



## AMERICAN BAPTIST CHURCHES OF WISCONSIN

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WWW.ABCOFWI.ORG

July 1, 2021

Dear Prospective Nominee to the Board of Managers,

It is my esteemed pleasure to invite you to consider being nominated to the Board of Managers for the American Baptist Churches of Wisconsin! Your name has been suggested as someone who has the gifts, experience, and Christian witness requisite for effective gospel-centered ministry. We invite you to pray and discern God's will as you respond to this invitation.

Our region is a covenanting partnership of 60 congregations, united in American Baptist mission yet diverse in theological perspective and ministry contexts. We represent a rich ethnic and cultural heritage including African American, Chin, Karen, Hispanic, Native American, Chinese, and Euro-American congregations. The board exemplifies our diversity, and we affirm that diversity of culture, gender, and theological perspectives as **gifts** for ministry. Board service provides leadership for the challenges of living into and through these gifts of diversity.

If you are compelled by God's Spirit to respond affirmatively to this nomination, we will welcome your unique aptitude, look forward to sustaining fruitful ministry in the ABC WI region, and seek to provide you with the resources, companionship, and support needed to serve effectively.

Thank you for your prayerful consideration,

Brandle C. Morrow  
Vice President, American Baptist Churches of Wisconsin

*Together Living Faithfully through Christ Today*

## ABC WISCONSIN – REGION PROFILE

### Mission Statement

American Baptist Churches of Wisconsin is a fellowship of persons, churches, and organizations drawn together in the love of God as known in Jesus Christ. We affirm our diversity of culture, gender, and theological perspectives as gifts for ministry. We covenant to share the gospel of Christ, encourage each other in our faith, and share our resources in witness and mission.

### 2017-2020 Vision

“Together Living Faithfully through Christ Today”

Ephesians 3:18-19

*“I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth, and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God.” NRSV*

*“And I ask him that with both feet planted firmly on love, you’ll be able to take in with all followers of Jesus the extravagant dimensions of Christ’s love. Reach out and experience the breadth! Test its length! Plumb the depths! Rise to the heights! Live full lives, full in the fullness of God.” The Message*

Our common mission is categorized into four areas of ministry:

- |                                       |                              |
|---------------------------------------|------------------------------|
| 1.) Church and Ministerial Resourcing | 2.) Education                |
| 3.) Camping                           | 4.) The POST/New Initiatives |

Each of these areas are pursued alongside a network of ministry partners and includes objectives in our four imperatives:

- |                |                    |
|----------------|--------------------|
| 1.) Rootedness | 2.) Collaboration  |
| 3.) Growth     | 4.) Transformation |

A statement of the mission/vision – including a link to the executive summary of the 2017-2020 Region Strategic Plan can be found on our website: <https://www.abcofwi.org/mission-vision/>

### Ministry of ABC/WI Regional Office

To become an effective resource that compels and equips our ministers and ministries toward rootedness, collaboration, growth, and transformation for the sake of a relevant and engaging Christian witness in Wisconsin and beyond.

**REGION Staff** (emails, bios, & photos available <https://www.abcofwi.org/staff/>)

- |   |                        |
|---|------------------------|
| ➤ Interim Regional Executive Minister                     | Rev. Dr. John Jones IV |
| ➤ Associate Regional Minister–Camping                     | Rev. Carolyn Dugan     |
| ➤ Hispanic Community Liaison                              | Rev. Dr. Jim Carlson   |
| ➤ Assistant Minister–Camping: Facilities & Guest Services | Rev. Kim Drost         |
| ➤ Office Administrator                                    | Ms. Maretta McMullen   |

### Communication – How People Can Keep Up-to-Date on Region News and Events

- **Wisconsin Baptist (WB)** ½ page bulletin insert designed for parishioners, monthly except in summer, emailed to Board members. Churches have access to reproduce and distribute these inserts for congregation.
- **Synergy (or “Synergy E-news”)** monthly electronic newsletter designed to highlight training, ministry, and missional opportunities, fostering synergy among ABC/WI constituents and network of ministry partners. Emailed 1st Wednesday of every month.
- **Church Mailer** refers to the mailer that we send via USPS to each church (senior pastor/office) with flyers and other “hard copy” items; this is generally monthly.
- **Website** is [www.abcofwi.org](http://www.abcofwi.org) and is regularly updated with articles, news, event information, and other resources related to our mission work.

## **ABC WISCONSIN – NOMINATING COMMITTEE - OVERVIEW**

### **Function/Duties as stated in the Bylaws:**

- i. Solicits input about, actively seeks for, and communicates with potential persons to serve in the various positions within ABC/WI and to represent ABC/WI among our various partners.
- ii. Prepares the annual slate of nomination for open Board and Nominating Committee positions for election at the Annual Meeting.
- iii. Regularly provides a contact list of potential persons for service on ABC/WI committees, commissions, and collaboratives to appropriate Chair.
- iv. Regularly provides to the Board President and the REM a contact list of interested persons for board service with ministry partners, such as the Board of General Ministries ABCUSA, Milwaukee Christian Center, and Project Focal Point.

