part having most individuals serve on only one board would enhance the ability for more people from more age groups and occupations to serve. Having fewer people and not having the boards meet at the same time in the same place would also allow for economic savings as well. I am fortunate that I have the time for as many positions that I hold but most people serving are not retired and do not have the time to hold that many positions.

The thought is that Biennial Gatherings along with the necessary business would primary serve as a summit meeting to focus on particular areas of ministries, if not one particular area of ministry. A smaller committee would then draw on their experiences from the biennial conversations and discern where the denominational entities could fit in ministering in the areas of the focus.

The plan is to have the first reading of the restructuring plan presented at the General Board meeting in June 2008 and a second meeting in November 08. At the first hearing, one may ask questions of clarification but it is not the time for debate. At the November meeting the proposal will be debated and if passed will be presented for acceptance at the biennial meeting in June 2009. There is also a possibility that modifications could be made and passed. There is also a possibility that the proposal be disapproved. At any rate you might begin planning to attend an exciting biennial meeting in Pasadena, California at the end of June of 2009.

I must admit that I have a heightened anxiety level concerning this whole area of ABC life. I am someone who needs time to study and reflect on significant changes and I am not sure that the above time table will allow for this. I covet your prayers for myself and the other members of the General Board as we work through this process. I will do my best to keep you informed by ABCORI's email mailing system as we work through the process.

### **Moving on...**

In regards to the American Baptist Historical Society. It will be consolidating all of its treasures in a building on the campus of Mercer University in Atlanta, Georgia. If the move hasn't started yet, it is about to. I would encourage you to support this society with you financial gifts. This move and the space and other options provided at Mercer will allow for the Society to be much more efficient and proactive.

In regards to International Ministries:

We celebrated the appointment of 10 new missionaries in 2007 bringing a count of 114 long term missionaries serving with 45 partners in 29 countries.

We also celebrate our involvement in an exciting new role working with the Baptists Convention of Vietnam (BCV). Stan Slade writes, “Over the last few years, and especially since October 2007, the government of Vietnam—using only its simple human, secular standards—has increasingly recognized that something very solid is happening with the Baptist movement. Therefore, the government is pursuing a yearlong process of granting official recognition to the BCV as a legitimate Vietnamese religious body.

The leaders of the house church movement, who are veterans, are praising God and excitedly preparing to extend their ministries into the public arena. Just one example: for the first time since 1975, the BCV was able to get government permission to hold a public worship service in Ho Chi Minh City’s central park this Christmas. Over 12,000 people attended the service on December 19th. That night, some 1,500 committed their lives to following Jesus Christ! No wonder BCV leaders are excited about all the ministry avenues that will open up to them as full recognition is achieved!”

God is good. It is a new world and a long time since 1965, when I stood on the bridge of the U.S. amphibious command ship on which I served as the chaplain and listened to the cannon’s boom and watched as we landed our troops on the beaches of Chu Lai or since I walked the streets of the bunkered city of Da Nang as it waited to be overrun by what was known then as the North Vietnam army.

The BCV has invited International Ministries (IM) to play a strategic role in the current transformation. IM is helping BCV provide important coordination and training to the leaders of its 409 congregations. As part of the recognition process, BCV needs to hold several national-level training sessions for those leaders between now and August 2008. It costs IM about \$7,000 to enable the BCV to produce a single session. We don’t know where the funding will come from but we are confident that God will supply. If the Lord prompts you to help make this strategic effort succeed, please contact Stan Slade ([stanslade@pobox.com](mailto:stanslade@pobox.com)) or IM’s area director for Vietnam, Stan Murray ([Stan.Murray@abc-usa.org](mailto:Stan.Murray@abc-usa.org)) as soon as possible.

We also celebrate taking the World Mission Conferences on the road. I had the joy of attending two of them last year and at one of them I was blessed to recommission Bill Thomas as one of our missionaries. You will have the privilege of being able to attend one of these relatively close. The weekend of September 19-21, 2008 a World Mission Conference will be held in Suffield, Connecticut. Try and attend this, you will not be disappointed.

Lastly, let me mention my service on the World Relief Committee

In addition to a plethora of development projects and national relief efforts your One Great Hour of Sharing Monies funded relief to the people of Bangladesh after a typhoon, relief to the Baptists of the region of Orissa in India after 90 of their churches and 600 homes were torched, relief to the peoples of the Dominican Republic and Haiti after hurricane Olga, assistance in resettling Burmese refugees from Thailand and assistance to Baptists returning home to Burundi after having been exiled from Tanzania.

Thank you once again for allowing me to represent you at the national level of our great denomination.

The Rev. H.A. Pedersen  
Tel. (401) 732-6116  
Email: [peder35@msn.com](mailto:peder35@msn.com)

## **AFFILIATED ORGANIZATIONS**

### **AMERICAN BAPTIST WOMEN'S MINISTRIES OF RHODE ISLAND**

What an exciting year it has been for ABWM of RI. I want to thank the Executive Board for sharing their time and talents with all the women of Rhode Island. This organization begun in RI, in 1916, and is part of the national organization, American Baptist Women’s Ministries – USA. Our funding comes primarily from ABCORI, out of the Love Gifts that United Missions returns to RI, and from our own fund raising efforts. Last year I reported that we were trying to do some new and exciting things, while maintaining all the wonderful traditions from our past. What do you think?

**June Conference:** A cookout and lively music from “Seasonings”, from First Baptist, Woonsocket, kicked off our Conference. Elaine Boyd introduced the new two year national theme, “Come to the Edge” and gave her inspirational, personal testimony. Rev. Erica Wimber Avena was our conference leader and spoke on the “Heritage of Hope”. Rev. Dr. Liliana Da Valle introduced the new national two year project: “Break the Chains, Slavery in

the 21<sup>st</sup> Century”. Workshops were offered and our new officers were installed. The 75<sup>th</sup> anniversary of Love Gift was celebrated.

**June** Executive Board Meeting: Voted approval to change our budget year from a calendar year to our program year, which is July 1<sup>st</sup> to June 30<sup>th</sup>. July: President Sue attended the National Executive Board Meeting and National ABW Conference at Green Lake Conference Center, WI.

**Executive Board All-Day Planning Retreat:** An awesome day at Canonicus in August to plan our vision for the year ahead. A motion was made by Marilyn Gustafson for ABWM of RI to become a Missionary Partnership Network for our Special Interest Missionaries, the Drs. David and Laura Parajon serving in Nicaragua. The motion was approved and \$ 400.00 from our mission budget was voted to be sent to them. A sub-committee will be forming to continue further support and to educate all AB women about this important mission. Two ideas to promote White Cross were enthusiastically accepted and have been accomplished; promote at the September Mission Celebration and conduct a Roller Bandage Workshop on March 1<sup>st</sup> at Lakewood Baptist.

**October 2007:** We had an informational booth at the Fall Festival at Canonicus. Our “Mission in Motion”, fall meeting was held at Lakewood Baptist, Church with a delicious dinner served by their Boy Scout troop. Workshops were held to make Health Kits for Church World Service, bracelets for SPNM, and several others. Chris Marziale from International Ministries was our guest speaker and showed slides from her ABW Mission Encounter Tour. Vivian Searle, our Vital Partners for Vital Ministries with women and girls, spoke to the group and encouraged making a pledge to this form of ABW national support. At the Executive Board meeting following our fall state meeting, we decided based on much feedback that we would move our next fall meeting from Monday to Saturday.

The icing on the cake, our joint **Spiritual Renewal and Growth Retreat** with the women and girls of Massachusetts at the Sea Crest Resort, Cape Cod. Two great things came of this; young moms attended with their daughters (and had a great time!) and two women have volunteered to serve on our Executive Board beginning in June. Mary Vo will be our new ABGIRLS Coordinator and Elaine Knott will be our Assistant Coordinator. Girls, look for our newsletter (K.I.T.) to see what is planned for you at June Conference 2008 at Canonicus Camp & Conference Center.

April 5<sup>th</sup> we will “**Come to the Edge and Expand our Community**” at Memorial Baptist Church in Seekonk. Laurie Robertson has a wide variety of workshops planned; something for everyone, and we will have an auction to raise funds for our projects: Break the Chains and Children in Poverty. New officers will be installed and another year begins!

**Officers for 2007-2008:**

President	Sue Maiocchi	Berean
Secretary	Wanda Roberts	Wakefield
Treasurer	Beth Capron	Berean
Communications	Virginia Rasmussen	Phillips Memorial
Coordinator of Personal Development	Michelle Sullivan	Calvary, Providence
Love Gift Associate	Annette Dunn	Georgiaville
Coordinator of Church & Community	Laurie Robertson	First, West Warwick
Coordinator of Mission & Service	Marilyn Gustafson	Wakefield
Conference Coordinator	Elaine Boyd	Warwick Central
White Cross Associate	Janet Chermis	Lakewood
Resource Coordinator	Beth Berry	Wakefield
Immediate Past President	Fran Pedersen	Shawomet

Sue Maiocchi, President

## MINISTERS COUNCIL

The Ministers Council works in affiliation with the American Baptist Churches of Rhode Island and The Ministers Council of the American Baptist Churches USA with representation on the organization's senate. Members of the Executive Committee of the Ministers Council serve on the Standing Committee on Ordained Ministry. The Ministers Council provides a center for fellowship, information, inspiration, and encouragement of professional competence, continuing education, Christian service recruitment, and professional leadership standards in the effective service of Christ and the Kingdom of God.

Individuals who are ordained, commissioned, lay professionals or students in seminary who are eligible for inclusion in the Pastoral Leadership Directory of Rhode Island and pay annual dues are eligible for membership in The Ministers Council of Rhode Island and The Ministers Council USA. Both organizations charge annual dues of \$25.00. Honorary life membership shall be conferred upon those persons who are listed as retired in the Pastoral Leadership Directory and who were active members of this body for at least three of the five years prior to their retirement. Life members shall not be required to pay annual dues to either organization, but may choose to do so. Seminary students currently enrolled at a theological school may become members of The Ministers Council USA at half the normal dues and of The Ministers Council of Rhode Island without dues. Contact Shirley Fortin with questions about membership.

We held the following meetings:

- September 25, 2007 at Lepine Associates, Cumberland – topic: Financial Planning
- November 27, 2007 at Church of the Master, Providence – topic: dialogue with churches  
of differing cultures
- January 27, 2008 at Canonicus – Luncheon Meeting with ABCORI Staff
- February 26, 2008 at Greenville Baptist Church – topic: A Lenten devotional led by  
Rev. Bob Caul
- March 25, 2008 at Shawomet Baptist Church, Warwick – topic: an update from M & M  
Representative, Hazel Roper.

Sincere gratitude is extended to all the host pastors or churches and presenters for these meetings.

The Annual Retreat was held on May 8 & 9, 2007 at Block Island. The leader was Bill Herzog.

On October 23, 2007 the Fall Conference was held at Canonicus. The topic was Storytelling and Preaching in Worship: BABY SHOWER., led by Pat & Ken Parker from Maine. This was well attended and very helpful to all participants as the Christmas Story was the vehicle for learning and exploration.

An Epiphany Party for members and spouses or guests was held on Friday, January 11, 2008 at Canonicus, with a total attendance of 24. All enjoyed delicious food, fun, entertainment, and fellowship.

The officers for 2008 – 2009 were elected on March 25, 2008. They are

President	David Mitchell
Vice-President	Marie Carpenter
Secretary	Ethel Corbin
Treasurer	Shirley Fortin
Retreat Chairperson	Darin Collins
Program Chairperson	Robert Auld
Senator	Leigh Johnson.

My sincere gratitude is extended to the above individuals who served under my term as president. Their support and work was commendable, dedicated and very helpful.

To all eligible individuals, please support the work of your Ministers Council by becoming a member and attending the meetings and programs.

