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2010-2011

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

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ANNUAL REPORTS 2010-2011

2010 ANNUAL REPORT OF THE EXECUTIVE MINISTER

Dr. Liliana Da Valle, Executive Minister

2010 was a very difficult year in the life of the American Baptist Churches of Rhode Island (ABCORI). It was a year characterized by losses. Among other brothers and sisters who went to be in the presence of the Lord, we lost our beloved Hank Pedersen, a great leader among us, and his dear wife Fran moved to Minnesota. Both left a big empty spot in our organization.

In the summer we lost staff in key positions, which created both a great fallout and the need to restructure our staff configuration. Summer camp suffered the loss of its director and much distress fell over ABCORI. It was a time when the family needed to pull together and most of us did. As your executive minister, I have appreciated the level of trust placed on me and my leadership at the time.

Since the summer my workload increased tremendously as I tried to take care of camp, finances, a host of other responsibilities, and dealing with the fallout while continuing my regular ministry. Due to legal reasons, I was prevented from sharing information about the terminations, which made some people uneasy. The silver lining in all this was the love and support of a host of loyal brothers and sisters who held up my arms, and the amazing response of the staff at Canonicus, who rejoiced in the change of leadership style.

At the beginning of December, when I announced my resignation from the position of Executive Minister, ABCORI suffered yet another loss. As I have stated publicly, I am leaving because I truly believe my job is done. I also believe that ABCORI needs a different kind of executive, one with the knowledge and experience to help figure out how to face the future in terms of organizational structure and finances.

Let me be clear, we have a new structure for ministry that is working well; when I talk about organizational structure I refer to reconfiguring staff patterns to cover all the bases. In these difficult economic times, much skill is needed in the area of finances also.

The last four years have been the best of my life. God called me to be an Executive Minister in 1985; since then I had been in training and you gave me the opportunity to fulfill God's high calling. Everything I did with ABCORI I did with integrity, passion, and prayer. I have no regrets. I know that I am a better person and a better minister for having served among you.

As you read this report, I am far away in California. My fervent desire for all of you and my prayer before the Lord is that you can be one in Christ, that you can trust one another in ministry, and that you can have the courage to build upon the foundation we have set together.

Blessings,



ELDER CARE MINISTRIES

2010-2011 was a very interesting year for Eldercare. I began the year working as the acting director part time while still pastoring in the North Foster Baptist Church. I was called to the full time director's position and made the switch on June 1, and my installation was on September 19. This has been a year of growth and change for eldercare due to the changing face of the over-65 population, the difficult economy, the spirit of interfaith cooperation, and the formation of coalitions with similar goals.

In May, Interfaith Directors of Elder Advocacy (IDEA) held their first conference. This was a breakfast at the Crowne Plaza called *The Sleeping Giant*. The audience was professionals (clergy and lay) and volunteers from faith communities who are working with seniors. The breakfast was a huge success with 150 in attendance. We were pleased that Bishop Thomas Tobin, Rabbi Peter Stein and Rev. Dr. Donald Anderson were our conveners. The conference covered all types of information that those working with seniors need, including senior spirituality for those in either long term care facilities or are aging in place. It was such a success that we repeated the workshop in October in Spanish (*El Gigante Dormido*). IDEA also ran a successful workshop for caregivers in May called *Promises to Keep*.

I have been working with Senior Agenda which is a watch dog agency for any and all legislation and policies that pertain to seniors. Ethan Adler from Jewish Senior Agency and I presented a workshop in October at their annual conference on Spirituality for Seniors. This workshop emphasized spirituality for the active senior.

I have visited The John Clarke Retirement Center on several occasions and am enjoying a good relationship with the director and the chaplain. I have been asked to lead the Vesper Service in October. The ABCORI staff has joined me on several occasions for a party with all of our Baptist residents.

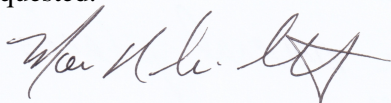
In lieu of a Volunteer banquet this year, the American Baptist Churches of RI (ABCORI) held a Volunteer barbecue which I helped organize and participated in. Now that I am full time, I am beginning to take over and organize the ABCORI Volunteers as well with the help of Sandra Kelly.

Our Spiritual Care Coordinator resigned effective May 1, 2010. I decided to post the position as two separate positions so there will be three of us tweaking the job description and organizing events. We now have two spiritual care coordinators, Rev. Rosalie Norman-McNaney at Elmhurst and Rev. Ted Platt at Tockwotton.

One of the biggest ABCORI projects that I worked on, along with Coleen Tolhurst, Don Wolfe and Anne Aldrich, was the First Annual Health Fair that was held October 30, 2010.

I have been working with several outside senior agencies on behalf of Eldercare. In January 2011, I became a member of the Board of Directors for Senior Agenda, which is a watchdog agency for legislation related to seniors especially as it related to aging in place. I am still working with IDEA as we plan another conference for this coming spring. I have acted as a consultant and/or a participant for many groups that deal with elder issues: RI Generations (culture change in nursing homes), FIRE (faith infused recover education), Elizabeth Buffum Chase (elder abuse) and Orchard View Nursing Home (helping with hiring a chaplain), SERV RI (active senior volunteers), The Respite Coalition.

Two other near future projects have evolved out of the number of phone calls I get from the ABCORI family who need information about 1) choosing a nursing home for a loved one and 2) having the ability to age in place. There will be information folders that I can share with pastors and the ABCORI family as needed and requested.



2010 ANNUAL REPORT OF THE PRESIDENT

“Consider it pure joy, my brothers, whenever you face trials of many kinds, because you know that the testing of your faith develops perseverance. Perseverance must finish its work so that you may be mature and complete, not lacking anything. If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him. But when he asks he must believe and not doubt.... Blessed is the man who perseveres under trial, because when he has stood the test, he will receive the crown of life that God has promised to those who love him.”

James 1: 2-6, 12 NIV

The past year 2010-2011 has been something of a trial for our American Baptist Churches of Rhode Island family. Yet it has produced its share of blessings as well; some of them very rich and rewarding.

Let me start with “the trials.” This year has seen a significant loss in key staff personnel. In some cases personnel were terminated. In other cases they resigned. The most notable of these were the terminations in July 2010 of our director of administration and our maintenance director. In early January 2011 our executive minister resigned. Each instance brought with it considerable stress and strain.

Our financial picture has also been a source of concern, even anxiety. After several years without any audits of our regular operating books or of our invested funds, audits are now underway in both areas. Preliminary reports are indicating some points for concern, although it appears no improprieties have been found. While final audit reports may not be received until late 2011, it is clear some steps of necessity will be required in order to have a truly healthy financial operation. Some of these steps may even be “hard” for us to take, at least initially.

Our income needs to grow and grow significantly, if we are to do ministry in the name of our Lord. Let me remind us all, that is our **purpose, our whole reason to exist: To do ministry in the name of Jesus Christ.** Our camping ministry needs to grow, and by doing so, produce more income to pay our bills, likewise with our conferencing ministry. The potential for the latter to happen will be vastly improved come this June (2011) once our tenant, the Quest Montessori School, has vacated our conference facility. To further help toward this goal, our Operations Team has engaged Rev. Dr. Johnny M. Wilson, Jr., to serve as Development Director on a six month contract basis. It should be said, however, that the key thrust of this position will be to bring in greater “Kingdom Building” dollars. Please be in prayer for our ministries and for the income they can provide to grow those ministries significantly in the future.

While there have been “trials” and moments of “testing”, there have been moments of joy, celebration, yes – of rich blessings, as well! While it has been necessary to reshape our staff, it continues to be a source of great blessing to our ABCORI family. The return of Matt Black as Facilities Manager and the addition of Rev. Nikita McCalister as our new Operations Manager (also a six month contract position) strengthen our staff greatly, and give us a truly first rate team to serve us. We have a unique ministry to the elderly, which we’ve placed in new hands, those of Rev. Marie Carpenter. She and this ministry are truly a blessing within and beyond our ABCORI family. I express my sincere thanks to our entire staff for its superb dedication and service. They truly understand Christ’s admonition to be “servants” to God’s people.

The task of restructuring and of revising our By-Laws to reflect our new organizational structure is complete, at least for the present. The delegates to our annual business meeting on March 7, 2011, overwhelmingly approved the revised By-Laws as proposed. My deep appreciation goes out to Donna Sherman for seeing this task through to completion, along with her committee, its readers/critiquers, and all who saw fit to approve their work. It should be noted that these By-Laws provide for a fifth ministry team for Camping and Youth Ministries. This should greatly improve the way we do ministry in this area – another blessing!

Our Canonicus property is a real blessing enabling us to do ministry in the splendor of God's mighty creation, and to do it well. Please join me in thanking Don and Linda Hansen for financing construction of a sizable new pavilion, located in Beach Field adjacent to the waterfront. We are blessed by such caring and giving members of our ABCORI family. Thanks to our maintenance staff and Properties Committee and all the volunteers who weekly help with projects on the grounds, so that our facilities and grounds are appealing, safe, and in good repair. There is one "property" concern I feel compelled to address. The old farmhouse, "McCrillis," has been condemned and boarded up. It is a serious safety liability and an eyesore. A decision is needed soon on what to do with this building. It detracts from our ability to do effective ministry.

On the fiscal front, ABCORI, again this year (as last), received a sizable sum of money (in this case, \$40,000) through the sale of former church land to the Town of West Greenwich. A non-Baptist congregation now meeting in the former church building has also expressed interest in purchasing the building and remaining property. Also on the fiscal front, most of our operating manuals have been updated this year. Our thanks to those involved in these efforts.

The "Old-Roots, New Beginnings" series of three informational sessions, spear-headed by our two representatives to the ABC-USA General Board, Rev. Dr. Jonathan Malone and Mr. Antonio Lombardi, along with their Support Team, proved very helpful in connecting our region to the ministries of our national body. In particular, a good number heard our General Secretary, Rev. Dr. A. Roy Medley, speak and share with us in February, 2011. Another rich blessing, indeed!

We are now in a period of transition. I would be remiss if I did not express my gratitude, and I hope, yours, to Rev. Dr. Liliana Da Valle, for her four years of forward-looking ministry among us as our executive minister. She had the foresight to establish a "Transition Team" of nine members to bridge her ministry through the interim period into the tenure of our next executive minister. These folks are each individually responsible for a major area of work normally undertaken by our executive minister. This team is proving invaluable as we move through the process of selecting a part-time interim executive minister and eventually a new, full-time executive minister. We are blessed to have such capable, committed, and caring individuals team up to carry on our affairs in this way. The Transition Team consists of Donna Sherman, Bob Sherman, Joyce Duerr, Cynthia Smothers, Rosalie Norman-McNaney, Jim Miller, Bob Auld, Marie Carpenter, Nikita McCalister, Johnny Wilson, and Sandra Kelly. I know our entire ABCORI family joins me in thanking you for your good work. You are indeed a blessing to us all!

As your President I get to attend a great many and a wide variety of meetings. It has been a real blessing to me to see so many different faces as I move from meeting to meeting. ABCORI is richly blessed by so many caring and dedicated volunteers serving on its Ministry Teams, on its committees, Task Forces, let alone, as servers at dinners, greeters at functions, planners of events, consultants to our churches, and so much more. Thank you all for your commitment to building the Kingdom in this place. We are blessed!

My thanks to my fellow officers and Board of Ministries' members who have served these past two years, and who now leave their positions, hopefully to do ministry in new and different ways. My warmest regards, highest respect, and very best wishes to the very gifted Donna Sherman as she assumes the duties of President. Thanks to you all for your faithfulness to and support of ABCORI these past two years. It is truly the richer for your caring, your prayers, and your participation in its great mission.

I trust that those "trials" we have experienced together have strengthened our "perseverance" that we might "mature and be complete" in the Lord. May we be the wiser from our experience and better equipped to minister in the name of our Lord. May our perseverance prove to be a rich blessing, not so much for us individually, but for our collective ministries in the name of Jesus Christ.

May the Lord richly bless each of you! Amen.



James R. Essex, President

RECRUITMENT

The Recruitment Committee is responsible for nominating candidates for ABCORI officers, members of the Board of Ministries, ministry teams, and other areas. When resignations occur throughout the year, the committee finds replacement candidates whose names are submitted to the Board of Ministries for approval.

The Committee filled positions as needed during 2010, and recruited candidates to fill the 2011 Leadership List positions. The responses to our requests were heartwarming, as many people joyfully agreed to serve. Nominations from the membership are always welcome as we seek out qualified persons to serve in all areas.
Donna Sherman, Chair

STANDING COMMITTEE ON ORDAINED MINISTRY (SCOM) 2010-2011 Annual Report

The Standing Committee on Ordained Ministry (SCOM) meets on the first Thursday of each month to address the ongoing issues of professional ministry – both in the preparatory stages leading to ordination and after ordination to promote healthy pastor/church relationships and, when necessary, to deal with questions of ethics or clergy misconduct. SCOM is charged with maintaining ministerial standards and discipline; coordinating pre-ordination licensing; overseeing the ordination process; and providing continuing education and counseling referrals for clergy.

The committee has four teams that focus on specialized areas:

- ***In-Care***: Provides guidance for candidates who have received their pre-ordination licenses and are now preparing for ordination. Each candidate is assigned an in-care pastor and must meet a standard list of criteria.
- ***Interim Ministries***: Establishes and provides oversight for effective interim ministries in ABCORI.
- ***Ministerial Health***: Coordinates educational opportunities and assumes responsibility for conducting misconduct investigations and following through with ethical issues that may arise. Also works with clergy from other denominations who seek to have their credentials/ordination recognized by ABCORI.
- ***Ordination Procedures***: Works with the candidate and the ordaining church to conduct the council and the ordination service.

