

2016 ANNUAL YEARBOOK



American Baptist Churches of Rhode Island
54 Exeter Road,
Exeter, Rhode Island 02822

Main Offices: 1.401.294.6318
Fax: 1.401.294.7780
www.abcori.org

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

TABLE OF CONTENTS

ANNUAL REPORTS

Executive Minister	1
President	3
Associate Executive for Elder Care Ministries	5
Director of Camping Ministries	6
Recruitment Report and Recommendations	8
Standing Committee on Ordained Ministry	10
Social Witness Ministry Team	11
Operations Team	12
Baptist Fund of Rhode Island	13
Investment Committee	14
Properties Committee	15
Personnel Committee	16

AFFILIATED ORGANIZATIONS

ABC-USA Board of General Ministries	18
American Baptist Women’s Ministries of Rhode Island	19
Ministers Council of Rhode Island	21
Baptist Home Board of Rhode Island	22
Rhode Island Baptist Education Society	23
Rhode Island Baptist Heritage Center	24

FINANCIAL REPORTS AND RECOMMENDATIONS

Balance Sheet – 12/31/2016	29
Profit and Loss – 2016	31
Operating Budget – 2017	32

HISTORIC RECORDS AND DOCUMENTS

Minutes of the 189 th Annual Business Meeting – March 7, 2016	33
Record of Past Conventions	35
Anniversaries	37
Covenant of Relationships	38
Covenant Churches	41
Information for Wills and Codicils	42
Covenant and Code of Ethics for Professional Church Leaders	43
Constitution and By-Laws	44

Material in the Annual Yearbook is current as of February 2017. 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@abc.org or phoned to the Region Office at 401-294-6318.

REPORT FROM THE EXECUTIVE MINISTER

Welcome to the 2017 Annual meeting of the American Baptist Churches of Rhode Island. As you review the Book of Reports you will be reminded of the variety of relationships and ministries that have shaped our shared journey in 2016. You will read reports from our Regional administrative and ministry teams, as well as the reports from our vital affiliated ministries.

2016 was marked by some significant changes in the staffing of our Regional ministries. During the year, we said good-bye to Rev. Melanie Towle and Rev. Marie Carpenter. Melanie had served with a deep passion and unwavering commitment through our Camping Ministries and Marie had expanded the impact of our Elder Care Ministry through the development of new relationships and networks. However, even as these two departed, we welcomed two new members to our Regional team.

Deborah Guilmain came on board as the Interim Director of Camping Ministries last spring and did a remarkable job enlisting, training, and developing an outstanding team for last year's camping season. Following the camping season and a period of discernment, Deborah agreed to drop the "Interim" from her title and continue serving as our Director of Camping Ministries. We are experiencing some fresh energy as Deborah has reached out and encouraged a renewed engagement from many gifted individuals within our Region.

Following an extensive, nationwide search, Rev. Kathryn Palen joined us in the fall of 2016 as the Associate Executive for Elder Care Ministries. She is building on the good work of her predecessors, Kathy Black and Rev. Marie Carpenter, by intentionally focusing on creative connections in ministry to and through our member churches and partners in Elder Care concerns. Under Rev. Palen's guidance, the office for Elder Care Ministries has returned to the Region Offices at Canonicus Camp and Conference Center allowing for daily interaction and fresh collaboration between all our Regional ministries.

In other staff changes we welcomed Matt Black's return as our Facilities Manager at Canonicus following his brief sojourn in Florida, Ellie Phipps as our Hospitality Coordinator and Susan Lepore as our Online Communications Specialist.

These staffing changes are more than simply putting new people into offices and fulfilling job functions and responsibilities. There is renewed vitality for empowering one another for our shared ministry. There has been fresh opportunities to reflect on how we work together to serve and represent you, the American Baptist Churches of Rhode Island.

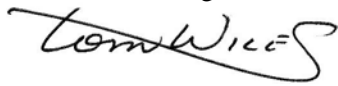
The joyful experience of fresh connections among your Region staff is representative of a broader focus that Ken Marrocco, Region President, has identified. Ken has encouraged us to identify avenues of connections between our churches, our pastors, and our Region. Through his leadership, we are beginning to imagine new initiatives that will encourage current connections, enable new connections, and envision fresh opportunities for ministry within and between our churches. As a sign of this intentional focus on building connections, you may have noticed that the Region's weekly electronic newsletter, formerly known as "E-notes," has become "CONNECTIONS." Thanks to the leadership of Susan Lepore, CONNECTIONS is becoming a vital tool for all of us to connect with opportunities in ministry and mission. (*Shameless advertising: If you do not already receive the CONNECTIONS newsletter by e-mail, sign up by sending a request to info@abcori.org or subscribe on our website, www.abcori.org, by selecting the "Connections" tab on the home page.*)

In the fall of 2016, our Region facilitated some fresh connections between the ministers in our churches that serve in bi-vocational settings. Through a collaboration with the American Baptist Churches of Connecticut, we were able to receive a grant that funded a weekend retreat for 10 pastors and their

spouses from each region. Under the gifted leadership of Dr. David Bartlett, Yale Divinity (retired), and Rev. Dr. Réppa Cottrell, these remarkable pastors shared in worship, Bible study, table fellowship, and collegial conversation. In many ways, this singular event is representative of all of our work together. As the pastors were encouraged, their churches were blessed. As relationships were established and renewed, new connections were imagined.

It is a unique joy to serve you as Executive Minister. Every time I sit with a pastor or visit with a church group, every opportunity you provide me to share from your pulpits, every moment of prayerful discernment of where God is at work within and among you, reminds me of the great connections you set before me. Thank you for connecting in our shared mission “to resource our people and engage in Christ-centered ministries by promoting and building healthy pastors and healthy churches to bring the whole gospel to the whole world.”

Connected through Christ,

A handwritten signature in black ink that reads "Tom Wiles". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Rev. Dr. Tom Wiles
Executive Minister

REPORT OF THE PRESIDENT 2016

The Board of Ministries held six meetings during the year. We agreed on a fundamental change on how “ABCORI” is used in our conversations and how we churches in the region may perceive what this “ABCORI” entity may be. To be clear, ABCORI is not Canonicus nor the offices that exist on that property. ABCORI is the American Baptist Churches of RI. That means that it is you and me and anyone that attends an American Baptist Church in RI. We simply use the acronym because that’s what we do as a society. Our conscious effort in 2016 was to refer to our churches as the “Region” and the administrative offices as the “Regional Office”. Our hope is that we can continue that going into 2017 so that there is no doubt that we are a community of churches working together to serve God – not an office of administrative staff. Our hope is also that all churches will begin to see ABCORI as the Region and make that fundamental change along with us.

