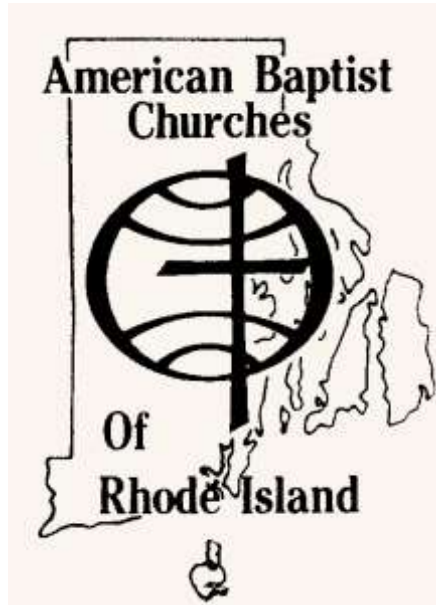


2015 ANNUAL REPORT YEARBOOK



American Baptist Churches of Rhode Island
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MISSION STATEMENT

Based upon our commitment to Jesus, the Christ
and the leading of the Holy Spirit
We, the American Baptist Churches of Rhode Island,
exist to resource our people and
to engage in Christ-centered ministries by promoting
and building healthy pastors and healthy churches
to bring the whole gospel to the whole world.

Adopted by the Board of Ministries
2008

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

Material in the Annual Yearbook is current as of February, 2016. All information contained in it is for the exclusive use of the American Baptist Churches of Rhode Island, its constituent organizations and churches. Please do not release information from this Report to other businesses, non-profit organizations, or persons without express approval. Corrections or changes should be e-mailed to colleen@abcori.org or phoned to the ABCORI office at 401-294-6318

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REPORT FROM THE EXECUTIVE MINISTER

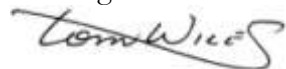
It is always encouraging to recognize how God has led us into ministry and mission. The reports gathered in this annual yearbook provide a window into some of those shared ministries. As I was reviewing our ministries, I was reminded of our commitments to the young and the old. By programming, staffing, and funding we have demonstrated our desire to be the hands and feet of Christ to children and elders. Under the guidance of Rev. Melanie Towle our shared camping ministry provides opportunities for spiritual, physical, and emotional growth and development for children and youth. Some of the children and families that we serve in this ministry are actively involved in our churches. Others are here because our churches have reached out in their community and through their network of relationships to invite children and youth to participate in the life-shaping opportunities of camping. Still others come to us by way of social agencies, neighborhood conversations, and a wide network of camping alumni and friends. In every case, the American Baptist Churches of Rhode Island are expanding the witness and ministry of Christ by giving children and young people real life opportunities to encounter the presence of God.

At the other end of the age spectrum, we are impacting the lives of elders in and beyond our churches. Through Rev. Marie Carpenter's ministry and presence our local congregations have access to a wide variety of information and opportunities to increase and improve their ministry to the elders in their fellowship and beyond. Through this unique ministry and Rev. Carpenter's networking skills the American Baptist Churches of Rhode Island have been provided the opportunity to provide a faith perspective to those who shape public policy and care-giving strategies that impact our aging population.

Reflecting on these two ministries provides a perspective on why we have joined together as a Region of churches. These over-arching ministries are beyond our individual or even local congregational capacity. To be sure, they cannot exist without the dedicated involvement and sacrifice of many individuals and local congregations; however, they are only possible as we associate with one another. Furthermore, these two ministries are built upon the investment of our network of relationships. Eldercare ministries is made possible because of the commitment of the Baptist Home Board of Rhode Island and their partnership with all of us through the American Baptist Churches of Rhode Island. Our camping ministry has life and vitality because generations of American Baptists in Rhode Island have joined hands, hearts, and resources to provide the physical space we know as Canonicus Camp and Conference Center. As we partner with one another we find ways to enlarge that partnership to include those who have gone before us as well as those who share our passion for ministry as the hands and feet of Christ today.

I urge you to prayerfully read through the reports in this yearbook. They do not tell the whole story of your shared ministry, but they do provide a window into the broader vision of how you are engaged in Christ-centered ministries. They are images of how churches share in healthy ministry and how healthy pastors are encouraged and supported as they provide servant leadership to their churches and communities. I look forward to the remainder of 2016 as we see increased and renewed opportunities to bring the whole gospel to the whole world.

Blessings+



Rev. Tom Wiles, D.Min.
Executive Minister

REPORT OF THE PRESIDENT 2015

The Board of Ministries held six meetings during the year. We once again were hosted by the Canonikus Summer staff at our August meeting. We had a wonderful dinner and great conversations with the leaders and the teens as we ate among them. Thanks to the Canonikus staff and to Melanie Towle for all that she does to lead this wonderful ministry.

We were hoping to have more involvement from the ABCORI Ministry teams over the year. I am excited to say that the teams that are active are providing valuable leadership in helping to plan congregational training, programs to support our pastors, and events to keep the teens active in their relationships and their faith. It is our hope and dream that all the ministry teams will share in our common ministry in 2016.

The All Church Worship was held at Norwood Baptist Church in October and we featured local ministries in a power point filled with pictures and descriptions. The Norwood Baptist Church Praise Team led us in worship and praise to our Lord. And we were able to “Skype” (speak to and view via the Internet) a missionary half way around the world. Technology is great, when it works, and we thank Pastor George Barclay for hosting us and coordinating the technology for the Skyping and the worship music.

The finances of ABCORI were successfully managed by Tom Wiles, Mark Sjoberg, Nikita McCalister, Bob Butzier and John Tucker. Finances can be “dry” and many times not looked upon as an exciting ministry to volunteer for the Lord. A special thanks goes to these volunteers. They take their ministry duties very seriously and they understand that they play a big role in helping ABCORI to be good stewards of the blessings that God has provided.

A special thanks to all the administrative staff of ABCORI for all they do. They keep the “lights on” and they keep things flowing between the churches. They help us to keep this wonderful organism called ABCORI growing closer and closer so that together – God can do wonderful things and reach Rhode Island with His love.

Your president and faithful servant in Christ,

Ken Marrocco

DIRECTOR OF ELDERCARE MINISTERIES

As I am retiring in June and this is my last ABCORI report, this has been difficult to write. The past six and a half years have been wonderful. My work as an advocate for seniors and senior issues has been extremely rewarding.

My work on a state wide level in palliative care and end of life issues has been far reaching including as an appointed member of the state Palliative Care and Quality of Life Advisory Council. I have been able to work with Senator Whitehouse's office on the Coalition to Transform Advanced Care and the RI State Council of Churches to bring training to clergy. I have also been co-chair of the Palliative workgroup for the Partnership to Reduce Cancer where I am a member of the board of directors.

Caregivers have also been a passion of mine. As a result I have been acting Chair of a group to form a Family Caregiver Alliance for all caregivers throughout the state.

I have also enjoyed my membership on the Senior Agenda Coalition Board, Seniors Rule, the 211 Advisory Board and the Rally for Recovery planning committee.

Working with the chaplains and spiritual care coordinators in our hospitals, nursing homes and hospice programs has been educational and heart warming.