Candidates currently under care in preparation for ordination are Doris Hooks, Adam Kyne, Kyle Larginha, Rebecca Law, Lemeck Louis, Virginia O'Shan, Irving Scoby, Michelle Sullivan, James Whitney, and Lee Williams.

Recognition of pre-ordination licenses or renewal of licenses:

- Kyle Larginha—license recognized May 6, 2010
- James Whitney—license recognized June 3, 2010
- Rebecca Law—renewal of license recognized February 3, 2011

Ordination councils and services:

- Blake Horridge—ordination council on August 22, 2010; ordination service on October 24, 2010
- Shyral Wallis—ordination council on October 16, 2010
- Tom Wallis—ordination council on October 16, 2010

We offer a special word of appreciation to Barbara Hubbard and Leigh Johnson, who will complete their service on SCOM at the end of the year, and to Clay Berry and Darin Collins, who completed their service earlier this year. We also are grateful for the support the committee received from Liliana Da Valle.

Respectfully submitted,
Kathryn Palen, chair

THE MINISTERS COUNCIL OF RHODE ISLAND
2010-2011 Annual Report

The Ministers Council program year, as usual, began in May with our annual retreat on Block Island. Our retreat coordinator, Rev. Toni Di Pina, did a wonderful job of planning for a relaxing retreat. Our guest speaker was Rev. Dr. Kirk Jones from Andover Newton and author of the book, *Addicted to Hurry*, which he used as the basis for our devotions and discussion. In our closing service we bid Rev. Hank and Fran Pedersen goodbye, as they prepared to move to Minnesota. Little did we know that for many of us it would be the last time we would see Hank as he passed away just a few weeks later.

The Ministers Council Executive Board worked very hard creating “Guidelines for Clergy Compensation”. These guidelines have been distributed to all clergy and are available to churches as well. (See the report from the Pastoral Leadership Ministry Team.)

Our October conference was held on October 26, with Jean Wright as our guest speaker. It was a day for reflection and relaxation and was well attended.

Unfortunately, our January program with Rev. Dr. Evan Howard had to be cancelled due to snow. But February was a big success at Warwick Central Baptist Church with Rev. John Houliker speaking about post-modern Christian Education. In March, the ministers were introduced to our new staff member for fund development and marketing person, Rev. Dr. Johnny Wilson, Jr., as well as our existing staff.

Our new officers for 2011-2012 are: Rev. Dr. D. Paul Lawrence as vice president; Rev. Barbara DaCosta as senator; Rev. Bob Auld as program chair. A change in our by-laws was decided by our executive board and the Standing Committee on Ordained Ministry to reduce the number of Ministers Council representatives on SCOM.

The Ministers Council is trying to become more user-friendly by sharing material that is relevant to today's pastors.

Marie Carpenter, President

2010 MINISTRY TEAM REPORTS

PASTORAL LEADERSHIP MINISTRY TEAM Annual Report

Started October 2008: In existence 30 months

Team: Rev. Bob Auld, Rev. Esther Irish, Bettye Williams Clanton, Linda Bausserman, and Rev. Carl Balark

Representative to Board of Ministries: Bob Auld

Emphasis: Our main emphasis as a team is to promote *Healthy Pastors*.

Goal: Our 2011 goal is to call every American Baptist pastor in our state and survey them as to whether or not they are involved in spiritual care and covenant groups.

Possible questions:

- Are you able to attend the meetings that support pastors? ie Ministers Council
- If not, what would make it easier for you?
- Are you a part of a Together In Ministry (TIM) group?
- If not, in what type of group would you be interested?
- Would you be willing to covenant with one other pastor for prayer and accountability?

We work in synergy with:

1. **Standing Committee on Ordained Ministry (SCOM)** mentors seminarians through the in care process, helps with ordination requirements and eventual ordination, assists pastors in conflict. Contact: Rev. Kathryn Palen
2. **Rhode Baptist Education Society (RIBES)** assists seminary level students with educational advances, provides partial funding for seminarians going to the Center for Career Development. (The denomination takes care of most of the rest of the cost.) Contacts: Ethel Corbin (SCOM) and Bob Auld (RIBES)
3. **Ministers Council** holds at least four programs, usually on the fourth Thursday in November, January, February and March. Contact Marie Carpenter (President) or (Program Chair)
 - Fall retreat is held at Canonicus on a Tuesday in October
 - Block Island Retreat is held the second Tuesday in May (25 or more participated in 2010)
4. **RI State Council of Churches (RISCC)** planning a Fall 2011 event regarding end of life issues, through the RI Attorney General's subcommittee. Contact: Rev. Bob Auld
 - Clergy name tags are available though the RISCC office

Continuing Education:

1. **Providence Bible Institute's Lay Ministry:** Bob Auld and Liliana Da Valle met with its director Rev. Israel Mercedes and were promised five registration openings for the fall of 2010. We have exceeded that number and the participants report a very rewarding experience!
2. **Stewardship: *Spirituality and Stewardship*** a two-day seminar in Worcester, MA, March 18-19, 2011- Contact Rev. Bob Auld
3. **Providence Baptist Theological Circle** (Established October 15, 1860): Meets every 6 weeks. Contact Rev. Kathryn Palen
4. **Boundaries Workshop:** TBA- Planned through SCOM (Two scheduled workshops have been canceled previously)
5. **Clinical Pastoral Education:** There are some chaplaincies available, but most require two units of CPE.

There may be funding available for those interested. Contact Rev. Bob Auld or Rev. Marie Carpenter

Salary and Compensation for Pastors (Finalized salary recommendations for this year from Ministers Council Executive Board). A salary sheet is available.

- Pulpit Supply: \$150
- Weddings: \$200 minimum
- Funerals: \$150

Fellowship:

1. **Together In Ministry (TIM) Groups:** We now have four TIM groups that have funded facilitators though an ongoing grant.
2. **Communities of Practice:** The South County and the North West clusters are still active. NW cluster has monthly breakfast for pastors, where information and prayer for each other and our ministries is shared.

Respectfully submitted,
Robert S. Auld

CONGREGATIONAL LIFE MINISTRY TEAM Annual Report

Annual Gatherings

Planning annual gatherings is a major responsibility of the Congregational Life Ministry Team (CLMT). A three-year theme was launched at the 2009 Annual Gathering, “Kingdom Under Construction: **Building Hope**, Building Faith, Building Future”.

Annual Gathering 2010 (AG10) continued the 2nd phase of the three year theme and focused on “Kingdom Under Construction: Building Hope, **Building Faith**, Building Future”. Deb Guilmain, CLMT member and Youth Ministry Planning Team (YMPT) liaison, helped as YMPT took an even more active role in the overall planning of AG10. Youth had their own ministry track, but joined with the adults for parts of the program. Another overnight retreat was planned and carried out for the youth. Several ‘Faith Builder’ groups provided opportunities to learn and grow in faith and discipleship. Rev. Dr. Kirk Jones was the keynote speaker. His message was timely and challenging. We were blessed by First Baptist Church in Wickford’s presentation of their musical “Kyrie Road.”

AG11 planning got underway. “Kingdom Under Construction: Building Hope, Building Faith, **Building Future**” will complete the 3rd phase of the “Kingdom Under Construction” theme. Canonicus Camp & Conference Center will host AG11 on April 30. Rev. Dr. Marilyn Turner, Associate Executive Director, Program Ministries, AB Home Mission Societies accepted our invitation to keynote and will present a workshop as well.

Camp and Church Renewal

Rev. Dr. Johnny Wilson Jr., served as camp pastor for ABCORI and worked with Rev. Marie Carpenter on church renewal workshops at Westerly Church.

Lay-Ministry Training

Discussions are ongoing as to the scope and parameters for lay ministry training.

Youth Ministry Planning Team

Monthly youth gatherings continued throughout 2010. Deb Guilmain provided liaison between Congregational Life and YMPT.

With the adoption of the newly revised Constitution and Bylaws at the Annual Meeting on March 7, 2011, the new structure under which we’ve been operating was formalized. A new ministry team, Camping and Youth Ministries Team, was born. Congregational Life reluctantly says ‘farewell’ to some of our team members who worked in this area, and promises to pray for them as they develop camping and youth ministries.

It is our joy to serve the body of Christ in and through ABCORI and the Congregational Life Ministry Team.

Congregational Life Ministry Team
Board of Ministries

SOCIAL WITNESS MINISTRY TEAM Annual Report

One of our first projects was to promote a *Children in Poverty* initiative encouraged by Rev. Dr. Liliana Da Valle. Through funding resources entrusted through ABCORI, a successful full day conference was again held at the Roger Williams Park Casino, through the efforts of several poverty agencies and the Rhode Island Interfaith Coalition. It was well attended. There were workshops and a lively debate among the gubernatorial candidates.

During 2010 our team has promoted the social witness activities of other ABCORI churches through the ABCORI E-notes news letter and by networking. We have attempted developing a social witness directory, listing activities and programs of other ABCORI churches.

For now we plan to utilize the ABCORI E-notes and to initiate a system of sending electronic announcements to ABCORI churches via *constant contact* in order to accomplish the following:

1. Raise awareness among ABCORI churches that the Social Witness Ministry Team is available to help them identify helpful resources as they plan social witness ministry initiatives.
2. Inform our churches about social witness initiatives and events that are taking place at individual ABCORI churches so that other churches can support them.
3. Inform our churches about other social witness initiatives and events in Rhode Island that are sponsored by the RI State Council of Churches and other groups so that their congregations can participate, if desired.

We also hope to promote awareness of social witness ministry opportunities by hosting workshops at future ABCORI Annual Gatherings, offering resources for planning social witness initiatives and high lighting successful social witness events that have been carried out by other ABCORI churches. Another possibility is to co-sponsor workshops with other groups, such as the Baptist Peacemakers of RI, on a variety of peace and justice issues.

Presented by the Social Witness Ministry Team

EVANGELISTIC WITNESS MINISTRY TEAM Annual Report

No report submitted

OPERATIONS 2010 ANNUAL REPORT

2010 has been a difficult and busy year for the Operations Team. Our income did not meet either the levels of years past or our expectations of 2010. Canonicus Camp and Conference Center suffered a disappointing camping season, with attendance well down below previous years, and use of the conferencing center was also lighter than hoped. These events combined with somewhat lower United Missions giving resulted in \$130,000 less revenue than expected. Expenses were down from last year which helped control the deficit. On a positive note, the constrained fiscal situation demanded tighter controls which were developed and are now in place. As a result, this year has been a struggle to maintain the mission of ABCORI while not draining our investments too severely. In this objective I believe we were modestly successful.

The Operations Team oversees many of the resources of ABCORI: financial, property, personnel, investment, and fundraising. You will hear of the efforts of each of these areas in their separate reports, but I would like to highlight some of their achievements.

Properties had a very busy and productive year providing major maintenance to several of the buildings and equipment. They also provided oversight for the construction of a new beachfront pavilion, the cost of which is a generous gift by the Hansen family.

The Baptist Fund of Rhode Island has been active in loaning funds to churches that needed renovations to meet the new fire codes. It also provided timely assistance to United Baptist Church in Newport through short term loans for needed repairs.

Budget has done great work in the effort to review and contain spending to match actual revenues. The committee conducted quarterly reviews of the budget to measure compliance. As a result, we have managed to preserve most aspects of the ABCORI mission without exceeding our income by more that was authorized.

Investment has initiated a major review of the Pooled Funds and instituted new policies to guide our investments. The funds themselves have enjoyed growth over the benchmarks in this recovering market.

Personnel has been busy reviewing and revising the personnel policy manual. This effort has resulted in a newly revised Employee Manual that is awaiting approval by the Board of Ministries. Along with this effort new job descriptions have been developed for each staff position and reviews of health care options and other benefits have been done.

ABCORI is fortunate to have had the support of many members who, in past years, generously contributed to the ABCORI endowment. These gifts are what enable us to meet our goal and continue our mission in these down times. We need the continued generosity of our members to maintain a healthy financial status and to insure ABCORI's future. Camp for our youth, support for our ministry, and advocacy through both local and international missions are what we are about. The Operations Team is pleased to provide the underpinning to these endeavors. We are grateful for the support of all of Rhode Island's American Baptists as we do our job. Thank you all.

Respectfully

Don C. Wolfe, Chair

BAPTIST FUND OF RHODE ISLAND (BFRI) 2010

During 2010 BFRI continued supporting the program life of American Baptist Churches in Rhode Island through grants and loans funded by endowments specific to the BFRI ministry, as well as interest and loan repayments, and most importantly, the annual financial support of ABCORI congregations. In addition to providing annual budgeted grants to community "PARTNERS IN MINISTRY", grants were made to provide seed money for new ministries or to improving existing ministries, as well as to pastors in crisis. Significant this year was the need for BFRI to step in with loans to churches hard pressed financially to comply with state and local fire code upgrades mandated in the wake of the Station nightclub fire. Without gifts of farsighted donors in past years to designated funds for this ministry, churches would have had difficulty securing the financing required for these major undertakings. In addition, through two short-term loans to United Baptist Church of Newport, that congregation was enabled to secure from trusts and foundations major grants for the repair and restoration of the ceiling of their historic sanctuary. At the December 12, 2010 community and congregation celebratory service, United Baptist presented a Certificate of Gratitude and Appreciation to BFRI, stating "the emergency loan that was granted to our congregation gave us the ability to move forward in a timely fashion with this project."

