

2018 ANNUAL REPORT MINISTERS COUNCIL ABCUSA



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The Ministers Council ABCUSA --

Inspiring ministerial excellence for the glory of Jesus Christ since 1935

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. . . to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.

—Ephesians 4:11-12

December, 2018

Dear Members and Friends,

I was honored to serve as President of the Ministers Council ABCUSA for 2018 as a dedicated group of leaders stepped up to face challenges and seek God's leading in finding creative solutions. In 2018, the Ministers Council remade itself into a 21st century organization that is sustainable.



Our proposed 2019 budget is balanced and allows only a 5% draw on our \$690,000 endowment. That required reductions in spending that prompted returning to the Council's original volunteer leadership. Bylaws were re-written to distribute duties performed in recent decades by a full-time Executive Director among volunteer Officers.

Your Chapter Representatives indicated at the 2017 Annual Meeting that they desired some kind of continued national presence and programming. To ensure continued national presence, we kept a national office, but moved it to the Baptist Church in West Chester, PA (an ABC church not far from the other re-located national offices). We hired a part-time Member Services Coordinator, Ms. Lisa K. Simpson, who staffs the office two days a week. We found cost-saving suppliers of support services by going local or electronic.

To ensure continued programming, we are maximizing the internet for making connections, joining with ministry partners for special programming, and distributing TIM endowment income funds to encourage Together in Ministry (TIM) groups. [see "Making Connections"]

To remain fiscally responsible, the Ministers Council will continue to depend more than ever on the voluntary efforts of many. **We need your help.** Pray for the organization and its leadership, as well as for your colleagues in ministry. Pay your dues and encourage others to do so. Work harder than ever at encouraging competency, connection, and centeredness among ministers in your area. Watch for announcements and send to us any Spirit-inspired thoughts and suggestions they provoke. ***With God's guidance, we can remain a vital and effective means of encouraging excellence in ministerial leadership.***

God bless us, every one!

Darla Dee Turlington

Darla Dee ("Dee Dee") Turlington

President, Ministers Council ABCUSA

PS. See the next section for more about our stewardship story... Praise God for sustaining us in distinct ways over the years!



SUSTAINING THE VISION: STEWARDSHIP OVERVIEW*

The Ministers Council's enduring mission of ministers supporting ministers has been most recently described as supporting the **3 C's** -- **Collegiality, Centeredness and Competence**. This report section tells the story of how the structure and support of this mission has evolved, and where we think God has led us today. More can be learned about past initiatives from our archive of newsletters at www.ministerscouncil.com.

THE EARLY DECADES: ORGANIZING AND FUNDING THE VISION

The national Ministers Council started in 1935 when a group of Northern Baptist clergy decided it was time to have an organized way of supporting one another in the ministry. The Council was totally run by volunteers in the early days and had elected officers to guide the new organization. Some 20 years after its founding, the Council called a half-time Executive Director and Secretary, and in 1960, a full time ED, partially supported by the Ministers and Missionaries Benefit Board (MMBB). With dues and MMBB funding the Ministers Council was able to function for many years with financial stability.

OVER TIME: INDEPENDENCE AND INNOVATION

In 1993, MMBB set up an endowment for the Ministers Council so they could operate completely on their own, though administratively linked to the ABCUSA Board of Educational Ministries.

In the early 2000's, under the leadership of Rev. Dr. Kate Harvey, Executive Director, the Ministers Council was blessed to receive very large grants from the Lilly Foundation. These provided the opportunity for many clergy to participate in Together In Ministry (TIM) support groups all across the country. The positive impact of these grassroots groups on ministerial excellence is thoroughly documented.

THIS DECADE: ENDURING MISSION, FUNDING EXPERIMENTS

For some time, with two full-time staff and static membership numbers, the MC had been drawing on the endowment principal to operate. When the Lilly funding ended in 2012, that draw increased to unsustainable levels. Under Interim ED Joe Kutter, a Together in Ministry Capital Campaign was conducted in 2010-2012, resulting in a \$175,000 endowment for TIM programming. But the results were not sufficiently large to fill the gap in operating expenses.

Our new Executive Director, Rev. Dr. Debora Jackson, sought new funding sources through foundation grants and led national MC to reorganize in ways that reduced expenses and decentralized engagement. These structural changes did not provide the financial fruit hoped for.