Rev. Ethel Corbin, President



## **BAPTIST HOME OF RHODE ISLAND**

The Baptist Home of Rhode Island was an actual building on Shepard Avenue in Newport. It was a home for retired ministers and missionaries. About 28 years ago, it became apparent that a new facility was needed to care for the elderly. The board members of the home were advised to sell the building, invest the money and take advantage of federal funds to build what is now called the John Clarke Retirement Center. A separate group, known as the Baptist Home of RI , governed by a fifteen member board, was set up to become stewards of the investment. The investment portfolio is valued at slightly more than six million dollars and continues to show growth under the management of the Bernstein Financial Group. This board has a constitution and a set of by laws. We are guided by this constitution:

### **Object, Article II**

*In accordance with the Articles of Association of Non-business Corporations, The Corporations shall do all that is necessary or incidental to carry out the object of assisting in providing a Christian living environment for aging men and women by ministering to their educational, spiritual, recreational, residential and related needs.*

During my first years as a board member, our focus was mainly to support the work at the John Clarke Retirement Center, with a special emphasis on the chaplaincy program. In March 1999, we expanded to include Elder Care Ministries under the direction of Kathy Black. She has salary support from the BHRI, but is under the direct supervision of the Executive Minister of the American Baptist Churches of Rhode Island. In the past few years, we have been aggressively reaching out to help our churches through the grants program. During the year 2007, we gave the following grants:

Bethany Baptist, Pawtucket: \$10,000 ramp

Central Baptist, Jamestown: \$4,400 hearing devices

North Scituate Baptist: \$7,500 upgrade of sound system

North Foster Baptist: \$3,400 sound system

Mount Vernon: \$3,000 ramp

Wickford Baptist: \$10,000 to create a network of comprehensive care and services to elderly members

Treasurer, Tom Archer, and his Finance Committee set the 2008 budget at \$358,555. This income is derived from the investment portfolio, using a five-year moving average of the portfolio market value. A standardized draw of 5% is used as a baseline. The budget includes:

\$173,075 - John Clarke Retirement Center

\$141,800 - Elder Care Ministries

\$43,680 - Grants to the churches.

I thank the very dedicated members of this board for giving me this opportunity to be your president for the last four years. May you continue to enjoy service in this ministry under the leadership of Rev. Harry Bronkar.

Respectfully, Vivian G. Searle, President.

### **Officers and Members of the Board 2008-2009**

President Harry Bronkar (10)

Treasurer Tom Archer (10)

Vice President Richard Pierce (10)

Assistant Treasurer Bill Johnson (09)

Secretary Lynne Holden (10)

Executive Minister Dr. Liliana Da Valle

#### **Term ending 2009**

Tom Kennedy (1)

Charles Smith (1)

Richard Webb (1)

#### **Term ending 2010**

Linda Anderson (2)

Naomi Kiggins (2)

Jim Miller (1)

#### **Term ending 2011**

Glenn Fresch (2)

Alejandro Gaete (2)

Aldyn Reid (2)

**RHODE ISLAND BAPTIST EDUCATION SOCIETY (RIBES)  
2007-2008 Annual Report**

The Rhode Island Baptist Education Society is an affiliated board of the American Baptist Churches of Rhode Island with its own bylaws and policies. We oversee monies set aside for cash advances to seminary students. We had a number of changes this year. At the ABCORI annual gathering in May 2007 we approved a by laws revision. At the May RIBES dinner meeting, we met with some of our seminary students and said a regretful farewell to Virginia Bradley who had been our Corresponding Secretary for many years.

At the October meeting, we approved a new set of policies to make the awarding of cash advancements more efficient. We currently have 10 students receiving cash advances with two of them graduating in May 2008.

**Board of Directors Rhode Island Baptist Education Society**

**Officers for 2008-2009**

President	Rev. Marie Carpenter
Vice-President	Rev. Robert Auld
Corresponding Secretary	Rev. Nancy Phelan
Recording Secretary	Mrs. Janice Fletcher
Treasurer	Ms. Susan Colantonio

**Class of 2009**

Rev. Robert Auld (1)  
Mrs. Frances Pedersen (1)  
Ms. Gladys Thomas (1)

**Class of 2010**

Mrs. Janice Fletcher (1)  
Mr. Steven Guilmain(1)  
Rev. Sheila Dubose(1)  
Mr. Ernie Carpenter(1)

**Class of 2011**

Rev. Marie Carpenter (2)  
Ms. Susan Colantonio (1)  
Rev. Nancy Phelan (2)  
Ms. Geneva Urquhart (1)

**THE RHODE ISLAND BAPTIST HERITAGE CENTER**

The purpose RI Baptist Heritage Center is to help our the American Baptist Churches of Rhode Island to connect the past with the present, ever looking to share Christ with each generation of the future.

To this end, in 2007 we held our first one-day conference on Saturday November 3 at the Seekonk Memorial Baptist Church. Offered in conjunction with the American Baptist Historical Society and with the Massachusetts Baptist Historical Society, there were over 70 participants from all over New England. The keynote speaker was Dr. Walter Shurden, Executive Director of the Center for Baptist Studies at Mercer University in Macon, Georgia. He spoke about *Critical Issues Facing Baptists Today*. In the afternoon three workshops were held. The first, led by Dr. Deborah Van Broekhoven, focused on preserving church records. A second workshop, conducted by Dr John Douhan and Dr. Charles Hartman, focused on celebrating church anniversaries. Dr Stan Lemons and Dr. Paul Hanson moderated the third workshop, entitled "Are Baptists Still Relevant?"

One of the on going goals of the BHC is to publish papers and materials pertinent to our RI Baptist heritage. In 2007, we have produced a short history of RI Baptists called *Rhode Island: Hometown of the Baptist in America*. Through a very special gift, we were also able to make a DVD recording of Dr. Shurden's address and Q&A time from the fall conference. Both of these are available from the Baptist Heritage Center.

As part of our stated purpose to help preserve local RI Baptist Church records, we continue to offer our guidance to any church who wants help in this area. To this end, we are in discussion with Brown University as to how local Baptist churches in conjunction with the facilities at the John Hay Library can store and preserve vital records from their past.

In late fall, the Standing Committee on the Ministry asked us to prepare and conduct a Baptist Polity course for those seeking either ordination or ministerial standing through ABCORI and who are unable to take a Baptist polity course in one of our seminaries. Our goal is to have this course ready by the fall of 2008.

Looking to 2009, we are beginning to plan a second conference uplifting our Baptist heritage and way.

The Officers and Board of Directors of the Baptist Heritage Center are as follows:

Officers	
President	<i>Rev. Dr. Paul Hanson</i>
Vice President	<i>Nancy Cyr-Larsen</i>
Secretary	<i>Rev Clay Berry</i>
Treasurer	<i>Rev. Lou Tripler</i>
Board of Directors	
2009	Rev. Dr. Charles Hartman Roberta Ritchie
2010	Dr. J. Stanley Lemons Rev. Dr. Donald Rasmussen
2011	Vivian Searle Rev. Henry Pederson

Those interested in knowing more about our work can contact anyone of our Board of Directors.

Respectfully Submitted  
The Rev. Dr. Paul M Hanson

### **CAMP CANONICUS STAFF ALUMNI ASSOCIATION**

The main responsibility of the Camp Canonicus Staff Alumni Association (CCSAA) this past year has been the administration of the Warren L. Adams Memorial Fund.

We awarded 38 partial camperships to youth to attend Camp Canonicus this past summer. A total of \$5635 was given to campers representing seven ABCORI churches and one TABCOM church. Four of the campers were children of former staff members.

To be eligible for a partial campership, a youth must be the child of a former staff member or attend an ABCORI CHURCH, SUNDAY SCHOOL or YOUTH GROUP.

Applications for partial camperships to Camp Canonicus may be obtained from your local church or at the Canonicus office.

Respectfully submitted,

Ann M. Aldrich, Treasurer

# FINANCIALS 2007

## TREASURERS REPORT

	2007	Budget	Over Budget	% Variance	2,006
<b>Total Retreat Fees</b>	388,663	380,000	8,663	2.28	398,790
5100 –					
United Mission Giving	174,662	182,000	(7,338)	(4.03)	145,632
5002 –					
America for Christ	6,184	8,000	(1,816)	(22.70)	6,891
5003 –					
Regional Offering	350	5,000	(4,650)	(93.00)	7,433
<b>Total Giving</b>	181,196	195,000	(13,804)	(7.08)	159,956
5401 - Summer Camp					
Fees	123,960	153,000	(29,040)	(18.98)	105,670
5802 – Endowment					
Transfer	125,000	125,000	0	0	70,071
<b>Total Other Revenue</b>	165,812	168,313	(2,501)	(1.49)	109,163
<b>Total Revenue</b>	859,631	914,100	(32,469)	(3.68)	773,579
<b>Total Administrative/ Occupancy Exp</b>	163,941	168,335	(4,394)	(2.61)	165,325
<b>Total Dept. of Church Life</b>	3,833	11,500	(7,667)	(66.67)	6,342
<b>Total Dept of S &amp; A</b>	4,246	6,238	(1,992)	(31.93)	1,490
<b>Total Food Services</b>	92,325	80,000	12,325	15.41	86,219
<b>Total Maintenance</b>	62,929	56,500	6,429	11.38	66,358
<b>Total Marketing &amp; Development</b>	5,594	4,500	1,094	24.31	6,127
<b>Total Materials &amp; Supplies</b>	27,827	25,850	1,977	7.65	35,721
<b>Total Personnel Services</b>	545,828	554,753	(8,925)	(1.61)	533,126
<b>Total Expenses</b>	906,523	907,676	(1,153)	(0.13)	900,708
<b>Net Income (Loss)</b>	(24,891)	6,424	(31,363)		

The condensed ABCORI profit and loss statement for the 2007 year presented on page 29, shows that ABCORI operated at a \$24,891 loss to budget for a 2.7% variance. Expenses were controlled quite closely coming in slightly under budget while revenues were off by \$32,469 due primarily to shortfalls in campership revenues and giving. Giving improved markedly over 2006 but fell 7% behind projections. This will be an area of increased attention as we move into 2008.

The four areas of concentration for ABCORI financial operations for 2007 were:

- 1.) To consolidate and improve the accounting operations initiated by the previous treasurer and the expansion of the use of Quick Books accounting software.
- 2.) To increase the transparency and readability of ABCORI financial reports
- 3.) To develop and implement documented accounting practices and procedures
- 4.) To better understand and manage ABCORI's endowment resources.

During the past year the staff has enhanced the use of Quick Books in our operations by using the reporting function to prepare all reports and consolidating the ABCORI and Canonicus accounts into a unified ABCORI account. We plan to incorporate Elder Care Ministries into the ABCORI account in 2008.

All financial reports are now prepared directly by Quick Books reporting software directly from the accounts. This reporting from "one set of books" insures consistency from report to report and cuts down on confusion introduced from timing differences of extractions. We have also started providing combined summaries similar to the one above to the ABCORI Boards to provide concise and easily absorbed statements of financial condition. We make available to any interested parties the detailed P & L's that underlie the summary report. As we are able to bring more endowment information into Quick Books, we will also provide a consolidated Balance Sheet for board members.

We have developed a draft ABCORI Accounting Manual that is currently being reviewed by staff. This draft will be presented to S&A during the summer for review, revision, and adoption. This manual will document the existing practices and procedures of ABCORI financial operations and provide smoother transition as new employees are added to staff.

For most of 2007 a dedicated team of Paul Becker, Barbara Staples, and Don Rasmussen, with help of staff and others, has reviewed the source documents of each account of the endowment. As a result, they have documented the nature and purpose of each gift that makes up the ABCORI endowment to a much greater detail than was previously available. This has allowed us to identify funds that were previously classified as unavailable to ABCORI. This has increased the funds available to operations and has given us increased confidence that funds are being used for the purpose the donor intended.

Finally, we are waiting for the Accounting firm to certify the 2005 audit and start the 2006. We have hired a consultant CPA to work with the staff to prepare for the 2006 audit and speed up the review by the external auditors.

