

Board of Directors
American Baptist Churches of Nebraska
Camp Moses Merrill
February 27, 2016

PRESENT: Janis Berry, LaVonna Cline, Orin Clinger, Jurdan Counts, Karen Denton, Craig Erickson, Bob Fairchild, Larry Harvey, Beryl Hornberger, Bob Howe, Rev. Greg Mamula, Bob Slechta, Rev. Robin Stoops

President Karen Denton opened the meeting with prayer at 9:19 a.m.

Introductions were given by board members.

The minutes of November 7, 2015 meeting were presented by Janis Berry. Minutes were accepted with the following additions and corrections – Robin Stoops and Greg Mamula presented housing allowances for 2016. Robin's will remain \$24,000 and Greg's will be \$16,800. 1st Baptist Gibbon – Gibbon Baptist Church.

FINANCIAL REPORTS – Bob Fairchild

Blue sheet Region budget vs. actual for 2015. Financial report shows how we did against 2015 budget. Total income had a \$30,000 shortfall – 10% of the total. Expense – trimmed budget to keep it as best we could. We stayed under expenses \$12,000 less than what we spent. Built in \$21,000 surplus. Ended the year with a \$4,000 surplus. Robin said gas being down has helped. United Mission dollars will continue to decline. Must educate churches more about how that works in terms of supporting the Region. Most are doing what they can. Bob stated Connie Harvey has been working on the migration of Quick Books. In 2015 brought accounting back to Omaha from Des Moines. Quick Books in office better program. It has allowed us to examine in detail how things were coded, ask questions and answer them yourself. Saved about \$7,500 or more. Beryl questioned 4200 – Rental Income - down \$5,000. There was a period of time that we did not get anything for the apartment rental because the guy renting moved into a house. Nothing for retail space because we agreed to put a church plant there. We went from \$ 400 – \$900 on retail space for the 1st quarter projections but they moved out and didn't pay for two months while we were trying to get them out. One tenant was behind, now caught up.

AB Foundation – Robin said we do a % estimate based on market 5% a year. Took out 2.5% in August to help with cash flow. Split insurance cost to quarterly. Karen questioned 7530 – Travel. That is World Mission Support. Robin stated cost due to bringing in Missionaries. To get better speakers we needed to pay more than just giving them a Nebraska t-shirt. Messenger mailing cost is so small it is handled under postage. 7135 for mostly online Messenger. Salaries are higher (includes insurance) and Insurance is lower. Bob said we will continue to work on cleaning up budget. Report accepted as submitted.

Camp Budget 2015 year end exceeded budget projections by \$2,000. Big difference Other Revenue. Ended year \$24,000 in the black. 2016 budget designed to break down categories on income and expense. The surplus was a nice year end gift (\$23,000). The year- end appeal

helped us a lot. We were \$17,000 in the red before the appeal. Any designations received does not go into the general fund. It's tracked on a spread sheet. Money has been put in Building Bridges Fund. Some Building Bridges funds are not tracked, but appeal will be. Robin was concerned about 4690. All money in that line item came from the appeal. New Year codes for everything. Will add code for year-end appeal. Also tracking 2300 Club funds. 4420 Meals - will categorize 2016 groups with meals and groups without meals. This can change bottom line regarding food expense. 2016 changed support staff (camp, etc). All have a code. This will be tracked as well. No 2016 report for January. Numbers are crazy. Everything is late. Will have first quarter ending March 31st. In January, went to a payroll service. Only \$20.00 more a month to do everything. Payroll adjusted to first cycle. May bid out with Brotherhood Insurance after first year. They also do free workshops that may benefit Pastors and Churches. Report accepted as submitted.

Foundation – In 2012, at the urging of one member, split ¼ of investment pool from Vanguard Index Funds to RBC in Omaha. Have been tracking performance of RBC and Index Funds. This is a report of annual returns last four years. ABC NE had Foundation funds managed by Wells Fargo. 2005 or 2006, the fund was not delivering as much as Vanguard. Switched in 2006 or 2007. Foundation is proposing for us to change from RBC back to Vanguard in proportions we had been managing.