Desiring to be wise and proactive stewards, the Board unanimously agreed in February of 2016 that the MC endowment would NOT be allowed to fall below \$500,000. In the Fall of 2016, the Board brainstormed about options we could embrace:

- a) continue as is at current staff levels, reducing the endowment each year until gone
- b) continue as is with part-time staff, slowing draw on endowment but reducing services
- c) explore structural partnerships with other denominational entities, losing some autonomy
- d) become primarily a "foundation" model, investing endowment income in local chapter work.

THIS SEASON: *TRANSITION AND OPPORTUNITY*

Staffing transitions provided the opportunity to explore these options further. In November 2016 and January 2017 our Administrative Assistant and Executive Director each moved on to new opportunities. The Board contracted with colleague and consultant Rev. Dr. Jeff Woods, who helped us name the criteria/values for whatever path we might choose:

- **Empowerment** – turning all our resources and attention to assist, support and encourage the local gatherings/chapters in their relationships as colleagues.
- **Mutuality** – interpersonal and inter-relational friendship building within chapters and across membership
- **Networking** – a cross-fertilization of local/regional/national works, best practices etc.
- **Character of Trust/Transparency** – in communications, accountability etc.

THIS SEASON: *DISCERNING NEW FORMS*

The immediate staffing needs for 2017 were met by a short-term Interim Management Team. At the June 2017 Annual Meeting, the Board proposed a foundation model that would distribute a reasonable draw on endowment as grants to Local Chapters and/or Minister Councils members. *The Representatives discerned this was NOT the right proposal if it reduced national presence to solely a grant-making role.* Instead, they reiterated the importance of the national presence and advocacy roles, as well as support of the grassroots level.

In follow-up, the Board did proceed with a reduced staffing model, designing a part-time Member Services Coordinator role to serve the constituents and Board in this new season. We have said “yes” to an evolution of a working board, a reduced but strategic staffing presence, and the hopes that the chapters will feel increasingly networked and supported in a more grassroots fashion.

To Recap Changes Already Embraced, all with **budget-reducing** benefits:

1. The position of Executive Director has been removed. The interim positions of Office Manager and Operations Manager were reduced in hours after the June 2017 Annual Meeting and were concluded at the end of 2017. *We thank MC members the Rev. Dr. Randall Harris and the Rev. Jabulani McCalister for their excellent service during our transition.*
2. The part-time position of Member Services Coordinator was defined, advertised, and filled in February 2018.
3. At the end of 2017, we ended support services supplied by contracts with ABCUSA during decades of shared space (with the exception of Tech Services). This enables cost savings and more flexible
4. The national office was re-located to space leased from an ABC Church, the Baptist Church of West Chester, PA.
5. Alternative suppliers of support services have been contracted locally or online.

The Board and newly hired *Member Services Coordinator, Lisa K. Simpson*, met in February 2018. Our task: to envision the new strategies of maintaining a redefined national presence, reinvesting in local chapters and living within our means. **We committed to the reallocation of grant funds (unspent to date) for the purposes of a renewed TIM initiative. We agreed to sponsorship or program roles at the Young Clergy conference in June 2018, Space for Grace in November 2018, the Mission Summit in June 2019, and the celebration of women in ministry in 2020.**



MAKING CONNECTIONS: PROGRAM OVERVIEW

CHAPTER SUPPORT: We took the initiative in revitalization.

- Invited Local Chapter Representatives from 29 active chapters to monthly conference calls, using Zoom, with some evening sessions and recordings to maximize exposure.
- Summer 2018 outreach by Dr. Randall Harris, supported by Jacki Belile, to struggling chapters. Spoke with 21 individuals in 9 chapters.
- Made chapter support an assigned duty of one of our national Officers.

COVENANT GROUPS: We renewed our commitment to “Together in Ministry”

- Took a reasonable draw from the Together in Ministry Investment Fund established by the 2013-2015 Capital Campaign and announced grants available to encourage existing collegial covenant groups.
- Shared this new initiative via webinar, TIM flier, website posting, and a TIM grant application for 4th quarter distribution. Four grants made in 2018.
- Secured permission from Central Theological Seminary to re-purpose unused funds in the “7R’s of Sanctuary” program for new TIM groups in 2019 and beyond.
- Made TIM collegial connections an assigned duty of one of our national Officers.

LEARNING CONNECTIONS: We convened colleagues and shared resources

- Offered occasional webinars, leading up to a monthly “MC Live” webinar on the second Thursday of each month, with host Dan Hopkins and administrator Jacki Belile.
- Topics: Self-care with Rev. Dr. Margaret Marcuson; “Five words Jesus never uttered: I’ll just do it myself” with Rev. Dan Hopkins; “What’s structure got to do with it?” With Rev. Dee Dee Turlington; “Preaching that Awakens” with Dr. William Shiell, and “Congregational Role in Suicide Prevention” with Rev. Dr. Delois Brown-Daniels.