When I first took over the office of president I felt that God put on my heart that the communication amongst our churches could be approved upon. I felt passionate that even though there were “pockets” of churches working together, that if we could expand that to more and more churches working together, that God would do even bigger and more powerful things in our Region. I brought this before the Board of Ministries and they agreed. So I put together a team of pastors and lay folks that shared that passion to discuss what the current picture looks like, and what we would like the future one to grow into. We met in 2016 and came up with some wonderful ideas on how to better communicate between churches, share resources, share ministry ideas, and how the Regional Office could support the efforts. Our next step is to gather a team together to start to implement those ideas. I recently sent out an email describing that effort and asking for volunteers. My hope is that I will receive responses from all over the Region representing different cultures and languages and ministries that are already taking place.

We once again were hosted by the Canonicus Summer staff at our June meeting. We had a wonderful dinner and great conversations with the leaders and the teens as we ate among them. Thanks to the Canonicus staff, led by Deb Guilmain, once again for making us feel welcome.

More involvement from the Region’s Ministry teams is still needed. 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 continues to be our hope and dream that all the ministry teams will share in our common ministry in 2017.

The All Church Worship was held at Wakefield Baptist and was such a unique and wonderful experience. Led by Pastor Clay Berry, the service was much like they normally have but very different from recent All Church Worship services. Everyone was involved from the teens in the church to the teen leaders at Canonicus Camp, to pastors and lay people from our churches. The music was wonderful and memorable – God has gifted so many churches with choirs that have voices like the angels. Each church had the chance to offer up a ministry that they are doing to share with all the other churches. And after that offering, we had an offering for South Providence Neighborhood Matters in which we raised \$460.82.

The finances for the Region were successfully managed by Tom Wiles, Mark Sjoborg, Nikita McCalister, Bob Butzier and John Tucker. 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 our churches to be good stewards of the blessings that God has provided.

A special thanks to all the administrative staff of the Region 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

American Baptist Churches of RI growing closer and closer so that together – God can do wonderful things and reach Rhode Island with His love.

Lastly, it has been my honor and privilege to serve as your president. It was a wonderful experience, one that I will always cherish. I hope I can continue to be a part of the growth in our churches and perhaps play a small role in connecting the churches in our Region so that God has a mighty and faithful force to do His will with. Rhode Island needs us to take a leadership role and I have faith that God is preparing us right now to do just that.

Your president and faithful servant in Christ,

Ken Marrocco

ANNUAL REPORT OF ELDER CARE MINISTRIES

Our region began a new chapter this year in its ongoing ministries with and among elders. I am grateful for the opportunity to help write this new chapter, which will use the significant programs and initiatives designed by Kathy Black and Marie Carpenter as a starting point.

As we come to understand new trends and developments among the aging population in today's world, we have a unique opportunity to expand the scope of the region's elder care ministries. Rather than simply imaging the senior adults among us as frail or forgetful, we can recognize that an overwhelming majority of individuals in the third of life are vibrant, engaged, inquisitive, contributing members of their communities, including their communities of faith.

That shift of perspective enables us to expand our vision for how congregations—both individually and in cooperation with one another—in our region might minister to and among elders. Here are a few possibilities we hope to explore during the upcoming year:

- Develop new programs and ministries that engage elders in opportunities for authentic community, stimulating learning, and meaningful service.
- Be proactive in helping individuals imagine and plan for living fully and faithfully during the third of life.
- Shift paradigms about church growth and recognize the outreach potential that lies among the increasing number of aging Baby Boomers.
- Provide training and ongoing support and resourcing for leaders and teams that plan and implement ministries for specific segments of the aging population—both within their congregations and larger communities.

To help imagine how to write this new chapter of our region's elder care ministries, I have been and will continue to:

- Meet with pastors and other congregational leaders to learn about the elder care ministries that already are in place and talk about new possibilities.
- Consult with chaplains, care-facility administrators, and advocacy-group leaders about existing resources and emerging needs related to elders in Rhode Island.
- Work with others on the regional staff to imagine new ways to integrate elder care ministries with other programs and ministries within the region and to build capacity as we move forward.
- Assemble task forces to focus on specific aspects of our emerging work.
- Develop programs and worship experiences for congregations and other groups.

I am grateful for the outstanding elder care work that has been done over the years in our region, excited about the new chapter we will be able to write together, and incredibly honored to be able to share in this critical area of ministry.

Peace and grace,
 Kathryn Palen
 Associate Executive Minister for Elder Care Ministries

Camping Report 2016

This past summer was one of true, sincere trusting... for all of us... We had to trust that in the midst of what looked to us like confusion and chaos there was a plan. A plan for us all to reach beyond ourselves and ask for help, from God, from each other, from that place inside each of us that gives us the extra little push to keep going even when the way is unclear.

The Bible study passage for the summer was Matthew 6:5-15, included in that is "The Lord's Prayer", reflecting back it was the perfect passage for what was going on.

Matthew 6:9-13 New International Version (NIV)

⁹ "This, then, is how you should pray:

"Our Father in heaven,
hallowed be your name,

¹⁰ your kingdom come,
your will be done,

on earth as it is in heaven.

¹¹ Give us today our daily bread.

¹² And forgive us our debts,
as we also have forgiven our debtors.

¹³ And lead us not into temptation,^[a]
but deliver us from the evil one.^[b]

We, the leadership in the regional office, the members of the Camping and Youth Ministry Team, the staff that had been hired, and the members of the congregations; we all prayed to God that His will be done, that camp would go on this summer and we would be able to continue touching and impacting lives in His name.

We prayed for "bread" but not in a way I think we would have every thought "bread" would be interpreted, but as people... as staff... Program staff (adventure, waterfront) counselors and a nurse, without whom we cannot have camp ... and every time He provided.

We prayed for forgiveness and for healing

We prayed to not fall into the wallowing in what we did not have and instead focus on God and all that He allows us to have.

And He provided!

We had a wonderful summer, we saw 225 children come to camp. The staff bonded and maintains wonderful friendships that will last for years to come.

There are lots of good projects that are underway as well.

New camping opportunities, including a group from Hasbro and Bradley Hospitals

New passion and volunteerism for our ropes course

Renewing of some programs that we have not done in a few years

And only last in this list but not in importance, renewing of volunteers to lead program weeks.

We are in full swing of planning and preparing for another wonderful summer in 2017.

I feel humbled and blessed to be able to be the director of this wonderful ministry. Please continue to pray for the staff and the campers that are even now preparing to be with us this summer

Respectfully,

Deborah Guilmain
Director of Camping Ministries

Recruitment Annual Report

The Recruitment Team is tremendously thankful for all the officers, board members and team members who have served ABCORI so faithfully over the past year. We wish to extend special thanks to our Executive Minister for his valued leadership and our President for his inspired work. Our committee was charged with filling out a new slate of officers for the coming years. The names are listed in a report that the delegates will approve this evening. The motion comes from the Recruitment team and needs no second.