### **Eligibility and General characteristics/skills desired of Nominating Committee members:**

- Eligibility: Nominees must be members of ABC/WI member churches, be willing to adhere to the purpose and duties of the Nominating Committee as set forth by the Bylaws of ABC/WI, and act according to the best interest of ABC/WI as set forth by its conflict of interest policy.
- Growing in Christian discipleship and demeanor; familiar and aligned with an American Baptist expression of Christian faith.
- Interested in familiarizing oneself with ABC/WI mission and activities.
- Able to work within a collaborative setting, using skills such as active listening, respectful communication, holy discernment, and organization.
- Having healthy relationships and networks within the ABC/WI constituency and able to approach people identified during the nomination process with ease are preferable characteristics.

### **Structure Overview**

- The Nominating Committee consists of 8 voting members, including two at-large Board members, plus six individuals who shall be elected by the voting delegates at the Annual Meeting.
- The elected six members shall be divided into three two-member classes, each serving a staggered three-year term. One class shall be elected by vote at the Annual Meeting each year. Terms shall be from the close of the Annual Meeting at which the member is elected until the close of the next Annual Meeting at which the term expires.
- Committee members, other than the two at-large Board members, may serve a one three-year term, or an unexpired term followed by one three-year term, after which they shall not be eligible for re-election until one year has elapsed.
- The Chair shall be selected annually within the committee.
- Meetings: Meets minimally two times a year. Quorum shall be five voting members.

## **ABC WISCONSIN – NOMINATING COMMITTEE**

### **Nominations Process Next Steps**

1. Read the next two pages:
  - a. Expectations
  - b. Leadership Profile Form
  - c. Conflict of Interest Policy Form
  
2. Review the following materials for more detailed information about ABC/WI:
  - a. Articles of Incorporation and By-laws  
<https://www.abcofwi.org/mission-vision/governance/>
  - b. Region news and events: Wisconsin Baptists (WB) newsletter and Synergy e-newsletter  
<https://www.abcofwi.org/newsletters-updates/>
  
3. To help you better respond to this invitation, direct questions to any of the following persons:
  - a. 2020 Nominating Committee Contact: Archie Ivy, Chair  
Email: [revalivy@sbcglobal.net](mailto:revalivy@sbcglobal.net) | Phone: (414) 916-6477
  - b. Region Office Contact for logistics about nominating process:  
John Jones, ARM-Education  
Email: [john.jones@abcofwi.org](mailto:john.jones@abcofwi.org) | Phone: (414) 412-2746
  - c. For a full listing of Nominating Committee Members:  
<https://www.abcofwi.org/2019/06/28/nominations/>
  
4. If you are agreeing to this nomination, please complete the following pages:
  - a. Expectations
  - b. Leadership Profile Form
  - c. Conflict of Interest Policy Form

And return the originals to the ABC/WI Regional Office:

**Early deadline: Sunday, 8/15/21**

**Final deadline: Friday, 9/17/21**

Email: [abcwi.office@abcofwi.org](mailto:abcwi.office@abcofwi.org) -or- Fax: (262) 782-7573 -or-

Mail: ABC/WI 15330 Watertown Plank Road, Elm Grove, WI 53122-2340

***Please retain a copy for your continued reference or request photocopies from the region office.***

5. Confirmation of nomination: If the Nominating Committee puts forth your name for the slate, you will be contacted *no later than* the end of September. In the meantime, please consider attending the 177<sup>th</sup> Annual Gathering on October 1-2, 2021 (which will again be held virtually this year), especially the Annual Meeting session at 9:00 AM on Saturday, October 2 when elections and installation of newly elected and appointed individuals will take place. Registration information will be available at [www.abcofwi.org](http://www.abcofwi.org).
  
6. If you are declining this invitation, please notify the person that gave you this packet as soon as possible.

## ABC WISCONSIN – NOMINATING COMMITTEE – EXPECTATIONS

Primary Responsibilities	Minimal Level of Performance
1. Know and abide by the duties and eligibility of committee members.	This information is defined in the ABC/WI Bylaws, which are readily available on the ABC/WI website and/or through the regional office.
2. Attend regular meetings of the committee. (Phone and/or video conference are typically available for those who cannot attend in person; mileage reimbursement at IRS volunteer rate is given.)	This committee typically gears up during the summer months in preparation of the Annual Meeting, meeting potentially minimally three times between June and September. The work of “scouting” or recruitment is best performed year-round, however.
3. Participate in committee discussions and decision-making	Prepare in advance of meetings for discussions and decision-making by reviewing pre-meeting materials and self-educating on the issues posed to the committee as needed. Responsibly follow through on committee decisions and action items when applicable.
4. Serve as a community ambassador for and representative of the ABC/WI	Proactively reach out to individuals who show an interest in ABC/WI and have the potential to serve in a region capacity, nurturing such individuals yourself or referring them to appropriate persons. Stay up-to-date on region news and activities, so that when it comes time to discern leaders, you are able to make informed decisions.
5. Comply with Conflict of Interest Policy	In particular, avoid any favoritism or bias when engaging the work of the committee.