The gratitude of those who receive support through BFRI does not reflect to the persons who serve on the BFRI committee, but rather to you who through your congregation's financial support of BFRI enable the committee to serve in your name. Information is found on the ABCORI Website – BFRI link. We appreciate all who serve on the committee and we are especially grateful for the service of Randy Lundquist, treasurer. Thanks to each for sharing your wisdom in the carrying out of the fiduciary responsibility of BFRI.

Carolyn-Yvonne (Vonnie) Dutton, chair, BFRI (February 2011)

INVESTMENT COMMITTEE 2010

The Investment Committee oversees the investments of the ABCORI Pooled Fund Portfolio. The value of our Portfolio as of December 31, 2010 was as follows:

Combined Pooled Fund value as of 12-31-2010 \$6,425,185.00

The portfolio has enjoyed a significant rise in value wiping out a major portion of our unrealized losses in 2008-2009. We are pleased with the efforts of our investment manager, Alliance Bernstein, to maximize the portfolio in such a way as to bring back its value without taking any extreme risks. We have discussions with them quarterly to review the portfolio and market conditions. Our policy of investing 10% of the portfolio on a 5% trailing average into local community economic development projects continues to perform. However, we have noted some deterioration of investments in this area and are taking action to limit our exposure until we get back into more stable times.

On advice of our investment advisors, we converted some of the portfolio (30%) into an overlay product which gives us more protection from wild swings in the market. This product has worked well for our portfolio. We are quite pleased with Bernstein Global Wealth Managements performance in achieving a total return of 10.2% for 2010. The Investment Committee decided to maintain our draw rate of 4.5% for 2011. However, the effect of the market drop in 2008 continues to be a drag on our three year trailing average used to compute the dollar amount of the draw.

Bernstein Global Management is performing well as our custodial agent. NRS, a specialist in servicing the accounting end of non-profit portfolios, is providing excellent service. This year we changed our method of delivering the quarterly checks. The quarterly statements and checks are mailed directly by NRS to our members. We hope this process will provide quicker delivery of the funds to our clients. Please keep us advised of any problems in this area.

The Investment Committee has engaged the services of AMS (Accounting Management Solutions) to review the portfolio with regards to UPMIFA (Uniform Prudent Management of Institutional Funds Act) and will complete this project in April. We will report their results and possible rebalancing of the Portfolio in May.

We are planning to hold a Pooled Fund Investors' dinner meeting in late May. Bernstein will be presenting an overview of the portfolio performance and a look into the future. Invitations will be sent out.

Respectfully submitted,
Thomas A. Kennedy, Chairman

PROPERTIES Annual Report – April 2010 to March 2011

This committee serves under the Operations Team and has as its mission “to work cooperatively with ABCORI administration to ensure long and short range quality care of the properties of ABCORI”. At the same time we deal with those issues that are considered immediate concerns in order to prevent long term problems.

The dedicated work of the members of this committee is appreciated: Charlie Ward (First Baptist, East Greenwich), Whitney Bancroft (Wakefield Baptist), Walter Lawrence (Phenix Baptist), Lucien Martin (Phenix Baptist), Peter Gustafson (Wakefield Baptist), Bruce Wilcox (Hope Valley Baptist) and David Rogers. During 2010 Peter Gustafson, Whitney Bancroft, and Charlie Ward resigned from the committee. Even though they resigned from the committee, they are still involved with the camp in many ways, our thanks to them for their work and dedication. For 2011 we welcome Holly Swift (First Baptist, East Greenwich) to the property committee.

Work days were held several times during the year. The Raiders, working with the Facilities Manger, have worked nearly every Monday throughout the year, as has been the case for many years.

This year has been a year of change. With the change of leadership at ABCORI and Canonicus, the properties committee has kept its focus on the upkeep and improvement of Canonicus.

Highlights of accomplishments include:

A new pavilion has been built in the Beach Field. Our grateful thanks to Don and Linda Hansen, who were the benefactors for this project, as well as to Greg Pawlina, who oversaw the project.

A camp inspection calendar was initiated and we will be doing a complete inspection of the camp on a two year rotation. Using those results, we will be able recognize issues and set priorities for repairs.

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

ABC-USA GENERAL BOARD REPRESENTATIVES' REPORTS – 2010

Rev. Dr. Jonathan Malone – *Nationally elected representative to the General Board*

2-16-11 It has been a privilege to serve as your representative to the General Board along with Antonio Lombardi this past year. Besides being on the General Board, ABC-USA, I am on the Committee for Christian Unity, and on the board of directors for the American Baptist Home Mission Societies. This report will address each aspect of my responsibilities.

Committee for Christian Unity – The CCU works with various Baptist groups in the nation and the world including the Baptist World Alliance and the New Baptist Covenant, ecumenical groups in the nation and the world including the National Council of Churches, the World Council of Churches, and emerging interfaith conversations. While doing all to be sure that ABC is well represented in the Baptist and ecumenical groups, the CCU is a strong part in pushing a Baptist-Muslim dialogue in the nation. In October of next year the CCU will be a partner in hosting the second national conversation at Andover Newton Theological School. In addition, the CCU had a representative at the recent Lausanne Congress bringing ABC-USA in close working and conversation with other evangelical groups in the world. In this group good work of unity and cooperation is happening for the sake of peace, justice, and mercy through the name of Christ.

American Baptist Home Mission Societies – The ABHMS (formally know as National Ministries) is in the process of considering how to continue doing important work among American Baptist churches in the nation while at the same reaching a budget that does not draw on endowments and works efficiently. Because of ABHMS bylaws already passed, pending an adoption of the bylaws for ABCUSA, the board of directors will be reduced in size for the sake of flexibility and efficiency.

As that change is on the horizon, the Executive Director, Aidsand Wright-Riggins, is leading the way for a change in view, vision, and ethos of the ABHMS. Briefly, the ABHMS is moving away from considering how to continue to survive and do the work of ministries to seeing how it can serve churches and the ministries already happening within and among churches. The ABHMS is here to serve us.

The General Board of the ABC-USA – The General Board is actively preparing present rewritten bylaws so they can be voted on by church delegates in Puerto Rico this summer. It is heartening to know that many of the critiques made in Pasadena concerning the bylaws were heard and influenced many of the changes made. For the sake of space, I will not delve into the details of the by-laws and the changes (although just ask and I will be happy to confuse you with the details).

From my own perspective, I originally voted against the bylaws, because of the many flaws that were pointed out in Pasadena. Today I am not completely satisfied with the content in the bylaws or the process by which they were produced. Yet with that said, I am not confident that voting against these changes again would be in the best interest for the denomination and the work of Jesus Christ. I feel that the denominational leadership has done the best that they could and with trust in God, we should embrace the changes so we all can go forward in doing the Lord's work. Between now and the Biennial, I hope to elicit the ideas, the will, and the passion of the people in the pews of ABCORI so that I can represent the region on the General Board.

Other and Summary – Antonio and I are continuing our series of “Old Roots, New Branches” which has been a very good process. We owe a great debt of gratitude to our support team in these efforts. As we look forward to our final events of Old Roots, the next challenge before both of us is sharing the work of the national program boards and the possible changes that are before us in Puerto Rico. I am not naive to the difficulty of the nature of this, but feel that it is an important task for the sake of the denomination and to encourage possibilities to share and engage in the ministry of Jesus Christ.

Finally, I have been reminded of the story we have to tell as Baptists. It is a story that is exciting, that merits pride, and that continues to call us to face the challenges before us. The story begins with the local church, is enhanced through the work of our regional staff, and continues through the support of our national denominational program boards. It is with great humility that I strive to represent American Baptists of Rhode Island on the national level.

Blessings and Peace,
Rev. Dr. Jonathan A. Malone

Antonio L. Lombardi – Locally elected representative to the General Board

2/15/2011 My first year acting as your representative to the General Board has been a very enjoyable experience. I have learned a lot and continue to learn every day. On November 18-21, 2010 Jonathan Malone and I traveled to Valley Forge to attend our first General Board meeting and other national meetings. Along with being on the General Board for ABC-USA, I am on the board of directors and the governance committee for the American Baptist Home Mission Societies. I also serve on the Immerse 2012: National Youth Gathering Planning Team.

Along with my responsibilities on the National Level, I am still highly involved in our Region. I serve on the Board of Ministries, Youth Ministry Planning Team (YMPT), served on the ABCORI Bylaws committee, and also served on the Program Advisory Team.

The General Board of the ABC-USA – As Jonathan described in his report, the General Board is actively preparing to approve a rewritten bylaw so that they can be presented to church delegates in Puerto Rico this summer. If you have any questions about the new bylaws for ABC-USA please don't hesitate to ask Jonathan or me. I took the same stance as Jonathan and I originally voted against the bylaws, because of the many flaws that were pointed out in Pasadena. As of today, I still have a few concerns about some language that is written, but with that said, I also am not confident that voting against these changes again would be in the best interest for the denomination and the work of Jesus Christ.

American Baptist Home Mission Societies – The ABHMS is in the process of considering how to continue doing important work among ABC churches in the nation while at the same reaching a budget that does not draw on endowments and works with efficiency. Because of ABHMS bylaws already passed, pending an adoption of the bylaws for ABCUSA, the board of directors will be reduced in size for the sake of flexibility and efficiency. As that change is on the horizon, the Executive Director, Aidsand Wright-Riggins, is leading the way for a change in view, vision, and ethos of the ABHMS. Briefly, the ABHMS is moving away from considering how to continue to survive and do the work of ministries to seeing how it can serve churches and the ministries already happening within and among churches. The ABHMS is here to serve us.

General Board Representatives' Think Tank

Jonathan and I are very blessed to have a great team of support: Peggy Johnson (Past President for ABC-USA), Rev. Dr. Paul Hansen, Rev. Rosalie Norman-McNaney (formerly with ABHMS). Together we created the "Old Roots, New Beginnings" series, which has been very successful. We continue to work together as a team to create transparency of information for you the churches of ABCORI.

Again, I would like to thank you all for supporting me in my new venture as your General Board Representative. I continue to grow in knowledge of our denomination and region. I am honored to serve you again for this coming year.

In Christ,
Antonio L. Lombardi

AFFILIATED ORGANIZATIONS

AMERICAN BAPTIST WOMEN'S MINISTRIES OF RI Annual Report for the year 2010

Through American Baptist Women's Ministries, women and girls have opportunities to worship God, grow spiritually, develop spiritual gifts, care for one another, and reach out to others.

The program and financial year for AB Women's Ministries of Rhode Island is July 1 to June 30.

Each winter we have a Spiritual Growth Retreat. In 2010 we participated in the all New England States Retreat for women and AB GIRLS held in Massachusetts. In February 2011, forty-eight Rhode Island women and girls participated in the retreat at Canonicus.

We have statewide gatherings that give women the opportunity to learn about our American Baptist mission efforts in this country and around the world, and address issues of particular concern to women and children. In March 2010, we met at Calvary Baptist Church and put mission into action as we hosted a Fun Fair for area families - complete with crafts, games, prizes and food. We also prepared 97 health kits for Church World Service for Haiti earthquake relief. In October, Olney Street Baptist Church hosted our state gathering where women and AB GIRLS explored "Walking in Their Shoes" and heard Peggy Burke, national ABWomen's Ministries officer, share her experiences in Haiti; honored women in whose footsteps we follow with gifts to the national AB Women's Ministries Endowment Fund; worshiped with liturgical dance; and cut 800 cotton squares for medical use in the Democratic Republic of the Congo.

We are looking forward to the annual spring conference on June 3-4, 2011, at Canonicus with the theme *AB Women: How Are We Growing and Blooming?* There will also be a program for AB GIRLS welcoming all girls in grades 4-12. At the 2010 conference we explored a Christian's response to human trafficking and other issues facing women and we launched our new state project *Power Up!* to raise \$2,000 for computer needs at South Providence Neighborhood Ministries.

We celebrate what women in our churches are doing in many various forms of ministry – food pantries, visitation, knitting, and so much more. We encourage both those with and those without local organized women's groups to join in our state activities. We encourage girls to participate in AB GIRLS activities. We can benefit from each other's experiences and shared ideas.

Through White Cross, women in our churches are major supporters of our various mission endeavors. They purchase toys, socks, gifts, school supplies and more for South Providence Neighborhood Ministries; they provide baby blankets, bandages and surgical supplies for hospitals in Congo; they prepare hundreds of school, baby and hygiene kits for Church World Service; and they make financial contributions for medical and educational work overseas. Love Gift offerings support our denominational mission efforts, as well as ABCORI, through United Mission. We continue to lift up the issue of human trafficking and support efforts to bring international attention to ending this modern day slavery.

The **KIT – Keeping In Touch** newsletter is published several times a year. In it we would like to share what the women in our churches are doing. Let us know!

A committed group of women serves on our state executive board. They are willing to assist local women in any way they can and would welcome an invitation to visit your church.

Officers in 2010:

President	Nancy Bancroft	Wakefield
Secretary	Ann McGloshen	Olney Street
Treasurer	Janet Cherms	Lakewood
Communications	Beth Berry	Wakefield
Personal Development Coordinator		
Love Gift Associate	Janet Whalen	Greenville
Church & Community Coordinator	RuthAnn Lombardi	Church of the Master
Mission & Service Coordinator	Peggy Johnson	First, North Kingstown
White Cross Associate	Carla Gardner	Greenville
Conference Coordinator	Virginia Bradley	Calvary
Conference Coordinator	Annette Dunn	Georgiaville
AB GIRLS Coordinator	Mary Vo	Calvary

Resources Coordinator
Immediate Past President

Sandy Kelly
Sue Maiocchi

Georgiaville
Berean

In addition to these leaders, White Cross Assistants are Donna Bruce and Donna Pratt; Marilyn Gustafson is Missionary Partnership Coordinator for Drs. Laura and David Parajon; and Carol Rathbun is event registrar. In June 2011 we say good-bye to some of these women as new ones assume leadership.