ABC Investments – annual record of fund balances in four Index funds in our Vanguard portfolio. Shows annual returns adjusted for additions and withdrawals. Some minus signs in 2008 and 2009 due to recession. Was not affected as much in 2014/2015. Made a profit. Withdrawals made due to Region expenses. Returns in 2011-2013 had increases above 5%. Still growing. 2012/ 2014/2015 did not make 5%. 2012 transferred to RBC. Bottom line, June 30, every year is amount of money balance. Moved from Wells Fargo to Vanguard in 2007. Withdrew \$719,000 from Vanguard and still have \$1.4 million left. Vanguard 8 year return slightly less than 5%. Report accepted as submitted. Foundation (Bob) recommends all investment funds be moved from RBC back to Vanguard following our investment policy statement. Second Beryl Hornberger. Motion carried.

CAMPS & CONFERENCES – Bob Howe

Bev and Eric have done a lot of work in getting outside groups (weddings, reunions, etc) to use Camp. We are not in the horse business any more. Only one negative response about this. There are other alternatives to this – maybe someone else can do camp for a week. Dodged expense on Well this year because test came back good. Impressed with how Bev and Eric have worked with the guys that have a contract to hunt. Farmer wants to rent land where horses were. They also want to bring an excavator in to help. Craig Erickson also helps out a lot at Camp.

Bev presented the summer brochure and encouraged people to register on line. Early Bird registration dead line is June 1. Big challenge for budget this year is staffing. Bev also presented employment brochure. Need more staff and volunteers. Excited about LIT (Leaders in Training) program. First class was cancelled in December due to ice. Those who signed up for December will come April 1 & 2. Upon completion they will get a t-shirt. Want kids to be excited about the program. We will have a session on how to lead people to Christ. Will also

celebrate 40th Anniversary of Grand Opening (June 5, 1976) of Camp at 2016 Convention and throughout summer.

Groups coming now are booking in advance. Some we can accommodate and some we can't.

Partnering with another camp group called TRACT from a church in Omaha. They will bring groups out to help build a Water Slide this summer. This group has a meeting scheduled. They will also have two week-ends scheduled – 1 week girls/1 week boys. Bob Slechta is bringing the National American Baptist Men to Camp in July. God is blessing Camp. Last year we had 2,755 people at Camp. Of those attending 860 were ABC or camp groups and 1,890 were outside groups. North Bend School will be using facility this year. One of the hunters gets a \$1,000 donation in supplies from Shields. Bob Slechta questioned if Camp does a Strategic Plan? Robin said that does not work in this setting because camp use is so unpredictable. Robin stated 7270 – large expense for us. Answer is yes and no. Loose plan. Need to explore and find people to do a plan. We are in transition from a Mom/Pop organization. Bob S. said if we would set dates and send wish list out the camp would be supported in upgrading various areas that are needed. Jurdan Counts said he sends in a year end gift to Camp. He then tells his family a donation has been given in their name, then relatives receive a smaller gift. Craig said a gift of trees and bushes were donated to camp from a couple in his church from the Arbor Foundation. Report accepted as presented.

MISSION – No Report. Greg said group supports any structure change.

PROFESSIONAL MINISTRIES – Larry Harvey

Met last week at 2nd Baptist in Lincoln. Four people in the ordination process met with the committee. They are: Julie Robinson. She needs to rewrite her paper. Kevin Holloway, First Baptist Church, Kearney, Michael Thompson, New Life, Bellevue. He is ordained in another denomination. Needs recognition of ABC. John Ball, Ansley. He is in a mission setting. Michael and John both are from Northern Seminary. Report accepted as presented.

ABMEN NEBRASKA – Bob Slechta

First meeting in January finalized program for July 29 & 30. Working on Speakers. Currently, 100 registered. Goal is 150. Continuing to encourage men to participate. ABMen USA Board will meet three days before our meeting in July. 8 – 14 people will attend. Men just completed Capitol Campaign. Funds used to purchase Tree Shearer for Camp. Looking at having second Men's Retreat during the year and making it a more formalized Work Camp. On March 23rd, moving Disaster Relief trailer from Arnold to Scotts Bluff to support 1st Baptist Church Fire Fighter's Ministry. Encouraged men to have Annual National Prayer Breakfast at Camp last week end and this week end. Stepping down as president and moving to president of ABMen USA. Report accepted as presented.

ABWOMEN – Lavonna Cline

Women's Conference will be held June 3-5, 2016. Cathy Counts is planning this event. Speaker is national past president, Patti Stratton. She has a good message to share. We need help in getting the word out in your churches. Report accepted as presented.