There are a number of returning volunteers along with a few new names. Volunteers are always welcome! Thank you to everyone who has accepted the challenge to lead us into our future. May God continue to guide our work as we all serve “a Risen Savior” and may God bless Rev. Dr. Carl Balark and Rev. Wendy Kiefer-O’Brien as they assume their new positions.

Sincerely,

Bob Auld

Chair, Recruitment Committee

RECOMMENDATION OF RECRUITMENT COMMITTEE

The Recruitment Committee Recommends the following individuals for the positions and terms indicated:

BOARD OF MINISTRIES:

Rev. Dr. Carl Balark	President	2017-2019	
Rev. Wendy Kiefer O'Brien	Vice-President	2017-2019	
Bob Butzier	Treasurer	2017-2019	2 nd Term
Rev. Dr. Malcolm MacKenzie	Clerk	2017-2019	2 nd Term
Sandra Kelly	At-Large Member	2017-2020	2 nd Term

RECRUITMENT COMMITTEE:

Janet Whalen	Member	2017-2020	2 nd Term
--------------	--------	-----------	----------------------

EXECUTIVE MINISTER RELATIONS COMMITTEE:

Rev. Dr. Olivier Bala	Member	2017-2020	2 nd Term
-----------------------	--------	-----------	----------------------

STANDING COMMITTEE ON ORDAINED MINISTRY

Jan Fletcher	Member	2017-2020	2 nd Term
Rev. Jamie Washam	Member	2017-2020	1 st Term

PASTORAL LEADERSHIP TEAM

Rev. Dr. Réppa Cottrell	Member	2017-2020	2 nd Term
-------------------------	--------	-----------	----------------------

CONGREGATIONAL LIFE MINISTRY TEAM

Rev. Dr. Cynthia Smothers	Member	2017-2020	2 nd Term
---------------------------	--------	-----------	----------------------

EVANGELISTIC MISSION MINISTRY TEAM

Rev. Irving Scoby	Member	2017-2020	2 nd Term
Carla O-Neil	Member	2017-2020	1 st Term

SOCIAL WITNESS MINISTRIES TEAM

Rev. Michael Mercier	Member	2017-2020	2 nd Term
Rev. Jamie Washam	Member	2017-2020	1 st Term

CAMPING AND YOUTH MINISTRY TEAM

Rev. John Houlker	Member	2017-2020	2 nd Term
Ann Marie Kamara	Member	2017-2020	2 nd Term
April Beth Wiles	Member	2017-2020	1 st Term

INVESTMENT COMMITTEE

Sue Colantonio	Member	2017-2020	2 nd Term
----------------	--------	-----------	----------------------

PERSONNEL COMMITTEE

Rev. Dr. Joyce Duerr	Member	2017-2020	2 nd Term
Rev. Dr. Evan Howard	Member	2017-2020	1 st Term

BAPTIST FUND OF RHODE ISLAND

Rev. Ethel Corbin	Member	2017-2020	2 nd Term
-------------------	--------	-----------	----------------------

**STANDING COMMITTEE ON ORDAINED MINISTRY
ANNUAL REPORT**

The Standing Committee on Ordained Ministries continues to work with individuals seeking ordination or a recognition of their ordination in the ABCORI region. This year, in an effort to refine and focus the process, the committee has edited and revised the process and procedure for ordination and ordination recognition. In addition to asking candidates to respond to an American Baptist identity statement, we have written a list of competencies that one should have to be ordained in a non-traditional manner. I would encourage all who are interested in the changes made to go to the ABCORI website. We take very seriously the call that we have to guide, support, and encourage people into their call to do the Lord's work.

Peace,
Rev. Dr. Jonathan Malone

ANNUAL REPORT SOCIAL WITNESS TEAM

ABCORI's Social Witness team met consistently over 2016.

The first order of business for the year was to discuss and choose 2-3 issues for the team to focus on for the next 3-5 years. The three issues that were discussed and adopted were

1. Racism
2. Poverty/Hunger
3. Violence

The purpose of the three issue focus is not to set up the expectation that all three be addressed in a calendar year, but so that the team remain centered from meeting to meeting on specific goals.

The second order of business for the year was to try to bolster team membership as participation at the beginning of the year was limited to Rev. Darin Collins, Rev. Michael Mercier, Rev. Bob Auld and Rev. Dr. Tom Wiles. Rev. Collins invited Rev. Ebony Grisom to participate in the work of the Social Witness Team and would like to on behalf of the team, thank Rev. Grisom for her faithful attendance to meeting, participation in discussion, and insightful suggestions. She has added much to the planning and the work of the Social Witness Team which deserves ABCORI's recognition and thanks.

Unfortunately, this was the full extent of the work done to build up the Social Witness Team which could still use a great deal more participation in order to be more effective.

The third order of business for the year was to explore and create partnerships with other groups dedicated to the work of Social Justice, whether those were ecclesial or secular.

Over 2016 The Social Witness Team worked in close conjunction with
 The Interfaith Coalition to Reduce Poverty
 The Religious Coalition for a Violence Free RI &
 The Center for Reconciliation at the Cathedral at St. John.

Because of all this I am proud to report this work accomplished by the team and/or its individual members including:

Hunger in RI Spring Conference for ABCORI churches -

This included viewing the documentary, 'A Place at the Table,' a presentation by Emily Jones and discussion.

monthly participation in The Interfaith Coalition to Reduce Poverty mtg's

wide participation in the Coalition's yearly Conference &

Annual January State House March and Vigil

Support of the work Rev. Ebony Grisom regarding PayDay Lending

Support of the work of Rev. Gene Dyslewski, pastor of Limerock Baptist seeking legislation which would limit purchase and possession of firearms by domestic abusers

Training in the Center for Reconciliation's 'The Cross and the Lynching Tree' Discussion Curriculum

Respectfully Submitted

Rev. Darin R. Collins, Chair

OPERATIONS TEAM REPORT – 2016

The Operations Team met six times in 2016 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-

- Preparations for sale of West Greenwich Property (located at 260 Victory Highway) to Faith Fellowship Assembly of God for \$150,000. Sale completed in 2017.
- Capital improvements to Canonicus
 - Completed Heating system upgrades at Meadowwood and Pierce begun in 2015
 - Painting exteriors and roof repairs at Meadowwood and Teft Chapel

Personnel Committee reports-

- Hiring of Deborah Guilmain as Interim Director of Camping Ministries, later amended to Director of Camping Ministries
- Hiring of Rev. Kathryn Palen as Associate Executive Minister for Elder Care Ministries
- Hiring of Matt Black as Facilities Manager
- Hiring of Ellie Phipps as Hospitality Coordinator

Financial Team reports-

- Quarterly financial reports
- Contracted for 2014, 2015, and 2016 audits. 2014 and 2015 audits completed with reviews scheduled for early 2017
- 2017 Budget Proposal

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

BAPTIST FUND OF RHODE ISLAND
2016 Annual Report

The Committee reports to the OPERATIONS TEAM of the American Baptist Churches of Rhode Island: The following serve as members of the Committee by virtue of their election to Operations: Region President, Treasurer, Executive Minister, Chair of Operations and Representative of R I Ministers Council, plus three Members at Large. The Chair of Operations appoints the BFRI Chair.