PRAYER AND SPIRITUAL LIFE: We supported one another for slowing down-together.

- Weekly Lenten gathering for reflection and sharing prayer concerns, with 16 expressing interest and 8 attending one or all of the weeks.
- Added regular section in newsletter sharing “Milestones and Prayer Requests.”
- Published electronic Advent devotionals.

COLLABORATION WITH ABCUSA: With intention, we sought and found partnerships.

- Appointed Rev. Shane Kinnison to the Safe and Sacred Spaces Task Force.
- Co-sponsored the Young Adult Clergy Conference in Evanston, IL; Rev. Jacki Belile and Rev. Erica Van Brakle hosted a booth and distributed a take-home.
- Donated to Chaplains and Specialized Ministries Summit; Rev. Connie Stone staffed a booth; Chicago cabinet member Rev. Dr. Delois-Brown Daniels served as a co-planner.
- Appointed Rev. Florence Li to Planning Team for “Celebrating Ministering Women: Radical. Redeemed. Ready” 2020 denomination-wide event.
- Arranged for surplus funds from 2017 Mission Conference to be dedicated to support of “Celebrating Ministering Women.”
- Scheduled MC Annual Meeting for a time and place near ABHMS’ “Space for Grace” to encourage our Reps to attend both.
- Called together members interested in a Clergy Health Care Advocacy Project. 28 members involved, with Rev. David Van Brakle, Rev. Stephanie Salinas and Joyce Morin as key early think tank volunteers. (We are currently working on a “position paper” and collecting data on best practices and the possibility of systemic solutions for health care access.)

COMMUNICATIONS: We have increasingly used social media.

- Major revision of MC website, prioritizing simplicity, ABC connections and resourcing.
- Resumed a monthly newsletter with revised template
- Added 97 people to Ministers Council FaceBook group in 2018. Many ask for advice and resources on this site and receive responses from colleagues.

LOOKING TO THE FUTURE

Individual Officers (pics on right) have been given oversight of and responsibility for:

- representation at the national ABC family planning Biennial MC Meetings and alternate-year programs for ministerial leaders
- working within a budget that takes only a reasonable (currently 5%) draw on endowment
- communication with and among members
- Local Chapter Representatives advocacy and communication
- Together in Ministry groups and opportunities



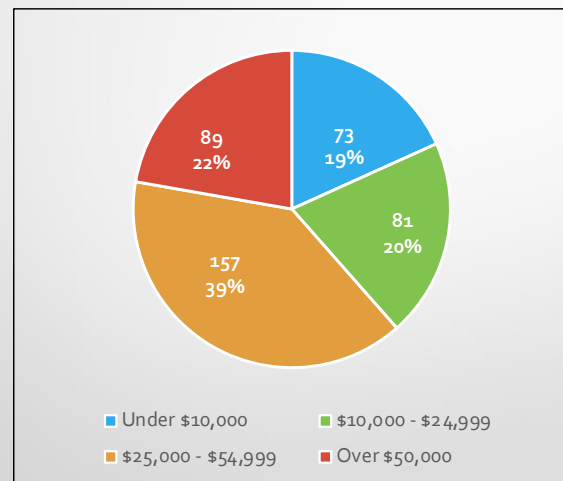
- Chapter health and revitalization
- Support of American Baptist Women in Ministry

A Committee is reviewing the Covenant and Code of Ethics to consider additions and revisions.

MEMBERSHIP

2018 Chapter Membership Renewals	
Chapter	Membership Renewals
Central	7
Chaplains/Pastoral Counselors	34
Chin	39
Cleveland	30
Connecticut	6
Evergreen	1
Greater Bay Area (GBA)	27
Indiana/Kt./ Gt. Indianapolis	9
Individual	14
Kansas	1
Maine	3
Massachusetts	127
Metro Chicago	24
Michigan	2
Mid-American	26
Nebraska	3
New Jersey	5
New Jersey Latino	13
Ohio	5
Oregon	16
Pennsylvania/Delaware	34
Philadelphia	17
Puerto Rico	128
Rhode Island	20
Rochester/Genesee	4
Rocky Mts.	8
South	55
Three Areas	1
Upstate New York	44
Valley Forge	6
Vermont/ New Hampshire	55
Washington DC	2
Wisconsin	1
Total	769

Graphical Representation – Membership



No 2017 statistics available due to staffing and software transition, but 2016 membership was 1,021; 2015-1,066; 2014-1,187. Of the 752 total members, we have data on the membership income level of 400 of them, which is something we committed to study when we moved to sliding scale in 2013. The pie chart shows the distribution among income levels. We are now collecting this data from all who join.