But most of all I have loved visiting and preaching in our wonderful, spirit filled ABCORI churches. It has also been a joy to spend time with our retired pastors at our annual Christmas Party and our summer trip to Theatre by the Sea.

I need to thank Rev Dr Tom Wiles for his fine leadership and Rev Nikita McCalister for her competence with financial matters. And to the capable staff of ABCORI, God bless and keep up the fine work.

Rev. Marie Carpenter 2016

RECRUITMENT COMMITTEE ANNUAL REPORT 2015

The American Baptist Churches of Rhode Island have been truly blessed by so many outstanding volunteers and staff over many generations. It was a true pleasure serving on the Recruitment Team this past year. Our jobs were made much easier by an idea shared at one of our meetings over a year ago that included providing a sheet of paper to each delegate to the 2015 Annual Meeting.

This "gifts" sheet expedited the process of discernment. As a result, a number of people were ready and willing to volunteer for various boards, teams and committees. Please refer to the current leadership list for all the names and the committees they have been or will serve.

I want to thank everyone on the team for their devotion to ABCORI and taking the time to follow through on inviting people to respond. I would especially wish to thank Ann Aldrich for her many years of service on this team. I also want to thank Colleen Tolhurst for her diligence as our staff contact. May we continue to "bear fruit of the Spirit" through the process of recruitment.

Yours in Christ,
Rev. Robert S Auld

THE STANDING COMMITTEE ON ORDAINED MINISTRY 2015 ANNUAL REPORT

SCOM has been working around the different ways to have one's ordination recognized at the Regional level as well as the committee's response to some concerns that have been expressed in the past concerning our process of recognizing ordinations from other denominations.

In addition to the traditional ways in which one achieves a Regional recognition of ordination (track 1 – seminary), we are looking at ways in which to conflate tracks 2 and 3 in the ordination process. This is in an effort to get ahead of a growing ministry opportunity – the rise of bi-vocational ministries. While our work in this area is still inchoate, we are hoping to offer some exciting and viable ways to equip and encourage our pastoral leaders who cannot attend seminary but still feel called to pastor a local congregation.

When working with candidates as well as individuals who are asking to have their ordination from another denomination, we are encouraging them to overview the ABC/USA Identity statements and use those statements as a reflection of the ethos of our denomination (note: they do not function as a creedal statement of faith, but instead give a good perspective into the nature of ABC/USA). When working with candidates concerning recognition, in addition to a faith statement, we will request that the individual read the statements on ABC/USA identity and express his or her understanding and agreement with those understandings of the Baptist family. In essence, we are asking if the individual is comfortable with the tone, tenor, and content of those statements. Such an affirmation should assuage any future concerns around theological correctness, regardless how narrow, while still leaving generous room for a latitude of theological understandings.

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

REPORT FROM THE SOCIAL WITNESS TEAM

The Social Witness Team met regularly in 2015 and individually sought to support the social witness activities of ABCORI churches and faith-based organizations statewide. Among these are efforts to help the homeless, provide food for the hungry, visit prisoners, eradicate human trafficking and prostitution, reduce the incidence of child poverty, encourage healthy dialogue on the issue of homosexuality, raise awareness of political issues that have moral implications, teach and promote nonviolence, and many other activities.

Our major event for 2015 was planning and facilitating "a morning of dialogue on racial diversity." This event was held on Saturday, May 9th, at the Community Church of Providence. Our guest facilitator was Linda Newton, a highly respected community leader. The event included a presentation by Ms. Newton, panel discussions, breakout sessions, and question and answer periods. The event was attended by about forty people and was covered by the PROVIDENCE JOURNAL. Those in attendance came from ABCORI churches as well as other denominations. People from numerous ethnic backgrounds, ages, and backgrounds were represented. We spent the morning listening to one another and trying to understand our diverse experiences. Moving forward, we will continue to work for reconciliation, that we may truly be one in Christ across all boundaries that divide us.

Rev. Evan Howard

OPERATIONS TEAM REPORT – 2015

The Operations Team met six times in 2015 to review and receive key administrative reports from the treasurer and staff financial team, budget committee, personnel committee, Baptist Fund of Rhode Island, investment committee, and properties committee. Necessary actions were submitted to the Board of Ministries for approval.

Reports of significant actions include:

Property Committee reports-

- Sale of the Freedom Drive Property for \$100K
- Capital improvements to Canonicus
 - Installation of wifi capability at Meadowwood and Pierce
 - Upgrade of phone system throughout campus
 - Installation of portable dock at Meadowwood
 - Development of Prayer Walk at Meadowwood
 - Repair and upgrades to Heating system at Meadowwood and Pierce
 - Completion of repair and upgrades to dam

Personnel Committee reports-

- Staff realignment process
 - Colleen Tolhurst, transitioned from part-time office coordinator to full-time conferencing coordinator and office coordinator
 - Rev. Nikita McCalister, transitioned from part-time financial administrator To full-time Assoc. Executive for Administration
- Began the process of replacing retiring or resigning staff
 - Facilities Manager
 - Director of Elder Care Ministries

Financial Team reports-

- Quarterly financial reports
- Review of 2013 audit
- 2016 Budget Proposal

Respectfully submitted,
Mark Sjoberg, Esq.
Chair of Operations Team

BAPTIST FUND OF RHODE ISLAND ANNUAL REPORT FOR 2015

The Fund supports ministries of AMERICAN BAPTIST CHURCHES OF RI. The Committee elected to oversee the fund consists of five members of Operations: Chairperson of Operations, ABCORI Treasurer, Executive Minister, ABCORI President, and Ministers' Council Representative, plus three members at large one of whom is appointed as Chairperson of BFRI and serves as a member of Operations, reporting at each of its meetings.

A budget is set in the early part of each calendar year. Sources of funding are the financial support of individual congregations and the draw from BFRI Pooled Fund holdings. A number of ABCORI-related organizations designated "Partners in Ministry" are provided annual grants. One-time grants requests, seed money for new church programming, are accepted by March 31st and September 30th. Funds are disbursed in May and November. In addition, BFRI will work with a congregation requesting a loan for building improvements.

BFRI Income 2015 totaled \$29,479.92

BFRI disbursed \$30,287.00

BFRI seldom spends its budget to the penny. Over the years all moneys under budget are held in the account to balance out any over budget spending. The BFRI Committee works diligently to remain close to budget, but is aware that budget figures are estimates – especially the income total. In recent years the drop in financial support of individual congregations has meant the Fund has had to cut back on its level of support in response to requests and basic grants. Every effort is made to provide funds to not only support programing, but to help pastors in financial need. A latter request comes through the Executive Minister and is handled confidentially. All records are turned over at the end of each year to be filed for audit and held in the ABCORI business office.

We are grateful to the churches who financially support the Fund and to those who have gone before us and left money that provides for continued funding through their special gifts and their wills.

On behalf of the Committee members, I submit the BFRI Annual Report for 2015.

Carolyn-Yvonne (Vonnie) Dutton

ABCORI PROPERTIES COMMITTEE **ANNUAL REPORT 2015**

This committee serves under 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 sometimes considered immediate concerns to prevent long term problems.