Respectfully  
Don Wolfe, Treasurer

## ABCORI 2007 COMBINED PROFIT AND LOSS

	Yr 2007	Budget	Over Budget	Yr 2006	2008 Budget
<b>Ordinary Income/Expense</b>					
<b>Revenue</b>					
5403 - Quest Rent	44,105	44,000	105	42,273	47,379
5404 - Retreat Fees	344,558	336,000	8,558	356,517	370,000
<b>Total Retreat Fees</b>	<b>388,663</b>	<b>380,000</b>	<b>8,663</b>	<b>398,790</b>	<b>417,379</b>
5100 - United Mission Giving	174,662	182,000	(7,338)	145,632	185,000
5002 - America for Christ	6,184	8,000	(1,816)	6,891	8,000
5003 - Regional Offering	350	5,000	(4,650)	7,433	7,000
5123 - Honoraria	500	400	100	350	1,000
5201 - Gifts & Donations	17,671	9,000	8,671	3,967	12,000
5802 - Endowments	125,000	125,000	0	70,071	145,000
5902 - Other Income	9,640	11,100	(1,460)	664	10,000
5905 - Baptist Home of RI - Office	6,600	6,600	0	5,500	6,600
5906 - ABCORI Annual Gathering	2,846	2,500	346	2,125	3,000
5908 - AB Foundation	5,137	0	5,137	461	5,000
5203 - Grants	5,800	10,000	(4,200)	8,593	10,000
5400 - Turtle Team	2,340	7,500	(5,160)	4,340	7,500
5401 - Summer Camp Fees	123,960	153,000	(29,040)	105,670	145,000
5900 - Open House/Fall Festival/ Fishing Derby	3,655	4,000	(345)	3,918	4,000
5901 - Camp Store	8,623	10,000	(1,377)	9,174	11,000
	<b>492,968</b>	<b>534,100</b>	<b>(41,132)</b>	<b>374,789</b>	<b>560,100</b>
<b>Total Revenue</b>	<b>881,631</b>	<b>914,100</b>	<b>(32,469)</b>	<b>773,579</b>	<b>977,479</b>
<b>Expense</b>					
<b>Administrative/Occupancy Exp</b>					
6560 - Payroll Expenses	2,432	2,400	32	2,385	2,400
6601 - Insurance Buildings	24,629	30,555	(5,926)	26,672	24,000
6602 - Electricity	30,531	26,700	3,831	29,972	28,000
6003 - Natural Gas	15,731	20,000	(4,269)	17,353	17,000
6004 - Water	6,225	5,500	725	5,947	5,500
6005 - Propane	7,505	5,000	2,505	4,544	5,000
6006 - Heating Oil	13,685	11,000	2,685	11,638	11,000
6700 - Custodial/Lawrence Building	3,335	3,380	(45)	0	15,000
6701 - Maintenance Supplies	8,531	12,000	(3,469)	13,384	9,000
6801 - Office Supplies	4,404	5,500	(1,096)	4,215	5,500
6802 - Postage	2,550	5,200	(2,650)	2,391	3,500
6803 - Telephone	9,514	10,000	(486)	10,122	10,000
6804 - Workers Comp. Ins.	13,749	9,000	4,749	14,180	12,200
6805 - Audit & Consulting	12,560	15,000	(2,440)	15,695	15,000
6806 - Office Equipment	2,575	1,500	1,075	935	1,500
7706 - Fees & Dues	5,985	5,600	385	5,892	6,000
<b>Total Administrative/Occupancy E</b>	<b>163,941</b>	<b>168,335</b>	<b>(4,394)</b>	<b>165,325</b>	<b>170,600</b>

**Dept. of Church Life**

6030 - Consultants	300	5,500	(5,200)	3,066	3,000
7703-1 - Youth Ministries	140	1,000	(860)	50	1,000
7713 - Ruah	0	500	(500)	0	500
7714 - Natural Church Developm	578	500	78	1,066	500
8001-1 - AB Women	1,850	1,850	0	995	2,000
8002 - AB Men	0	1,000	(1,000)	0	1,000
8003-1 - Martin Luther King Jr. Break	(35)	150	(185)	165	150
8006 - Nehemiah Leadership	500	500	0	500	500
8007 - RI Peace Mission	500	500	0	500	500
<b>Total Dept. of Church Life</b>	<b>3,833</b>	<b>11,500</b>	<b>(7,667)</b>	<b>6,342</b>	<b>9,150</b>

**Dept of S & A**

6809 - Miscellaneous-S & A	1,136	2,588	(1,452)	139	2,072
6819 - Volunteer Expense	271	350	(79)	413	650
7703-2 -Annual Gathering	2,282	2,000	282	(355)	2,000
7704 - Copyright License	223	0	223	223	225
7710 - Resource & Literature	334	900	(566)	557	700
7711 - Com. Steward & Mission S	0	400	(400)	513	400
<b>Total Dept of S &amp; A</b>	<b>4,246</b>	<b>6,238</b>	<b>(1,992)</b>	<b>1,490</b>	<b>6,047</b>

**Food Services**

6901 - Food	78,274	75,000	3,274	79,311	75,000
6902 - Kitchen Supplies	14,051	5,000	9,051	6,908	7,000
<b>Total Food Services</b>	<b>92,325</b>	<b>80,000</b>	<b>12,325</b>	<b>86,219</b>	<b>82,000</b>

**Maintenance Expense**

6702 - Contractual Services	32,241	25,000	7,241	31,463	20,000
6703 - Vehicle Maintenance	5,332	5,000	332	5,778	5,000
6704 - Vehicle Insurance	4,682	3,500	1,182	2,085	3,500
6705 - Gasoline	4,076	4,500	(424)	4,884	5,000
6706 - Linen Supplies	4,143	3,500	643	1,446	3,500
6707 - Cleaning & Sanitary Suppli	6,418	5,000	1,418	5,442	12,000
6708 - Equipment Repairs	6,037	10,000	(3,963)	15,260	6,000
<b>Total Maintenance</b>	<b>62,929</b>	<b>56,500</b>	<b>6,429</b>	<b>66,358</b>	<b>55,000</b>

**Marketing & Development**

8001 - Printing	1,980	500	1,480	157	3,500
8003 - Advertising	2,165	2,500	(335)	2,514	2,500
8004 - Fall Festival/Open House	1,449	1,500	(51)	3,456	1,500
<b>Total Marketing &amp; Development</b>	<b>5,594</b>	<b>4,500</b>	<b>1,094</b>	<b>6,127</b>	<b>7,500</b>

**Materials & Supplies**

7700 - Volunteer Program	271	350	(79)	298	0
7701 - Program Supplies	10,972	12,000	(1,028)	14,423	13,000
7703 - Seminars & Workshops	1,280	2,000	(720)	1,160	2,000
7705 - Medical Supplies	339	500	(161)	656	500
7708 - Store Supplies	5,504	6,000	(496)	5,238	6,000

7709 - Resource Leaders	5,593	2,000	3,593	4,754	2,000
7715 - Insurance - Umbrella	3,868	3,000	868	9,192	3,000
<b>Total Materials &amp; Supplies</b>	<b>27,827</b>	<b>25,850</b>	<b>1,977</b>	<b>35,721</b>	<b>26,500</b>
<b>Personnel Services</b>					
6001 - Regular Employees	171,689	168,419	3,270	151,280	230,150
6002 - Housekeeping	17,573	16,000	1,573	16,949	5,000
6003 - Temporary Employees	60,820	70,000	(9,180)	74,517	87,000
6004 - Staff Scholarships	4,000	4,000	0	1,000	0
6006 - Kitchen Staff	19,813	20,000	(187)	18,337	0
6007 - Office Staff	0	1,500	(1,500)	0	0
6008 - Maintenance Staff	4,591	5,000	(409)	5,091	0
6010 - Professional Staff Salaries	49,891	49,971	(80)	50,500	91,200
6011 - Professional Staff Housing	30,000	30,000	0	22,279	30,900
6020 - Support Staff Salaries	39,288	37,664	1,624	47,743	18,000
6101 - Medical Insurance	61,727	64,584	(2,857)	70,506	66,660
6102 - M & M Pension	39,051	42,157	(3,106)	39,248	44,045
6103 - FICA Employer	27,012	25,403	1,609	21,615	27,329
6116 - Social Security Offset	5,355	5,355	0	5,567	5,898
6201 - Prof Expense Exec. Ministe	11,437	10,000	1,437	3,550	10,000
6202 - Travel - Other Staff	803	700	103	572	500
6203 - Prof Expense Director Administr	2,436	2,000	436	927	2,000
6222 - Prof Expense - WMS	73	1,000	(927)	1,758	0
6807 - Prof Expense Finance Mgr	269	1,000	(731)	1,687	2,000
<b>Total Personnel Services</b>	<b>545,828</b>	<b>554,753</b>	<b>(8,925)</b>	<b>533,126</b>	<b>620,682</b>
<b>Total Expenses</b>	<b>906,523</b>	<b>907,676</b>	<b>(1,153)</b>	<b>900,708</b>	<b>977,479</b>
<b>Net Income (Loss)</b>	<b>(24,891)</b>	<b>6,424</b>	<b>(31,316)</b>	<b>(127,129)</b>	<b>0</b>



## Baptist Home Board 2007 Financial Results

<b><u>BHB REVENUE</u></b>	<b><u>2007</u></b>	<b><u>2007 Actuals</u></b>	<b><u>Var to Bud</u></b>	<b><u>Var %</u></b>	<b><u>2008</u></b>	<b><u>Increase</u></b>
<b>OPERATING INCOME</b>	<b><u>Budget</u></b>	<b>\$ 315,631</b>	<b><u>(\$18,699)</u></b>	<b><u>-5.6%</u></b>	<b><u>\$358,555</u></b>	<b>13.6%</b>
<b><u>BHB EXPENSES</u></b>						
<b><u>Elder Care Ministry</u></b>						
Director Expenses	<b>\$84,000</b>	\$ 85,438	(\$1,438)	-1.7%	<b>\$91,600</b>	7.2%
Program Expenses	<b>\$39,400</b>	\$ 18,164	\$21,236	53.9%	<b>\$40,450</b>	122.7%
Administrative Expenses	<b>\$7,350</b>	\$ 7,333	\$17	0.2%	<b>\$9,750</b>	33.0%
<b>TOTAL Elder Care Ministry</b>	<b>\$130,750</b>	<b>\$ 110,934</b>	<b>\$19,816</b>	<b>15.2%</b>	<b>\$141,800</b>	<b>27.8%</b>
<b><u>BHB Special Ministries</u></b>						
<b>Church Grants</b>	<b>\$44,530</b>	<b>\$ 37,383</b>	<b>\$7,147</b>	<b>16.1%</b>	<b>\$43,680</b>	<b>16.8%</b>
<b><u>John Clark Retirement Center</u></b>						
<b>Nursing Care Services</b>	<b>\$159,020</b>	<b>\$ 167,314</b>	<b>(\$8,294)</b>	<b>-5.2%</b>	<b>\$173,075</b>	<b>3.4%</b>
<b>GRAND TOTAL EXPENSES</b>	<b>\$334,300</b>	<b>\$ 315,631</b>	<b>\$18,669</b>	<b>5.6%</b>	<b>\$358,555</b>	<b>13.6%</b>
<b>Surplus / (Deficit)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-</b>	<b>\$0</b>	<b>0.0%</b>

\* Financial results represent Unaudited figures and are subject to restatement.

**American Baptist Churches of Rhode Island  
181<sup>ST</sup> ANNUAL BUSINESS MEETING, SESSION A  
Monday, March 5, 2007 at 7:00 pm  
Warwick Central Baptist Church, Post Road, Warwick, RI**

Norman Gregory began the evening by quieting the crowd with his playing of the piano. Jim Essex led the delegates in heartfelt singing.

President Nancy Bancroft welcomed delegates and read Philippians 2:1-11 to set the tone for the evening. The Rev. Dr. D. Paul Lawrence led in prayer.

**ANNUAL MEETING OF THE RHODE ISLAND BAPTIST HERITAGE CENTER**

This meeting was called to order by President, Rev. Clay Berry, who reported that the American Baptist Historical Society decided not to move their collection to Rhode Island but rather selected a site on the campus of Mercer University in Atlanta, GA. With that decision a new opportunity exists to develop a partnership with Mercer University to preserve and promote Baptist heritage. First steps in this partnership will take place as we, in conjunction with the Massachusetts American Baptist Historical Society, develop a Baptist Heritage Weekend for November 3 and 4 featuring Baptist scholar Walter Shurden from Mercer University and Deborah Van Broekhoven from the American Baptist Historical Society.

The new treasurer, Lou Tripler, has a new accounting system in place so that we are now ready to solicit and receive donations

**Nominating Committee Report: 2007—2008** was accepted as presented and officers were elected.

Officers:	President	Rev. Paul Hanson
	Vice President	Nancy Cyr-Larson
	Secretary	Rev. Clay Barry
	Treasurer	Rev. Lou Tripler
Directors:	2008	Paul Becker
	2009	Roberta Ritchie, Rev. Dr. Charles Hartman
	2010	Dr. J. Stanley Lemons, Rev. Dr. Donald R. Rasmussen

Meeting Adjourned.

**ANNUAL MEETING OF THE BAPTIST HOME OF RHODE ISLAND**

Vivian Searle, president, stated that the Baptist Home of Rhode Island is not a building, but rather a board of fourteen people to support needs of the aging. This support is done mainly through the John Clarke Retirement Center, Elder Care Ministries, and providing grants to churches.