I am aware that this committee member position description is an expression of good faith and provides a common ground from which committee members can operate. With the information provided in additional materials describing the organizational mission and activities, I have a comfortable level of understanding of what is expected of a Nominating Committee member. With my signature below, I accept the nomination to the Nominating Committee of ABC/WI, and if elected and upon joining the committee, and annually thereafter, I shall take stock of my involvement, and re-commit to appropriate ongoing activities as a condition of continued committee participation.

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Nominee’s Name Printed

Nominee’s Signature

Date

## ABC WISCONSIN LEADERSHIP PROFILE FORM



*Please type or write legibly:*

<b>Your Name:</b>		<b>Date:</b>	/ /
<b>Position:</b>	ELECTED: <input type="checkbox"/> President <input type="checkbox"/> Treasurer <input type="checkbox"/> Board of Managers At-Large <input type="checkbox"/> Nominating Committee <b>Other Service Opportunities:</b> <input type="checkbox"/> Commission on Congregational Mission <input type="checkbox"/> Commission on Ministry <input type="checkbox"/> Annual Gathering Program Committee <input type="checkbox"/> Finance Committee <input type="checkbox"/> Milwaukee Christian Center <input type="checkbox"/> Project Focal Point <input type="checkbox"/> Campus Ministries <input type="checkbox"/> Interfaith Conference of Greater Milw <input type="checkbox"/> Wisconsin Council of Churches <input type="checkbox"/> American Baptist National Boards (Various) <input type="checkbox"/> Other		
<b>Full Mailing Address:</b>			
<b>Phone contact(s):</b>	Home:	Work:	Mobile:
<b>Email address:</b>			
<b>ABC/WI Church membership</b> (inc. city):			
<i>The answers to these next four questions help the nominating committee in its efforts to work toward inclusive representation of various groups within our regional family.</i>			
<b>Racial/Ethnic Self-Identity:</b>	<b>Gender:</b>		
<b>Age Group:</b>	<input type="checkbox"/> Teenager <input type="checkbox"/> 18-35 <input type="checkbox"/> 36-49 <input type="checkbox"/> 50-65 <input type="checkbox"/> Over 65		
<b>Ministry Category:</b>	<input type="checkbox"/> Clergy/Vocational Minister <input type="checkbox"/> Layperson		
<i>For the next 3 questions, use additional paper if needed and attach to this page.</i>			
Why are you interested in serving in this position? (assumes you are familiar with position description)			
What gifts, passion, experiences, etc. would you bring to this position?			
Are there any other considerations we should know that may strengthen or hinder your service to ABC/WI?			
<i>ABC/WI values collaborative ministry among our clergy and laypersons. We encourage persons to share about their service within the ABC/WI region with their local faith community.</i>			
For clergy: Does your congregation support you in this nomination? <input type="checkbox"/> Yes <input type="checkbox"/> No			
For laypersons: Does your pastor support you in this nomination? <input type="checkbox"/> Yes <input type="checkbox"/> No			

**AMERICAN BAPTIST CHURCHES OF WISCONSIN  
CONFLICT OF INTEREST POLICY**

**POLICY:** It is the policy of American Baptist Churches of Wisconsin (“ABCW”) that all Officers and members of the Board of Managers, Commissions, and Committees (collectively, including Officers, “Member”) shall scrupulously avoid any conflict between their own respective individual interests and the interests of ABCW in any and all actions taken by them on behalf of ABCW. Such individuals shall not use their position of leadership to give enhanced, or unfair, advantage to business relationships, to further their own personal interests or that of any related interested individual or organization.

In particular Members shall avoid transactions with ABCW in which they have a personal direct or indirect financial interest or in which they are shareholders, members, partners, officers or directors of an entity contracting with ABCW.

In the event that any such Member or a member of such person’s immediate family has such a potential conflict of interest, that person shall promptly disclose the material facts of such conflict or transaction to the Board of Managers as a matter of record.

When any such conflict of interest becomes relevant to any subject requiring action by the Board of Managers or any of its Commissions or Committees, such Member having a conflict shall not vote on the subject with respect to which the conflict of interest exists, shall not attempt to influence the vote of any other Member, and shall not be counted in determining the quorum for dealing with such subject. A Member who is excluded from voting because of such conflict of interest shall briefly state the nature of the conflict and answer pertinent questions of other Members when such Member’s knowledge of the subject will assist the Board, Commission, or Committee.

After such disclosure is made and the Board, Commission, or committee has had the opportunity to ask pertinent questions, a vote should be taken with the action carried by a majority of disinterested Members, who must constitute a quorum. Minutes of the meeting shall reflect that such disclosure has been made, that such Member abstained from voting and that the Member was not counted in determining the quorum for addressing such subject.

**PURPOSE:** The purpose of this conflict of interest policy is to protect ABCW’s interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an individual in a decision-making capacity within ABCW. This policy is intended to supplement but not replace state laws governing conflicts of interest applicable to ABCW.

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_