BFRI operates an annual budget based upon estimated financial support from the member congregations of the American Baptist Churches of Rhode Island and the annual draw from funds held in the Pooled Fund designated for BFRI.

The 2016 support by local congregations totaled \$11,548.42. The Pooled Fund support was \$14,949.97. There was a \$29,205.65 carry over from previous years. Total available for budgeted and emergency support through BFRI was \$55,704.04. Distributed Funds amounted to \$33,984.28. In addition, BFRI carries a cash-on-hand balance to provide short-term loans to the ABCORI General Fund \$10,000-20,000 range and are repaid within 30 days.

Budget categories: Requests by churches in areas of Youth Programing, Seed monies for church programs, and Pastors in Crisis. The major budgeted Funds provide Grants to ABCORI Partners in Ministry: i.e. Camp Canonicus, RI State Council of Churches, South Providence Neighborhood Matters, RI Ministers Council, ABW and Girls Ministries, and MissionWorks.

The Committee responds to major emergency requests except one to a Pastor in Crisis which is handled confidentially by the Executive Minister.

All records are filed in the Regional office for the annual audit.

Annual proposed budgets are presented to the Committee for review and response in February.

Requests for funding deadlines are March 31st and September 30th. Budgeted distributions are made in mid-May and mid-November.

On behalf of the members of Baptist Fund of Rhode Island, we thank the congregations which support BFRI enabling the Fund to significantly support local ministries.

Submitted by Carolyn-Yvonne (Vonnie) Dutton, Chair

ABCORI Pooled Funds Investment Committee 2016 Annual Report

The Investment Committee is charged with the responsibility for choosing and monitoring the Investment Manager and the decisions they make for the portfolio and setting the investment guide lines for the Portfolio.

Our Investment firm, Alliance Bernstein reports that 2016 was again a continuation of the rollercoaster as geopolitical events around the world drove asset returns. Early in the year, concerns about the slowdown in the growth rate of China, worries about when the Federal Reserve would raise interest rates and the steep decline in oil prices caused the market to decline over 10% in January and February. But the markets recovered by the middle of April. The Brexit vote occurred at the end of June and global stocks initially declined 7% but rallied back over the summer. Perhaps the most significant event was US election day, a surprise victory for Trump led to new highs on the Dow, the S&P 500 and NASDAQ, as bonds fell in the final two months of the year.

Bernstein's forecast for the next five years sees future returns are likely to be more modest and volatility is likely to increase. Based on global economic growth of 2-3%, stocks are likely to return 6% - 6.5% per year on average, assuming earnings growth of 2-3% + dividends of 2% + inflation of 2%. As interest rates gradually increase bond returns will be in the 1-1.5% range. Potential risks in 2017 include: US policy disappointment, and appreciation of the dollar, European elections, Brexit implementation, global interest rates, inflation and equity valuations. The capital markets are in transition and uncertainty abounds!

I would like to thank all of the committee members who have been very helpful to me as we worked on improving the accounting and management of the fund. I will be leaving this post as of the annual meeting. It has been a very challenging and rewarding assignment. Members of the committee are: Rev. Tom Wiles, Rev. Nikita McCalister, Tom Archer- consultant to the chair, Mark Sjoberg Esq, Sue Colantonio, Rachael Bloe, and Don Wolfe. May God Bless you all, Tom Kennedy
Chairman

PROPERTIES COMMITTEE 2016 ANNUAL REPORT

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 Kevin Fesler (Jan – July) and Matt Black (Sept – Dec), and Associate Executive For Administration Rev. Nikita McCalister.

Highlights of accomplishments include:

1. Tefft Chapel: Ramp repaired, building washed and stained.
2. Property committee is working on setting priorities of things that are needed to be done, approx. cost and expectation of when it can be completed.

Some of the most pressing needs of Canonicus are:

1. Replacement and repair of camp vehicles and equipment, most are either in bad shape or not running.
2. Repair of the maintenance barn.
3. Volunteers are needed, there are things that can be done by individual and groups.

Bruce F. Wilcox, Chair

PERSONNEL COMMITTEE

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. We were very pleased that the Committee had its full complement of members this last year. The current Personnel Committee are Dan Cottrell, chairperson, Meredith Eckel, Paul Johnson, Joyce Duerr and Stan Lemons.
2. The Committee continued consulting with our Executive Minister and others on clarifications and applications 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 staff transitions we compliment those who have not only taken on new and different responsibilities but have done so admirably. 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. The practice of the Personnel Committee is to encourage direct communication between concerned parties to reach understanding and resolution. If there is a filed grievance, consistent with our ABCORI By-laws, it is the role of our Committee to fulfill our duties also described in the By-laws. There were no official 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 most significant efforts this last year were participating with the Board of Ministries and Baptist Home Board in the Search Committee for Associate Executive Minister for Elder Care.

We are overjoyed to report that the search was successful and the new Associate Executive, Kathryn Palen, has been hired.

Respectfully submitted,

Daniel W. Cottrell, chairperson

ABC/USA BOARD OF GENERAL MINISTERIES

This will be my last report that I will be writing as your representative to the Board of General Ministries of ABCUSA. It has been a joy and privilege to represent RI on the national level. We are in an exciting time of change as two of the program boards have called new leaders (International Ministries – Rev. Sharon Koh and Home Mission Societies – Rev. Dr. Jeffrey Haggard). The Search Committee for the Board of General Ministries is actively working to name their recommendation for the next General Secretary for the denomination and we anticipate that individual being a part of the next Biennial Mission Summit this Summer. With new leadership comes new possibilities, new ideas, but also an awareness of the ways that God has been working and guiding the denomination in the past.

I encourage all who are able to attend the Biennial Mission Summit Gathering in Portland, OR this summer (June 30 – July 2). The last two Biennials had a very different tone as the planners were deliberate to make the time place for conversation, collaboration, and for the movement of the Holy Spirit. It is always a great opportunity to gather with our Baptist brothers and sisters across the nation and hear about the wonderful work God is doing.

Finally, I encourage you to remind your churches about the importance of giving to United Missions. Your contribution goes towards the denomination on the regional, national, international levels and is the most effective way to support the various ministries God is doing through our American Baptist Family. It has indeed been an honor to represent you and I thank you and God for the opportunity to do so.

Peace,
Rev. Dr. Jonathan Malone

AMERICAN BAPTIST WOMEN'S MINISTRIES OF RHODE ISLAND

Ministry is what we do. Our ministries are manifested in a variety of ways and venues – planning for events, promoting them, carrying them to completion; being available to help churches with programs, mission education and involvement in study and activity to those ends.

2015-16 was an eventful year.