FINANCIALS: BUDGET 2018

for Ministers Council General Fund (Checking Account)

	<u>2018 Provisional</u>	<u>2018 Actuals</u>
Revenue –		
Individual/Church contributions	10,000	2,755
Membership Dues	35,000	25,856
Investment income (transfer from endowment)	<u>25,000</u>	<u>25,000</u>
Total Revenue	70,000	53,611
Expenses-		
Salaries and benefits	90,000	12,802
Prof. Fee- accounting	7,500	369
Prof. Fee- HR	3,500	
Prof. Fee- PR	1,000	
Prof. Fee-audit	5,500	
Prof. Fee-legal	500	447
Prof. Fee- contribution	1,000	
Office supplies	500	1,353
Telephone	1,500	
Postage and shipping	1,700	612
Mailing service	1,000	
Rent	3,000	2,400
Printing and duplicating	2,000	1,272
Website development	3,000	3,097
Travel (staff and board)	15,000	8,939
Annual meeting expenses	15,000	16,334
Insurance	1,000	3,473
Computer center fees	<u>7,500</u>	2,125
Dues passed to local chapters		4,585
Contractual services		3,590
Promotional		2,063
Representation at events		<u>824</u>
Total Expenses	160,200	64,285
2018 Budget Deficit	-90,200	-10,674

Good News! The 2019 proposed budget approved at annual meeting 2018...

- Has a reasonable draw on endowment (5%)
- Is a balanced budget!

FINANCIALS: MINISTERS COUNCIL CASH ACCOUNTS

January - December, 2018

Ministers Council Ministry Savings, Account #0001

Opening Balance March 2018 \$ 10,000.00
Balance December 31, 2018 \$ 10,108.48

Ministers Council Interest Checking, Account #0002

Opening Balance March 2018 \$ 25,000.00
Balance December 31, 2018 \$ 18,354.55

Ministers Council Scholarship Fund, Account #0003

Opening Balance 4/30/2018 \$ 6,600.00
2018 Annual Meeting support \$ 403.50
Balance December 31, 2018 \$ 6,200.94

Ministers Council Annual Fund, Account #0004

Opening Balance 4/30/2018 \$ 9,582.83
Giving Tuesday Donations 2018 \$ 1,610.00
Matching Donation 2018 \$ 1,095.00
Balance December 31, 2018 \$ 12,294.65

Ministers Council CTS Grant, Account #0005

Opening Balance 4/30/2018 \$ 40,024.95
Balance December 31, 2018 \$ 40,520.45

Ministers Council TIM Draw, Account #0006

Opening Balance 4/30/2018 \$ 5,100.00
Carolyn Piper Memorial Gift \$ 2,000.00
First 2018 Grant (\$ 200.00)
Balance December 31, 2018 \$ 6,903.23

Ministers Council Ministry Savings, Account #0007

Opening Balance 4/30/2018 \$ 100.00
Balance December 31, 2018 \$ 100.10

Variences not specifically listed are due to interest

Total Bank Accounts 12/31/2018 \$ 94,482.40

Good News! Two grants made to the Ministers Council in support of Rev. Dr. Debora Jackson's "Seven R's of Sanctuary" program were not completely used when the program ceased operations. CTS kindly granted the Board permission to repurpose these in support of Together in Ministry programming. This is account #0005 above.

FINANCIALS: MINISTERS COUNCIL INVESTED FUNDS, 2018

with American Baptist Foundation (Blended Fund performance -9.12%)

American Baptist Churches, Ministers Council Endowment Fund

Starting Value (01-01-2018) \$ 693,091.93
Transferred to general fund (\$ 25,000.00) March, 2018
Ending Value 12/31/2018 **\$ 606,963.10**

Account # 51082

Together in Ministry Endowment Fund, Ministers Council

Starting Value (01-01-2018) \$ 175,763.83
Transferred to TIM Draw Account (\$ 5,000.00). August, 2018
Ending Value 12/31/2018 **\$ 155,240.10**

Account # 1451

Ministers Conference Endowment Fund,

Ministers Council and Office of the General Secretary
Starting Value (01-01-2018) \$ 263,282.77
Ending Value 12/31/2018 **\$ 239,596.91**

Account # 1272

Ministers Council – Conference Surplus (ABWIM)

