

**AMERICAN BAPTIST CHURCHES OF RHODE ISLAND
BOARD OF MINISTRIES MEETING**

Minutes

September 26, 2022

The meeting was held at Meadowwood Hall at Canonicus Camp & Conference Center.

Present: President Beth Berry; Rev. Dr. Clayton Lord, Vice President; Rev. Dr. Courtney Davis Olds, Executive Minister; David Coon; Treasurer; Rev. Wendy Kiefer-O'Brien, Robert Butzier; Eva Irby-Davis; James Ellison; Rev. Leigh Johnson; Rev. Kathryn Palen, Judy Butzier, Rev. George Barclay and Lynne Linden, BOM Clerk.

Call to Order: President Berry called the meeting to order at 7:02 PM.

Opening Devotions: Rev. Leigh Johnson led the devotions based on 1st Corinthians.

Approval of Minutes from June 27, 2022: After several questions were asked and answered, a motion to approve the minutes of the June 27, 2022 meeting as presented was Made by Wendy Kiefer-O'Brien; Seconded by David Coon. The minutes were approved.

Discussion of *The Board's Job in Times of Rapid Change* (an article by Dan Hotchkiss):
There was considerable discussion of everyone's views on the article.

Continuing Business:

- **Treasurer's Report** – Treasurer Coon presented the Treasurer's Report and the Financials as of August of 2022. David provided an overview of the income shown on the report. Mr. Coon indicated that line 5300 has a YTD net of \$80,000 and line 7000 reflects the dam repair expenses which cause the Jan-Aug expenses to be much larger than the YTD budget.

It was announced that all churches were invited to a dinner and presentation on October 24, 2022 at 6:00 PM at Oak Lawn Baptist Church.

The Treasurer's Report was received.

- **Operations Team**

- Bob Butzier proposed a motion that would grant the Executive Minister Signature authority. He presented the reasons this authority was needed. The motion was as follows:
MOVED: The Executive Minister is authorized to sign on ABCORI's

behalf all documents of a routine nature obligating ABCORI in any way so long as the cost, if any, of such obligation is provided for in the annual budget. In the event that a document requires a signature after the end of a previous fiscal year and before adoption of a budget for the then current fiscal year, the Executive Minister is authorized to sign on ABCORI's behalf all documents of a routine nature obligating ABCORI in any way which in good faith the Executive Minister believes is likely to be provided for in the annual budget finally adopted for such fiscal year.

The motion did not require a second as it was made by the Operations Team. It was unanimously approved without discussion.

- The Board was asked to authorize budgetary changes needed to post the new Director of Operations position. Rev. Davis Olds provided reasons for the need in regard to Finance, HR and Operations. The duties of this new position are currently being done by multiple people. The Personnel Committee has agreed that this position is needed.

The salary range is \$55,000 to \$60,000. The benefits will include health insurance for the employee only and a 10% contribution to retirement benefits through MMBB. This would bring the compensation package to between \$75,000 and \$80,000.

There is \$30,000 in the current budget for the part-time Finance and Administrative Assistant that has not been spent yet. Rev. Davis Olds said there is the possibility of \$10,000 in savings if the bookkeeping service is changed. If the open Director of Conferencing Services is changed to a part-time position, another \$15,000 would also be available.

The Board was asked to approve the posting of this position and to also ask the Treasurer and Operations to redo the budget to include this new position. It was asked if the BOM had the authority to change the budget passed by the body in March. It was confirmed that the Board has the authority to spend an unbudgeted amount up to 10% of the total budget. Bob Butzier said Operation has already discussed and agreed to work on finding the amount needed with the budget.

The following two-part Motion was made by Rev. Clayton Lord and seconded by Judy Butzier:

1. The Board was asked to authorize the posting of the position of Director of Operations, and
2. The Board was asked to charge the Budget Committee with finding \$80,000.

After discussion, the motion was unanimously passed.

A proposal was made to consider changing the fiscal year from a January 1st date to align with the budget year running from April 1st to March 31st. A change would entail having either a short year or one fifteen (15) month year. This change would also align the fiscal year with the Board membership year. It was asked if such a change needed the approval of the full members. It was stated that the Board is authorized to act on behalf of the full membership between annual meetings. There was discussion regarding how much the budget could be changed without going back to the full membership. One issue with the change is that Elder Care Ministries receives grants on a calendar year basis. Correction to draft minutes: It was proposed to change to an April 1 through March 31 fiscal year, beginning in April of 2023, and to have a short year for January through March, 2023.

Rev. Clayton Lord so moved and it was seconded by Rev. George Barclay. It was passed unanimously.

- **Reports from Staff**

- Elder Care Ministries

The most recent Coffee Chats have dealt with theological questions.

Rev. Palen stated that four of our American Baptists pastors are approaching retirement and Elder Care Ministries will have a pilot program to discuss retirement preparation. The Fall Festival will be held on October 1st from 1:00 to 3:00.

Kathryn provided a reflection on the direction for Elder Care Ministries and provided the article written for *Connections*, "Our Ministries & People in the Third Third of Life". A description of the discoveries made during "A Grand Adventure: Stories, Steps & Stars" was also provided.

- Executive Minister

- Season of Experimentation
- Question: What is the value of being part of ABCORI?
- Consider changing the decision to no longer provide programs for member churches
- Issue of clergy burn-out at all stages
 - How does ABCORI provide support to clergy (clergy care)?

Thanks and praise were given to Rev. Davis-Olds and Rev. Palen for their assistance to churches in finding both interims and settled pastors. An alternative to pastors that could be considered would be training lay leaders for churches with declining numbers. Other models would be part-time pastors and churches sharing pastors.

- Upcoming Meetings
 - November 28
 - Planning meeting: January 14, 2023 10:00 AM – 2:00 PM with January 21, 2023 as a snow day
 - Business & Budget meeting: January 30, 2023 7:00 PM
 - Annual Meeting: March 6, 2023 at 7:00 PM, host church needs to be determined

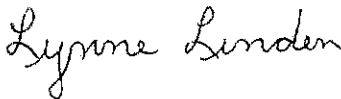
Adjourn/Closing Prayer

Rev. Kiefer-O'Brien made the motion to adjourn, seconded by Eva Irby-Davis.

The meeting was adjourned at 8:45 P.M.

Ms. Berry gave the closing prayer.

Respectfully submitted,



Lynne Linden

Clerk