The dedicated work of the members of this committee is appreciated: Walter Lawrence (Phenix Baptist), Kevin Williams (Summit Baptist Church), Bruce Pino (North Scituate Baptist Church), Bruce Wilcox (First Baptist Church in Hope Valley), Facilities Manager Matt Black and Executive Minister Rev. Dr. Tom Wiles.

We also owe a special thanks to Matt Black who left at the end of December. He will be missed and we wish him the best.

Highlights of accomplishments include:

1. Meadowwood.
 - a. Internet access has now been installed.
 - b. A dock has been purchased and installed by the Meadowwood pavilion.
 - c. A prayer walk is being made to the rear of Meadowwood by the Beaver dam.
 - d. The bridge at the Beaver dam has been replaced.

2. Lake Adams low level outlet. The outlet has been replaced and approved by DEM. Thanks to all who have donated time and equipment.

3. The phone system has been updated and improved.

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.

Bruce F. Wilcox, Chair

PERSONNEL COMMITTEE ANNUAL REPORT 2015

From “Constitution and By-laws of the American Baptist Churches of Rhode Island”
Article X, 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.

Comments on the fulfillment of our duties:

1. Members of the current Personnel Committee are Dan Cottrell, chairperson, Meredith Eckel, and Paul Johnson. We now have 2 openings on the Committee. We will be most happy to greet new members as they are nominated and elected.
2. The Committee continued consulting with our Executive Minister and others on clarifications of Position Descriptions and a variety of Personnel matters. In accordance with Privacy matters we unable to report on details of any staff changes. In the midst of more changes among staff we compliment those who have not only taken on new and different responsibilities but have done so admirably. Other changes are on the way which have or will be described elsewhere in the Annual Report. What the Committee can say is that Personnel matters are held in the highest regard and we continue our best efforts to staff ABCORI in a manner that supports “the whole gospel for the whole world.”
3. Consensus among Personnel members continues that unless there is a filed grievance, consistent with our ABCORI By-laws, it is the role of our Committee to facilitate direct communication between involved parties rather than attempt to be a third party in management and supervision discussions. There were no grievances filed.
4. The Personnel Committee has fulfilled its role in consulting with our Executive leadership for the goal of faithful stewardship and advocated for fair compensation to staff.
5. Our Committee has just begun cooperating with the Baptist Home Board and the Board of Ministries to explore the vision and mission of Eldercare Ministries with the goal of searching for a Director, which is executive staff.

Respectfully submitted,
Daniel W. Cottrell, chairperson

GENERAL BOARD OF MINISTRY (ABCUSA) ANNUAL REPORT 2015

Board of General Ministry Representative
Rev. Dr. Jonathan Malone

This has been a time of change for our denomination. The Rev. Dr. A. Roy Medley retired in 2015 after 14 years of service as our General Secretary. Starting on December 1, 2015, Susan Gillies became our Interim General Secretary. This is very exciting as she is the first woman and lay person to hold the position of General Secretary for the denomination. A search committee for the next General Secretary will be formed and will begin in the next year.

In addition, the Office of the General Secretary continues to support and advocate programs connected with the *Transformed in the Spirit* initiative. This is an initiative across the denomination that encourages people and churches to consider the movement and leading of the Holy Spirit in doing ministry. This continues to be a place where the vitality of the American Baptist family thrives.

Finally, I want to encourage people to remember United Mission with their church budgets. I encourage people to visit the website www.umisthevehicle.org to learn about various and exciting ways that United Mission dollars support ministry in Rhode Island and throughout the nation. A percentage of whatever your church can give goes directly to ABCORI – your generosity is appreciated.

There are a number of exciting things happening with our denominational family and if you have any questions please do not hesitate to ask. It is a privilege to serve as your representative to the Board of General Ministries.

Blessings and Peace,

Jonathan Malone

AMERICAN BAPTIST WOMENS'S MINISTRIES OF RHODE ISLAND ANNUAL REPORT 2015

In Rhode Island we have the unique situation of being geographically small enough to be able to know one another personally and to enjoy a warm fellowship together. Serving with one another in meaningful work creates lasting relationships. Building relationships means interacting with one another, with others beyond the walls of our churches, and with women and girls in our communities who claim no religious affiliation. Through face-to-face encounters, we learn about needs and one another. Engaging with others invites us to learn about issues that impact lives and communities, to work together to address the challenges, to learn how to be advocates for change and empower every woman and girl to know and live into God's purpose for her life.

The national mission focus for 2015-2017 is "See..." We have and will continue to explore this theme. It is our prayer as a state board and officers that many participate in finding ways to implement this mission focus and begin to "See..." ways to use the help available for us in resources available.

The ministry focus for **Spring 2016** will be "See..." *"The Beloved Community"* (race relations)

The ministry focus for **Fall 2016** will be "See..." *"The Suffering"* (addiction)

The ministry focus for **Spring 2017** will be "See..." *"The People Talking"* (Baptist/Muslim dialogue/relations)

Programs designed for 2015-2016 have been and will be –

October 25, 2015 – Mission Day at First Baptist Hope Valley, led by Meredith Eckel’s team, featured missionary appointee to Africa, Marilyn Raatz and national White Cross coordinator, Chris Marziale in an informational inspirational packed day. The state mission project is to raise \$2,000 for the needs at Hopi Mission School.

January 22-23, 2016 – Annual Spiritual Growth Retreat at Canonicus, coordinated by Laurie Johnson and her team encouraged attendees to “See... ourselves as worthy”. Revs Toni DaPina and Marie Carpenter provided spiritual refreshment and renewal in spite of the “blizzard-like” conditions we experienced.

April 9, 2016 – Spring Event will be held at Bethany Baptist Church in Pawtucket building on the theme “See... the Beloved Community” with an array of women presenting their unique ethnic and cultural perspectives. Bettye Clanton will be in charge.

June 2-3, 2016 – Annual Conference at Canonicus led by Beth Berry will be an opportunity for leadership training on the first night followed on the next day by a keynote address by Director of ABCUSA national Women In Ministry program, Rev. Patricia Hernandez, workshops, a closing banquet and many opportunities for fellowship and learning.

American Baptist Girls in Relationships, Leadership and Service (**AB GIRLS**) – is a program for girls 8-18 that has been growing in Rhode Island led by Deb Guilmain and Rachel McGuire. Under their creative guidance a program runs concurrently at each state event during which girls participate in their own agenda as well as with the women’s program at appropriate times.

I cannot stress strongly enough the importance of **National Support**. Our national staff consists of 3 highly dedicated women (the Executive Director, the Associate Executive Director and the Resources/Office Manager) who, in addition to their office responsibilities travel far and wide to represent ABWMinistries. Office equipment is outdated, time is always as precious as gold, but they serve with competence and joy.

Another way of giving and continuing support is through **Vital Partners**. It is a regular pledge of a specific amount that allows budget planning to take place more successfully. A number of Rhode Island women are Vital Partners.

Board members are available to visit churches for whatever their needs might be. Much of what is done at state gatherings will be to provide material resources and/or ideas that may be replicated as they are taken back to churches or women’s groups. We are eager to be of service and become acquainted with the women and girls of our region.