The report of the nominating committee was presented as follows:

Secretary: Rev Lynne Holden; Treasurer: Tom Archer; Assistant Treasurer: Bill Johnson

Board Members: Tom Kennedy term ending 2009

Linda Anderson  
Naomi Kiggins  
Richard Pierce } term ending 2010

Slate elected as presented. Meeting adjourned.

**ABCORI ANNUAL MEETING, SESSION A**

President Nancy Bancroft called the meeting to order. Linda Chaffee was appointed Clerk and Don Wolfe was appointed Parliamentarian.

Linda Chaffee called the roll of churches. There were 32 churches represented and 123 delegates present. Nancy Bancroft declared a quorum.

Minutes of the 2006 annual meeting were accepted as presented.

Tom Archer, Treasurer, reported that the revenues of 2006 were slightly less than expected and expenses were slightly greater than expected resulting in a deficit of \$57 K. An overview of the ABCORI budget showed revenues in a slowing trend with only a 3 % increase from the previous year and United Mission falling 10% below anticipated income. The largest surge in expenses were in fixed costs especially utilities, and insurance—medical,

liability and property. Highlights of the Canonicus budget showed a full year of Administrator expense shared with ABCORI on a 75/25 split. Program and maintenance costs as well as overhead costs were reduced.

**ABCORI 2006 FINANCIAL HIGHLIGHTS AND 2007 BUDGET PRESENTATION**

	2006 Actual			2007 Budget		
	ABCORI	Canonicus	Total	ABCORI	Canonicus	Total
Revenues	\$183,600	\$642,100	\$825,700	\$233,100	\$668,400	\$901,500
Expenses	\$215,000	\$667,700	\$882,700	\$233,100	\$666,900	\$900,000
Net						
Income	(\$31,400)	(\$25,500)	(\$57,000)	-	\$1,500	\$1,500

Report will be placed on file to be audited.

**Budget moved, seconded and carried.**

**REPORT OF THE EXECUTIVE MINISTER**

Day 50! Liliana Da Valle reported that she is working to bring stability to the many facets of ministry in a time of transition. She has met with staff, churches—both clergy and lay leaders, and interfaith leaders. She highlighted the activities:

- ABCORI has adopted Children in Poverty—an initiative of ABCUSA—and is preparing the ground work to launch in RI for the welfare of the children.
- The staff has been reorganized and is working well with 100% retention of the staff with new job descriptions.
- Executive staff is working as a team meeting monthly for goal setting and team building.

She shared the following components of her vision for the future:

- Plant new churches
- Invigorate evangelism
- Train and resource lay leaders
- Strong prophetic presence in the state and denominational family
- Enhance church renewal
- Engage churches in hands-on mission work
- Glorify God

**REPORT OF THE DIRECTOR OF ADMINISTRATION**

Liz Lussier reported that she has completed her first year as Director of Administration. This position is a new one and was scheduled to be reviewed twice during its first year and a half. One review has taken place and the second is to take place in late spring 2007. Liz reported that these reviews were very supportive to her and that progress can be made with authority given to an administrator in the areas of Personnel, Conferences, Camping and Canonicus Property and Facilities Management. A new Non-Exempt Staff Manual has been developed which reflects our responsibilities in a not-for-profit, religious, and seasonal situation.

A review and plan for upgrading computers and software has been developed. A new rate structure for 2007 conferences has been developed. In the area of camping, there will be an intentional effort to involve pastors in the creation of the Bible curriculum; the pastors will present and teach this curriculum to the 2007 staff during staff training week. There are two weeks during the summer during which churches are invited to bring their youth to camp to conduct their own programs with Canonicus support.

**REPORT OF THE DIRECTOR OF ELDER CARE**

Kathy Black reported that she is beginning her ninth year. She explained that there is a major shift in care for the elderly and that ABCORI is on the forefront of change in elder care as it relates to patient centered care. The new model is a holistic model, considering the body, mind and spirit of the person. In keeping with this change, Elder Care Ministries has sought to increase its focus on the chaplaincy and spiritual services to nursing home residents.

Grandparent's camp at Canonicus was held for the seventh season. Elder Care Ministries program includes the recruitment and celebration of ABCORI volunteers. Volunteers are vitally important to the various program of ABCORI.

### **REPORT FROM THE GENERAL BOARD**

ABCORI representatives to the General Board, the Rev. Dr. Hank Pedersen and Peggy Johnson, reported that the following issues are under consideration by the General Board:

- Withdrawal of the Region of the Pacific Southwest—over 300 churches—the region has voted to withdraw; 200 churches wish to wait and see; 60 churches favor the formation of a new region within ABCUSA
- Stance on Homosexuality
- Selling headquarters building in Valley Forge which is under utilized
- Restructuring of the denomination's governance
- Initiative on Children in Poverty

Endowments, United Mission giving and the four special offerings are the major sources of funding for ABCUSA. There has been a giving malaise that has affected the ability of ABCUSA to carry out its mission. Both representatives urged churches to accept the responsibility of enabling American Baptists to continue in ministry nationally and internationally. United Mission covers overhead expenses to support both national and international ministries, as well as regional ministries.

### **NEW BUSINESS**

#### **REPORT FROM THE RECRUITMENT COMMITTEE**

It was noted by Paul Becker, chair of the Recruitment Committee, that on the report distributed, the Board of Mission list should include Vivian Searle, President of the Baptist Home Board, and Peggy Johnson, Past President of ABCUSA, as members by virtue of their positions.

Presented for election:

President: Rev. Dr. Daniel Cottrell

Vice President: James Essex

Treasurer: Don Wolfe

Secretary: Rev. Dr. Liliana Da Valle

Board of Mission:

Class ending 2008: Rev. George Barclay \*

Class ending 2010: Rev. Ethel Corbin (2), Peggy Johnson (1), Rev. Janet MacGray (2)

Department of Stewardship and Administration:

Class ending 2008: Whitney Bancroft\*, Kimberly Vernava\*

Class ending 2010: Perry Alexander (2), Robert Sherman (1), Bruce Wilcox (1)

Department of Church Life:

Class ending 2010: Rev. Dr. Evan Howard (2), Rebecca Law (1), Greg Urbane (1)

\* Indicates filling unexpired terms.

**Slate elected.**

### **NEW CHURCHES**

President Bancroft reported that two new churches are seeking membership in ABCORI, and it is expected they will be presented for vote into membership by delegates in May. They are Iglesia La Esperanza in Providence and River of Life Church in Providence. Other developing churches are Primera Iglesia Bautista Latino Americana in Woonsocket and a Brazilian congregation in East Providence.

### **BY-LAWS**

Recommendations for minor changes in the By-Laws will be presented for vote at the May meeting.

### **ANNOUNCEMENTS**

March 18 - South Providence Neighbor Ministries Annual Concert at Phillips Memorial Baptist Church, Cranston, at 4pm; bring canned goods for their food pantry.

Installation of Liliana Da Valle - May 6 at 4 pm at Calvary Baptist, Providence.

National Ministries is partnering with Habitat for Humanity for a "Blitz Build" to construct twelve houses in two weeks in Baton Rouge, LA, and volunteers are needed.

Written reports for 2006 are due in the ABCORI office by March 26 to be published for the May ABCORI meeting. Send them to Colleen Tolhurst, Administrative Assistant.

Everyone was urged to update personal contact information as soon as possible so that the yearbook information is current.

The Annual Gathering begins Friday night, May 18 with a coffee house at Meshanticut Park Baptist Church, Cranston. The Annual Gathering will be Saturday, May 19 with additional activities including Session B of the business meeting. On Sunday, May 20, the Youth Gathering will be at Meshanticut Park Church.

The meeting adjourned until Saturday, May 19, 2007 at Meshanticut Park Church. Benediction pronounced by the Rev. Dr. Liliana Da Valle.

Respectfully Submitted,  
Linda Chaffee

**181<sup>ST</sup> ABCORI ANNUAL GATHERING, SESSION B**  
**Meshanticut Park Baptist Church, Cranston, RI**  
**May 19, 2007**

The session opened as the praise team from the church led in music and reflections. President Nancy Bancroft called the meeting to order at 9:10 am. Linda Bausserman, chair of the program committee, presented the agenda for the day, and it was unanimously adopted. Host pastor Bob Lancia welcomed the gathering and led the opening prayer.

A specially prepared video was shown, featuring photographs of our ABCORI staff, many pictures submitted by the member churches, and professionally produced by the techies from Meshanticut. Following introductions of the day's speakers, Nancy presented Liz Lussier, our Director of Administration, who shared her testimony in both word and song. Liliana Da Valle, our new Executive Minister, led the Bible study from Luke 24:32, on the theme, *Hearts on Fire*. Liliana briefly introduced the support staff, the praise team led in a song, and Rev. Alex Gaete, pastor of Church of the Master and Iglesia La Esperanza, Providence, presented his testimony.

Liliana posed two questions for a "Light Our Fire" discussion: **1)** What places and what people in your community need to see the light? **2)** How can your church spread the light to these people and places? Brief responses from people in the congregation followed, and a summary sheet of all the written responses was distributed at the close of the day.

Ten workshops were offered at various venues in the Meshanticut and the Greek churches. A lovely catered luncheon was served in the splendid church hall of The Greek Orthodox Church of the Annunciation located across the street from Meshanticut Park Church. Opportunities to attend roundtable discussions, view a video on John Clarke, visit the authors' corner, participate in a hymn sing or join in a family festival, were also available after lunch.

Congregational singing, led by the praise team and music director Paul Mancini, called us to the afternoon sessions. Nancy announced 42 churches represented, with 172 persons in attendance. Leading off the afternoon, the Rev. Dr. Paul Lawrence, pastor of Mt. Pleasant Baptist Church, Providence, presented his testimony.

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**Rhode Island Baptist Education Society Annual Meeting.**

The annual meeting of RIBES was called to order by the Rev. Marie Carpenter, president. Eleven students are currently receiving financial aid for their theological education. Marie read several changes to the ballot on page 24 in the report book, and then received a motion to elect these representatives. Motion to elect these representatives was unanimously carried. By-laws revisions were presented. It was moved, seconded and passed to accept these changes. The meeting subsequently adjourned.  
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An offering was received to help fund ABCORI's participation in the Children in Poverty initiative in Rhode Island, which is also a major emphasis of our ABC National Ministries. Local representatives have been trained in the Future Search process and will plan a conference to assess needs in Rhode Island.

Rev. Ethel Corbin, chair of the RI Baptist Ministers Council, introduced several pastors who are new to the state. A number of ordination anniversaries were also recognized, with a total of over two hundred years of service represented. The new executive of the RI State Council of Churches, the Rev. Dr. Donald Anderson, was introduced to a standing ovation. He will start in the position in mid-June. Don currently is pastor of First Baptist Church, East Greenwich.

Nancy called to order the official business session of ABCORI. Donna Sherman, chair of the New Life 2010 Committee, announced that three new churches in the state are engaged in the New Life 2010 program, bringing the total to sixteen churches. They are First Baptist in America, Greenville Baptist, and North Scituate Baptist. A banner listing all of the RI New Life churches was on display.

The Rev. Dr. Perry Alexander was nominated, and he was elected to fill the vacant position of Assistant Treasurer.

Three churches were welcomed into ABCORI membership: Primera Iglesia Bautista Latino Americana, of Woonsocket, Wilfredo Rodriguez, pastor; Iglesia la Esperanza, of Providence, Rev. Alejandro Gaete, pastor; and the River of Life Church, Providence, Rev. Janice Thompson, pastor. All were unanimously voted into membership with the affirmation, "Glory to God!"

Paul Becker, representing the *ad hoc* By-laws Review Committee, next presented a proposal for several changes to the ABCORI by-laws. No questions were raised, and the amendments were adopted.

The Rev. Dr. Reppa Cottrell led a service of installation for the new officers of ABCORI:

President	Rev. Dr. Daniel Cottrell
Vice President	Mr. James Essex
Secretary	Rev. Dr. Liliana Da Valle
Treasurer	Mr. Don Wolfe
Asst. Treasurer	Rev. Dr. A. Perry Alexander

She related each person to a Biblical passage or a character of the same name, and celebrated the commitment these officers bring to the ABCORI family.