- Needed Constitutional updating and revisions were made and approved at the June 2016 Conference. Two positions – Coordinator of Church and Community Ministries and Coordinator of Mission and Service Ministries – merged into one that describes the function of each, now called Mission and Service Ministries. With the changes to the Constitution the Love Gift position has been incorporated into the area of Personal Development Ministries. The Love Gift Associate now works with the Coordinator to plan as part of Love Gift's personal growth nature.
- State gatherings – all of which include AB GIRLS – were:
 - Saturday, April 9, 2016 – Bethany Free Baptist Church of Pawtucket hosted Church and Community Day with the theme “See... the Beloved Community”. Participating were Rev Cleo Graham, Rev Beth Jones and local church women reporting on ways that their churches are doing ministries in God's Beloved Community.
 - Friday-Saturday, June 3-4, 2016 – The 89th annual Conference for Women and Girls held at Canonicus was a general one-day event beginning on Saturday with breakfast, concluding with dinner for a remarkable 11-hour day. A select group of leaders from ABCORI churches had been trained on Friday night. They facilitated small groups throughout the day interspersed with large all-conference gatherings. The wonderful event was planned by a creative committee under the leadership of Beth Berry and Nikita McCallister. It was an outstanding experience of implementing the goal of developing leaders and empowering all women.
 - Saturday, September 17, 2016 Central Baptist Church of Jamestown hosted the statewide Mission Day with a wonderful opportunity to learn of the work of the Refugee Dream Center in Providence from Mr. Omar Bah, its Executive Director. Later, members of ABCORI churches shared experiences of participating in life-changing mission work trips.
 - Saturday, January 28, 2017, North Scituate hosted the annual Spiritual Growth retreat led by Dr Linda Bausserman. For the last 25 years, we have held a two-day spiritual growth retreat in January at Canonicus. After board discussion, it was decided to change this practice due to the frequency of weather-related difficulties or cancellations during the winter months. The already scheduled event was then modified to be held at a church and be a one-day event making possible complications less complicated. The result was an attendance increase of about 150%! In the near future, an annual spiritual growth retreat will be held as an overnight experience in the Fall as it once was. The next is scheduled for September 22-23, 2017 at Canonicus Conference Center.
- Plans are being made for
 - A hands-on Mission Day hosted by Ebenezer Baptist Church, Providence on Saturday, March 18, 2017 when attendees will visit one of several sites to work and learn, returning to Ebenezer for lunch and sharing of their experiences.
 - The annual conference: this year it will be a **Tri-State** meeting June -3, 2017 jointly planned with the women of Massachusetts and Connecticut to be held at Canonicus. It promises to be the beginning of new possibilities and relationships.
- Each year ABWMRI sets a goal and adopts a mission project that begins at the June Conference and ends at the event the following year. The current goal is to raise \$2,000 for refugee relief – well on its way to becoming reality.
- Part of the success of programming should be attributed to the work of Carol Myron, Communications Coordinator, who has consistently promoted all events in the newsletter *K.I.T.*, through email “blasts” and the ABCORI weekly e-notes. The national Executive Director recently singled her out for her work.
- National American Baptist Women Ministries celebrated the **65th birthday of ABW** in Washington DC at the end of July 2016. During the celebration, Rhode Island's own **Beth Berry** received the national “Shine the Light” award for her work with special needs adults in our state in creating G.E.A.R. (Give Everyone a

Role). We are most proud of Beth and value her love of and work among people of all walks of life. A number of women from our region were there to honor her and witness her acceptance.

Also, nationally there are some unusual opportunities for involvement of all ABWomen across the denomination. Understanding the needs of today's and yesterday's women, yearly gatherings are no longer a national conference lasting a week in a customary setting.

- a timely virtual mission encounter will be offered **May 8 – 12, 2017** on **Baptist-Muslim Dialogue**
- A 3-night **cruise to the Bahamas September 15-18, 2017** sponsored jointly with AB Women in Ministry will feature the components of a cruise plus the elements of worship and inspirational Bible study.
- A **“Wellness Retreat” September 27-30, 2018** – a national event using the facilities of our own Canonicus

It is a joy and privilege to function as president of this vital, affirming and empowering organization with an outstanding board of gifted, dedicated, creative and delightful women.

Serving with you,
Ginny Rasmussen
President, ABWMRI

Annual Report ~ March 2017

The Executive Committee met in June, September, November and January. In addition to receiving updates from the national level, we discussed program options and coordinated preparation for meetings of the Ministers Council.

The following events were provided:

- May 17 & 18, 2016 – Annual retreat @ Block Island with Dr. Debora Jackson, Executive Minister of Ministers Council ABCUSA as leader.
- July 18, 2016 – Luncheon meeting at Canonicus with the Rev. Dr. Jeffrey Haggray, Executive Minister of The American Baptist Home Mission Societies, as speaker.

We also supported participation in these events:

- August 22-25, 2016 - Ministers Council Conference in Chevy Chase MD with the theme *Holistic Maintenance of the Ministry*. Among others, our Regional Representative, Cynthia Smothers, attended this event. She provided a report to the Executive Committee at the September meeting.
- October 27-29, 2016 – Retreat for Bivocational Pastors & Spouses, cosponsored by the American Baptist Churches of Rhode Island and the American Baptist Churches of Connecticut was held in Mystic CT.
- November 5, 2016 – Baptist Heritage Day with Brent Walker, retiring Executive of the Baptist Joint Committee for Religious Liberty, as keynote speaker.

Coming Events:

- March 6, 2017 - Annual meeting with Jeff Jones as guest speaker. We will also vote on revisions to the Constitution and Bylaws at this time.
- May 1, 2017 – One Day Retreat at Canonicus with Kirk Jones as leader. Increased costs and logistics of Block Island facilities precipitated this change for the current year.

Continuing Officers -

To be elected in even numbered years:

- President – Wendy Kiefer-O’Brien
- Vice President – Jabulani McCalister
- Program Chair – John Houliker (1) (filling unexpired term)

Regional Representative elected in odd numbered years for 4-year term

- Cynthia Smothers

Nominees for the Upcoming term - To be elected in odd numbered years:

- Secretary – Joyce Duerr (2)
- Treasurer - _____(1)
- Retreat Coordinator – Byron Waterman (1)

Appreciation is expressed to Ethel Corbin who concludes her second term as treasurer.

Membership 9/1/16 – 46 Local, 38 National

Respectfully Submitted,

Joyce Duerr, Secretary

BAPTIST HOME BOARD OF RHODE ISLAND
Report for 2016 – 2017

The first item to report is a pleasant one. In November we warmly welcomed Rev. Kathryn Palen as the Associate Executive Minister for Elderly Affairs. We look forward to a productive and inspirational ministry with Rev. Palen.