Nancy Bancroft, president

REPORT OF BAPTIST HOME BOARD FOR 2010

The Baptist Home Board of Rhode Island (BHB) is a charitable corporation whose incorporators consist of delegates to the annual meeting of the American Baptist Churches of Rhode Island (ABCORI). BHB officers and directors are elected at a separately convened meeting customarily held during the annual meeting of ABCORI. The principal obligation of the board of directors of the corporation is the prudent investment of a substantial endowment and the thoughtful use of these resources in accordance with its charter.

In 2010 as in prior years, one of the major recipients of these funds was John Clarke Retirement Center, who used the funds received from Baptist Home to provide chaplaincy services there, some nursing services to retirement home residents, security and transportation services, and other benefits expressly for American Baptists residing in the retirement center.

ABCORI was the other major recipient and those funds were used to support its Elder Care Ministries. During 2010, Marie Carpenter became ABCORI's new director of Elder Care Ministries and she has continued the fine work of her predecessor, Kathy Black. The Baptist Home is pleased to be able to make this ministry financially possible. It is a rare program among Protestant denominations and an ecumenical approach to the spiritual needs of the elderly in Rhode Island, particularly in nursing homes.

Additionally, a limited amount of money is made available to ABCORI churches for special needs of the elderly within the church building.

Richard H. Pierce, President.

BHB Nominating Committee Report, 2010

2011 Officers and Board of Directors:

Officers (One-year term)

President	Richard Pierce
Vice President	Vern Robinson
Secretary	Rev. Dr. Lynne C. Holden
Treasurer	J. Whitney Bancroft
Assistant Treasurer	William Johnson

Board of Directors – Class of 2014 (three-year term)

Rev. Michael D. Burch
John Rawcliffe
Claire Walker

THE RHODE ISLAND BAPTIST EDUCATION SOCIETY

The Society (RIBES) continues its mission of supporting seminarians by providing educational advances to students of our American Baptist Churches of RI (ABCORI) family. The yearly deadline for applications is March 31. For the school year 2010-2011, we supported the following ten students:

Continuing Students:

Alejandro Gaete	Center for Urban Ministerial Education (CUME)
Doris Hooks	Andover Newton Theological School (ANTS)
Kyle Larginha	Andover Newton Theological School (ANTS)
Michelle Sullivan	
Lee Williams	Center for Urban Ministerial Education (CUME)
Joseph Campbell	Center for Urban Ministerial Education (CUME)
Graciela Cortez	Center for Urban Ministerial Education (CUME)
Roque Cortez	Center for Urban Ministerial Education (CUME)
Rebecca Law	Andover Newton Theological School (ANTS)
Lemeck Louis	Center for Urban Ministerial Education (CUME)

As a Society, we support our students by paying a portion of the cost for going to the required Center for Career Development and we will also support our students who take an Ethics-Boundaries course. In a vote taken by the society in 2010, we voted to move our investments from the ABCORI pooled fund to Merrill Lynch Investments. RIBES thanks John Tucker for shepherding us through the process and Sue Colantonio for organizing all the Finance Committee meetings.

Board of Directors 2011-2012

Rhode Island Baptist Education Society (RIBES)

Class of 2011-12**	Class of 2012-13**	Class of 2013-14
Rev. Robert Auld (2)	Janice Fletcher (2)	Rev. Dr. Cynthia Smothers (1)
Rev. Shirley Fortin (1)	Rev. Steven Guilmain (2)	Susan Colantonio (2)
Gladys Thomas (2)	Rev. Sheila DuBose (2)	Rev. Virginia Alvarez (1)
Virginia Bradley (2)	Ernie Carpenter (2)	Rev. Dorian Parker (2)

Our roster changes for RIBES in the spring of each year.

(1) = First 3 year cycle

(2) = Second 3 year cycle

We would like to thank Rev. Marie Carpenter and Rev. Nancy Phelan for their many years of service to the society.

President:	Rev. Robert Auld
Vice President:	Virginia Bradley
Corresponding Secretary:	Rev. Sheila DuBose
Recording Secretary:	Janice Fletcher
Treasurer:	Susan Colantonio

**Rhode Island Baptist Education Society
Annual Treasurer's Report
January 1, 2010 thru 12/31/2010**

Cash Balance, Checking Account, as of 12/31/09 \$ 4,703.62

Receipts:

ABCORI pooled fund income	25,875.32	
Loan repayments	100.00	
Total Receipts		25,975.32

Disbursements:

Payments to theological schools	18,650.00	
Ministers Council In Care	60.00	
Center for Career Development	450.00	
Advanced IM Workshop	50.00	
RI State Council of Churches - Partners in Faith	75.00	
Tucker & Company	4,000.00	
Total Disbursements		\$ 23,285.00

Transfers to/from Checking to Money Market \$ (2,329.37)

Cash Balance, Checking Account, as of 12/31/10 \$ 5,064.57

RIBES Money Market as of 12/31/10 \$ 41,673.95

Motter Fund: (minimum \$15,000 balance) Money Market \$ 19,819.41

Scholarships awarded	500.00	
Interest earned	48.30	

Cash Balance, Motter @ 12/31/10 \$ 19,367.71

ABCORI Pooled Fund

Market Value as of December 31, 2009 (audited)		\$455,622.00
Value per unit as of December 31, 2009		\$ 25.92
Market Value as of December 31,2010		\$470,916.45
Value per unit as of September 30, 2010		\$ 26.79

Respectfully submitted,
Susan R. Colantonio, Treasurer

BAPTIST HERITAGE ANNUAL REPORT 2010

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

In 2010 we met about every other month at Canonicus and worked to fulfill our stated purpose in a variety of undertakings.

First, we began to plan the 2011 Baptist Heritage Weekend to be held on November 5 & 6. This year's theme will focus on contemporary issues of the separation of church and state. Our key note speaker will be Melissa Rogers. Currently she is the Director of Wake Forest University Divinity School's Center for Religion and Public Affairs and has served as Executive Director, Pew Forum on Religion and Public Life; General Counsel, Baptist Joint Committee on Public Affairs. :

Second, in conjunction with Standing Committee on Ordained Ministry, we have designed a Baptist Polity Course for those seeking ordination or ministerial standing through ABCORI and who are unable to take such a course in one of our seminaries. It should also be noted that while the course seeks to fulfill the requirement for ordination or ministerial standing, it is also being designed for anyone in our churches who wants to learn more about our Baptist way of life and faith. The outline of this course is as follows:

Baptist Polity Course, American Baptist Churches of Rhode Island

- ◆ The Scope of the course will include Baptist History, Core Baptist Beliefs, Polity and Denominational Structure
- ◆ There will be three sessions held at three locations. Each session will last 4 to 6 hours.

The Schedule of the Sessions

1. History - to be held at First Baptist in America
2. Practice and Baptist Principles - to be held at United Baptist Church - Newport
3. Denominational Connections (structure, etc) - ABCORI Office
 - ◆ There will be prerequisite reading that will need to be completed before each session.

The Required Core Texts for the Course

1. *Four Fragile Freedoms* – Walter Shurden
2. *A New History of Baptist Principles* – William Brackney
3. *Liberty of Conscience; Roger Williams in America* – Edwin Gaustad
4. *The Legacies of John Clarke* – Sydney James
5. *A Baptist Manual of Polity and Practice* by Hudson & Maring or *The New Hiscox Guide for Baptist Churches* – edited by Everett Goodwin
6. *Baptist Convictions* – Winthrop Hudson

(Please Note: This list is not finalized as we are looking into other resources as well)

- ◆ Mastery of materials presented will be determined through written assignments, class participation and a final oral exam.

Third, we have established a file cabinet in the Motter Resource Center at Canonicus. The purpose of this file is to provide a central resource that uplifts our RI Baptist Heritage. At the present the file holds the minutes of our meetings and a variety of papers that have been written by board members on our RI Baptist heritage. Additions of individual works on Baptist history, theology and life and individual church histories of our ABCORI congregations will be gladly accepted and put on file. To make a submission, contact me at UBCNPT@verizon.net

Fourth, we have revised the little booklet – *Rhode Island: Hometown Baptists in America*. This brief work is a good resource that provides a concise history of our heritage from 1637 to the present day. The publication of this revised work for distribution will be in time for the Annual Gathering in late April, 2011.

Finally, with the approval of the family, we have arranged for the papers and sermons of the Rev. Dr. Homer Trickett to be deposited in the John Hay Library of Brown University.

Respectfully submitted,

The Rev. Dr. Paul M. Hanson
President of the RI Baptist Heritage Center

FINANCIALS 2010

COMMENTARY ON 2010 YEAREND FIGURES – March 4, 2011

Again, the total revenues of \$771,069 fell short of the 2010 budget this year by \$137,122. The retreat fees were short by \$44,670, plus the \$12,000 from the Board of Ministries (BOM) challenge project, United Mission by \$15,641, and summer camp fees by \$50,487. Declining revenues continue to be a problem and are putting stress on the functioning of the American Baptist Churches of Rhode Island. Total expenses of \$1,031,097 were slightly over budget by \$9,958. There are no notable exceptions in the expenses above or below budget, but the expenses were not reduced to keep pace with the declining revenues.

The yearend net after endowment draw was \$110,028 expenses over revenues. The BOM approved approx \$90,000 of this at its December 2010 meeting. This year, accruals were taken at yearend to better align the revenues and expenses. This action increased the December expenses beyond expectations and accounts for the cash difference, because expenses were booked, but cash was not expended.

Recommendations are that WE HAVE AN ALL OUT PUSH FOR INCREASED REVENUES. Primarily, this has to be a VOLUNTEER effort to leverage the efforts of the staff and consultants. The challenge to the BOM (taken last year) did not materialize to help us meet the budget. Secondly, expenses need to be brought into line with revenues more quickly. This is especially true for summer camp and Canonicus usage in general. Thirdly, we need to be creative in utilizing Canonicus Facilities.

Respectfully submitted,
Bob Sherman
Budget

ABCORI ANNUAL BUDGET – 2011

	<u>Profit & Loss Budget Overview</u>			2011	2011
	2010 Orig	Oct 2010	2010	Budget	Budget
	Budget	Estimate	Year End	12/14/2010	2/23/2011
Ordinary Income/Expense					
Revenue					
Retreat Fees					
5403 · Quest Rent	47,204	50,792	47,204	63,000	24,000
5404 · Retreat Fees General					
5404-1 · Special Projects	12,000	2,000	211	19,000	15,000
5404 · Retreat Fees General - Other	338,300	338,300	293,630	303,000	303,000
Total 5404 · Retreat Fees General	350,300	340,300	293,841	322,000	318,000
Total Retreat Fees	397,504	391,092	341,045	385,000	342,000
5002 · America For Christ Offering	6,000	5,000	5,500	5,000	5,000
5003 · Kingdom Building	50,000	20,000	18,779	30,000	50,000
5100 · United Mission Giving	140,000	120,000	124,359	101,500	125,000
5123 · Honoraria	500	500	150	500	500
5201 · Gifts & Donations- Unrestricted	6,000	22,000	30,005	6,000	10,000
5203 · Grants					
5203-1 · Elder Care	145,687	145,687	127,200	147,965	134,995
5203 · Grants - Other	12,000	14,600	21,000	6,000	6,000
Total 5203 · Grants	157,687	160,287	148,200	153,965	140,995
5911 - Children in Poverty	0	0	2,000	0	0
5400 · Turtle Team	3,000	100	1,375	1,800	1,800
5401 · Summer Camp Fees	121,000	71,000	70,513	81,000	156,500
5900 · Open H/Fall F/Fishing Derby	3,000	3,000	3,588	3,000	3,000
5901 · Camp Store	9,500	5,500	5,477	6,000	6,000
5902 · Other Income	10,000	17,000	13,985	35,000	35,000
5906 · Abcori Annual Gathering	4,000	5,500	5,471	5,000	5,000
5908 · AB Foundation Income	0	0	623	0	0
	510,687	429,887	430,024	428,765	538,795
Total Income	908,191	820,979	771,069	813,765	880,795
Expense					
Elder Care					
6515 · Circle III	2,000	2,000	5,870	2,500	2,500
6514 · Circle II - Churches	2,000	2,000	1,838	2,500	2,500
6513 · Circle I - Pastors	2,000	2,000	3,794	2,500	2,500
5905-1 · Office-Elder Care	7,200	7,200	7,200	7,200	7,200
6010-1 · Compensation	74,128	74,128	66,630	82,615	82,615
6203-1 · Prof Exp ECM	1,300	1,300	2,063	1,200	1,200
6500 · Continuing Education-ECM	300	300	1,813	300	300
6502 · Grandparents Camp-Program	1,000	1,000	908	1,000	1,000
6503 · Grandparents Camp-Scholarship	750	750	0	700	700
6504 · Chaplaincy	23,000	23,000	20,059	13,910	900
6504-1 · Spiritual Care Coordinator	25,460	25,460	10,135	25,000	25,000

6504-2 · CPE Scholarship	1,000	1,000	0	1,000	1,000
6505 · Volunteer Banquet	1,200	1,200	758	1,200	1,200