Serving with you,
Ginny Rasmussen, President, ABWMRI

BAPTIST HOME BOARD OF RHODE ISLAND

REPORT FOR 2015 – 2016

The Baptist Home Board of Rhode Island has maintained our regular schedule of quarterly meetings again this year. (May, August, November and February) Once again winter weather challenged us in February. As stated in previous reports, our principal function is the stewardship of a substantial endowment, supervising the investments and using the resources the endowment provides to “do all that is necessary or incidental to carry out the object of assisting and providing a Christian living environment for aging men and women by ministering to their spiritual, educational, recreational and related needs.”

This endowment, of approximately five million dollars at December 31, 2015 continues to be under the direct management of Bernstein & Co. The earnings derived primarily provide the funding of the salary and programs of the Eldercare Ministries of ABCORI. We continue to be grateful for the energy Rev. Marie Carpenter brings to her task as Director. In addition, our endowment provides substantial support to various services of the residence component of the John Clarke Retirement Center.

Our Finance Committee reviewed in detail the budget requests from Eldercare Ministries and John Clarke Retirement Center with Rev. Carpenter and the acting Director of John Clarke. This year we were able to approve both requests in full with only minor adjustments. We continue to work with ABCORI and John Clarke on issues of timely billing and reporting.

The Finance Committee met with the Senior Vice President of Bernstein & Co. to review our investment policies and asset allocations. These allocations are appropriate given our objectives. Also discussed was the amount considered prudent to draw from the endowment return to fund our programs. We were cautioned that in coming years due to changes in the investment climate it may be necessary to reduce our withdrawal percentage and carefully consider the impact this may have on the amount available to fund budget requests in full. Increases in requested amounts may not be possible and some reductions could become necessary.

This year we received one request for a grant to an ABCORI church which was approved in part. As usual this will not be disbursed until the total funds are raised and the project completed.

Preliminary financial statements and a list of nominations for positions on our board are attached.

Respectfully submitted,
L. Vernon Robinson, Jr.
President

NOMINATIONS FOR THE BAPTIST HOME BOARD OF RHODE ISLAND

This slate to be voted upon by the Baptist Home of Rhode Island at the Annual Corporate Meeting of American Baptist Churches of Rhode Island, March 7, 2016.

Baptist Home Board of Rhode Island

2016 Officers

| | |
|---------------------|--------------------|
| President | L. Vernon Robinson |
| Vice President | Randy Dittmar |
| Secretary | Virginia Mancini |
| Treasurer | John Bellisle |
| Assistant Treasurer | John Worthington |

Board of Directors

Term Ends May 2017

Rev. Reppa Cottrell #
Virginia Mancini - 1
Clyde Bennett #

Term Ends May 2018

Virginia O'Shan - 2
Rev. Paul Rollins - 1
Vacant

Term Ends May 2019

Linda Martin - 1
Linda Boyd - 2
Idela Wilson - 2

Filling unexpired term

Staff of American Baptist Churches of Rhode Island
Rev. Marie Carpenter, Director of Eldercare Ministries
Rev. Dr. Thomas Wiles, Executive Minister

| | Jan - Dec 15 | Budget |
|---|---------------------|-------------------|
| Ordinary Income/Expense | | |
| Income | | |
| 4040 · Interest Income-Bank | 16.50 | 9.96 |
| 4041 · Interest Inc - Investments | 19.03 | 15.60 |
| 4042 · Int. Inc. ABEC | 1,887.40 | 2,000.00 |
| 4043 · Loan Interest, JCRC | 6,241.02 | 6,241.45 |
| 4068 · Rhode Island Foundation | 5,605.00 | 5,134.00 |
| 4069 · Maude Roberts Trust Fund | 10,416.60 | 8,910.60 |
| 4099 · Budgeted Draw Down | 233,307.14 | 235,800.00 |
| Total Income | 257,492.69 | 258,111.61 |
| Expense | | |
| 5010 · John Clarke Retirement Center | | |
| 5012 · Transportation Coordinator | 39,999.96 | 40,000.00 |
| 5014 · Chaplins, Nursing Home | 30,000.00 | 30,000.00 |
| 5016 · Transportation | 12,000.00 | 12,000.00 |
| 5018 · Security Expense | 8,607.96 | 15,000.00 |
| 5020 · Rent Subsidies | 37,284.00 | 45,000.00 |
| Total 5010 · John Clarke Retirement Center | 127,891.92 | 142,000.00 |
| 5025 · ECM Program Costs | | |
| 5026 · ECM Compensation | | |
| 5027 · Salary | 31,619.76 | 31,465.00 |
| 5028 · Housing | 24,000.00 | 24,000.00 |
| 5030 · Pension MMBB | 9,473.16 | 9,480.00 |
| 5031 · Medical/ Dental | 4,626.04 | 4,700.00 |
| 5032 · FICA Social Security Offset | 4,434.00 | 4,803.00 |
| 5033 · Worker's Comp Grp Life Ins | 300.00 | 300.00 |
| 5034 · Mileage | 6,927.08 | 2,500.00 |
| 5035 · Continuing Education | 400.00 | 400.00 |
| Total 5026 · ECM Compensation | 81,780.04 | 77,648.00 |
| 5040 · Program Development - Payroll | 2,713.21 | 2,400.00 |
| 5045 · Spiritual Care Coordinators | 25,448.38 | 39,520.00 |
| 5046 · CPE Scholarships | 0.00 | 800.00 |
| 5047 · Chaplin's Support | 550.00 | 5,400.00 |
| 5049 · ABCORI Reimbursement | 2,400.00 | 2,400.00 |
| 5051 · Pastor's circle 1 | 3,302.04 | 2,400.00 |
| 5052 · Churches circle 2 | 2,468.55 | 2,400.00 |
| 5053 · Wider Mission Circle 3 | 7,338.62 | 2,400.00 |
| 5054 · Supplies, Postage, Equipment | 896.31 | 820.00 |
| 5055 · Fees & Dues | 0.00 | 400.00 |
| 5056 · Resource Literature | 56.92 | 200.00 |
| 5058 · Rental of Office Expense | 5,325.00 | 5,100.00 |

| | Jan - Dec 15 | Budget |
|---------------------------------------|--------------|------------|
| 5059 - Outside consultant | 0.00 | 0.00 |
| 5060 - Administrative Support - RICC | 500.00 | 500.00 |
| Total 5025 - ECM Program Costs | 132,779.07 | 142,388.00 |
| | | |
| 5050 - Church Grant Program | 0.00 | 12,000.00 |
| 5230 - Legal & Professional Fees | 55.00 | 1,500.00 |
| 5252 - Officers & Directors Liab. Ins | 1,218.00 | 1,155.00 |
| 5500 - Filing Fees | 20.00 | |
| Total Expense | 261,963.99 | 299,043.00 |
| | | |
| Net Ordinary Income | -4,471.30 | -40,931.39 |

THE RHODE ISLAND BAPTIST EDUCATION SOCIETY ANNUAL REPORT

The Society (RIBES) continues its mission of supporting seminarians and ordination candidates by providing educational advances to students of our ABCORI family. The yearly deadline for applications is March 31. For the school year, we supported the following two students with educational advances:

Students:

Priscilla Eskridge- Gordon Conwell

Linda Moore- Andover Newton

As a Society, we also support our students by paying a portion of the cost for attending the required Center for Career Development and we also support our students who take an Ethics-Boundaries course. We also partially support the ABCORI run polity course.