Using our regular schedule of quarterly meetings (May, August, November and February) we have continued the stewardship of a substantial endowment, supervising the investments and using the resources this 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, 2016 continues to be under the day to day management of Bernstein & Co. The return derived allows for the funding of compensation and programs of the Eldercare Ministries of ABCORI. In addition our endowment supports in a significant way the various services of the residence component of the John Clarke Retirement Center.

Our Finance Committee reviewed in detail the budget requests for Eldercare Ministries and John Clarke Retirement Center with Rev. Palen and Mr. Joseph Sousa, the Administrator of JCRC. As mentioned a year ago, based on the amount considered prudent to draw from the endowment this year, it was necessary to make small reductions in funding the amounts requested. We will continue to monitor our withdrawal percentage and carefully consider the impact this may have on the amount available to fund budget requests. Again this year we continued to work with ABCORI and JCRC on issues of timely billing and reporting.

We received no requests for grants to ABCORI churches this year.

A list of nominations for positions on our board is attached. In accord with our by-laws vacancies will be filled by the board on an interim basis as suitable candidates are recruited. I now move the election of those listed to their respective positions.

Respectfully submitted,
L. Vernon Robinson
President

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 student with educational advances:

Student:

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. RIBES also supports our students who take an Ethics-Boundaries course. In 2016, we assisted in providing funds for training Nikita as an Ethics/Boundaries course leader. Another Ethics/Boundaries Course is schedule for March 2017. We also partially support the ABCORI run polity course.

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

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 2017-2018 (Candidates voted in at ABCORI Annual Meeting and serve to the next meeting)

Class of 2017-2018

Rev. Bob Auld (1)

Ernie Carpenter (2)

Class of 2018-2019

Sue Colantonio (1)

Janice Fletcher (2)

Rev. Jacob McGuire (1)

Class of 2019-2020

Rev. Virginia Alvarez (2)

Rev. Dr. Donald Rasmussen (2)

Rev. Cynthia Smothers (2)

The Rev. Dr. Tom Wiles is ex officio

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- Rotating

Treasurer- Sue Colantonio

THE RHODE ISLAND BAPTIST HERITAGE CENTER

REV. DR. CHARLES HARTMAN

2016 was a very good year for the Rhode Island Baptist Heritage Center. We began the year with renewed sense of purpose as we took our place amongst the many ministries of ABCORI. Committed to preserving and sharing our Baptist history and heritage, we met as a board, seven times from February through November. We had good attendance and participation from all board members. Within each meeting we gave time to discuss how our heritage offers insight into critical issues for our Baptist congregations. Then we gave thought to new ways we could support each congregation's ministry while continuing to provide the same programs that we have offered in the past.

- ❖ *Providence Heritage Tour*: Our first offering was a tour of the historic Baptist sites in Providence. We began at the Roger Williams Memorial, then visited the 1663 Charter Room at the State House. A highlight of the tour was the John Hay Library where Dr. Holly Snyder set out a display of major Baptist artifacts including Roger Williams's copy of John Eliot's translation of the Bible into the Massachusetts's language, the John Myles / Swansea record book, and many documents by Isaac Backus, James Manning and others. Our final stop was at the First Baptist Church, Providence where Dr. Stan Lemons spoke about its long history and significant architecture. The group of fourteen shared a luncheon and fellowship while reflecting on the tour.
- ❖ *Baptist Heritage Weekend*: Our major effort this year was the 6th biennial Heritage Weekend. This year's program was a celebration of the work of J. Brent Walker, retiring Executive of the Baptist Joint Committee for Religious Liberty. The event included worship, lectures by Walker, and a gracious luncheon provided by the host congregation, Emmanuel Baptist, Providence. Among the participants and attendees were Sen. Jack Reed (RI), staff from Sen. Sheldon Whitehouse's RI office, Dr. Donald Farish, president of Roger Williams University, the Rev. Dr. Mary Miller, Exec. Minister of the American Baptist Churches of MA, Dr. Michael Yelnosky, Dean of the Roger Williams University Law School. The highlight of the event was a dialogue between National Park Ranger John McNiff, as Roger Williams, and Mr. Walker.
- ❖ *On going efforts*: We have updated our brochures and flyers to spread the word about the resources we can provide. We continue to be a help for any of our congregations as they seek to preserve critical records of historic interest. We also have offered to develop heritage events at any congregation that would invite us. On Feb. 5, 2017 The Oaklawn Baptist, Cranston, will host our first heritage workshop. It will follow up from the Walker Heritage weekend further investigating the theme of "freedom of conscience" by identifying and exploring local "Baptist"

narratives. We are exploring a late summer or early fall “History Camp” for adults that would include a tour of heritage sites outside of Providence.

- ❖ *History and Polity Course 2017*: This offering has been given every other year in response, first, to the requirement for a “Baptist history and polity” course for those seeking ordination. It is a less expensive alternative to courses offered at local seminaries. To expand its usefulness, we have also offered the course to laity who seek deeper appreciation for our Baptist heritage. We intend to offer this course once more beginning in September 2017. As we develop the course, we seek to broaden its appeal to include congregational teachers as well as lay leaders. Given that we are in the very nursery of American Baptist experience, we have many rich and inspiring places, documents and figures from which to learn.

The Board of the Heritage Center is a group of very capable scholars and leaders. Many are involved in current research and publication. All are vital members of their own congregations. They are excited to talk about what it means to be a Baptist in these, our moments in history. The Board encourages all who have interest to participate in our events or help us with our programs.

Additional members of the board are needed. Anyone who is interested 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

Present BHC account balance is \$2535.66

The Brent event totaled approximately 52 attendees, 42 paid and 10 guests.

Total expenses for Brent were: \$92.49 postage/ printing/ mailing

95.48 hotel expense

1202.20 airfare and honorarium

780.00 meals

\$2170.17 Total expenses

\$915.00 Total income from registrations.

Respectfully submitted, Don Waterman

**RI Baptist Heritage Center
Offices and Board members 2015**

Office/Term	
President 2015-2017	The Rev. Dr. Charles Hartman FBC Swansea, MA
Vice President 2015-2017	The Rev. James C. Miller Emmanuel Baptist Church, Providence
Secretary 2014-2016	Ms. Nancy Bancroft Wakefield Baptist
Treasurer 2014-2016	Mr. Don Waterman Berean Baptist, Harrisville
Class of 2016	The Rev. Dr. Clay Berry Wakefield Baptist The Rev. Dr. Alvin Johnson Second Freewill Baptist, Providence
Class of 2017	Dr. J. Stanley Lemons FBC Providence The Rev. Stephen E. Hollaway FBC, Block Island
Class of 2018	Rev. Dr. Clay Berry Wakefield Baptist, Wakefield Rev. Dr. Don Anderson RI State Council of Churches
Class of 2019	Tom McKibbens FBC _____ 1 Open