ABC/USA GENERAL BOARD – Beryl Hornberger

Matthew 25 Grant applications are due March 1 and September 1 of each year. 69 applicants were awarded between \$500 - \$5000. \$169,000 was awarded in total.

ABC/USA Nominating Committee has been working on filling vacancies of all Region representatives.

Beryl thanked Larry Harvey for being our representative at the Mission Table.

We are praising the Lord for Susan Gillies being the new Interim Executive Minister. She has sent out letters stating some of her plans for continuing the ABC/USA work on the midst of how we work with International Ministries, ABHMS and MMBB.

Thanked everyone for support of the 4 major offerings. It was exciting to see how ABC/USA helped with the tornado in the Midwest and Oklahoma.

On Mission Report, Nebraska is # 13. Report accepted as presented.

MINISTER'S COUNCIL – Jurdan Counts

Beth Gregory is the new Secretary/Treasurer. Council is communicating more regularly. We are doing monthly teleconferencing. Just tried new webinar – Topic: Emerging Ministry Ideas. Open registration is now through April 30. National dues are on a sliding scale. All on honor system. National Minister's Council meeting will be held August 21 – 22. Conference is open to anyone. Formal meeting part will be August 21 – 22. Regular conference will start the evening of August 22 – 25. It will be held at the National 4H Center, Washington, DC. Jurdan said he will not be able to attend due to budget constraints. Can still register. Open to ideas as to how we can support each other. Report accepted as presented.

REPORT OF THE EXECUTIVE MINISTER – Rev. Robin Stoops

Report of the Region – Sunset Hills Church – Paul Morine will start April 1. Benson Baptist – open. Working on securing Intentional Interim Pastor. 1st Baptist Fremont - Intentional Interim Pastor will start April. Four other churches are open and one other church will be open soon.

Wrote \$25,000 grant to continue taking Pastors on cross cultural experiences for 2016 and 2017. ABC/NE has received almost \$100,000 - \$150,000 over a five year period from the Palmer Trust.

Developing Bookkeeping, Accounting and Deacon Trainings. Still putting this together. May put together webinar.

Working on ½ hour to 45 minute monthly pod cast to promote things in the Region. It can be used for evening meetings.

Working with North Wind Institute. It is an online non accredited university ABC organization providing opportunities for Pastors to do continuing education. This is similar to Elm. Still in loose relationship with ELM and Cutler College. North Wind Institute is allowing people to get theological training on line. In the process of developing a 10 month Doctor of Ministry program. It would not be accredited. This would be for some people who have had some

training that are doing ministry. A very generous man has provided some scholarship dollars for this.

Ann Borquist will be speaking at the Prairie Pastor's Conference in April. She and Bruce have been our missionaries in Brazil. They will be the new missionaries to Burma. She will spend two weeks in Nebraska sharing her experiences with churches. She will also be available to do workshops for your church.

State Conference will be held in Norfolk, Nebraska, April 29 -30. Lauren Bethel is the speaker. New representative Attorney General will speak Friday afternoon about human trafficking and what's happening on this in Nebraska and how we might be able to participate.

Ground breaking Preferred Path training was held December 5th. 50 people attended representing 16 churches. Second tier of the training will be held April 9th at 2nd Baptist Church, Lincoln. Working on DVD's of earlier training. Should be ready April 2 or 3. Can view these DVD's and be ready to attend training on the 9th. Will be offering DVD's multiple times throughout the year. Still working on website. We want to share this program with whoever we can.

Beryl asked if Nebraska could send audit to ABC/USA. We have not for the past three years. Robin stated yes. We do an audit every year. ABC has not requested it, but we will send it in.

Suggestion was made to have at least one meeting in the western part of the state. Robin suggested maybe 2 meetings at Camp Merrill and 2 meetings in the West. Tentative dates: August 27 – Hastings and November 18-19 – Camp Merrill.

OTHER BUSINESS – Action Items

Bob Howe made the motion that the consensus of the Board is to continue pursuing external resources for Capital Campaign. Second Jurdan Counts. Motion carried.

Jurdan Counts made the motion to pursue MHC project as presented. Second Bob Howe. Motion carried. Confidentiality is encouraged on this Project.

