

AMERICAN BAPTIST CHURCHES OF RHODE ISLAND
BOARD OF MINISTRIES MEETING
Healthy Board Training
May 23, 2022

A special meeting of the ABCORI Board of Ministries was held via Zoom on May 23, 2002.

Present: Beth Berry, President; Rev. Dr. Cal Lord, Vice President; Eva Irby-Davis; Lynne Linden, Clerk; Rev. Dr. Courtney Davis Olds, Executive Minister; Robert Butzier; Judy Butzier; Jan Fletcher; James Ellison; Rev. Dr. Daniel Cottrell; Rev. George Barclay; Bob Auld and guests, Jeff Woods, General Secretary of ABCUSA and Soozie Ford; Regional Executive Minister, Kentucky and Interim Associate General Secretary for Regional Ministry.

Call to Order and Opening Prayer: President Beth Berry called the meeting to order at 6:00 PM and opened with prayer based on Psalm 127: 1, Unless the Lord builds the house, its builders labor in vain.

Healthy Board Training: Jeff Woods began the training at 6:07. He provided the following facts:

- One-half of all boards lack clarity
- One-half of all boards find it difficult to recruit members
- Sixty percent never assess their own work
- Only 29% discuss the future

Being a board member is an incredible opportunity. One should be among the most knowledgeable of constituents and promote the organization with people we know. One should gather helpful information and put the organization first when serving.

Critical Responsibilities:

- Attend meetings
- Select chief executive
- Support chief executive and assess his/her performance
- Provide proper financial oversight
- Determine the mission and purpose of the board
- Ensure there are adequate resources
- Ensure legal and ethical responsibilities
- Duty to be loyal
- Obedience in carrying out mission of the board

Responsibilities for Executive Minister:

- Build trust with and have a good working relationship with the board
- Participate in REMC, NLC and Biennial meetings
- Seek and offer assistance to other Executive Ministers

Board-Staff Relationship: The Executive Minister is accountable only to the board, not individual officers or to committees. All staff are accountable to the Executive Minister. The Executive Minister should not share details of personnel issues with the Executive Committee or the Personnel Committee. It was asked if the Personnel Committee would be held legally responsible for any personnel issues. Jeff answered that the Board's own by-laws would need to be checked but, with non-profit boards, the personnel committee is generally not legally responsible so therefore they would not be privy to all personal information. If an investigation is ever needed, the information should be limited to a small number of people.

The Executive Minister should know members' strengths and form task forces around interests and strengths. One should provide job descriptions and conduct exit interviews.

Policies Required:

- Conflict of Interest
- Sexual Harassment
- Executive Compensation
 - Best practice is to have a separate committee from the Personnel Committee

Board Evaluation: There should be a periodic formal evaluation of the board. The board should always be checking to see if activities fit the mission and if funding is available.

Only God causes growth, but each member can encourage the growth.

Governance:

- Fiduciary: Reporting, stewardship
- Strategic: Planning, brainstorming
- Generative: Redefining strategic actions to stretch the board

Respectfully submitted,

Lynne Linden

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Clerk