We have broadened our outreach in order to assist people who are seeking educational training through other educational institutions. We evaluate those applications on a case by case basis.

We granted an award to Kim Tourtellot for her ongoing education.

Our Funds are held in accounts with Merrill Lynch, The ABCORI Pooled Fund and Citizens Bank (See Treasurer's Report for Details).

RIBES Board of Directors 2016-2017 (Candidates voted in at ABCORI Annual Meeting and serve to the next meeting)

Class of 2016-2017

Rev. Virginia Alvarez (2)

Rev. Donald Rasmussen (2)

Rev. Cynthia Smothers (2)

Vacancy

Class of 2017-2018

Rev. Bob Auld (1)

Rev. Shirley Fortin (2)

Rev. Shyral Wallis (2)

Class of 2018-2019

Sue Colantonio (1)

Janice Fletcher (2)

Rev Jacob McGuire (1)

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

(1) = First 3 year cycle

(2) = Second 3 year cycle

President- Rev Bob Auld

Corresponding Secretary- Janice Fletcher

Recording Secretary- Rev Shyral Wallis

Treasurer- Sue Colantonio

RHODE ISLAND BAPTIST EDUCATION SOCIETY
ANNUAL REPORT
January 1 - December 31, 2015

Beginning checkbook balance Jan 1, 2015 \$ 7,384

Receipts:

| | | |
|---------------------------------------|------------|--|
| Merrill Lynch Quarterly Distributions | 25,000 | |
| Barney Fund Quarterly Income | 622 | |
| Polity course refund | 150 | |
| Gordon Conwell refund | 627 | |
| | | |
| Total Receipts | 26,399 | |

Disbursements:

| | | |
|---------------------------------------|------------|--|
| Center for Career Development | 380 | |
| Baptist Heritage Center | 1,013 | |
| Payments to Andover Newton Seminary | 9,750 | |
| Payments to Gordon Conwell School | 3,480 | |
| Grant to Kimberly Tourtellot (Nelnet) | 1,000 | |
| Audit fee | 3,300 | |
| Reimbursement for postage Soto | 12 | |
| Bank fees | 39 | |
| | | |
| Total Disbursements | 18,974 | |

Balance of checking @ 12/31/15 \$ 14,809

Motter Fund balance as of January 1, 2015 \$ 18,905

Motter Fund balance as of December 31, 2015 \$ 18,909

Invested Funds as of January 1, 2015 \$ 577,927

Invested Funds as of December 31, 2015 \$ 519,131

Respectfully submitted

Susan Colantonio, Treasurer RIBES

THE RHODE ISLAND BAPTIST HERITAGE CENTER

ANNUAL REPORT 2015

In 2015 the Rhode Island Baptist Heritage Center has continued to fulfill its purpose in sharing the Baptist narrative: the events, the persons, the faith. Dedicated to bringing Baptist ideas and practices of the past into critical engagement with current Baptist thinking and praxis, the Center this year has focused on

- ❖ *A change in leadership.* The Rev. Dr. Paul Hanson who had been President, reached his term limits. The Rev. Dr. Charles Hartman was chosen to fill the office. Both had been a part of the “Baptist discussion group” that eventually became the Heritage Center. We thank Paul for his years of service.
- ❖ *Looking for new ways to serve our congregations:* In our first meetings we begin to think of how our rich heritage can be of practical benefit to our congregations. Out of those conversations came
 - A brochure with information about the Center and invitations to take advantage of the resources available through the Center.
 - These opportunities include help in preserving congregational records and exploring congregational histories, providing content for membership classes and other educational efforts. People from the Center can also be of help in celebrating congregational anniversaries.
- ❖ *History and Polity Course:* This course is designed for those who are seeking ordination within ABCORI or TABCOM. It has provided the required background in Baptist history and polity for those in both regions. It is also open to any others interested in our Baptist heritage. This year we had five (5) students that attended the three sessions between September and November. Four were from RI and one from MA. Each read many pages of assigned material, wrote reports and papers and engaged in critical discussion. At the end, the instructors (Dr. Stan Lemons, Dr. Charles Hartman, Dr. Jonathan Malone) met to assess this year’s experience. The course is offered every other year.
- ❖ *Looking forward to another Heritage Weekend:* The Center has now used its alternate year to bring significant Baptist leaders into our area for the edification of our local Baptist people. This year our celebration of our heritage will enjoy the insight of Brent Walker, recently retired from the Baptist Joint Committee for Religious Liberty. The BJC is a Washington lobby composed of many Baptist groups focused on issues of church and state. He will help us understand the current issues in church and state relationships, a venerable Baptist concern.
 - The event will be held Nov. 5-6, 2016. We are developing other activities to augment the week. Tours of historic Baptist sites are being considered.
 - Although the place and theme are still being worked out, we will begin to publicize the event before Easter.

As the Center faces its future, it still has many challenges. It is but a small number of dedicated people who do the planning and provide the resources. We strive to be more inclusive of our ethnic heritages as they are such an important part of the Baptist story. Additional members of the board are needed. Anyone who is interested in our history and heritage is encouraged to contact me directly or through the ABCORI office who will relay the message to me. Let us know how we can share our heritage with your congregation.

BHC TREASURER'S REPORT 02-12-2016

| | |
|-----------|--|
| \$4308.67 | Previous balance as of 12-08-2015 last meeting |
| -\$600.00 | Polity course lecture fees |
| +\$200.00 | Donation from Wakefield Baptist |
| \$3908.67 | Present balance |

Note: Above donation is the second from Wakefield Baptist.

Respectfully submitted: Don Waterman

American Baptist Churches of Rhode Island

Profit & Loss Budget Performance

Accrual Basis

January through December 2015

| | Jan - Dec 15 | Annual Budget |
|----------------------------------|------------------|---------------|
| Income | | |
| 5000 · REVENUE | 399,018.43 | 336,522.88 |
| 5100 · REVENUE - GRANTS | 137,388.00 | 145,000.00 |
| 5200 · REVENUE - CAMPING | 81,145.34 | 81,000.00 |
| 5300 · REVENUE - CONFERENCES | 218,937.94 | 226,600.00 |
| 5400 · REVENUE - FUND RAISING | 4,339.01 | 3,500.00 |
| 5500 · OTHER INCOME | 42,444.67 | 43,820.00 |
| Total Income | 883,273.39 | 836,442.88 |
| Expense | | |
| 6000 · ADMINISTRATIVE EXPENSES | 72,102.38 | 80,465.00 |
| 6200 · PERSONNEL SERVICES | 255,382.51 | 245,774.88 |
| 6500 · DEPARTMENT OF CHURCH LIFE | 9,723.43 | 4,680.00 |
| 6910 · Interest Expense | 457.74 | |
| 7000 · OCCUPANCY EXPENSES | 148,637.79 | 138,750.00 |
| 8100 · PROGRAM EXPENSES - CAMP | 0.00 | 1,000.00 |
| 8200 · CAMP EXPENSES | 78,466.97 | 81,130.00 |
| 8300 · CONFERENCE EXPENSES | 105,341.14 | 141,643.00 |
| 8400 · FUND RAISING EXPENSES | 1,953.25 | 3,000.00 |
| 8700 · ELDER CARE EXPENSES | 132,779.07 | 140,000.00 |
| 9950 · Authorized Transfer Out | 39,396.96 | |
| Total Expense | 844,241.24 | 836,442.88 |
| Net Income | 39,032.15 | 0.00 |