Larry Harvey recommends change in By Laws and Constitution subject to further adjustments to be presented at Conference for final adoption. Second Bob Slechta. Motion carried.

Adjustments to Ministry and Administration. Discussion focused on Proposed Leadership Team Administration term. Proposed change:

President	2	1 year term
VP President	2	1 year term
Secretary	3 year term	– may be re-elected
Treasurer	3 year term	– may be re-elected
Leadership Teams	3 year term	– may be re-elected
Youth person	added under ministry.	

Ministry needs to change name to reflect what they do/other.

Must stagger terms. Next year in November must talk about who we are looking at. Omit names under ministry on new structure.

Amendments to Constitution – Board recommends changes to the Constitution.

Report accepted as submitted.

Greg – Working with the National Partnership ABC/USA on Joining God in the Neighborhood. One of three things that came out of Transformed By the Spirit. Looking at 3 or 4 churches to participate with other churches in South Dakota. Training is scheduled for May 12 – 13 at Camp Judson in South Dakota. The idea walks churches through 5 steps of understanding as to how God is moving. Learning how to see it, discern it and take action on it. Hope to see how to create new ministries.

Orin asked if we could share what's happening in our Region at the quarterly meeting. It would be helpful.

Tentative Robin will ask Scottsbluff to host 2017 Convention.

Becca Woolsey closed the meeting in prayer.

Meeting adjourned at 12:25 p.m.

Janis Berry, Secretary

Region Convention: April 29 -30, 2016, First Baptist Church - Norfolk Nebraska

Next Meeting: May 21, 2016 – Kearney, Nebraska

Nebraska Baptist State Convention Annual Meeting

(Dba American Baptist Churches of Nebraska)

First Baptist Church-Norfolk, NE

April 30, 2016

The Annual Meeting of the Nebraska Baptist State Convention (American Baptist Churches of Nebraska) was called to order by President, Karen Denton. Pastor Bennett of Beatrice was asked to open with prayer.

Minutes and Financial Report

The minutes of the previous Annual Meeting, May 2, 2015, were accepted as presented in the registration packets.

Robert Fairchild reported that the 2015 budget actual (January – December 2015) reflects a \$4,400 surplus for the Region. Camp projected a \$21,000 shortfall during this same time period. Due to cost savings and other things, Camp ended the year with a \$25,000 surplus. All investment funds for the Region put in Vanguard Index Funds back in 2007. A three year experiment was conducted with RBC Wealth Management to produce performance data. RBC's annual growth was not performing as good as Vanguard index Funds. At that time, a decision was made to move all funds from RBC to Vanguard. Looking at the end of 2015, over \$700,000 was taken out of the investment pool for Region operations and \$7,500 was taken out of RBC over the same time period. Annual growth about 5%.

2016 Budget – Region office budgeted a surplus and Camp budgeted a significant increase.

General Business

Proposed Restructure of Constitution and By-Laws. The General Board recommends to the Convention a motion to adopt Constitution and By-Laws as amended. Rev. Stoops explained what has been done. He said he has been working on this since last Fall. The issue that has been a struggle is attendance at the General Board meetings. We have about 40 people to fill all committees and boards that we have. Only about 20 people are able to attend. Trying to be more efficient on work that needs to be done. Frustrated because some committees come up with ideas, etc; but that can't get them approved. Long process for getting things completed and finished for approval. Looking at going to a one Board system, calling it a Leadership Team. Different people doing different things to carry out the mission. Entire Board to participate. Detrimental to our current Constitution. Our General Board meets twice a year and our Executive Committee meets four times a year. It was difficult to be on the Board with

everything happening if you could only attend once a year. Proposed changes – voluntarily asking Board to attend all four meetings. Two meetings and a Retreat would be a huge benefit. Document still needs work. Effort to streamline system so more people can be involved in different ways beyond Leadership Team. Grid gives basic overview. This will not change anything between Region and churches, Region and Pastors or Camp and churches. All changes due to how General Board populated and how we work together. Pam would like to see motion amended to include the word pro tem, which means, still a work in progress. Then use temporarily. Second Rev. Stoops. Mike recommended language changes. It's an excellent idea to add pro tem. A few things need to be modified. Can be sent to Board. Robin and a small group will review and fine tune the document. Robin said other input would be accepted. Karen asked to consider amending Constitution pro tem. Motion passed. Karen asked to adopt Constitution and By-Laws as amended. Motion passed.