Profit & Loss Budget Overview

	<u>2010</u>			<u>2011</u>	<u>2011</u>
	<u>Orig</u>	<u>Oct</u>	<u>2010</u>	<u>Budget</u>	<u>Budget</u>
	<u>Budget</u>	<u>Estimate</u>	<u>Year End</u>	<u>12/14/2010</u>	<u>2/23/2011</u>
6511 · Program Support	2,200	2,200	1,848	2,640	2,640
6801-1 · Office Supplies-ECM	500	500	412	400	400
6802-1 · Postage-ECM	500	500	79	100	100
7706-01 · Fees & Dues-ECM	0	0	0	150	150
6509 - Intern	0	0	0	1,800	1,800
6501 - Program Development	0	0	0	1,000	1,000
7710-1 · Resource & Literature ECM	300	300	80	250	250
Total Elder Care	144,838	144,838	123,487	147,965	134,955

Administrative/Occupancy Exp

6560 · Payroll Expenses	2,500	2,500	2,607	2,500	2,500
6601 · Insurance - Buildings	24,000	24,000	16,763	21,000	19,000
6602 · Electricity	27,000	27,000	28,209	29,000	29,000
6603 · Natural Gas	22,000	22,000	17,351	21,000	19,000
6604 · Water	5,000	5,000	6,636	6,000	6,000
6605 · Propane	10,000	10,000	10,590	10,000	12,000
6606 · Heating Oil	10,000	10,000	12,854	10,000	13,000
6700 · Custodial	15,000	17,000	18,155	20,000	20,000
6701 · Maintenance Supplies	13,000	17,000	17,876	13,000	13,000
6801 · Office Supplies	6,000	8,500	8,990	6,000	6,000
6802 · Postage	3,000	3,000	2,962	3,000	3,000
6803 · Telephone	9,000	10,000	9,788	10,000	10,000
6804 · Workers Compensation Insurance	12,000	12,000	9,889	12,000	10,000
6805 · Audit & Consulting	12,000	50,000	32,583	16,000	30,000
6900 - Legal Fees	0	0	0	0	3,560
6806 · Office Equipment	1,000	1,000	159	1,000	1,000
7706 · Fees & Dues	5,000	6,000	8,037	6,000	6,000
Total Administrative/Occupancy Exp	176,500	225,000	203,448	186,500	203,060

Dept of Operations

6809 - Misc. Operation	0	0	203	0	0
7703-2 · Annual Gathering	3,000	4,500	4,396	4,500	4,500
7704 · Copyright license	230	230	245	245	245
8006 - Nehemiah Leadership	0	1,000	1,000	1,000	1,000
7710 · Resource & Literature ABCORI	300	300	127	300	300
Total Operations	3,530	6,030	5,971	6,045	6,045

Food Services

6901 · Food-Conferencing	65,000	45,000	45,111	50,000	50,000
6902 · Kitchen Supplies	5,500	5,500	3,907	5,000	5,000
Total Food Services	70,500	50,500	49,018	55,000	55,000

Maintenance Expense

6702 · Contractual Services	21,800	29,800	32,082	22,000	18,000
6703 · Vehicles Maintenance	4,500	4,500	4,204	4,500	4,500
6704 · Vehicle Insurance	6,000	4,500	3,935	4,500	4,500

Profit & Loss Budget Overview

	2010 Orig	Oct 2010	2010	2011	2011
	Budget	Estimate	Year End	Budget	Budget
				12/14/2010	2/23/2011
6705 · Gasoline	4,500	4,500	4,024	4,500	4,500
6706 · Domestic Furnishings	2,000	500	728	2,000	2,000
6707 · Cleaning Supplies	9,000	9,000	9,648	8,000	8,000
6708 · Equipment Repairs	8,000	5,500	6,219	7,000	7,000
Total Maintenance Expense	55,800	58,300	60,841	52,500	48,500

Marketing & Development

8001 · Printing	3,500	2,500	2,463	2,500	2,500
8003 · Advertising	2,400	2,900	2,549	2,500	2,500
8004 · Fall Festival/Open House	2,200	2,200	2,953	2,000	2,000
Total Marketing & Development	8,100	7,600	7,966	7,000	7,000

Materials and Supplies

7701 · Programs Supplies	12,000	12,000	12,395	12,000	12,000
7703 · Seminars & Workshops	2,000	1,000	872	2,000	2,000
7705 · Medical Supplies	550	550	618	550	550
7708 · Store Supplies	5,000	3,500	3,542	4,000	4,000
7709 · Resource Leaders	1,500	1,500	1,575	1,000	1,000
7715 · Insurance - Umbrella	7,000	5,500	5,045	7,000	7,000
7717 · Resource & Literature					
Canonicus	0	0	0	0	0
Total Materials and Supplies	28,050	24,050	24,046	26,550	26,550

Personnel Services

6001 · Regular Employees	172,268	152,267	167,727	220,233	188,500
6002 · Housekeeping	5,000	2,000	1,895	0	0
6003 · Temporary Employees	80,000	91,000	92,496	70,000	70,000
6203 - TDI	0	0	0	9,153	9,153
6010 · Professional Staff Salaries	83,561	75,561	74,017	44,108	12,000
6011 · Professional Staff Housing	28,366	28,366	28,366	28,366	2,400
6020 · Support Staff Salaries	22,200	17,200	17,638	28,075	28,500
6101 · Medical Insurance	68,194	56,194	52,429	49,228	53,500
6102 · M&M Pension	35,430	35,430	34,331	48,205	30,000
6103 · FICA Employer	22,597	22,597	21,418	18,995	16,000
6116 · Social Security Offset	6,017	6,017	6,017	6,257	0
6201 · Prof Expense Exec Min	7,188	9,288	9,493	10,000	100
6202 · Travel - Other Staff	500	500	458	500	500
6203 · Prof Exp Dir Admin	1,500	600	694	0	0
6222 · Professional Expense--WMS	0	500	0	0	0
6004 - Transition Team	0	0	0	0	4,500
6221 - Consultants	0	0	0	0	58,000
6807 · Prof Exp Staff Dev	1,000	500	240	1,000	1,000
Total Personnel Services	533,821	498,020	507,219	534,120	474,153

Total Expense

misc. unusual expense	0	45,000	49,101	23,000	20,000
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total expenses	1,021,139	1,059,338	1,031,097	1,038,680	975,263
authorized draw	150,000	150,000	150,000	105,000	105,000
Net	37,052	(88,359)	(110,028)	(119,915)	10,532

COMMENTARY ON ADJUSTED 2011 BUDGET—March 4, 2011

The Board of Ministries (BOM) approved the 12/14/10 draft of the 2011 Budget, but major changes have occurred, which impact that adopted draft. The new ABCORI ANNUAL BUDGET – 2011 presented March 7, 2011 (and printed in this book) had the following additional inputs:

Revenues – Quest will vacate the conference center at the end of this school year; therefore, the rent was reduced from \$63,000 to \$24,000. Kingdom revenues were increased from \$30,000 to \$50,000 due to the engagement of a development contractor. United Mission was increased from \$101,000 to \$125,000 to match historic giving levels. Gifts were increased from \$6,000 to \$10,000 as a better estimate. Summer camp fees were increased from \$81,000 to \$156,500 to match the co-camp directors’ proposed budget. Eldercare grant revenues were reduced from \$147,965 to \$135,000 to match their budget numbers. The total revenues increased by \$67,035 to a total of \$880,800.

Expenses – Eldercare expenses of \$134,995 match their budget. Auditing and legal fees were increase from \$16,000 to \$33,560. Maintenance contractual services were reduced by \$4,000 to \$18,000. The personnel costs added \$58,000 for the new consultants and \$4,500 for the Transition Team expenses. Professional wages were reduced from \$44,108 to \$12,000 to reflect current cost. Overall, the personnel costs were reduced from \$534,120 to \$474,153 which is a savings of \$59,967. Unusual expenses were reduced from \$23,000 to \$20,000 to better reflect estimates. The total expenses were reduced by \$50,407 from \$1,025,670 to \$975,263.

Net – The budget adopted by the Board in December had a loss, after draw, of \$119,875. The adjusted budget has an excess of \$10,532. This is a conservative budget, but the increase of \$80,000 in revenues must occur to prevent shortfall. As noted in the yearend 2010 commentary, there needs to be an all out effort to reach projected revenue goals.

Commentary – This adjusted budget is still conservative; but it should be noted that should an Interim or Actual Executive Minister be hired, the expenses will need to be added into the budget. The consultant’s contracts only run for six months as well. Their costs would need to be added to this adjusted budget should the contracts be extended.

Respectfully submitted,
Bob Sherman, Budget

BAPTIST HOME BOARD FINANCIAL STATEMENT

Baptist Home Board Financial Statement Results as of 12/31/2010 (revised 2/1/2011)

	<u>2010</u> <u>Budget</u>	<u>2010</u> <u>Actuals</u>	<u>Var to</u> <u>Budget</u>	<u>Var of</u> <u>Actual</u>	<u>2011</u> <u>Budget</u>
BHB REVENUE					
Portfolio Income & Transfers	248,000	286,445	38,445	16%	290,235
Interest Income (ckg, ABEC, loans)	10	375	365	3650%	2,000
Trust Transfers	10,000	10,331	331	3%	10,000
Trust Fund Distribution (Dec)	5,000		(5,000)	-100%	5,000

GRAND TOTAL INCOME	263,010	297,151	34,141	13.0%	307,235
Sayles Loan Repayment					

<u>BHB EXPENSES</u>	<u>2010 Budget</u>	<u>2010 Actuals</u>	<u>Var to Budget</u>	<u>Var of Actual</u>	<u>2011 Budget</u>
<u>Elder Care Ministry</u>					
Salary Expense	49,235	47,876	1,359	0.03	55,000
Pension	7,881	5,114	2,767	0.35	9,473
Medical	12,945	11,755	1,190	0.09	13,934
FICA (Social Security offset)	3,767	1,020	2,747	0.27	4,208
Wk's Comp/Grp Life Ins	300		<u>300</u>	<u>1.00</u>	300
Program					
Chaplain's Support Group	23,900	20,059	3,841	0.16	900
Program Development	8,800	768	8,032	0.91	1,000
Pastors (Circle I)		3,243	3,243		2,500
Churches (Circle II)		1,741	1,741		2,500
Wider Mission (Circle III)		5,770	5,770		2,500
Seminary Intern					1,800
<i>Spiritual Care Coordinators</i>	25,460	10,135	15,325	0.60	25,000
Grandparents Camp, Campers. & Senior Conference	1,000	1,098	(98)	(0.10)	1,700
Simeon Ministries -CPE & School	1,750		1,750	1.00	1,000
Volunteer Banquet	1,200	758	442	0.37	1,200
Administration					
Continuing Education	300	2,063	(1,763)	(5.88)	300
Mileage	1,250	2,783	(1,533)	(1.23)	1,200
Rent	7,900	7,200	700	0.09	7,200
Clerical Support - (Kelly)	2,200	1,848	352	0.84	2,640
Office Supplies & Postage, Equipment	500	731	(231)	(0.46)	500
Resources & Literature	250	80	170	0.68	250
Fees and Dues	50		<u>50</u>	<u>1.00</u>	<u>150</u>
TOTAL Elder Care Ministry	148,688	124,042	24,646	0.17	135,255
<u>BHB Special Ministries</u>					
Grants (to other churches)	40,000	16,700	23,300	1	10,720
L&P Fees / (Consulting)	200	134	(66)	-33%	200
Accounting Serv & AUDIT	6,000	602	(5,398)	-90%	5,000
Postage & Supplies	150		(150)	-100%	50
Sec. of State Filing Fee	20	<u>45</u>	<u>25</u>	<u>1</u>	<u>30</u>
Subtotal BHB Spec. Ministries	46,370	17,481	17,711	38.2%	16,000
<u>John Clark Retirement Center</u>					
Nursing Services	65,775	60,401	(5,374)	-8%	65,833
Nursing Home Chaplains	35,000	32,076	(2,924)	-8%	35,890
Transportation	12,000	10,945	(1,055)	-9%	12,000
Security Expense	12,000	11,000	(1,000)	-8%	12,000
Rent subsidies (6 residents)	51,500	40,748	(10,752)	-21%	40,000

Held Bed Days	3,000	2,910	(90)	-3%	
Subtotal - JCRC Program	179,275	158,080	(21,195)	-12%	165,723
GRAND TOTAL EXPENSES	\$374,333	299,603	(74,730)	-20.0%	316,978
Surplus / (Deficit)	(111,323)	(2,452)		2%	-9,743

* Billed for 11 months only in 2010

184th Annual Meeting (Session A)
 American Baptist Churches of Rhode Island
 Monday, March 1, 2010 at 7:00 p.m.
 First Baptist Church of East Greenwich
"Kingdom Under Construction: Building Faith"
Minutes of Meeting

Welcome James R. Essex, President
 Marilyn Green, of First Baptist, East Greenwich welcomed everyone and advised those present of the fire exits.

Opening Devotion..... Ms. Debbie Guilmain
 The devotion was based on Hebrews 11:1-2. "And what is faith? Faith gives substance to our hopes, and makes us certain of realities we do not see. It is for their faith that the men of old stand on record."
 The more we know someone, the more we trust them. It is in reading the Scripture, praying and fellowshiping with other believes that we grow in our trust in the Lord. We encourage our children with words...God does the same for us.

Annual Meeting of the Baptist Heritage Center Rev. Dr. Paul Hanson
 Dr. Hanson read the Statement of Purpose –
The purpose of the RI Baptist Heritage Center is to help our American Baptist Churches of Rhode Island to connect the past with the present, ever looking to share the gospel of Jesus Christ with each generation of the Future.