Our gathering concluded with a moving service of worship, including a message by the Rev. Dr. Tony Pappas, Executive Minister of The American Baptist Churches of Massachusetts and former pastor of Harbor Church, Block Island, titled "Fire on the Mountain: Passion, Power, Productivity." Communion was led by the Rev. Dr. Camille Bedard, who celebrated the 60<sup>th</sup> year of his ordination to ministry, and Virginia O'Shan, a seminarian. New president, Dan Cottrell, gave the benediction.

Respectfully submitted,  
Harry and Carolyn Bronkar  
Clerks for the day

**The American Baptist Churches of Rhode Island  
Pastor's Ordination Anniversaries we celebrate in 2008**

Lewis M. Blackmer, Jr.	1943	65 years
J. Francisco Litardo	1963	45 years
James C. Miller	1963	45 years
John A. Kearns	1963	45 years
John H. McCulley	1963	45 years
Byron E. Waterman	1968	40 years
Brenda Adcock	1978	30 years
Luc Janvier	1978	30 years
Clifford R. Hockensmith	1978	30 years
Vincent L. Thompson, Jr.	1978	30 years
Linda Spoolstra	1978	30 years
Reppa M. Cottrell	1983	25 years
Lynne C. Holden	1983	25 years
Donna Maggi	1983	25 years
Sammy Vaughn	1988	20 years
Nancie Mooney	1988	20 years
David Tripler	1988	20 years
Constance Young	1988	20 years
Barbara Hubbard	1998	10 years
Nancy L. Phelan	1998	10 years
Scott Roberts	2003	5 years
Wilfredo Rodriguez	2003	5 years

**Church Anniversaries**

First Baptist Church of Woonsocket 175 years

**We offer our sincere congratulations and deep appreciation  
to all these pastors and churches as they look back upon  
God's providence and ahead to many more years  
of service in Kingdom building ministry**

# AMERICAN BAPTIST CHURCHES OF RHODE ISLAND

**Organized 1825 – Chartered 1826**

## PAST CONVENTION RECORDS

YEAR	PLACE OF MEETING	PRESIDENT	SECRETARY/ EXECUTIVE	BAPT ISMS	MONEY EXPENDED	WORLD MISSION GIVING
1950	Providence, First	Mrs. H.C. Johnson	Kenneth L. Cober	686	56,099	86,965
1951	Providence, Church of the Master	Leon F. Kenney	Kenneth L. Cober	688	49,964	86,700
1952	Wakefield, First	John A. Mitchell, Jr	Kenneth L. Cober	551	58,311	84,088
1953	Warren	Frederick E. Gardner	Chris E. Lawson	642	53,762	87,013
1954	Westerly, Central	Lewis L. Allen	Chris E. Lawson	802	49,094	107,917
1955	Prov, Cran. St-Roger Williams	Hinson V. Howlett	Chris E. Lawson	783	43,961	112,562
1956	Phillips Memorial	Mrs. Ruth Skoog	Chris E. Lawson	802	47,530	117,881
1957						
1958	Providence, Central	Frank H. Snell	Chris E. Lawson	697	51,508	136,390
1959	Providence, Central	Harold L. Brown	Chris E. Lawson	830	68,865	135,572
1960	Westerly, Central	J. Edwin Ring	Chris E. Lawson	721	73,759	142,265
1961	Providence, Central	Elihu W. Wing Jr	Chris E. Lawson	754	72,728	149,493
1962	Providence, Calvary	George H. Long	Hale F. Thornberry	638	76,694	162,054
1963	Prov, Cran. St-Roger Williams	Wesley B. Drollette	Hale F. Thornberry	633	86,576	159,920
1964	Providence, First	Miss Alberta Brown	Hale F. Thornberry	606	80,289	167,212
1965	Providence, Central	Homer L. Trickett	Hale F. Thornberry	640	114,980	168,062
1966	Cranston, Phillips Memorial	Donald A. Jones	Hale F. Thornberry	588	139,978	171,207
1967	Providence, Calvary	R. Leroy Moser	Hale F. Thornberry	436	130,479	176,065
1968	Prov, Cran. St-Roger Williams	Thomas Palazzi	Hale F. Thornberry	427	132,136	178,557
1969	Westerly, Central	Forest L. Parsons	Hale F. Thornberry	488	140,824	174,262
1970	Providence Central	Stewart R. Essex	Warren L. Adams	458	136,149	175,353
1971	Cranston, Phillips, Memorial	George H. Moseley	W. Eugene Motter	391	138,834	171,231
1972	Warren	Lois Hopkins Deware	W. Eugene Motter	430	143,797	171,360
1973	Providence, Ebenezer	Roscoe C. Robinson	W. Eugene Motter	456	159,908	182,314
1974	Greenville	William R. Guise	W. Eugene Motter	454	163,931	180,160
1975	Providence, Central & First	Wilma S. Waterman	W. Eugene Motter	346	178,027	182,670
1976	Springfield, Massachusetts	L. Edgar Stone Jr.	W. Eugene Motter	486	182,171	182,963
1977	Providence, Calvary	Earl M. Pearson	W. Eugene Motter	336	181,491	190,411
1978	Cranston, Phillips Memorial	Blanche L. Jones	W. Eugene Motter	401	181,158	224,944
1979	Pawtucket, First	W. Gordon Carter	W. Eugene Motter	400	189,191	286,937
1980	Westerly, Central	Joshua A. McClure	W. Eugene Motter	446	197,528	285,268
1981	Greenville	Ethel J. Stickney	W. Eugene Motter	430	256,211	293,397
1982	Warwick, Central	P. Bishop Covell	W. Eugene Motter	339	289,285	304,472
1983	Providence, Central	Vito DePalma	Orlando L. Tibbetts	367	320,855	340,976
1984	Foster, North Foster	Dorie Zuber Daneker	Donald H. Crosby	294	418,743	398,026
1985	Cranston, Phillips Memorial	Donald R. Rasmussen	Donald H. Crosby	329	621,249	456,533
1986	Scottish Rite Cathedral	David Ryone	Donald H. Crosby	245	650,131	439,758
1987	Westerly, Central	Joyce Duerr	Donald H. Crosby	223	772,148	459,793
1988	Providence, Central	Thomas Moye	Donald H. Crosby	221	687,394	457,308
1989	Newport, Community/United	P.Gerald Small	Donald H. Crosby	255	768,346	445,766
1990	Providence, Calvary	Margaret Johnson	Donald H. Crosby	247	826,019	479,881
1991	East Greenwich, First	Harry Bronkar	Donald H. Crosby	380	920,613	478,634
1992	Pawtucket, First	Raymond Clement	Donald H. Crosby	290	971,467	477,744
1993	Westerly, Central	Raymond Clement	Donald H. Crosby	295	1,079,741	486,057
1994	Warren	Barbara J. Staples	Donald H. Crosby	320	1,080,491	556,736
1995	Harrisville, Berean	Barbara J. Staples	Donald H. Crosby	213	1,164,083	533,148
1996	Providence, Ebenezer	Robert L. Carter, Jr.	Donald H. Crosby	272	1,220,076	493,449
1997	Cranston, Phillips Memorial	Robert L. Carter, Jr.	Donald R. Rasmussen	297	1,189,823	469,633
1998	Exeter, Canonicus Camp/Conf Ctr	Thomas A. Kennedy	Donald R. Rasmussen	195	1,121,077	473,522
1999	Lincoln High School	Thomas A. Kennedy	Donald R. Rasmussen	176	1,050,230	490,146

**CONTINUED:**



## PAST CONVENTION RECORDS (Continued)

<b>YEAR</b>	<b>PLACE OF MEETING</b>	<b>PRESIDENT</b>	<b>SECRETARY/ EXECUTIVE</b>	<b>BAPT ISMS</b>	<b>MONEY EXPENDED</b>	<b>WORLD MISSION GIVING</b>
2000	East Greenwich High School	Gail W. Fraser	Donald R. Rasmussen	151	1,119,010	436,454
2001	Providence, First in America	Gail W. Fraser	Donald R. Rasmussen	135	1,074,634	480,130
2002	Cranston, Phillips Memorial	Ethel Corbin	Donald R. Rasmussen	137	1,144,233	482,327
2003	Canonicus/Prov, Ebenezer	Ethel Corbin	Donald R. Rasmussen	190		416,729
2004	East Greenwich, First/N Scituate	Paul Becker	Donald R. Rasmussen			
2005	Canonicus/ Providence, Calvary	Paul Becker	Donald R. Rasmussen			
2006	Cranston, Phillips/ Greenville	Nancy Bancroft	Donald R. Rasmussen			
2007	Warwick Central/Meshanticut Park	Nancy Bancroft	Liliana Da Valle			
2008	Phillips, Cranston/ Central Baptist & Pleasant St. Westerly	Daniel Cottrell	Liliana Da Valle			

American Baptist Churches Information Systems

ABC of Rhode Island

2007 Church Annual Statistics Report

----- Membership -----							Attendance				Churches	---- Benevolences ----				
Gains			Losses		Total	Resident	Weekly	Church	Sorted By Area		Local	United	ABMS	Other	Total Church	
Baptism	Letter	Other	Death	Letter	Other	Members	Members	Worship	School		Expense	Mission.	Total	Mission	Income	
92	64	51	102	23	29	5,944	3,295	2,143	710		\$3,554,332	\$233,104	\$ 370,643	\$63,488	\$4,066,063	
2	0	0	4	0	0	114	76	45	17	Block Island, First Baptist Church	105,601	4,423	7,220	600	115,511	
0	0	0	0	0	0	0	0	0		Bradford, Niantic Baptist Church	0	410	1,037	0	0	
0	0	0	0	0	0	0	0	0		Bristol, First Baptist Ch-Bristol	0	240	505	0	0	
0	1	1	3	0	0	78	50	48	13	Charlestown, Cross Mills Baptist Ch	46,435	3,680	5,370	2,000	50,614	
0	2	2	1	0	1	107	60	36	2	Charlestown, First Baptist Church	27,103	808	1,139	760	46,767	
0	0	0	0	0	0	0	0	0		Chepachet, Chepachet Union Church	0	1,200	2,400	0	0	
0	0	2	0	1	0	23	0	45	6	Coventry, Quidnick Baptist Society	83,773	1,683	2,331	3,471	86,635	
0	0	0	0	0	0	0	0	0		Coventry, West Greenwich Baptist Ch	0	0	0	0	0	
0	0	0	0	0	0	0	0	0		Cranston, Haitian Baptist Church of RI	0	300	300	0	0	
0	0	0	0	0	0	0	0	0		Cranston, Meshanicut Pk Baptist Ch	0	1,800	2,170	0	0	
0	0	0	0	0	0	0	0	0		Cranston, Oak Lawn Community Baptist Church	0	2,800	4,563	0	0	
0	1	5	3	3	11	149	0	73	0	Cranston, Pawtuxet Baptist Church	128,582	5,250	6,288	525	121,246	
5	3	1	1	0	0	309	50	45	6	Cranston, Peoples Baptist Church	64,456	0	955	1,400	58,378	
42	1	0	10	8	2	432	392	170	69	Cranston, Phillips Mem Baptist Ch	338,964	17,751	26,422	6,200	393,284	
0	9	6	9	6	0	447	0	124	30	East Greenwich, First Baptist Church	391,706	5,137	8,659	150	420,491	
0	0	0	0	0	0	0	0	0		Exeter, Chestnut Hill Baptist Ch	0	1,100	3,937	0	0	
1	2	0	2	0	1	51	26	24	5	Exeter, Liberty Baptist Church	24,891	1,688	1,738	1,868	19,322	
0	0	0	0	0	0	35	35	21	0	Exeter, West Exeter Baptist Ch-RI	9,754	0	341	0	12,140	
0	0	0	0	0	0	0	0	0		First Haitian Baptist Church	0	300	300	0	0	
0	0	2	0	0	0	29	15	21	7	Foster, Mount Vernon Baptist Ch	0	0	500	0	0	
4	2	2	2	1	0	253	148	68	20	Foster, North Foster Baptist Ch	86,790	2,572	3,416	0	86,790	
10	1	1	0	1	0	106	94	77	39	Georgiaville Baptist Ch	98,042	2,863	4,555	2,246	99,462	
0	0	0	0	0	0	0	0	0		Greene, Summit Baptist Church	0	2,458	5,624	0	0	
6	1	0	7	2	0	319	258	95	36	Greenville, Greenville Baptist Church	166,822	1,329	3,593	0	183,412	
0	0	0	0	0	0	0	0	0		Harrisville, Berean Baptist Church	0	2	4,879	0	0	
0	0	0	0	0	0	0	0	0		Hope Valley, First Baptist Ch In Hope Vly	0	19,175	23,691	0	0	
0	0	0	0	0	0	0	0	0		Igreja Crista Principe da Paz	0	0	0	0	0	
0	0	0	0	0	0	0	0	0		International Family Tabernacle	0	0	0	0	0	
0	0	0	1	0	0	350	160	75	22	Jamestown, Central Baptist Church	104,038	100	1,269	2,000	119,373	
0	0	0	4	0	0	54	35	19	9	Johnston, Graniteville Baptist Ch	32,668	385	683	691	26,286	
0	0	0	0	0	0	0	0	0		Lincoln, First Baptist Ch-Lonsdale	0	45	140	0	0	
0	0	0	0	0	0	0	0	0		Lincoln, Lime Rock Baptist Church	0	3,369	3,642	0	0	
29	17	8	9	0	0	339	316	199	58	Newport, Community Baptist Church	106,703	0	0	1,661	115,546	
0	0	0	0	0	0	0	0	0		Newport, United Baptist Church	0	1,768	2,789	0	0	