Election of Officers

Proposed Slate presented from Nomination Committee. Mike made the motion to accept Slate of Officers as presented. Second by Beryl Hornberger. Motion passes.

Report of Executive Minister

Rev. Stoops reported he attended the Mission Table at the Green Lake Conference Center. Larry Harvey, pastor at FBC Hastings attended as well representing Nebraska. Great representation. The purpose was to take information from the Mission Summit to try to narrow down further to focus on. Seven Distinctives were discussed. They all are important but Discipleship was the one Robin worked with. This was very exciting to talk about. It's more than memorizing scripture and having the head knowledge about Jesus. It's about following God's Son and making choices like He would do. The other Distinctives also discussed were leadership, violence, poverty and new ways of doing things in congregations/churches.

Attended Regional Executive Ministers Council in April. The region sponsored two Pastor Conferences. One was the Spiritual Retreat, last Fall, led by Randy Rasmussen. The second was the Prairie Pastors Conference, Ann Borquist spoke. She spent two weeks in Omaha, Scottsbluff and other places in between sharing the gospel. It has been good to have Lauren Bethel here at the Annual Meeting. Just a reminder, this relationship was made possible by writing grants to take Pastors on cross cultural experiences.

Six churches without a Pastor. A couple of others in transition. Four interims in place. Might look at retired Pastors to fill in at other churches, if needed.

Working with Greg Mamula in refining the Search Process. Trying to make Process go quicker. Still, it must be on God's time. Exciting to see how churches have responded to this.

Preferred Path gives us the opportunity to put into the DNA of our churches Conflict Transformation. Last December 4th, Karl Slaikeu trained 50 people from 16 churches on conflict mediation using Matthew 5 & 18. Second tier of training, 30 people said they would consider being facilitators for churches in conflict that needed help to apply Matthew 5 & 18. Working on getting a network of people to be facilitators across the Region. Website available for Preferred Path information to use. Tap into for more specifics.

Rev. Stoops thanked everyone for their support. Sixth year in this position. It has been an awesome opportunity. So proud to say that he represents ABC Churches of Nebraska. Leaders that come in can't believe how God is so active and faithful in our churches. We have seen some miraculous things happen.

Next Convention: FBC Scottsbluff – May 5 – 6, 2017

President Karen Denton adjourned the meeting at 11:25 a.m.

Respectfully submitted,

Janis Berry
Secretary

American Baptist Churches of Nebraska
Region Leadership Team Meeting—June 11, 2016
FBC Kearney

Present: Orin Clinger, Bob Fairchild, LaVonna Cline, Harry Riggs, Scott Jones, Jurdan Counts, Steve Wisthoff, Craig Erickson, Kathy Krogh, Beryl Hornberger, Angie Gilming, Bob Howe, Bev Pacas, Robin Stoops, Greg Mamula

Welcome and Prayer: Orin Clinger welcomed all to FBC Kearney and led in introductions. Devotion from Micah 6:8 and prayer.

Approval of Minutes: February 27, 2016 minutes read. Adjustment to ABMen section to clearly state they have 100 members enrolled and that Bob Slechta is stepping down as president. LaVonna moved, Jurdan seconded. Accepted.

Overview of Changes: Robin Stoops shared this is the first meeting of the new structure called Leadership Team. All the former committees and subgroups are all gathered together as this Leadership Team. The goal is to share in broad region decisions and make decisions that really impact and help the churches.

Motion made by Jurdan Counts to put together a small committee to look over the new temporary by-laws and constitution to make any edits and adjustments as needed. This group will include Mike Kidder and Pam Hoag who made suggestions at the Region Convention, Robin and Greg, and one other person to be named later. Seconded by LaVonna. Approved.

Idea to place new structure image on the website to be available to region.

Finance Report: Bob Fairchild presented budgets. ABC NE Region budget shows a balance of \$51,850.83. However due to a large gift from Superior closure, the gift was miscoded and comes with restrictions. There is a need to recode. But overall the Region is still in the positive by more than \$20,000.

Camp budget report reads a balance of \$-37,048.26. Cash flow is better because of a year-end giving. With the year-end gift and the camper income, the income will balance further in the year.

Various account balance's shared.

Investments shared.