RI Baptist Heritage Center
Offices and Board members 2017-2020

Office/Term	
President 2016-2018	The Rev. Dr. Charles Hartman FBC Swansea, MA
Vice President 2016-2018	The Rev. James C. Miller Emmanuel Baptist Church, Providence
Secretary 2014-2016	2017-2019 open
Treasurer 2014-2016	Mr. Don Waterman Berean Baptist, Harrisville
Class of 2017	Dr. J. Stanley Lemons FBC Providence The Rev. Stephen E. Hollaway FBC, Block Island
Class of 2018	The Rev. Dr. Clay Berry Wakefield Baptist The Rev. Dr. Don Anderson RI Council of Churches
Class of 2019	The Rev. Dr. Tom McKibbens FBC Open
Class of 2020	Open Open

02/23/17

Balance Sheet

Accrual Basis

As of December 31, 2016

	<u>Dec 31, 16</u>
ASSETS	
Current Assets	
Checking/Savings	
1010 · Checking General Fund 3366	2,775.70
1020 · Checking - Pooled Fund 7316	10,337.28
1030 · Checking - Baptist Fund 1081	21,719.76
1050 · Savings - Grant 9273	740.81
1080 · Petty Cash - Admin	400.00
1087 · Petty Cash - Occupancy	100.00
	<hr/>
Total Checking/Savings	36,073.55
Accounts Receivable	
1100 · Accounts Receivable - Conf.	-1,391.20
1110 · Accounts Receivable - Camp	1,975.00
	<hr/>
Total Accounts Receivable	583.80
Other Current Assets	
1300 · Receivable - Other	15,770.99
1310 · Loan Receivable - Employee	541.07
	<hr/>
Total Other Current Assets	16,312.06
	<hr/>
Total Current Assets	52,969.41
Fixed Assets	
1810 · Buildings & Improvements	4,116,501.47
1820 · Land	120,018.62
1830 · Office Furniture & Fixtures	62,899.26
1870 · Vehicles	42,599.10
1880 · Church Bldgs & Land not in serv	12.00
1890 · Accumulated Depreciation	-3,426,098.50
	<hr/>
Total Fixed Assets	915,931.95
Other Assets	
1410 · Fidelity Invest - 2bw-380466	27,955.84
1420 · ABC Clinton Edna Philips	29,876.30
1430 · AB Extension Invest - 057202	79,403.46
1440 · Wells Fargo f/k/a Evergreen	4,258.71
1460 · IBM Stock 30 shares	4,979.70
1470 · US Trust Maude Roberts	235,738.12
1510 · N/R - Haitian BC of RI	2,300.00
1550 · N/R - Phillips Margin Loan Rece	108,875.27
1900 · Sanford Bernstien - PIF Invest	5,720,366.00
1901 · Sanford Bernsein PIF Invest Mul	997,214.00
1902 · Bernstien Margin Payable	-108,875.27
1903 · PIF Receivable Due from General	-151.62
1920 · ABEC - Note #2	25,133.74
	<hr/>
Total Other Assets	7,127,074.25
	<hr/>
TOTAL ASSETS	<u>8,095,975.61</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
3000 · Accounts Payable - ABCORI	40,963.75
3010 · Accounts Payable - Pooled Fund	140.00
	<hr/>
Total Accounts Payable	41,103.75

02/23/17

Balance Sheet

Accrual Basis

As of December 31, 2016

	<u>Dec 31, 16</u>
Other Current Liabilities	
3120 · Accrued Expenses & Liabilities	17,432.00
3130 · Due to AB Peacemakers	443.88
3135 · Due to PIF Mission Adventures	264.12
3140 · Due To PIF From General	-151.62
3180 · Security Deposit - House Rental	2,000.00
3220 · Due To/From Baptist Home	600.49
3900 · Due to Member Churches	1,822,903.79
	<hr/>
Total Other Current Liabilities	1,843,492.66
	<hr/>
Total Current Liabilities	1,884,596.41
Long Term Liabilities	
3310 · Loan Payable NEC Financial	7,862.31
3320 · Lease Payable Marlin	4,765.60
	<hr/>
Total Long Term Liabilities	12,627.91
	<hr/>
Total Liabilities	1,897,224.32
Equity	
4000 · Unrestricted Net Assets	-392,851.07
4010 · Fund Balance	1,696,496.24
4020 · Temp. Restricted IBT Net Assets	2,528,539.00
4030 · Perm Restricted Net Assets	2,557,694.82
4900 · Net Asset Released Restriction	-128,782.80
4910 · URNA Released Current Year	-37,188.56
4920 · TRNA Released Currnet Year	-44,589.36
4930 · PRNA Released Current year	-167,664.97
4940 · FEE Released Currnet Year	-20,162.62
Net Income	207,260.61
	<hr/>
Total Equity	6,198,751.29
	<hr/>
TOTAL LIABILITIES & EQUITY	8,095,975.61
	<hr/> <hr/>

American Baptist Churches of Rhode Island
Profit & Loss Budget Performance
January through December 2016

02/23/17

Accrual Basis

	Jan - Dec 16	Budget	Jan - Dec 16	YTD Budget	Annual Budget
Income					
5000 · REVENUE	423,677.54	352,498.00	423,677.54	352,498.00	352,498.00
5100 · REVENUE - GRANTS	137,717.74	142,718.00	137,717.74	142,718.00	142,718.00
5200 · REVENUE - CAMP	70,784.40	83,612.00	70,784.40	83,612.00	83,612.00
5300 · CONFERENCES	256,925.06	226,600.00	256,925.06	226,600.00	226,600.00
5400 · REVENUE - FUND RAISING	3,787.02	3,500.00	3,787.02	3,500.00	3,500.00
5500 · OTHER INCOME	41,875.75	43,820.00	41,875.75	43,820.00	43,820.00
Total Income	934,767.51	852,748.00	934,767.51	852,748.00	852,748.00
Expense					
6000 · ADMINISTRATIVE EXPENSES	90,525.58	79,865.00	90,525.58	79,865.00	79,865.00
6200 · PERSONNEL SERVICES	258,166.67	277,587.00	258,166.67	277,587.00	277,587.00
6500 · DEPARTMENT OF CHURCH LIFE	3,120.02	5,479.00	3,120.02	5,479.00	5,479.00
7000 · OCCUPANCY EXPENSES	162,823.46	138,250.00	162,823.46	138,250.00	138,250.00
8100 · PROGRAM EXPENSES - CAMP	0.00	1,000.00	0.00	1,000.00	1,000.00
8200 · CAMP EXPENSES	71,967.30	77,660.00	71,967.30	77,660.00	77,660.00
8300 · CONFERENCE EXPENSES	158,610.35	132,189.00	158,610.35	132,189.00	132,189.00
8400 · FUND RAISING EXPENSES	3,482.91	3,000.00	3,482.91	3,000.00	3,000.00
8700 · ELDER CARE EXPENSES	137,717.74	137,718.00	137,717.74	137,718.00	137,718.00
9950 · Authorized Transfer Out	43,115.49		43,115.49		
Total Expense	929,529.52	852,748.00	929,529.52	852,748.00	852,748.00
Net Income	5,237.99	0.00	5,237.99	0.00	0.00