**AMERICAN BAPTIST CHURCHES OF RHODE ISLAND
OPERATING BUDGET 2016**

INCOME

Basic Revenue

| | |
|------------------------------|---------|
| Mission Giving from Churches | 118,000 |
| Honoraria | 4,500 |
| Other Gifts and Donation | 53,000 |

Total Basic Revenue 175,500

Grants

| | |
|--------------------|---------|
| Baptist Home Board | 137,718 |
| Other Grants | 15,000 |

Total Grants 152,718

Camping Revenue 69,500

Conference Revenue 226,600

Other Income

| | |
|-------------------------|--------|
| Rentals | 34,920 |
| Management Fees | 38,600 |
| Fire Wood & Scrap Sales | 6,500 |

Total Other Income 80,020

TOTAL INCOME 704,338

Authorized Draw from Investments¹ 124,087

TOTAL RESOURCES 828,425

EXPENSES

Administrative Expenses 79,865

Personnel Services 277,588

Church Life 5,979

Occupancy Expenses 138,250

Camping Ministries 86,559

Conferencing Expenses 126,789

Elder Care Expenses 137,718

TOTAL EXPENSES 852,748

Net Resources under Expenses² -24,323

¹Of the Authorized Draw from Investments, \$7,612 is restricted for use in providing Camperships. An addition \$10,000 in grants for camping is anticipated from the Champlin Foundation and others. When combined with the revenue directly generated by our Camping Ministry, this provides \$87,112 in Income in contrast to the \$86,559 in direct Expenses for Camping Ministries.

²The adoption of this budget approves supplemental draws of up \$24,323 from ABCORI invested funds if necessary to meet operating expenses. These draws would be in addition to the \$124,087 authorized draw which is based on the 4.5% of invested funds set by the Investment Committee of ABCORI.

**188th Annual Meeting
American Baptist Churches of Rhode Island
Monday, March 3, 2014, 7:00 PM at Canonicus
Meeting Minutes**

Welcome

Rev. Bob Auld, President

The meeting was opened with the singing of *Great is Thy Faithfulness* and *Lord I Lift Your Name Up High*.

Opening Prayer

Ken Marrocco, V.P.

Ken prefaced our prayer with the fact of how humbling it is to go into the presence of God

Annual Meeting – Baptist Heritage Center

Rev. Dr. Paul Hanson

The Baptist Heritage Center Meeting was called to order.

Pastor Hanson highlighted the following:

Baptist Polity Course which is offered to seminary students and anyone wishing to learn more about Baptist Polity

- Fall 2014 -- Weekend Heritage Seminar—which will focus on Baptist Worship—through music
- The Heritage Board is always willing to help with Record Preservation; please contact them

A motion was made and seconded to accept the following slate of officers and new board members for 2014-2015:

President: Rev. Dr. Paul Hanson
Secretary: Nancy Bancroft
Board Member: Dr. J. Stanley Lemons-2016

Vice President: Rev. Dr. Charles Hartman
Treasurer: Don Waterman
Bd. Member: Rev. Stephen Hollaway-2017

The motion passed.

A motion to adjourn was made, seconded and passed.

Annual Meeting – Baptist Home Board of RI

Mr. Vernon Robinson, President

The Meeting was called to order by the President.

The Purpose of the Baptist Home Board is: *“to do all that is necessary or incidental to carry out the object of assisting and providing a Christian living environment for aging men and women by ministering to their spiritual, educational, recreational and related needs.”*

- We administer the proceeds of the \$5M endowment; provide salary for Marie Carpenter and support to the John Clarke Retirement Center
- Remaining monies were put into two grants to churches who help the elderly

A motion was made and seconded to accept slate of officers and new nominees to the Board:

President: L. Vernon Robinson

Secretary: Virginia Mancini

Treasurer: Randy Dittmar
Board Member: Clyde Bennett-2017

Board Member: John Bellisle-2017

The motion carried.

Notice of proposed amendment to the by-laws of the Baptist Home Board of Rhode Island to be voted on in 2015:

“As an addition to Article VII – Parliamentary Authority
“Voting by the Board of Directors may be conducted by electronic methods.”

A motion to adjourn was made, seconded and passed.

RIBES – RI Baptist Education Society

Rev. Bob Auld, President

Purpose is to support seminarians and others who wish to become pastors. We are looking forward to helping more people this year.

We wish to thank Sue Colantonio for her work as Treasurer.

A motion was made and seconded to accept slate of officers:

Class of 2014-2015

Rev. Robert Auld (2)
Rev. Shirley Fortin (1)
Rev. Shyral Wallis (1)
Vacancy

Class of 2015-2016

Rev. Darin Collins (1)
Ernie Carpenter (2)
Janice Fletcher (2)
Vacancy

Class of 2016-2017

Rev. Virginia Alvarez (2)
Rev. Donald Rasmussen (2)
Rev. Cynthia Smothers (2)
Cristobal Soto (1)

The motion carried.

A motion to adjourn was made, seconded and passed.

CALL TO ORDER ABCORI ANNUAL MEETING

Rev. Bob Auld

Clerk pro tem
Parliamentarian

Roberta Ritchie
Peggy Johnson

Roll Call of Churches

Peggy Johnson

29 Churches were represented; therefore a quorum was present.

- 21 Pastors
- 71 Delegates
- 11 Guests

A motion was made and seconded to approve the Minutes of the March 4, 2013 Annual Meeting: the motion carried.

2013 Treasurer's Report and 2014 Budget

Robert Butzier, Treasurer

Balance Sheet: Budget (**\$70,000**) 2013; however the net income is **\$6,102.33**. Budget for 2014 shows a shortfall of (**\$25,999**). We are using better coding methods to show more accurate info on the various ministries and it will be reviewed meticulously throughout the year to define how each ministry program is working.

The Board of Ministries declared the motion to approve the Proposed Budget: the motion was seconded. The Budget motion passed.

Treasurers reports will be placed on file.