He briefly discussed the great success of the **Second Annual Baptist Heritage Weekend** held in November 2009 at the Baptist Church in Warren and the upcoming Polity Course which will be held at three separate locations. This course is open to seminary students as well as lay people.

The following names were put forth to serve as Officers and Board members: Rev. Dr. Paul Hanson, President (2011), Nancy Cyr-Larson, Vice President (2011): Rev. James Miller (2011) [filling out the term of Hank Pederson}, Rev. Kathryn Palen (2013) and Dr. J. Stanley Lemons (2013) as members of the Board.
A motion was made and seconded to elect the above named individuals. The motion was carried.

Annual Meeting of the Baptist Home of RI

Mr. Thomas Kennedy spoke on behalf of the Baptist Home of RI. He discussed the many programs established by Kathy Black who resigned in August. Kathy established chaplaincy programs, Simeon’s ministries through several churches, grandparents camp, created the position of a Spiritual Care Coordinator, currently held by Susannah Currie, to assist nursing home staffs and established a network with other Elder Care professionals across the state.

- ◆ Marie Carpenter was appointed Acting Director and hasn’t stopped running since.
- ◆ A search committee was established consisting of Rev. Dr. Liliana DaValle, Mr. Richard Pierce, Mr. Donald Waterman, Mrs. Virginia Bradley and the Rev. Harry Bronkar.
- ◆ Grants have been awarded to four churches through the year for various Elder Care needs. The Endowment experienced a decrease in the beginning of the year but now appears on the upswing.

The following names were submitted for the Baptist Home Board: Mr. Richard Pierce, President (2013), Rev. Harry Bronkar, Vice President (2013), Rev. Lynne Holden, Secretary (2013), Mr. Whitney Bancroft (2013) Treasurer. Class of 2013: Rev. James Miller, Mrs. Virginia Mancini and Mr. Vern Robinson.
A Motion was made to approve report as read; the motion was seconded. The Motion Carried.

RIBES – Rhode Island Baptist Education Society Rev. Bob Auld
 Rev. Auld stated they are searching for a lay person to serve on the Board to replace Fran Pederson.

A motion was made to accept the report as read; the motion was seconded. The Motion Carried.

Call to order of ABCORI Annual Meeting (Session A)..... James R. Essex, President
 The 184th Annual Meeting of ABCORI was called to order at 7:20PM by James Essex.

Clerk:..... Ms. Roberta Ritchie
 Parliamentarian: Ms. Peggy Johnson
 Report of the Roll Call of Churches..... Roberta Ritchie

	Church represented	PASTOR	DELEGATES	Guests	TOTAL
IN ATTENDANCE:	32	24	65	4	93
OTHERS	0	3	0	3	6
Grand Total	32	27	65	7	99

A Quorum was declared with 65 members and 32 churches represented.

Review of the Minutes, March 2, 2009 **James R. Essex, President**
A motion to accept the minutes as printed; the motion was seconded. The Motion Carried.

2009 Treasurer’s Report..... **Rev. Dr. Perry Alexander**
 Dr. Alexander alluded to the fact that 2009 was a very tough year, requiring very painful cuts, especially those that involved personnel.

A motion was made to approve the Treasurer’s Report as printed; the motion was seconded. The motion carried.

2010 Budget..... Rev. Dr. Perry Alexander
 Dr. Alexander stated that the budget required a lot of work and a lot of review; however, the staff believes it is realistic and workable. While the Human Resource cuts were very painful, we have experienced the anticipated savings. He asked Don Wolfe to give a highlights of the budget review:

Don stated that at the end of February, a review was done to see what we can learn.

- ◆ Largest problem was the retreat fees were below budget
- ◆ United missions were up \$13k - Kingdom Building brought <\$16k
- ◆ June-September expenses were cut dramatically but sadly we also needed personnel cuts
- ◆ Cut personnel services by \$68k
- ◆ Expected 09 to be \$65k over budget ...actually came in \$100k – requiring us to draw from endowment in order to balance the budget
- ◆ Can’t repeat this year after year

A question was asked about the monies from the Sale of No. Tiverton Church; those revenues were returned to the Endowment in 2009.

A Motion was made to adopt the budget for 2010; the motion was seconded. The budget is adopted.

Report of the Executive Minister Rev. Dr. Liliana Da Valle
Dr. Da Valle welcomed Rev. Dr. Tony Pappas, Executive Minister of TABCOM.

She stated she is having fun working with all who are the volunteers of this organization; what you do, you do with love and commitment...and I really appreciate it. She outlined four programs of top priority:

1. Pastoral approach with our pastors – I try to be there for them to support them.
2. Work with consultants for pastoral searches; Rev. Dr. Bill Crawford has been added to work on Special Projects in our region on a volunteer basis.
3. Kingdom Building – personal visits
4. Colonel Dean Esserman, Chief of Police of the City of Providence asked to set up a chaplaincy program. He came to us; he trusts us; we are recognized us as a moving force in our state.

Report of the Director of Administration Ms. Liz Lussier

She gave thanks to Antonio for preparing the presentation of camp photos. Twenty-eight churches sent kids to camp last summer. She has just begun her 5th year with ABCORI, principally overseeing: Administration, Finance, Marketing & Development, Properties and Human Resources.

Many of the programs were highlighted, especially a new program for children who are on school vacation coined as “Campcation.” The program was very successful and totally volunteer driven.

She reiterated the difficulty in making necessary cuts to human resources. Property maintenance is being done on a “high need” basis only to maintain cost savings.

Quest Montessori School has purchased their own building and will be moving out of our facility by the Fall of 2011. This will allow the use Schaub for conferences which should help revenues. Calls are being made by the staff to the local churches to provide them with information on what facilities and services are available to them. Volunteers are always needed!

Prayer for the Ministries of ABCORI..... Rev. R. Claiborne Berry

Report of the Interim Director of Elder Care Ministries Rev. Marie Carpenter

This is an exciting ministry! Elder Care is Fun - Currently, 17% RI population is 65; by 2020, the population of those 55 and over will equal 25 and younger! We are a force!

There are great things we can be doing together! Call me!!!

- ◆ Working with Retired Pastors
- ◆ John Clarke Retirement Center
- ◆ Baptist Home Board has endowment monies that help out in elder care ministries
- ◆ Simeon training programs—nursing homes are begging for ecumenical, non-denominational worship services
- ◆ At the April 24th Annual Gathering, we will be having dinner together and we’ll be recognizing Elder Care Ministries with help of our youth
- ◆ Making contacts with Jewish orgs and Catholic Diocese May 4th Crown Plaza
- ◆ RI State Council of Churches

Rev Dr. Tony Pappas from TABCOM – spoke on the challenges to New England; is the least religious place in the US – the hardest place to share your faith.

Is the Lord giving us the opportunity to work on spirituality? Isaiah 11:1 tells us:

“God shall raise a shoot from the stock of Jesse and a branch shall spring from his roots.”

God is ready to send us something new!

Report from the General Board of ABCUSA.....Rev. Hank Pedersen

On December 31, he ended 6 years on the General Board of ABCUSA. American Baptists have raised over \$1M for the people of Haiti. American Baptists are a caring and generous people.

He recently returned from a trip to Bangladesh where he saw first hand the American Baptist programs called Symbiosis, established prior to a law being passed disallowing missionary work to be done in this country.

AB Missionaries have taught the women literacy, health, child care, financial management, basic rights, cooking. The women have created small businesses (Tea Room, small Cakes, Sewing) and are now able to provide for their own families. They even run their own Credit Union so they can loan their monies to other women who wish to start small businesses. The credit union is so well established and respected, people outside the small community are beginning to put place money into it as well.

The main subsistence food for these people is rice. One woman asked “what is the basic subsistence food in America?” They could not comprehend the variety of food we take for granted. Let it encourage us to be thankful to our God for the variety of foods we have.

Hank thanked everyone for allowing him to have these great learning experiences during his service on the Boards. He also asked that we support our new delegates, Rev. Jonathan Malone and Antonio Lombardi. He also thanked everyone for their fellowship and friendship to him and his wife.

Report from the Baptist Fund of Rhode Island..... Ms. Vonnie Dutton

Let the printed report stand.

Nancy Bancroft made a motion to affirm the appointment of the Bylaws Review Committee appointed by President James Essex, consisting of Peggy Johnson, Donna Sherman, Richard Pierce, Nancy Bancroft, Liliانا DaValle, and others as needed, that will recommend changes to reflect our new structure, and that ABCORI continue to work under the present version of our bylaws, with portions set aside, until the 2011 annual business meeting when bylaw recommendations will be considered. The motion was seconded. The motion was carried.

New Business

Report of the Recruitment Committee:

The following names were presented by the Recruitment Committee to be elected for the below listed positions:

Don Wolfe (AP)	Chair, Operations	
Rev. Dr. Jonathan Malone	at Large Rep. to General Board ABCUSA	2013
Antonio Lombardi	Rep. to the General Board ABCUSA	2012
John Bellisle	Member at Large	2013
Ann Aldrich (AP)	Member at Large	2013
Dr. J. Stanley Lemons	SCOM	2013
Rev. Kathryn Palen	SCOM	2013
Rev. Esther Irish	Pastoral Leadership Team	2013
Rev. Carl Balark	Pastoral Leadership Team	2013
Rev. Dr. Johnny M. Wilson Jr	Congregational Life Ministry Team	2011
Deb Guilmain	Congregational Life Ministry Team	2013
Ernie Carpenter	Congregational Life Ministry Team	2013
Rev. Wendy Keefer-O’Brien	Evangelistic Witness Team	2013
Ken Marrocco	Evangelistic Witness Team	2013
Laura Ward	Social Witness Team	2013
Linda Watkins	Social Witness Team	2011
Rev. Dr. Evan Howard	Social Witness Team	2013
Rev. Michael Burch	Operations-Grant Writing	
Sue Maiocchi (AP)	Personnel	2013
Rev. Dr. James Miller (AP)	Personnel	2013
Rev. Ethel Corbin	Dir. Of Admin/Support Team	
Jay Wang	Dir. Of Admin/Support Team	
Rev. Dr. Donald Anderson	Exec. Min/Support Team	

Election

A motion was made to elect the above named people to the designated positions; the motion was seconded. The motion passed.

Vote to affirm the work of a Statement of Concern from the planning group regarding human trafficking, prostitution and slavery

The Rev. Darin Collins of the Social Witness Team spoke about their work to eradicate human trafficking in our state. Human trafficking effectively equals modern day slavery. The team has had meetings with many of our churches; it is relevant and is being addressed among the members. At the 2011 Annual Meeting, the Team will present their findings and offer resources. They request a motion to affirm the work of this team.

The motion was made to affirm the work of the Social Witness Team regarding human trafficking; the motion was seconded. The motion was unanimously carried.

Closing Devotion.....Rev. Darin Collins

Announcements:

- ◆ Leadership Resource Packet (LRP) Materials **due no later than March 9**, quantity 210
- ◆ All reports from all Teams, affiliated organizations and others are **DUE: March 25, 2010.**
- ◆ Notify office of all corrections and updates for Annual Directory ASAP
- ◆ Notify office of any Pastor and/or church anniversaries.

Annual Gathering – April 24th - Hosted by Community Church of Providence, 372 Wayland Ave, Providence, RI Deb Guilmain and Antonio Lombardi

Goal is a meaningful, faith building experience with more workshops...opportunities to express personal faith.

- Rev. Dr. Kirk Jones will be the keynote speaker
- Last year 30 youth attended; this year’s goal is 50.
- There will be specific youth workshops addressing what they are experience at home, at school, with friends, etc. There will be a “Lock-in” but one that actually includes sleep.
- A concert follow dinner.
- **Registration can be done online – register through your church**

There will be a SPM Benefit Concert Sunday March 7th at 3PM; a free will offering will be taken...bring canned goods!

Huge thanks to Sandy Kelly for all her work in preparing for this meeting.

Our Mission Partners from Honduras, Enrique and Stacy Newman, will be in RI on furlough from April 28th to June 2nd. Please contact Rev. Diane Merrill Pomeroy if you’d like them to speak at your church!

The meeting was adjourned until Saturday, April 24, 2010.