AMERICAN BAPTIST CHURCHES OF RHODE ISLAND
OPERATING BUDGET 2017

INCOME

Basic Revenue		
Mission Giving from Churches	98,523	
Honoraria	4,500	
Other Gifts and Donation	53,000	
Total Basic Revenue		156,023
Grants		
Baptist Home Board	133,116	
Other Grants	20,000	
Total Grants		153,116
Camping Revenue		75,500
Conference Revenue		251,600
Other Income		
Rentals	24,720	
Management Fees	69,150	
Fire Wood, Scrap Sales & Misc.	7,500	
Total Other Income		101,370
TOTAL INCOME		737,609
Authorized Draw from Investments ¹	125,224	
TOTAL RESOURCES		862,833

EXPENSES

Administrative Expenses	109,848	
Personnel Services	273,766	
Church Life	4,300	
Occupancy Expenses	138,250	
Camping Ministries	82,060	
Conferencing Expenses	136,955	
Elder Care Expenses	133,116	
TOTAL EXPENSES		878,295
Net Resources under Expenses ²		-15,462

¹Of the Authorized Draw from Investments, \$7,808 is restricted for use in providing Camperships. An additional \$15,000 in grants for camping is anticipated from various sources. When combined with the revenue directly generated by our Camping Ministry, this provides \$98,308 in Camping Ministries income.

²The adoption of this budget approves supplemental draws of up \$15,462 from ABCORI invested funds if necessary to meet operating expenses. These draws would be in addition to the \$125,224 authorized draw which is based on the 4.5% of invested funds set by the Investment Committee of ABCORI.

190th Annual Meeting
 American Baptist Churches of Rhode Island
 March 7, 2016

Minutes

The 2016 Annual Meeting of ABCORI was held at the Olney Street Baptist Church of Providence, RI. At 7:00pm, Ex. Min. Rev. Dr. Tom Wiles greeted all present, expressed ABCORI's 'thanks!' for the hospitality provided by the host church and introduced special guests. President Marrocco then began the Annual Meeting with an opening prayer.

The Annual Meetings of Affiliated Corporations were held: the Baptist Heritage Center – Rev. Dr. Charles Hartman, presiding; the Baptist Home Board – Vernon Hanson, presiding; the RI Baptist Educational Society – Rev. Bob Auld, presiding. It was m/s/a to accept the Annual Report (as well as a financial statement and/or slate of officers when presented) of each one.

President Marrocco called the Annual Meeting of ABCORI to order and named Rev. Peggy Johnson its Parliamentarian. Rev. Dr. Malcolm Mac Kenzie, Clerk called the roll of churches and declared a quorum (35 churches were represented) being present: 88 – present {60-delegates, 25 – pastors (some of whom were also delegates), and 3 – guests. Norwood with 7 and N Scituate with 6 took this year's attendance honors. Note: only a very few were first-time attenders.

The Mission Statement was read by all and the Minutes of the 2015 Annual Meeting were m/s/a.

The 2015 Treasurer's Report by Bob Butzier was m/s/a and filed for audit. Treasurer's comments: ended 2015 in the black, the 2013 audit is complete and, 2014 has been delayed by the search for a new auditing firm. The 2016 Budget was m/s/a.

Reports: Pres. Marrocco is seeking to involve more ABCORI churches in its shared ministry and fellowship. **ABCORI:** ABWomen – Ginny Rasmussen, Baptist Fund of RI (written), Camping – Rev. Melanie Towle is seeking camp pastors, Eldercare – Rev. Marie Carpenter note: In anticipation of her retirement, Ex Min Wiles prayed in thanksgiving for her ministry and for blessings upon her life in the future., Minister's Council – Wendy Kiefer-O'Brien, Operations (written), Personnel (written), Social Witness (written), Standing Comm on Ordained Ministry (written). **ABC-USA:** Bd Gen Min – Rev. Dr. Jonathan Malone, ABHome Mission Societies – Antonio Lombardi, Mission Table – Rev. Jabulani McCalister, **Executive Min** – Rev. Dr. Ton Wiles emphasized the challenge to get each ABCORI church to budget annual support for the ABC/USA United Mission offering. Also, commented on the new ABC/USA initiative 'In Our Neighborhood' and the opportunity for church to participate. The ABCORI staff is looking for new ways to provide continuing education options for pastors. **Affiliated Ministries:** Baptist Peacemakers – Karen Trudel, S Prov Neighborhood Min - Rev. Jabulani McCalister, RI State Council of Churches – Rev. Shontell Washington, John Clarke Retirement Home – Joe Sousa; It was m/s/a to accept the Recruitment Committee's Report with two changes: Personnel Committee – Joyce Duerr and

Words of encouragement and a closing prayer were provided by Rev. Dr. Olivier Bala, Vice president – ABCORI Board of Ministry.

President Marrocco announced the dates of the next Annual Gathering – Oct 2, 2016 at Wakefield Baptist and, the Annual Meeting – March 6, 2017 at 7:00pm at Central Baptist of Warwick.

It was m/s/a to adjourn the meeting.

Rev. Dr. Malcolm Mac Kenzie, Clerk

Note: All written reports and Meeting documents are on file in the ABCORI office.

191TH 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: Central & United Baptist Churches	James Essex	Liliana Da Valle
2010	Community Church of Providence Phillips Memorial Baptist &	James Essex	Liliana Da Valle
2011	Canonicus Camp and Conference Center	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
2014	Canonicus Camp & Conference Center/ Phillips Memorial Baptist Church	Robert Auld	Tom Wiles
2015	Summit Baptist Church/ Norwood Baptist Church	Ken Marrocco	Tom Wiles
2016	Olney Street Baptist Church/& Wakefield Baptist Church	Ken Marrocco	Tom Wiles
2017	Warwick Central Baptist Church	Rev. Dr. Carl Balark	Tom Wiles

**The American Baptist Churches of Rhode Island
Pastor's Ordination Anniversaries we celebrate in 2017**

Rev. Linda Watkins	5 years
Rev. Virginia Alvarez	15 years
Rev. Darin Collins	15 years
Rev. Ernest Ward	20 years
Rev. Kathryn Palen	25 years
Rev. Claiborne Berry III	30 years
Rev. Robert Hollis	30 years
Rev. Robert Auld	35 years
Rev. Paul Rollins	35 years
Rev. Paul Hanson	40 years
Rev. Forest Parsons	70 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 2017**

Bethany Free Baptist Church	125 years
Phenix Baptist Church	175 years

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 Canonibus, 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
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, devices, transfers, or gifts are deductible for federal estate and gift tax purposes under Sections 2055, 2106, and 2522 of the Code, but donors are advised to consult their financial advisor or lawyer for details regarding tax implications.

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

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

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.
- 4.

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.