Reports

Report of the Dir. Of Elder Care Ministries

Rev. Marie Carpenter

She highlighted the following:

- April 1st Spring Fling brunch for Elders
- End of life wishes - Palliative Care
- Working with Alzheimer's Caregivers – Crown Plaza Free
- East Bay Spirit Hands—Volunteers in Nursing Homes
- Please let's all pray we can get Chaplains back in Nursing Homes

Report from the General Board of ABC-USA

Rev. Dr. Jonathan Malone

- From the Biennial Mission Summit emerged ***Transformed by the Spirit*** programs which continue to be successful
- Close to 2000 people met and in small groups listened and discussed generational connection, communication, mission and evangelism
- In November a follow-up meeting was held with 100 people reviewing the major themes and considered ways the denomination can respond to them
- Roy Medley will be serving 2 more years
- It is a privilege to serve

Camp Canonicus

Melanie Towle, Director

- 2013 there were 310 campers
- 67% of the 2013 staff is committed to return in 2014
- 22 churches sent campers
- Leadership staff already working
- Particularly need female staff members this year
- Camper Timothy Dziekan
 - This is his 7th summer
 - Will participate in overnight camp and be a helper
 - Loves fishing, hiking; loves the staff
 - Learns about other cultures
 - God is incorporated every day
 - Learning more about his faith;
 - Fun place--fun people

Report from the President

Rev. Robert Auld

- A year for developing a passion for ministry within our ABCORI family.
- Grateful for Rev. Tom Wiles joining us and sharing his gifts of ministry
- Our teams are providing visionary leadership
- Thank you to our staff

RI State Council of Churches

Rev. Dr. Donald Anderson

- Ecumenism : denominations working together; God cares about this
- Working for those who are poor and oppressed
- RI is the only state that allows Pay Day Loans with Exorbitant Interest Rates. We are fighting this in the legislature.

- May 14 - 8:00-12:30 Interfaith Coalition to reduce poverty ; annual conference...with Sister Simone Campbell of “Nuns on the Bus”
- ABCORI totally supports the work of the Council of Churches

Executive Minister

Rev. Tom Wiles

- Ministry Teams growing and intentional; how can we help our churches
- Social Witness, Camping, and youth programs throughout our churches, Evangelistic Witness; Mission team, Congregational Life Team; all working for positive change.
- Our Canonics staff provides services and outreach all over the State and Northeast.
- He is so grateful to be able to work with all these people.

New Business

Report of the Recruitment Committee

Donna Sherman, Chair

Election – Leadership List

- We need talent scouts; you know each other; we need your help.
- All underlined names are new
- Page 2: Social Witness Ministry Team: Term headings should read 2015-2016-2017
- Investment Committee: should read Carla Gardiner-O'Neill - Congratulations Carla!

**Recruitment moved to accept the Leadership Lists for 2014; seconded.
The Motion Carried.**

Praise Report/Two New Churches

- Iglesia Bautista Emmanuel, 91 Cottage Street, Pawtucket
- Foster Center Baptist Church – rejoined ABCORI

Other Business to Come Before the Meeting

- Suggested By-law change

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. ***Two (2) representatives of the Minister’s Council, one (1) representative of the Rhode Island Baptist Education Society (RIBES), and one (1) representative of the Pastoral Leadership Team 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.

A motion was made and seconded to accept the proposed by-law change; the motion carried.

Announcements

- Annual Gathering Announcement Rev. Bob Auld & Ken Marrocco
 - It will take place in the Fall –more information regarding evangelism will be shared at that time
- Baptist Peacemakers Sandy Kelly

Peace...what is it good for...everything...

- **September 19 and 20 Conflict Transformation Training**
 - Potential attendees, Family members, two students; pastor and member
 - At Meadowwood; \$100 fee; perhaps churches could contribute
 - June 1st Concert (Fundraiser to help defray the costs)
- Report from the Baptist Fund of RI Written – Carolyn Yvonne Dutton, Chair
- Social Witness Team Rick Robison
 - Food Pantry, soup kitchen, clothing distribution; youth outreach, shelter expenses, local mission Habitat for Humanity, clinics, local or state social justice issues
- Contacts: evanhoward@aol.com 475-0768 vbugman62@msn.com 460-5182

Introduction/Installation of newly elected members

Closing Prayer

Rev. Tom Wiles

Motion was made and seconded to adjourn; the meeting was declared closed.

Respectfully submitted,

Roberta Ritchie

Roberta Ritchie
Clerk pro tem

190TH ANNUAL MEETING (SESSION A)
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 | | | |
| 2008 | Phillips, Cranston/ Central Baptist & Pleasant St. Westerly | Daniel Cottrell | Liliana Da Valle | | | |
| 2009 | 1 st East Greenwich / Newport: | James Essex | Liliana Da Valle | | | |

| | | | |
|------|---|---------------|---------------------------------|
| 2010 | Central & United Baptist Churches Community Church of Providence | James Essex | Liliana Da Valle |
| 2011 | Phillips Memorial Baptist & Canonicus Camp and Conference Cter | Donna Sherman | David M. Brown, Interim |
| 2012 | Warwick Central Baptist & The Baptist Church in Warren | Donna Sherman | Nikita McCalister, Appointed |
| 2013 | Calvary Baptist Church & First Baptist Church in America | Robert Auld | Tom Wiles Tom Wiles |
| 2014 | Canonicus Camp & Conference Ctr & Phillips Memorial Baptist Church | Robert Auld | |
| 2015 | Summit Baptist Church & Norwood Baptist Church | Ken Marrocco | Tom Wiles |
| 2016 | Olney Street Baptist Church Wakefield Baptist Church | Ken Marrocco | Tom Wiles |

**The American Baptist Churches of Rhode Island
Pastor's Ordination Anniversaries we celebrate in 2016**

| | |
|--------------------------|----------|
| Rev. Barry Arruda | 10 years |
| Rev. Ernest Robillard | 15 years |
| Rev. Joseph Campbell | 15 years |
| Rev. Perry Alexander | 15 years |
| Rev. Cynthia Smothers | 15 years |
| Rev. Dr. Donald Anderson | 20 years |
| Rev. Robert Lancia | 25 years |
| Rev. Esther Irish | 25 years |
| Rev. Patrick Crough | 25 years |
| Rev. Ethel Corbin | 30 years |
| Rev. Malcolm McKenzie | 35 years |
| Rev. Leigh Johnson | 35 years |
| Rev. Glenn Ramsey | 55 years |
| Rev. Paul Schoonmaker | 55 years |
| Rev. Chuck Haines | 55 years |
| Rev. Henry Maxson | 60 years |

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

**The American Baptist Churches of Rhode Island
Church Anniversaries we celebrate in 2016**

| | |
|-------------------------------------|-----------|
| Mount Hope Community Baptist Church | 85 years |
| Olney Street Baptist Church | 115 years |
| Norwood Baptist Church | 125 years |
| Sheldon Street Baptist Church | 140 years |
| Oaklawn Community Baptist Church | 140 years |
| Summit Baptist Church | 145 years |
| Quidnick Baptist Church | 165 years |
| Peoples Baptist Church | 165 years |
| Chepachet Union Baptist Church | 170 years |
| First Baptist Church Hope Valley | 175 years |
| Lime Rock Baptist Church | 185 years |
| First Baptist Church Bristol | 205 years |
| Wakefield Baptist Church | 235 years |

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DOCUMENTS

COVENANT OF RELATIONSHIPS THE PREAMBLE

INTRODUCTION

This Covenant of Relationships outlines basic areas in which autonomous local congregations relate to their sister churches in the association we call “ABCORI.” It also gives shape to the adopted organizational structure that is entrusted with carrying out the association’s purposes.