American Baptist Churches Information Systems

----- Membership -----

Attendance

Churches

---- Benevolences ----

Membership						Attendance				Churches		Benevolences				
Gains			Losses			Total	Resident	Weekly	Church	Sorted By Area		Local	United	ABMS	Other	Total Church
Baptism	Letter	Other	Death	Letter	Other	Members	Members	Worship	School			Expense	Mission.	Total	Mission	Income
92	64	51	102	23	29	5,944	3,295	2,143	710			\$3,554,332	\$233,104	\$ 370,643	\$63,488	\$4,066,063
1	1	2	1	0	0	101	35	35	21	North Kingstown- Allenton, First Baptist Church		67,559	3,717	6,391	1,143	67,127
0	0	0	0	0	0	0	0	0		North Scituate, North Scituate Baptist Ch		0	25,860	35,760	0	0
0	0	0	0	0	0	0	0	0		Pawtucket, Bethany Free Baptist Ch		0	300	350	0	0
4	0	0	3	0	0	132	0	65	29	Pawtucket, First Baptist Church		156,909	3,623	6,231	12,188	223,812
0	0	0	0	0	0	0	0	0		Pawtucket, Union Baptist Church		0	1,000	1,431	0	0
0	0	0	0	0	0	0	0	0		PIBLA		0	0	0	0	0
0	0	0	0	0	0	0	0	0		Providence, Allendale Baptist Church		0	2,494	3,192	0	0
5	1	4	4	1	0	240	196	140	57	Providence, Calvary Baptist Church		0	5,945	18,681	0	236,751
3	0	1	3	0	0	257	90	60	35	Providence, Church of the Master		79,546	370	905	1,656	69,449
0	0	0	0	0	0	0	0	0		Providence, Community Church		0	9,811	10,647	0	0
0	0	0	0	0	0	0	0	0		Providence, Congdon St Baptist Church		0	850	850	0	0
0	0	0	0	0	0	0	0	0		Providence, Ebenezer Baptist Church		0	2,400	3,150	0	0
0	0	0	0	0	0	0	0	0		Providence, Emmanuel Baptist Church		0	300	650	0	0
0	0	0	0	0	0	0	0	0		Providence, First Baptist Church		0	14,200	22,404	0	0
0	0	0	0	0	0	0	0	0		Providence, Igl Hispana El Calvario		0	0	0	0	0
0	0	0	0	0	0	0	0	0		Providence, Iglesia Hispana		0	0	0	0	0
0	0	0	0	0	0	0	0	0		Providence, Iglesia La Esperanza		0	0	0	0	0
0	0	0	0	0	0	0	0	0		Providence, Mount Hope Community Baptist Church		0	3,600	3,600	0	0
0	0	0	0	0	0	0	0	0		Providence, Mt Pleasant Baptist Ch		0	600	747	0	0
0	0	0	0	0	0	0	0	0		Providence, Olney St Baptist Church		0	1,475	2,376	0	0
0	0	0	0	0	0	0	0	0		Providence, Pond Street Baptist Ch		0	1,100	1,100	0	0
0	0	0	0	0	0	0	0	0		Providence, River of Life		0	0	0	0	0
0	4	2	1	0	0	116	71	50	11	Providence, Roger Williams Baptist Ch		70,958	3,195	4,193	3,290	76,330
1	2	0	5	1	0	170	121	75	32	Providence, Sheldon Street Church		83,764	1,100	1,500	6,600	103,185
0	0	0	0	0	0	0	0	0		Rumford, First Baptist Church		0	0	0	0	0
0	0	0	0	0	0	0	0	0		Seekonk, Memorial Baptist Church		0	3,000	5,346	0	0
0	0	0	2	0	3	85	58	30	16	Tabernacle B C-Fiskeville		34,411	1,320	4,387	3,646	48,280
0	0	0	0	0	0	0	0	0		Tiverton, Central Baptist Church		0	0	0	0	0
0	9	0	4	0	0	210	94	70	0	Tiverton, First Baptist Church		130,956	1,201	1,676	0	130,360
0	0	0	0	0	0	0	0	0		Tiverton, North Tiverton Baptist Ch		0	0	0	0	0
5	1	0	8	0	5	358	136	131	30	Wakefield, Wakefield Baptist Church		230,783	15,971	26,580	6,466	253,704
0	0	0	0	0	0	0	0	0		Warren, The Baptist Ch In Warren		0	0	1,464	0	0
0	0	0	0	0	0	0	0	0		Warwick, Lakewood Baptist Church		0	1,029	3,257	0	0
0	0	0	0	0	0	0	0	0		Warwick, Norwood Baptist Church		0	10,000	11,618	0	0

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----- Membership -----						Attendance				Churches	---- Benevolences ----				
Gains			Losses			Total	Resident	Weekly	Church	Sorted By Area	Local	United	ABMS	Other	Total Church
Baptism	Letter	Other	Death	Letter	Other	Members	Members	Worship	School		Expense	Mission.	Total	Mission	Income
92	64	51	102	23	29	5,944	3,295	2,143	710		\$3,554,332	\$233,104	\$ 370,643	\$63,488	\$4,066,063
0	2	0	6	1	0	116	78	47	11	Warwick, Shawomet Baptist Church	119,894	4,139	6,427	1,055	104,316
0	0	0	0	0	0	0	0	0		Warwick, Spring Green Mem Bapt Ch	0	2,269	3,826	0	0
5	3	0	6	4	0	396	185	102	58	Warwick, Warwick Central Bapt Ch	242,347	12,338	19,353	0	228,111
0	0	0	0	0	0	0	0	0		West Kingston, Queens River Baptist Ch	0	0	652	0	0
0	0	0	0	0	0	110	110	30	0	West Warwick, First Baptist Church	0	1,695	2,952	0	0
0	0	0	0	0	0	0	0	0		West Warwick, Phenix Baptist Church	0	6,077	9,236	0	0
0	0	0	0	0	0	0	0	0		Westerly, Central Baptist Church	0	156	4,083	0	0
0	0	0	0	0	0	0	0	0	0	Westerly, Pleasant St Baptist Ch	117,118	1,500	2,420	0	211,204
1	2	0	1	0	0	153	148	81	28	Wickford, First Baptist Church	234,230	7,333	11,619	2,050	173,910
0	0	0	0	0	0	0	0	0		Woonsocket, First Baptist Church	0	500	500	0	0
0	0	0	0	0	0	0	0	0		Woonsocket, Primera Iglesia Bautista Latinoamericana	0	0	0	0	0
9	0	2	4	0	8	305	258	42	43	Woonsocket, St James Baptist Church	169,529	0	634	1,821	184,266
44	92	64	51	102	23	29	5,944	3,295	2,143	710		233,104	370,643	63,488	

# DOCUMENTS

## COVENANT OF RELATIONSHIPS

### Preamble

The American Baptist Churches of Rhode Island offers this Covenant of Relationships in the hope of enriching the individual congregations of this State and the organization through which we endeavor to work.

As Baptists, we strongly affirm the worth and integrity of the local congregation of believers as a true church and a community of faith. Yet, we recognize that as churches working together in mission, we have responsibilities to one another which we fulfill through associating freely in larger societies, which are themselves, expressions of the church. This Covenant of Relationships outlines basic areas in which we carry out our responsibilities to one another through the American Baptist Churches of Rhode Island, and in which that body carries out its responsibilities toward the individual congregations. This relationship has not been well defined in the past. Our constitution speaks only of “associating” churches, and defines such a church as:

“an American Baptist church which has covenanted to become a constituent member of the corporation and which has been accepted for such membership by the Annual Meeting of the American Baptist Churches of Rhode Island or its Board of Mission.”

(III, A, 2)

This Covenant is not to be seen as a strict set of rules to determine every possible aspect of a relationship. Rather, it is a Covenant about a relationship, within which the partners have room to grow and contribute their own unique strengths and gifts. It is in that spirit that this Covenant of Relationships is offered, and it is hoped that in that spirit it will be accepted, so that our congregations may grow in our common mission as followers of Jesus Christ.

### I

The American Baptist Churches of Rhode Island covenants to:

- A. Manifest a pastoral concern for each congregation through periodic visits by officers and staff
- B. Concern itself with the welfare and well being of all the churches of the corporation
- C. Provide placement counseling for pastors and other church staff and aid congregations seeking to fill ministerial and other staff vacancies
- D. Provide a nurturing fellowship among the agreeing churches and pastors
- E. Provide information about pastoral development and programs of continuing education
- F. Produce and distribute annual reports concerning the work of participating congregations and related organizations
- G. Provide meetings for inspiration, conducting business, resourcing, sharing concerns, and receiving information
- H. Provide resources and training for ministry
- I. Provide information on a regular basis concerning the ministries of the American Baptist Churches of Rhode Island
- J. Respect the freedom of the local church to order its inner life and determine its own relationships
- K. Represent and appoint representatives from ABCORI to state ecumenical associations
- L. Provide a nurturing atmosphere for and maintain contact with members of individual congregations who are preparing for the ministry.

## II

The individual congregations covenant to:

- A. Accept the stated purpose of ABCORI as recorded in Article II of the Constitution and Bylaws
- B. Support the “United Mission Basics” of American Baptist Churches/USA by contributing responsibly
- C. Welcome opportunity for fellowship and consultation with the staff and officers of ABCORI
- D. Take an active part in the work of ABCORI through delegate representation
- E. Be a strengthening fellowship by encouraging and supporting neighboring churches
- F. Participate in applicable programs and use resources supplied by ABCORI
- G. Provide for continuing education for professional church leadership
- H. Give consideration to the use of ABC/USA educational and missionary materials
- I. Work in a cooperative spirit with the American Baptist Churches of Rhode Island to nurture those members preparing for the ministry.

## III

The individual congregations covenant together in mutual ministry to:

- A. Be in fellowship by encouraging and supporting sister churches
- B. Communicate with each other in times of joy and grief
- C. Work cooperatively for strength of witness in ministry and mission
- D. Be in prayer for one another.

Adopted by delegates at Annual Meeting, April 25, 1993

**American Baptist Churches of Rhode Island**

**COVENANTING CHURCHES  
as of April 26, 2008**

Warwick Central Baptist Church	May 26, 1993
Lakewood Baptist Church, Warwick	Fall 1993
Lime Rock Baptist Church, Lincoln	September 29, 1993
First Baptist Church in America, Providence	October 17, 1993
Bethany Baptist Church, Pawtucket	October 26, 1993
Phillips Memorial Church, Cranston	October 26, 1993
Carolina Free Baptist Church	November 4, 1993
Cross Mills Baptist Church, Charlestown	November 7, 1993
Niantic Baptist Church, Bradford	December 5, 1993
Shawomet Baptist Church, Warwick	December 20, 1993
The Baptist Church in Warren	January 6, 1994
First Baptist Church, Hope Valley	January 16, 1994
Tabernacle Baptist Church, Fiskeville	January 20, 1994
Central Baptist Church, Westerly	January 23, 1994
Norwood Baptist Church, Warwick	January 23, 1994
Harbor Baptist Church, Block Island	January 27, 1994
North Scituate Baptist Church	January 30, 1994
Roger Williams Baptist Church, Providence	February 2, 1994
West Exeter Baptist Church	March 13, 1994
People's Baptist Church, Cranston	April 17, 1994
Meshanticut Park Church, Cranston	May 19, 1994
First Baptist Church in Allenton, North Kingstown	September 15, 1994
Calvary Baptist Church, Providence	January 15, 1995
Central Baptist Church, Jamestown	October 24, 1997
Central Baptist Church, Providence	January 29, 1998
Pawtuxet Baptist Church, Cranston	January 31, 1998
Georgiaville Baptist Church	January 31, 1999
Chestnut Hill Baptist Church	May 30, 2001
First Baptist Church, East Greenwich	March 23, 2003
Phenix Baptist Church, West Warwick	May 19, 2003
North Foster Baptist Church, Foster	July 30, 2006
Wakefield Baptist Church, Wakefield	May 20, 2007

## ***“Strengthening Congregations as Together We Serve Jesus Christ”.***

The trust funds of the Corporation are administered by the Department of Stewardship and Administration through its Investment Committee. The portfolio is managed by Bernstein Investment Research and Management. These funds constitute the most satisfactory depository for money the donor wishes used for Christian ministry in Rhode Island. The principal or interest becomes a dependable supplement to the annual support from our churches.