Respectfully submitted,

Roberta Ritchie

Roberta Ritchie

Clerk

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
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. Drolette	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
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			
	Phillips, Cranston/ Central Baptist					
2008	& Pleasant St. Westerly	Daniel Cottrell	Liliana Da Valle			
2009	1 st East Greenwich / Newport:					
	Central & United Baptist Churches	James Essex	Liliana Da Valle			

**The American Baptist Churches of Rhode Island
Pastor's Ordination Anniversaries we celebrate in 2011**

Lincoln A. Smith	1946	65
Virgil A. Wood	1951	60
Henry C. Maxson	1956	55
Charles E Haines	1961	50
Paul D Schoonmaker	1961	50
Leigh Johnson	1981	30
Phyllis E. Hackett	1986	25
Ethel Corbin	1986	25
Patrick M. Crough	1991	20
Esther Irish	1991	20
Robert B. Lancia	1991	20
Donald C. Anderson	1996	15
Rosalie Norman-McNaney	1996	15
Cynthia Smothers	2001	10
A. Perry Alexander	2001	10
Joseph Campbell	2001	10
Ernest Robillard	2001	10
Barry Arruda	2006	5

Church Anniversaries

First Baptist Church, Bristol 200th

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

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----- Membership -----										----- Beneficiaries -----				
Section	Letter	Other	Death	Leave	Total	Members	Worship	Worship	Saved	Local	United	Total	Which	Total Church
81	26	4	85	25	3,007	3,007	3,234	803		\$4,253,516	\$1,143,769	\$5,397,285	\$1,143,769	\$4,253,516
0	0	7	0	0	117	90	76	15	15	146,675	4,066	7,610	606	150,714
0	0	0	0	0	0	0	10	0	0	27,000	471	845	856	28,500
0	0	0	0	0	0	0	0	0	0	0	130	204	0	0
0	0	0	0	0	0	0	0	0	0	0	3,945	5,093	0	0
3	1	0	3	0	37	30	30	0	0	51,000	744	1,273	375	54,000
8	0	3	2	0	507	277	110	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	2,108	2,009	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	5	3	8	1	228	119	60	0	0	120,200	2,966	7,564	6,657	131,162
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	307	50	0	0	0	17,706	0	812	0	50,000
0	0	0	0	0	0	0	0	0	0	0	260	250	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	422	171	121	0	0	0	0	61	0	0
0	0	0	0	0	0	0	0	0	0	215,400	3,941	12,012	64,065	206,345
0	0	0	0	0	0	0	0	0	0	0	1,100	3,771	0	0
0	1	0	2	0	51	21	18	0	0	22,000	167	264	160	18,861
0	0	0	0	0	20	8	12	0	0	4,000	0	130	52	3,732
0	0	0	0	0	0	0	0	0	0	0	271	275	0	0
0	0	0	0	0	25	0	15	0	0	0	0	353	0	0
0	0	0	2	0	317	0	30	0	0	0	0	0	0	0
2	0	11	0	0	94	50	50	0	0	46,700	1,909	2,650	493	50,000
0	1	0	2	4	207	0	90	0	0	87,900	2,962	6,535	4,650	95,000
3	4	1	5	1	316	266	105	0	0	114,000	2,522	5,670	6,000	126,300
0	0	0	0	0	0	0	0	0	0	160,000	500	4,034	12,498	207,200
2	0	0	2	5	260	142	90	0	0	162,000	6,456	15,016	6,674	182,166
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	4	4	5	0	416	348	180	0	0	227,000	4,566	12,499	5,999	244,000

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Section #	Membership -----				Lives	Total Members	Members	Worship	Attendance		Churches		Total	--- Benevolence ---			Total Church Income
	Male	Other	Death	Leaves					Weekly	Chrch	Sord	By Area		Total	United	ABOS	
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	0	0	1	0	108	52	40	40	0	0	14 North Magnolia - America, First Baptist Church	76,886	2,642	6,154	1,357	71,542	
6	2	0	4	0	438	275	130	130	0	0	60 North Scituate, North Scituate Baptist Ch	247,871	7,937	23,178	934	255,852	
0	0	0	0	0	0	0	0	0	0	0	Providence, Trinity Free Baptist Ch	0	990	1,790	0	0	
0	0	0	0	0	128	0	60	60	0	0	24 Pawtucket, First Baptist Church	197,468	676	2,270	6,115	144,114	
0	0	0	0	0	0	0	0	0	0	0	Pawtucket, Union Baptist Church	0	1	342	1	0	
0	0	0	0	0	0	0	0	0	0	0	PBBJA	0	0	0	0	0	
0	0	0	0	0	0	0	0	0	0	0	Providence, Alexander Baptist Church	0	1,724	1,648	0	0	
0	0	0	0	0	0	0	0	0	0	0	Providence, Calvary Baptist Church	0	5,490	10,659	0	0	
0	0	0	0	0	0	0	0	0	0	0	Providence, Church of the Messiah	0	437	17,14	1	0	
0	0	0	0	0	206	164	70	70	0	0	30 Providence, Community Church	269,229	9,850	10,822	0	302,077	
0	0	0	0	0	0	0	0	0	0	0	Providence, Congreg St Baptist Church	0	0	0	0	0	
0	0	0	0	0	0	0	0	0	0	0	Providence, Ebenezer Baptist Church	0	2,000	7,650	0	0	
0	0	0	0	0	108	72	29	29	0	0	Providence, Emmanuel Baptist Church	44,447	368	1,349	1	43,848	
0	0	0	0	0	0	0	0	0	0	0	Providence, First Baptist Church	0	48,552	19,950	1	0	
0	0	0	0	0	0	0	0	0	0	0	Providence, Jpl Hispanic ELchbrho	0	0	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	0	0	Providence, Iglesia La Esperanza	0	1	0	0	0	
10	0	0	2	0	0	0	650	650	0	0	76 Providence Mount Hope Community Baptist Church	327,287	4,052	4,000	34,827	343,574	
0	0	0	0	0	0	0	0	0	0	0	Providence, Mt Pleasant Baptist Ch	0	0	467	0	0	
15	0	0	0	0	181	0	0	0	0	0	40 Providence, Olive St Baptist Church	144,746	1,600	2,760	0	146,046	
0	0	0	0	0	0	0	0	0	0	0	Providence, Park Street Baptist Ch	0	0	0	0	0	
0	0	0	0	0	0	0	0	0	0	0	Providence, River of Life	0	1	0	0	0	
1	1	0	3	0	102	65	26	26	0	0	0 Providence, Roger Williams Baptist Ch	65,206	1,438	1,322	1,741	65,078	
0	0	0	0	0	110	0	65	65	0	0	25 Providence, Sheldon Street Church	66,480	1,260	1,692	1,960	166,137	
0	0	0	0	0	0	0	0	0	0	0	Ramford, First Baptist Church	0	0	0	0	0	
4	0	0	1	0	208	70	115	115	0	0	19 Swansea, Memorial Baptist Church	0	2,562	5,868	0	0	
1	0	2	2	0	68	68	26	26	0	0	11 Taunton St. C. - Pawville	20,636	1,442	2,273	946	41,858	
4	0	0	1	0	302	76	45	45	0	0	16 Warwick, First Baptist Church	114,040	723	1,241	743	113,898	
2	2	4	4	1	373	153	95	95	0	0	40 Walsingham Wesleyan Baptist Church	212,254	16,427	21,247	6,628	257,056	
0	0	1	0	0	159	0	59	59	0	0	4 Warren, The Baptist Ch. W. Warren	94,520	66	565	325	45,060	
0	0	1	0	1	124	72	72	72	0	0	27 Warwick, Lebanon Baptist Church	144,046	2,248	4,240	7,654	153,864	
0	0	0	0	0	0	0	0	0	0	0	Warwick, Newwood Baptist Church	0	7,293	11,218	0	0	

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Backend	Membership				Attendance				Churches				Renewals				
	Letter	Other	Death	Leave	Letter	Other	Memo	Total	Weekly	Church	Sorted By	Area	Local	United	Total	Renewals	Total Church
81	36	48	65	25	2	2	3,207	3,207	4,254	800			\$4,255,518	\$8,14,265	\$25,544	\$8,14,269	\$6,435,317
1	0	0	0	0	2	2	60	60	56	24	Wawick, Spring Green Mem Bapt Ch		96,539	4,158	4,637	102	114,752
0	0	0	0	0	0	0	0	0	0	0	Wawick, Wawick Central Bapt Ch		0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	West Kingston, Queens River Baptist Ch		0	0	394	0	0
0	0	0	0	0	0	0	0	0	0	0	West Wawick, First Baptist Church		0	1,673	2,297	0	0
0	0	0	0	0	0	0	142	99	62	33	West Wawick, Pemb Baptist Church		137,436	6,960	6,045	700	137,366
0	0	0	0	0	0	0	255	169	0	26	Westerly, Central Baptist Church		239,330	1,007	7,472	8,482	237,000
0	0	0	0	0	0	0	0	0	0	0	Westerly, Pleasant St Baptist Ch		0	903	1,841	0	0
0	0	0	0	0	0	0	135	0	93	39	Wickford, First Baptist Church		169,529	7,201	12,298	4,290	161,774
0	0	0	0	0	0	0	0	0	0	0	Woonsocket, First Baptist Church		0	0	0	0	0
0	0	0	0	0	0	0	462	209	0	0	Woonsocket, St. James Baptist Church		0	0	5,542	7,067	0
0	0	0	0	0	0	0	0	0	0	0	Woonsocket, Un Nuevo Comienzo		0	0	0	0	0
81	36	48	65	25	2	2	7,607	7,607	9,274	800			4,255,519	106,566	252,544	190,339	4,633,207

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 24, 2010

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 prayerful 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 together as local congregations for the more perfect obedience to 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 American Baptist churches in Rhode Island.

ARTICLE I - NAME

The name of the Organization shall be American Baptist Churches of Rhode Island (hereafter may be identified as ABCORI). It is an organization incorporated in the State of Rhode Island and Providence Plantations and 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 of its constituent members and voting members of the Board of Ministries 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.
2. An associating church shall be an American Baptist Church which has agreed to become a constituent member of the corporation and which has been accepted for such membership at an Annual Meeting of the American Baptist Churches of Rhode Island or its Board of Ministries. The nature of the mutual responsibilities between ABCORI and its covenanting churches is set forth in the document "The American Baptist Churches of Rhode Island, A Covenant of Relationships."
3. An associating congregation may be dually aligned with another Christian denomination or Baptist convention.

SECTION B. CHURCH DELEGATES

Each constituent 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) members, 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.

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 Ministries. The date and location of the Annual Meeting shall be determined by the Board of Ministries at least one year in advance.
2. A quorum for transaction of business shall consist of one or more delegates representing at least one-third (1/3) of constituent members. 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 recessed or rescheduled by the Board of Ministries in case of emergency. The Board of Ministries shall have authority to transact business until such time as it is possible to call an Annual Meeting which it must do within 60 days.

SECTION B. SPECIAL MEETINGS

1. A special meeting of American Baptist Churches of Rhode Island shall be called by the President whenever requested by the Board of Ministries or by the written request of ten (10) constituent member churches. The call shall state the time, place and purpose of the meeting.
2. A quorum shall be the same as required for an Annual Meeting.

SECTION C. NOTICE OF MEETINGS

Notice of annual or special meetings of ABCORI shall be sent by mail by the Secretary to each constituent member church at least two weeks prior to the day of the meeting.

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 (who shall be the Executive Minister), Clerk, and Treasurer. All officers shall be members in good standing of an ABCORI church.

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 their complete term(s) or until their successors are installed.
2. A vacancy in any office shall be filled by election by the Board of Ministries for the unexpired term of such office upon recommendation of the Recruitment Committee unless stated elsewhere in these By-laws.
3. The President and Vice President shall be eligible to serve for one two year term. No person shall be eligible for re-election to the same office until three years have elapsed from the completion of a prior term in that office.
4. The Clerk and Treasurer shall each be eligible to serve for a maximum of three consecutive two year terms in the same office, and shall not be eligible for re-election to the same office until three years have elapsed from the completion of a prior term in that office.

SECTION C. PRESIDENT

The President shall preside at all meetings of the American Baptist Churches of Rhode Island and the Board of Ministries and shall be a member ex-officio of all Ministry Teams, the Operations Team, and all Committees. The President or Treasurer, when authorized by the Board of Ministries, 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. The President shall perform such other duties as are set forth elsewhere in these By-laws, including appointing:

1. The Chair and at large members of an Executive Staff Search Committee
2. The Chair of the Standing Committee on Ordained Ministry
3. The Chair of the Operations Team
4. Committees and task forces to carry out the work of the Board of Ministries
5. The By-law and Constitution Review Committee (every five years)

SECTION D. VICE PRESIDENT

In the absence or disability of the President, the Vice President shall perform the duties of the President. If a President is not able to complete his/her term, the Vice President shall become President until the next Annual Meeting Installation. The Vice President shall then be eligible to serve another full term as President. A Vice President shall then be elected by the Board of Ministries according to the process in Article VI, Section B2. This person shall serve until the next Annual Meeting Installation, and be eligible for another full term. The Vice President shall be a member ex-officio of the Operations Team.

SECTION E. SECRETARY

The Executive Minister shall serve as the Secretary of the corporation, as indicated in the covenant of relationships with ABC-USA. This is a non-voting position on the Board of Ministries. The Secretary in cooperation with the clerk shall maintain copies of all ABCORI policies.

SECTION F. CLERK

The Clerk shall be responsible for recording minutes of all ABCORI meetings and preserving them at the offices of ABCORI. The Clerk shall send copies of the minutes to the Baptist Heritage Center and any other affiliated organizations that request them. The Clerk shall also maintain copies of all ABCORI policies in cooperation with the Secretary. In the event the Clerk is unable to complete his/her term, an elected person shall be considered to have served a full term if serving more than half of the unexpired term.

SECTION G. TREASURER

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 by the Board of Ministries and made public. The Treasurer or President, when authorized by the Board of Ministries, 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. In the event the Treasurer is unable to complete his/her term, an elected person shall be considered to have served a full term if serving more than half of the unexpired term.

1. The Treasurer shall be a member of the Operations Team and the Baptist Fund of Rhode Island.
2. The Treasurer shall be bonded for the faithful discharge of duties in such sum and with such sureties as the Board of Ministries may require and approve.

ARTICLE VII – STAFF

SECTION A. EXECUTIVE STAFF

The executive staff shall be the Executive Minister and such others as from time to time shall be deemed necessary by the Board of Ministries for the accomplishment of ABCORI's mission. Executive staff shall be American Baptists.