Starting Value (01-01-2018) \$ 16,241.29
Ending Value 12/31/2018 **\$ 14,757.75**

Account # 51083



WE THANK THE FOLLOWING DONORS FOR THEIR GENEROUS SUPPORT:

Members of Our 2018 Board of Governors:

Jacki Belile
Dan Hopkins
Shane Kinnison
Ivan Marable
Randolph Miller
Darla Turlington
Greg Vigne

Minister Council Members:

Maureen Bird-Oberg
Everett Curry Jr.
Anthony Doheny
Sandra Dorsainvil
Eduardo Nunes
Wendy O'Brien

Special Thanks to

- *Former MC President Alice Burnette Green for a monthly donation*
- *Former MC Board Member Holly Bean for a Foundation gift*
- *Norman Gearhart Jr. for a multi-year gift to the TIM Fund in memory of his wife, the Rev. Carolyn Piper, Chaplain*

ANNUAL MEETING 2018 HIGHLIGHTS



“Not by might, nor by power, but by my Spirit,” says the Lord of Hosts.

---Zechariah 4:6

Twenty three Local Chapter Representatives and Officers met November 12-14, 2018 in Philadelphia, PA, prior to the “Space for Grace” event sponsored by ABHMS. There was an atmosphere of celebration and hope as the Officers reported on the paradigm changes unfolding and the strategies to serve while “living within our means.” Valuable insights were shared as additional plans were discussed.

Annual Meeting Accomplishments include:

- The delegates voted to move from Annual to Biennial Meetings. The 2019 meeting will be the last “Annual Meeting” and the 2020 gathering will be the first “Biennial,” continuing on even-numbered years.
- In odd-numbered years, national Ministers Council will provide a program prior to the ABCUSA Mission Summit, open to all ministerial leaders. The 2019 gathering is “Servants of the Jubilee.”
- Adoption of new Bylaws that support volunteer leadership.
- Passing of a Balanced Budget for 2019 (\$ 67,500) requiring only a 5% draw on Endowment.
- Organization of the following working groups:
 - **Nominating Committee:** Michael Harvey, Barbara Jim-George, Jerry Bertelson, plus President Darla Turlington
 - **Code of Ethics Review Committee:** Steve Neal, Jerry Bertelson
 - **Annual Meeting 2019 Planning Committee** – Erika Van Brakle, Brenda Summerset, Randy Harris, plus Vice President R.T. Miller
- Election of the 2019 Officers listed below, plus thanks offered to Ivan Marable, Member at Large from NY State, who completed his term of service.



Ministers Council 2019 Leadership Team Information

Name	Board Position(s)	Street Address	City/State/Zip	Email	Phone Number	Church Position
Rev. Dr. Darla Turlington	President	85 Avenue De La Mer #806	Palm Cost, FL 32137	darla@tdtbp.com	(908)338-0053	Volunteer Minister, Hammock Community Church, Palm Coast FL
Rev. Dr. Randolph Miller	Vice-president	1586 Ridge Way	Medford, OR 97504	rmlerinc@gmail.com	(541)778-6005	Retired Pastor, Eastwood Baptist Church in Medford, OR
Rev. Dr. Shane Kinnison	Treasurer/Finance	237 N. Louise Street	Glendale, CA 91206	shaneckinnisonmc@gmail.com	(469)658-6567	Senior Pastor, First Baptist Church in Glendale, CA
Rev. Cheryl Harris	Secretary/Communications	14 Greenwich Street	Attleboro, MA 02703	charrisf@comcast.net	(617)462-1995	Senior Pastor, First Baptist Church of Attleboro, MA
Rev. Dan Hopkins	Coordinator of Together in Ministry	1221 19th Street	Tell City, IN 47586	missionsdan@hotmail.com	(812)508-9700	Pastor, First Baptist Church of Tell City, IN
Rev. Jacki Belile	Coordinator of Membership/Chapter Development	5225 N. Winchester Ave. 2N	Chicago, IL 60640	jacki@livingwellministries.net	(773) 655-4357	Pastor, Eden United Church of Christ, Chicago IL
Rev. Dr. Atula Jamir	Coordinator of Chapter Reps.	40 Clark Ave	Dracut, MA 01826	amirfatula@yahoo.com	(617) 669-7655	Pastor, Calvary Baptist Church in Lowell, MA
Rev. Dr. Patricia Hernandez	National Director, AB Women in Ministry	11586 Embers Court	Reston, VA 20191	patricia.hernandez@abc-usa.org	(610)504-6842	Washington Plaza Baptist Church, Reston, VA