### **WILLS AND CODICILS**

You may continue your ministry into the future by remembering the American Baptist Churches of Rhode Island in your will. We suggest the following form of bequest:

*“I give, devise and bequeath to the American Baptist Churches of Rhode Island and its successor (the sum of \_\_\_\_\_ dollars, or (describe personal property or real estate given, and here describe the property) to be used for the religious work of said Region as the Board of Mission thereof may direct.”*

To the above form may be added any desired directions of applying the gifts to any particular branch of work such as church development, mission, or to any ongoing ministry.

The American Baptist Churches of Rhode Island is incorporated under the laws of the state of Rhode Island and is a permanent institution, organized to promote and extend the interests of the American Baptist Churches, USA, within the Region.

The American Baptist Churches of Rhode Island is a federally tax-exempt organization under the IRS Tax Code Section 501 (c) (3). Donors may deduct contributions to our ministry as provided in Section 170 of the IRS Code. Bequests, legacies, devices, transfers, or gifts are deductible for federal estate and gift tax purposes under Sections 2055, 2106, and 2522 of the Code, but donors are advised to consult their financial advisor or lawyer for details regarding tax implications.

Anyone interested in promoting Baptist ministry in Rhode Island may rest secure in the assurance that any money entrusted to this Region will be wisely, economically, and faithfully administered and so applied as to carry out the wishes of the giver and accomplish the greatest possible good.

For further information, phone 1-800-294-6318 or write:

Executive Minister  
The American Baptist Churches of Rhode Island  
PO Box 330  
Exeter RI 02822-0503



## **COVENANT AND CODE OF ETHICS FOR PROFESSIONAL CHURCH LEADERS OF THE AMERICAN BAPTIST CHURCHES IN THE U.S.A.**

Having accepted God's call to leadership in Christ's Church, I covenant with God to serve Christ and the Church with God's help, to deepen my obedience to the Two Great Commandments; to love the Lord our God with all my heart, soul, mind and strength; and to love my neighbor as myself.

In affirmation of this commitment, I will abide by The Code of Ethics of The Ministers Council of The American Baptist Churches and I will faithfully support its purposes and ideals. As further affirmation of my commitment, I covenant with my colleagues in ministry that we hold one another accountable for fulfillment of all the public actions set forth in our Code of Ethics.

### **MY CODE OF ETHICS**

- † **I WILL** hold in trust the traditions and practices of our American Baptist Churches; I will not accept a position in the American Baptist family unless I am in accord with those traditions and practices; nor will I use my influence to alienate my congregation/constituents or any part thereof from its relationship and support of the denomination. If my convictions change, I will resign my position.
- † **I WILL** respect and recognize the variety of calls to ministry among my American Baptist colleagues, and other Christians.
- † **I WILL** seek to support all colleagues in ministry by building constructive relationships wherever I serve, both with the staff where I work and with colleagues in neighboring churches.
- † **I WILL** advocate adequate compensation for my profession. I will help lay persons and colleagues to understand that professional church leaders should not expect or require fees for pastoral service from constituents they serve, when these constituents are helping pay their salaries.
- † **I WILL** not seek personal favors or discounts on the basis of my professional status.
- † **I WILL** maintain a disciplined ministry in such ways as keeping hours of prayer and devotion, endeavoring to maintain wholesome family relationships, sexual integrity, financial responsibility, regularly engaging in educational and recreational activities for professional and personal development. I will seek to maintain good health habits.
- † **I WILL** recognize my primary obligation to the church or employing group to which I have been called, and will accept added responsibilities only if they do not interfere with the overall effectiveness of my ministry.
- † **I WILL** personally and publicly support my colleagues who experience discrimination on the basis of gender, race, age, marital status, national origin, physical impairment or disability.
- † **I WILL**, upon my resignation or retirement, sever my professional church leadership relations with my former constituents, and will not make professional contacts in the field of another professional church leader without his/her request and/or consent.

- † **I WILL** hold in confidence any privileged communication received by me during the conduct of my ministry. I will not disclose confidential communications in private or public except when in my practice of ministry I am convinced that the sanctity of confidentiality is outweighed by my well-founded belief that the parishioner/client will cause imminent, life-threatening or substantial harm to self or others, or unless the privilege is waived by those giving the information.
- † **I WILL** not proselytize from other Christian churches.
- † **I WILL** show my personal love for God as revealed in Jesus Christ in my life and ministry, as I strive together with my colleagues to preserve the dignity, maintain the discipline and promote the integrity of the vocation to which we have been called.

(Revised 5/91)

# **American Baptist Churches of Rhode Island CONSTITUTION AND BY-LAWS**

## **Preamble**

We, the American Baptist Churches of Rhode Island,

- Committed to the faith that all persons are dependent upon God, the Giver and Sustainer and Redeemer of life, and that we may most please God by accepting Jesus Christ as Lord and conforming our lives to His Spirit and way; and
- Believing that though each congregation of believers is a true church, a community of faith, our larger life as American Baptist Churches of Rhode Island is also a form of expression of the church. It partakes of churchly character and performs churchly functions, and is thus an agency for the mediating of divine grace, for the enabling of the Holy Spirit to work, and for preaching of the Gospel among all people; and
- Having freely associated ourselves, as local congregations, together for the more perfect obeying of Christ's command and the carrying out of His mission in the world, we do adopt this Constitution as descriptive of the way in which we order our common life as the American Baptist Churches in Rhode Island.

## **ARTICLE I - NAME**

The name of the Organization shall be the American Baptist Churches of Rhode Island (hereafter may be identified as ABCORI). It is an organization recognized under section 501 (c) (3) of the United States Internal Revenue Code of 1954 as exempt from taxes being a non-profit religious organization.

## **ARTICLE II - PURPOSE**

The American Baptist Churches of Rhode Island is an expression of the universal Church of Christ. As a creation of local congregations of Christian believers, it becomes an extension of their life, their work and their witness in and to the world. The American Baptist Churches of Rhode Island shall establish, maintain and assist American Baptist churches in the state. It shall relate its local congregations to each other, the American Baptist Churches in the USA (hereafter may be identified as ABC/USA) and to other Baptist bodies such as the Baptist World Alliance. It also shall promote the cooperation of Baptists in Rhode Island with other Christian believers, looking toward a greater unity in Christ's Body, the Church.

## **ARTICLE III - POLITY**

Ultimate authority for the American Baptist Churches of Rhode Island shall reside with the voting delegates assembled at the Annual or any Special Meeting.

## **ARTICLE IV - MEMBERSHIP**

### **SECTION A. CONSTITUENT MEMBERS**

1. The associating churches of ABCORI shall be deemed constituent members of the corporation with representation at the Annual Meeting as set forth in Section B of Article IV.
2. An associating church shall be an American Baptist Church which has covenanted to become a constituent member of the corporation and which has been accepted for such membership by the Annual Meeting of the American Baptist Churches of Rhode Island or its Board of Mission. The American Baptist Churches of Rhode Island, A Covenant of Relationships sets forth the mutual responsibilities between ABCORI and its covenanting churches.

### **SECTION B. CHURCH DELEGATES**

Each associating member church shall be entitled to representation at the Annual or Special Meetings of the American Baptist Churches of Rhode Island by its pastor(s) and two (2) delegates for the first fifty (50) resident members (as reported annually to the office of the American Baptist Churches of Rhode Island), plus one delegate

for each additional fifty (50), or the major portion thereof. Each pastor and delegate shall be entitled to one vote. Delegates shall be appointed by the member church.

## **ARTICLE V - ANNUAL AND SPECIAL MEETINGS**

### **SECTION A. ANNUAL MEETING**

The Annual Meeting of the American Baptist Churches of Rhode Island shall include but not be limited to: establishing ministry priorities; acting on the report of the Recruitment Committee; receiving and acting on a report of the financial status; and any other appropriate business to come before the delegates to the Annual Meeting of the American Baptist Churches of Rhode Island.

1. The Annual Meeting of the American Baptist Churches of Rhode Island shall be held between March 1 and May 31 of each year at such date as shall be determined by the Board of Mission. The date of the Annual Meeting shall be determined by the Board of Mission two years in advance.
2. Delegates representing one-third (1/3) of associating churches shall constitute a quorum for the transaction of business. Less than this number may adjourn a meeting and a notice of such adjournment shall be sent in the same manner as notice of meetings.
3. The Annual Meeting may be suspended by the Board of Mission in case of emergency. The Board of Mission shall have authority to transact all business until such time as it is possible to call an Annual Meeting.

### **SECTION B. SPECIAL MEETINGS**

1. A special meeting of the delegates to the American Baptist Churches of Rhode Island shall be called by the President whenever requested by the Board of Mission or by the written request of ten (10) churches. The call shall state the time, place and purpose of the meeting.
2. A quorum shall be specified as under A 2 above.

### **SECTION C. NOTICE OF MEETINGS**

Notice of all meetings of the delegates to ABCORI shall be sent by the secretary to each constituent church at least two weeks prior to the day of the meetings.

## **ARTICLE VI - OFFICERS, THEIR ELECTION AND DUTIES**

### **SECTION A. ENUMERATION**

The officers of the American Baptist Churches of Rhode Island shall be a President, Vice President, Secretary, Treasurer and Assistant Treasurer.

### **SECTION B. ELECTION AND TERM OF OFFICE**

1. Other than the secretary, the officers shall be elected at the Annual Meeting of the American Baptist Churches of Rhode Island, take office at the end of the adjournment of the meeting at which they are installed and shall serve for two years or until their successors are installed.
2. A vacancy in any office shall be filled by election by the Board of Mission for the unexpired term of such office upon recommendation of the Recruitment Committee.
3. No person shall be eligible for re-election to the same office until three years have elapsed.

### **SECTION C. PRESIDENT**

The President shall preside at all meetings of the American Baptist Churches of Rhode Island and of the Board of Mission and shall be a member ex-officio of all Departments and all Committees, except that the President shall not serve on the Recruitment Committee. The President shall have the custody of the Treasurer's bond. The President shall perform such other duties as are set forth elsewhere in these By-laws.

#### **SECTION D. VICE PRESIDENT**

In the absence or disability of the President, the Vice President shall perform the duties of the President. The Vice President shall be an ex-officio member of the Department of Stewardship and Administration and the Department of Church Life.

#### **SECTION E. SECRETARY**

The Secretary, who shall be the Executive Minister, shall be responsible for recording and preserving minutes of meetings of ABCORI and the Board of Mission.

#### **SECTION F. TREASURER**

1. The Treasurer shall have responsibility for all monies, books and accounts, securities, contracts and financial papers of the American Baptist Churches of Rhode Island. Policies regarding finances and the reporting of finances shall be established and made public. The Treasurer, when authorized by the Board of Mission, shall execute on behalf of the American Baptist Churches of Rhode Island all deeds, mortgages, transfers and discharges of mortgages and assign all securities for transfer or sale.
2. The Treasurer shall be bonded for the faithful discharge of duties in such sum and with such sureties as the Board of Mission may require and approve.

#### **SECTION G. ASSISTANT TREASURER**

The Assistant Treasurer shall assist the Treasurer in the performance of duties and shall perform such other duties as shall be assigned by the Board of Mission. In the absence or disability of the Treasurer, the Assistant Treasurer shall perform the duties of the Treasurer.