EMPLOYMENT

- a) To fill the position of Executive Minister, a Search Task Force shall consist of: 3 members elected by the Board of Ministries, a member of the Rhode Island Ministers Council, a member of the Personnel Committee, one representative from American Baptist Women's Ministries of Rhode Island, a young adult (age 18-35); and two to four at-large members appointed by the President. Every effort shall be made to form a task force that is as inclusive and diverse as possible.
- 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) To fill other executive staff positions, a search task force representing the Board of Ministries and the Personnel Committee shall be appointed by the President to work with the Executive Minister. All executive staff shall be offered employment and employment terms with vote of the Board of Ministries.

SECTION B. OTHER STAFF MEMBERS

The Executive Minister shall be responsible for the employment of all other staff members following written Personnel Policies. The Executive Minister may delegate hiring and supervisory responsibilities to other staff as appropriate.

SECTION C: TERMINATION OF STAFF

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

ARTICLE VIII - BOARD OF MINISTRIES

The Board of Ministries shall be the governing board of the American Baptist Churches of Rhode Island, and shall have responsibility for all ABCORI assets. The Board of Ministries shall establish all policies for American Baptist Churches of Rhode Island. The Clerk and the Secretary shall maintain copies of these policies. All voting members of the Board of Ministries have voting privileges at all ABCORI business meetings. All members of the Board of Ministries shall be members in good standing of an ABCORI church.

SECTION A. COMPOSITION

The Board of Ministries shall consist of: The Officers and (non-voting) executive staff of the American Baptist Churches of Rhode Island; ABC-USA General Board Representative(s); the chair of the Operations Team; one representative from each ministry team; the immediate past president of ABCORI; the chair or a representative of the Standing Committee on Ordained Ministry; three (3) at-large members; a representative of American Baptist Women's Ministries of Rhode Island; and a representative of the Baptist Home of Rhode Island (without vote).

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

1. Representatives of affiliated organizations and ministry teams 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 one third (1/3) of the terms shall expire annually. At-large members shall be eligible for one (1) additional full three-year term.
3. Vacancies shall be filled by the Board of Ministries after receiving nominations from the Recruitment Committee.

SECTION C. DUTIES OF THE BOARD OF MINISTRIES

The Board of Ministries shall be responsible to:

1. Establish policy for ABCORI;
2. Establish, implement, and evaluate ABCORI priorities and objectives;
3. Approve an ABCORI budget to recommend for adoption at the ABCORI Annual Meeting;
4. Confirm all Presidential appointments;
5. Evaluate the Executive Minister according to the Personnel Policies;
6. Establish any Task Force or Committee necessary for the functioning of the Board of Ministries;
7. Exercise all powers of the American Baptist Churches of Rhode Island between Annual Meetings.

SECTION D. MEETINGS OF THE BOARD OF MINISTRIES

1. There shall be at least six (6) meetings held during the year as scheduled by the Board.
2. Special meetings may be called by the President or by the Executive Minister upon receipt of written request of one-third plus one members of the Board of Ministries.
3. Each member of the Board of Ministries 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 Ministries.
5. At the discretion of the President, an Executive Session of the Board of Ministries may be held during any regularly scheduled Board of Ministries meeting.
6. In the intervals between meetings, the Board of Ministries may conduct business by conference call or electronic vote, following the meeting procedures above.

SECTION E. EXECUTIVE COMMITTEE OF THE BOARD OF MINISTRIES

1. There shall be an Executive Committee of the Board of Ministries which shall act as a leadership team of the Board to assist the President and Executive Minister in planning and prioritizing board activities between meetings of the same. 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 Ministries shall be composed of the President, Vice President, Clerk, Treasurer, Executive Minister, and the Chair of the Operations Team.

ARTICLE IX: COMMITTEES

There shall be committees and task forces formed to carry out the work of the Board of Ministries. Members of ad hoc committees and task forces shall either be appointed by the President with approval of the Board of Ministries, or hold membership by virtue of their position. The President shall designate the Chairperson of each committee from the membership of the committee subject to the approval of the Board of Ministries. All committee members shall be members in good standing of an ABCORI church. Committee members may serve two full three-year terms in any position.

SECTION A. RECRUITMENT COMMITTEE

1. The Recruitment Committee shall be composed of the immediate past president of ABCORI who will serve as Chairperson; the President or a designee of the American Baptist Women's Ministries, the President of the Rhode Island Ministers Council; the chair of the Operations Team or a designee, and three 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 Ministries, Operations Team, Personnel Committee, Investment Committee, Properties Committee, Recruitment Committee, Ministry Teams, members of the Executive Minister's Relations Committee, and

all delegates to other recognized groups. All nominations shall be confirmed by vote of the Annual Meeting or the Board of Ministries.

3. The Committee shall make recommendations to the President for all positions filled by presidential appointment.
4. This Committee, in presenting nominations, shall give consideration to adequately represent its diverse constituency.

SECTION B. EXECUTIVE MINISTER'S RELATIONS COMMITTEE

This Committee of five (5) persons shall consist of three members nominated by the Executive Minister and two members nominated by the Recruitment Committee. These members shall all serve a maximum of two (2), three-year (3) terms on a rotating basis. 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 C. 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 create and publish policies and procedures pertaining to all issues of Ordained Ministry, which shall be ratified by the Board of Ministries.
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. Five (5) officers of the Rhode Island Ministers Council shall serve on the committee by reason of their office. A representative of Rhode Island Baptist Education Society (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.
4. The chairperson or a designee shall be a voting member of the Board of Ministries.

SECTION D. TASK FORCES OF THE BOARD OF MINISTRIES

1. Task forces may be formed by the Board of Ministries 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- OPERATIONS TEAM

The Operations Team shall have the responsibility for administering the stewardship, personnel, financial, and business affairs of the corporation. All Operations Team members shall be members in good standing of an ABCORI church.

SECTION A: RESPONSIBILITIES

The Operations Team shall be responsible for the following:

1. Reviewing and monitoring the annual budget for American Baptist Churches of Rhode Island.
2. Overseeing all investments.
3. Having responsibility for all fund raising and development activities within ABCORI.
4. Administering all designated funds.
5. Being custodian of all properties of the corporation.
6. Manage human resources of the organization.
7. Overseeing the following committees: Personnel, Budget, Baptist Fund of RI, Properties, and Investments.
8. Convening other committees and task forces as needed.
9. Periodic review of all operational policies and procedures of the organization.

SECTION B: COMPOSITION

The Operations Team shall be led by a Chair who is appointed by the President for a two-year term. The following positions shall be elected for three year terms: development, fundraising, and grant writing. In addition the following shall serve by virtue of their positions: ABCORI Treasurer, such staff as are responsible for ABCORI operations, and chairs of Operations committees who shall be appointed annually by the chair of Operations from among the elected members. Elected members may serve two consecutive full terms. Members of committees of the Operations Team shall be nominated by the Recruitment Committee in consultation with the individual committees.

SECTION C: MEETINGS

The Operations Team shall meet at least six times each year.

SECTION D: 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 among staff which any staff member feels is not being addressed by the organization and/or its staff.
4. This Committee shall consult with the Executive Minister regarding salaries, wages, and benefits for each staff member. The Committee will make recommendations to the Budget Committee.
5. This committee shall participate on search task forces for executive staff as outlined in Article VII, A3.

SECTION E: BUDGET COMMITTEE

The Budget Committee shall consist of a Chair, the Operations Chair, the Treasurer, the Executive Minister, and ABCORI staff and committee chairs as invited by the Budget Committee Chair. The Budget Committee shall prepare the annual budget. On a quarterly basis, the Committee shall review and compare actual financial performance to budget and make recommendations to the Operations Team.

SECTION F: BAPTIST FUND OF RHODE ISLAND

The Baptist Fund of Rhode Island (BFRI) exists to serve ABCORI churches, and also helps ABCORI pastors and spouses who find themselves in a financial crisis when all other sources of money have been explored. The Fund makes grants to Partners in Ministry in the community. The three sources of income to support this ministry are endowment income designated for BFRI, repayment of loans, and annual contributions from ABCORI churches through line items in their budgets. BFRI consists of the ABCORI President, ABCORI Treasurer, Chairpersons of the Operations Team and the Rhode Island Ministers Council, the Executive Minister, Bookkeeper, and three members at large.

SECTION G: INVESTMENT COMMITTEE

The ABCORI Investment Committee is charged with overseeing the management of the ABCORI Pooled Investment Fund. The committee is responsible for selecting the Fund Manager and accounting firm to process the activity of the Investment Fund providing reports to each fund participant. This committee is responsible for working with the Fund Manager to determine the investment strategy for the fund and the rate of return paid quarterly to the participants. The committee reports regularly to the Operations Team, and annually to the Board of Ministries. Membership of this committee shall consist of three (3) at-large members, the Treasurer and the Chair of the Operations Team.

SECTION H: PROPERTIES COMMITTEE

The Properties Committee shall work with the ABCORI administration to ensure both long and short range quality care of the properties of ABCORI. The Committee shall provide guidance regarding the prioritization of work on the properties and capital expenditures, as well as the annual properties budget. Membership of this committee shall consist of six (6) at-large members.

ARTICLE XI: AREAS OF MINISTRY TEAMS

The Areas of Ministry Teams shall have the responsibility for planning and implementing programs in the ABCORI areas of ministry.

SECTION A: COMPOSITION

Each Ministry Team shall consist of a minimum of five (5) members, who shall be elected on a rotating basis for three year terms. Each member may serve two full terms on a team and may return to serve two more terms after a one-year absence. All members must be members in good standing of an ABCORI Church. The members of the team may choose to distribute responsibility for some of the functions in order to guarantee continuity. Staff with responsibilities related to the ministry teams may serve as ex-officio members. The Executive Minister shall assist in coordinating the work of the Ministry Teams.

SECTION B: MEETINGS

The individual Ministry Teams shall meet as needed to complete their work.

COORDINATING MEETINGS

1. The Executive Minister will convene a Coordinating Meeting quarterly
2. At least one member of each Ministry Team shall attend the Coordinating Meeting.
3. The agenda for each meeting will be to coordinate programs, spiritual life, and communications.

SECTION C: RESPONSIBILITIES

The Ministry Teams will:

1. Elect a convener and a representative to the Board of Ministries from among the members of the teams.
2. Establish annual goals
3. Meet at least six (6) times a year and establish the agenda for each meeting, based on appropriate functions, and specific and appropriate requests from churches.
4. Issue individual and public invitations to people interested in the topic to be addressed.
5. Keep records of all projects underway.
6. Assist persons who undertake particular responsibilities such as making phone calls or writing emails or letters, making visits or organizing side meetings, or overseeing production of promotional materials.
7. Oversee the progress of particular projects.
8. Send a representative to the Coordinating Meetings.

SECTION D: PASTORAL LEADERSHIP MINISTRIES TEAM

The Rhode Island Ministers Council will be invited to participate in all dialog meetings related to the functions of this area of ministry in order to insure the continuation of a collegial relationship between ABCORI and the Ministers Council. The Pastoral Leadership Team shall:

1. Collaborate with SCOM on issues relating to ordained ministry.
2. Oversee the interim ministers' network.
3. Support new pastors, church planters and covenant pastors.
4. Address pastoral development issues.
5. Address pastoral support matters.

SECTION E: CONGREGATIONAL LIFE MINISTRIES TEAM

1. Oversee public relations and special events including the Annual Gathering.
2. Oversee new church planting, envisioning, pastoral searches, and church renewal.
3. Oversee church administration and resourcing issues.
4. Facilitate conflict management within local congregations.

SECTION F: SOCIAL WITNESS MINISTRIES TEAM

1. Oversee interfaith and ecumenical work.
2. Oversee peace, environmental and social justice issues.
3. Consult with the Ministry of Eldercare on chaplaincy and eldercare issues.
4. Oversee local mission efforts.

SECTION G: EVANGELISTIC WITNESS MINISTRIES TEAM

1. Oversee evangelism training.
2. Oversee evangelism efforts.
3. Promote American Baptist local, national, and international mission.
4. Oversee mission explosions.
5. Oversee mission trips and missionary speakers.

SECTION H: CAMPING AND YOUTH MINISTRIES TEAM

This team collaborates and advises a variety of special groups, including, but not limited to, the ABCORI Youth Ministry Planning Team (YMPT) and the Program Advisory Team (PAT) to accomplish the following:

1. Advise and collaborate with staff regarding camp curriculum and programming.
2. Focus on youth ministry, discipleship, inter-generational ministry and Christian Education.
3. Focus on spiritual growth and development within local churches, groups, and communities.
4. Promote youth, camping, and other specialized ministry within ABCORI, local churches and communities.

ARTICLE XII – AFFILIATED ORGANIZATIONS

SECTION A. DEFINITION

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

SECTION B. ENUMERATION - The following are recognized as affiliated organizations:

American Baptist Women's Ministries of RI (ABWMRI)

Baptist Heritage Center (BHC)
Baptist Home of RI (BHRI)
Rhode Island Ministers Council
RI Baptist Education Society (RIBES)

SECTION C. RELATIONSHIP TO ABCORI

1. American Baptist Women's Ministries of RI has representation with vote on the Board of Ministries. Baptist Home of RI has representation on the Board of Ministries without vote.
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.

ARTICLE XIII - 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 as defined under Article V. 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 XIV- BY-LAW AND CONSITUTION REVIEW

This Constitution and By-laws shall be reviewed every five (5) years by a committee appointed by the President.

ARTICLE XV – INDEMNITY

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

ARTICLE XVI - 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. The President should appoint a parliamentarian for annual and special meetings.

Amendments of ABCORI Constitution and By-laws

Amended by delegates -- March 6, 2006
Amended by delegates -- May 19, 2007
Amended by delegates – March 7, 2011

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