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 between churches*, 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 we may grow in our common mission as followers of Jesus Christ.

ABCORI AND ITS INFRASTRUCTURE

As Baptists, we affirm the worth, integrity, and autonomy of the local congregation as a true church and community of faith. We also recognize that it is important for each local church to voluntarily associate with other congregations, for a broader sense of identity and a unity that provides a greater Baptist witness in the world. When this happens, these churches become accountable to support and encourage the health of their sister congregations, and maintain an infrastructure that enables this partnership of churches to carry out its purposes.

The American Baptist Churches of Rhode Island (ABCORI), then, is an association of autonomous American Baptist congregations in relationship with each other.

The purpose of this association is to carry out a more influential Baptist witness in the world through healthy congregations that are united in identity and strength.

BENEFITS TO THE LOCAL CHURCH

There are several advantages that a relationship with other congregations creates for the local church.

1. By associating with sister congregations, especially within our American Baptist movement, the local church has a **broader identity** than it would have by itself. The ABCORI and ABCUSA distinctiveness enhances the uniqueness of each participating congregation.
2. Associating with sister churches reminds the local congregation that its church, no matter how small or large, is **not isolated from others**. The implied accountability that comes with these relationships means that other congregations will be renewing the strength of each church, and that each church has a role in supporting sister congregations when they have that need.
3. The association **broadens the theological perspective of the local church**. Its theological, cultural, social, and biblical understandings are naturally stretched in a way that builds *unity from diversity* rather than *uniformity*.
4. An association provides opportunities for *worship, fellowship, training, and mutual support* that are greater than an individual congregation can offer. That is, the local community of faith is enlarged **in the ways we practice our faith**.
5. Because of pooled resources from churches and individuals, programs and services can be provided that are possible only because these churches have covenanted together. Thus, each participating church has **access to services, programs, and ministries** that are offered by the ABCORI infrastructure and staff. These benefits include supportive visits by ABCORI representatives, events and ministries planned for individual churches or clusters of churches, help in locating competent interim and pastoral leadership, scholarship aid for campers, opportunities for churches to pool their financial resources for expanded investment possibilities, and provide the opportunity for property protection. Further, local church members, Boards, and Committees have access to the ABCORI-owned Canonicus property, continuing education events for pastors and lay leaders, inter-church or regional mission trips, joint VBS ventures, other training or inspirational programs, and care for our pastors and their families, including the opportunity of full participation in the American Baptist retirement program.
6. By joining forces with other churches, the local congregation has a more profound **Baptist witness in the world** than one church can have by itself. In association, the local church is able to more adequately fulfill the Great Commission and advance the kingdom of God into the world.

RESPONSIBILITIES OF EACH PARTICIPATING CONGREGATION:

There are expectations that covenanting churches have of one another:

A. TO THE OTHER CHURCHES

Because ABCORI indicates a *relationship between churches*, the participating congregations covenant with each other to:

1. Be a strengthening fellowship by encouraging and supporting sister churches,
2. Communicate with other covenanting congregations in times of joy and grief,
3. Work cooperatively to strengthen one another in witness, ministry, and mission, and
4. Be in prayer for and with one another.

B. TO MAINTAIN AN APPROPRIATE INFRASTRUCTURE

Covenanting churches can expect ABCORI's elected, appointed, and employed leadership and volunteers to carry out the purposes of the association. To enable this to happen, participating congregations covenant to:

1. Accept the stated purposes of ABCORI,
2. Provide responsible financial support for the corporate work of the association,
3. Welcome opportunities for fellowship among churches and consultation with the staff and officers of ABCORI,
4. Take an active part in the work of ABCORI through delegate and voluntary representation,
5. Participate in ABCORI-offered programs and resources that are relevant to the local church, and
6. Give full consideration to ABCUSA educational and missionary materials and missionary visits.

RESPONSIBILITY OF ABCORI LEADERSHIP TO ITS CHURCHES

ABCORI is an organizational infrastructure with elected leaders and appropriate staff. It has been formed to enable the association to function effectively and efficiently. For this reason, the *leaders and staff* of ABCORI covenant with the individual churches to:

1. Respect the freedom of the local church to order its inner life and determine its own relationships;
2. Concern itself with the corporate identity, welfare, and health of all the churches in association together;
3. Expand the vision of the association and its churches;
4. Promote a nurturing fellowship among the churches and pastors;
5. Provide facilities, support staff, and programming opportunities for camping, conferencing, retreats, and day outings for participating churches, their staff, officers, and members;
6. Provide meetings for inspiration, celebration, conducting business, resourcing, sharing concerns, and receiving information;
7. Manifest a pastoral concern for each congregation through periodic visits by officers and staff;
8. Provide information about and resources for ministerial training, including continuing education for professional church leadership;
9. Provide placement counseling for pastors and other church staff and aid congregations seeking to fill ministerial and other staff vacancies;
10. Provide a nurturing atmosphere for members of individual congregations who are preparing for the ministry;
11. Produce and distribute annual reports concerning the work of participating congregations and related organizations;
12. Provide information on a regular basis concerning the ministries of the American Baptist Churches of Rhode Island and the American Baptist Churches, USA;
13. Work with covenanting churches to plant other churches; and
14. Because of our stewardship responsibilities for Canonicus, provide opportunities for creation care, recycling, and strategic management of our natural resources.

THE COVENANT

We, the _____ church of _____ hereby covenant with our sister congregations in the association of churches known as "ABCORI." We appreciate the value that this covenant provides, encouraging us to accept responsibility to support our sister congregations in their times of need, pray for and with each other, and maintain an ABCORI organizational structure and staff that will serve our churches, unite us in common identity and ministries, enable us to carry out the purposes of associating together, and represent us to larger constituencies.

Revision Proposed by Board of Ministries, January 9, 2012
Covenant adopted by delegates at Annual Meeting, March 5, 2012

American Baptist Churches of Rhode Island

COVENANTING CHURCHES
as of December 2013

| | |
|---|--------------------|
| 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 |
| 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 |
| People's Baptist Church, Cranston | April 17, 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 |
| Divine Deliverance Baptist Church, North Providence | February 21, 2012 |

“Strengthening Congregations as Together We Serve Jesus Christ”.

The trust funds of the Corporation are administered by Operations through its Investment Team. 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, devises, 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:

Office of the Executive Minister
The American Baptist Churches of Rhode Island
54 Exeter Road
Exeter, RI 02822

**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)

Signed: _____

Date: _____

CONSTITUTION AND BY-LAWS
of the
American Baptist Churches of Rhode Island
March 4, 2013

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.

ARTICLE VIII: 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; the ABC-USA Board of General Ministries Representative; 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 1 Two (2) representatives of the Minister's Council, one (1) representative of Rhode Island Baptist Education Society (RIBES), and one (1) representative of the Pastoral Leadership Team 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, grant writing, and up to three at-large members. 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.

ARTICLE X: 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, and three members at large.

ARTICLE X: 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 up to six (6) 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.

ARTICLE XI: SECTION G: EVANGELISTIC MISSION 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
- Amended by delegates— March 5, 2012
- Amended by delegates— March 4, 2013
- Amended by delegates – March 3, 2014

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.