### **ARTICLE VII - STAFF**

#### **SECTION A. EXEMPT STAFF**

The exempt staff shall be the Executive Minister and other exempt staff as from time to time shall be deemed necessary for the accomplishment of its mission.

##### **1. EMPLOYMENT**

- a) A Search Task Force for exempt staff positions shall consist of: a member of the Ministers Council; one representative from each department; one representative from American Baptist Women's Ministries of Rhode Island; one representative from American Baptist Men of Rhode Island; and four at-large members.
- b) Ex-officio members (without vote) of the Executive Minister's Search Task Force will be a representative of the General Secretary of ABC/USA and the President of ABCORI.
- c) All exempt staff shall be offered employment and employment terms by the Board of Mission upon recommendation of the Search Task Force at a regular meeting of the Board or at a special meeting called for that purpose. The recommendation of the Executive Minister shall be weighed carefully before any offer is made.

##### **2. TERMINATION**

All issues related to resignation, retirement, termination and disability will follow written Personnel Policies.

#### **SECTION B. SUPPORT STAFF MEMBERS**

The Executive Minister shall be responsible for the employment and termination of service of all support (non-exempt) staff members following written Personnel Policies.

### **ARTICLE VIII - BOARD OF MISSION**

The Board of Mission shall be the governing board of the American Baptist Churches of Rhode Island.

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## **SECTION A. COMPOSITION**

The Board of Mission shall consist of: The Officers and (non-voting) exempt staff of the American Baptist Churches of Rhode Island; and ABC/USA General Board Representative(s). One representative from each department, the immediate past President of ABCORI; the Chair or a representative of the Recruitment Committee; the Chair or a representative of the Standing Committee on Ordained Ministry; one representative of each affiliated organization: American Baptist Women's Ministries of Rhode Island; American Baptist Men of Rhode Island; Baptist Heritage Center; Rhode Island Baptist Education Society; Baptist Home of Rhode Island; Ministers Council of Rhode Island; Canonicus Staff Alumni Association; twelve (12) at-large members.

## **SECTION B. TENURE - Tenure for members of the Board of Mission shall be as follows:**

1. Officers representing affiliated organizations and department representatives shall be members for as long as they hold office.
2. At-large members shall be elected for a three-year term and in such manner that 1/3 (one-third) of the terms shall expire annually. At-large members shall be eligible for one additional three-year term. No one shall serve in any one position more than six consecutive years.
3. Vacancies shall be filled by the Board of Mission after receiving nominations from the Recruitment Committee.

## **SECTION C. POWERS OF THE BOARD OF MISSION**

The Board of Mission shall have the power to:

Establish policy for ABCORI; Implement and evaluate the ABCORI priorities and objectives; Adopt the ABCORI budget; Confirm all Presidential appointments; Evaluate the Executive Minister; Establish any Task Force or Committee necessary for the functioning of the Board of Mission; Exercise all powers of the American Baptist Churches of Rhode Island between Annual Meetings.

## **SECTION D. MEETINGS OF THE BOARD OF MISSION**

1. There shall be at least two (2) meetings held during the year as scheduled by the Board.
2. Special meetings may be called by the President or by the Secretary upon written request of ten (10) members of the Board of Mission.
3. Each member of the Board of Mission shall be notified at least two weeks prior to the day of the meeting.
4. Quorum shall consist of 50% plus one of the voting members of the Board of Mission.

## **SECTION E. EXECUTIVE COMMITTEE OF THE BOARD OF MISSION**

1. There shall be an executive committee of the Board of Mission which shall have the power and authority to act for and on behalf of the Board of Mission between meetings of the same. The actions of such an Executive Committee shall be subject to ratification by the Board of Mission. The Executive Committee shall meet on the call of the President or the Executive Minister, or when requested by two or more members thereof.
2. The Executive Committee of the Board of Mission shall be composed of the President, Vice President, Treasurer, Asst. Treasurer, Executive Minister and the Chairs of the Departments of Stewardship and Administration and the Department of Church Life.
3. At any meeting of the Executive Committee a majority of the membership shall constitute a quorum.
4. One week's notice shall be deemed necessary and sufficient for calling a meeting of the Executive Committee unless by reason of emergency, a shorter period is required. Such meetings shall be open to the entire board and the board shall be notified of such meetings. The call of the meeting shall include a specific agenda. Any attending board member may defer an action by the committee and defer such question to the Board of Mission.
5. Minutes of meetings shall be sent to the entire board within two weeks of the meeting.

## **ARTICLE IX - COMMITTEES OF THE BOARD OF MISSION**

There shall be committees and task forces formed to carry out the work of the Board of Mission. Members of these committees and task forces shall either be appointed by the President with approval of the Board of

Mission or hold membership by virtue of their position. The President shall designate the Chairperson of each committee.

#### **SECTION A. PERSONNEL COMMITTEE**

1. The Personnel Committee shall consist of five (5) persons to be divided into three classes, (2, 1 and 2), for a term of three years. Members shall be eligible for one additional three-year term and be eligible for a new appointment after the lapse of one year.
2. This Committee shall develop and publish personnel policies and provide for regular evaluation of all staff.
3. This Committee shall serve as a forum for grievances or concerns which any professional or support staff feels is not being addressed by the organization and/or its staff.
4. This Committee shall receive from the Executive Minister recommendations regarding salaries, wages and benefits for each staff. The Committee will review the proposal and make recommendations to the Department of Stewardship and Administration.

#### **SECTION B. RECRUITMENT COMMITTEE**

1. The Recruitment Committee shall be composed of the immediate past president of ABCORI who will serve as Chairperson; the Presidents of the American Baptist Men, the American Baptist Women's Ministries, the Ministers Council; and two members-at-large, who shall serve for three (3) year terms.
2. The Committee shall serve as the Nominating Committee for officers of the American Baptist Churches of Rhode Island, its Board of Mission, its Departments and all delegates to other recognized groups (such as the RI State Council of Churches). All nominations shall be confirmed by vote of the Annual Meeting or the Board of Mission. The affiliated organizations shall be requested to present nominations for their elective officers to the secretary (Executive Minister) at least one (1) month prior to the Annual Meeting.
3. This Committee, in presenting nominations, shall give consideration to adequate representation for all areas of the corporation.

#### **SECTION C. ANNUAL MEETING COMMITTEE**

This Committee shall be responsible for planning the next Annual Meeting. The Committee shall be composed of as many members as needed, who shall serve for the ensuing year; they may be re-appointed.

#### **SECTION D. EXECUTIVE MINISTER'S RELATIONS COMMITTEE**

This Committee of five (5) persons shall be appointed by the President. This committee shall foster constructive communication between the ABCORI constituency and the Executive Minister and shall encourage the professional and personal well-being of the Executive Minister.

#### **SECTION E. PROFESSIONAL STAFF RELATIONS COMMITTEE(S)**

Other professional staff may also have the President appoint a Relations Committee to serve in the same manner described in Article IX, Section D.

#### **SECTION F. STANDING COMMITTEE ON ORDAINED MINISTRY**

1. The Standing Committee on Ordained Ministry shall be responsible for all aspects of ordering Pastoral Ministry within the American Baptist Churches of Rhode Island. It shall establish and publish policies and procedures pertaining to all issues of Ordained Ministry.
2. Composition. Three lay persons and three pastors shall be appointed for a three year term, each in such a manner that the term of one layperson and one pastor will expire annually. The officers of the American Baptist Ministers Council of RI shall serve on the committee by reason of their office. A representative of RIBES shall also serve on the committee. The executive Minister shall be ex officio with vote. Appointed members shall be eligible for one additional three-year term and be eligible for a new appointment after the lapse of one year.
3. The chairperson shall be appointed annually by the president from among the ordained members of the committee.

## **SECTION G. TASK FORCES OF THE BOARD OF MISSION**

1. Task forces may be formed by the Board of Mission for programmatic or task work of the board upon the presentation of a proposal and/or budget request. Membership of a task force shall be recruited from constituent member churches and a Chairperson designated.
2. A task force may function for up to three years and shall be evaluated periodically.
3. Funding for all task forces will be through the approved budget process.

## **ARTICLE X - DEPARTMENTS**

The work of ABCORI shall be accomplished through two (2) Departments: The Department of Stewardship and Administration; The Department of Church Life.

### **SECTION A. DEPARTMENT OF STEWARDSHIP AND ADMINISTRATION**

The Department of Stewardship and Administration shall have responsibility for administering the stewardship, financial and business affairs of the corporation.

The Department shall be responsible for the following: preparing an annual budget for the American Baptist Churches of Rhode Island; overseeing all investments; promoting American Baptist Mission among the churches; having responsibility for all fund-raising within ABCORI; administering all designated funds; being custodian of all properties of the corporation.

### **SECTION B. THE DEPARTMENT OF CHURCH LIFE**

The Department of Church Life shall concern itself with the welfare and well-being of all the churches of the corporation and all aspects of corporate church life and ministry. Areas of concern to be addressed may include the following: Evangelism, Christian Education, Mission Education, Camping, Conferencing, Ecumenicity, Social Issues.

### **SECTION C. MEMBERSHIP AND TERM OF OFFICE**

1. There shall be at least twelve (12) at-large members of each Department. They shall be elected on nomination at the Annual Meeting for a three (3) year term and eligible for one (1) additional three (3) year term. The Department of Church Life shall also have one representative from each affiliated organization [and the Standing Committee on Ordained Ministry].
2. The President shall appoint, annually, from within each Department the Chairperson and the vice-Chairperson and they may serve for two (2) one (1) year terms.

### **SECTION D. MEETINGS**

The departments shall meet at least three (3) times a year at the call of the Chairperson or Vice-Chairperson.

### **SECTION E. COMMITTEES AND TASK FORCES**

Each Department may establish such committees and/or task forces as deemed necessary to fulfill their purpose. The Chairperson and the membership of a committee or task force shall be confirmed by the appropriate department.

1. DEPARTMENTAL COMMITTEES -- A committee may be formed by a department for the internal work of the department. Members for a committee may come from the department or any constituent church. All committees shall be chaired by a member of the department.
2. DEPARTMENTAL TASK FORCES
  - a) Task forces may be formed by a department for programmatic or task work of the department upon the presentation of a proposal and/or budget request. Membership of a task force shall be recruited from constituent member churches and a Chairperson designated.
  - b) A task force may function for up to three years and shall be evaluated periodically.



- c) Funding for all task forces will be through the approved budget process.

## **ARTICLE XI – AFFILIATED ORGANIZATIONS**

### **Section A. DEFINITION**

Affiliated Organizations are those whose constitution and by-laws have been approved by the delegates of ABCORI.

### **Section B. RELATIONSHIP TO ABCORI**

1. Affiliated organizations will designate a representative to attend meetings of the Board of Mission, and to report back to their respective boards. They shall also regularly report on their own organization's activities to the entire ABCORI constituency.
2. Affiliated organizations will submit an annual report, including financial statement(s) and a list of officers and board members for publication in the ABCORI Directory and Yearbook.
3. In all matters not specified in this Constitution, affiliated organizations are autonomous, nor does ABCORI have any administrative, fiscal, legal or other responsibility for any affiliated organization.

### **Section C. ENUMERATION - The following are recognized as affiliated organizations:**

American Baptist Men (ABM)  
American Baptist Women's Ministries of RI (ABWMRI)  
Baptist Heritage Center (BHC)  
Baptist Home of RI (BHRI)  
Canonicus Alumni Association  
Ministers Council  
RI Baptist Education Society (RIBES)

## **ARTICLE XII - AMENDMENTS**

This Constitution and By-laws may be amended or revised by a vote of two-thirds (2/3) of the delegates present and voting at an Annual Meeting or a special meeting of the delegates. Written notice of all amendments and/or revisions shall be mailed to all constituent churches and delegates at least two weeks prior to the date of the meeting.

## **ARTICLE XIII - INDEMNITY**

The Power of indemnification under the laws of Rhode Island shall not be denied or limited by the By-laws.

## **ARTICLE XIV - PARLIAMENTARY AUTHORITY**

The rules contained in *Robert's Rules of Order, the Modern Edition* shall govern the American Baptist Churches of Rhode Island in all cases in which they are not inconsistent with the Constitution and By-laws and special rules of the corporation.

Note: to assist in implementing the By-laws, the Board of Mission has approved a set of "Policies and Procedures". Copies of these are available from the ABCORI office.

Amended by delegates – March 6, 2006

Amended by delegates -- May 19, 2007