Motion to accept reports by Beryl Hornberger. Seconded by Harry Riggs. Accepted.

Camps and Conferences: Bev Pacas reported about camp. Goal of 300 campers...so far we have 307 registered! New camp coordinators on site this year. Summer staff is all trained and ready to go. Lots of groups wanting to come to camp. They are full every weekend between now and December. Eric and Bev have been visiting congregations for the past year and have done a great job promoting MMCCC. 40th Anniversary continues to go well with lots of history being shared. Eric shared via email the many maintenance and grounds projects.

Mission: Angie Gilming shared that FBC Kearney is exploring a mission trip to Hungary in partnership with Gibbon Baptist. The Thailand project is looking at what is next. A new school, a preschool, or something else like a scholarship to send kids who graduate 6th grade to become trained to become teachers themselves someday.

Professional Ministry: Greg reported that 4 candidates for the ordination process.

Executive Ministers Report: Convention was good. We did not do evaluation sheets. Not all that helpful and unnecessary. Asked Leadership Team for feedback on the event. (Suggestion box for ideas, good venue, great speaker, better communication on differentiating between pastor training and open for all training.)

Miracle Hills project update. We are moving forward with meeting MHBC so ABC can relocate its region offices.

Missionary visits included Ann Borquist, Lauren Bethel.

Preferred Path continues to move forward and new trainings will become available soon.

Report on church search processes.

Robin put forward the request of Htee Ger Nee Karen Baptist Church of Omaha that they would like to join ABC NE as a member church. Motion made by Harry Riggs, Seconded by Jurdan Counts. Accepted. They will hopefully be meeting at Benson Baptist Church.

ABMen of Nebraska: Craig Erickson shared that they now have 120 members. They are perpetually fund raising and buying equipment for camp. They have a scholarship fund of \$2,000 a year for seminary students. Upcoming conference is in July will feature Deidra Riggs. Some ABMen went to Bacone to help with rebuilding efforts.

ABW Ministries: LaVonna Cline reported they just had a three day women's conference at camp. It was well received by those in attendance. This is the 65th anniversary of ABW.

ABC/USA General Board: Beryl Hornberger reported that there are lots of new leaders at ABC USA. Sharron Kho for IM and Jeff Haggray for ABHMS. Susan Gillies as interim General Secretary. New caucuses budgets were set. Cleveland, Providence, and Detroit are being considered for 2019 Mission Summit.

Ministers Council: Jurdan Counts reported that MC met at Region Convention. MC is sending Brian High to national gathering, the upcoming president. Darren Stroh is current VP and needs to be replaced since he left region to take another church in Colorado. There will be no fee for an ABC NE chapter membership. You will receive a card from the Region Office. MC will continue to look into ways to better equip and encourage pastors in Nebraska.

Youth: Scott Jones shared that a fall region youth event will take place November 4-6 at Second Lincoln.

Other Business: None!!!

Closing Prayer Harry Riggs.

Next Meeting September 10, 2016 at Second Lincoln 10am

American Baptist Churches of Nebraska
Region Leadership Team Meeting – September 11, 2016
Second Baptist Church Lincoln

Present: Janis Berry, LaVonna Cline, Orin Clinger, Craig Erickson, Bob Fairchild, Brian High, Beryl Hornberger, Bob Howe, Scott Jones, Kathy Krogh, Greg Mamula, Bev Pacas, Linda Patrick, Harry Riggs, Robin Stoops, Steve Wisthoff

Welcome and Prayer: Orin Clinger welcomed everyone to Second Baptist Church Lincoln and led in introductions. Devotion from Micah 6:8 and prayer.

Approval of Minutes: June 11, 2016 minutes were presented. Beryl Hornberger moved the minutes be accepted as presented. Craig Erickson seconded. Motion passes.

Finance Report: Bob Fairchild presented the budgets. ABC NE budgeted a \$90 surplus for the year. At the present time, budget shows a \$2300 surplus. Robin stated 4110 - Mission is down. 4130 – Reason for surplus (\$2300) gift from Superior closing. Would be \$15,000 in the red. United Missions very important. End of August, American Baptist giving overall down 8 ½ - 9% . United Missions down 5%. Churches are giving less and less each year. United Missions first to cut in budget. Churches have upped Region designations. Now we are in direct competition with our missionaries. Continuing to explore new ideas to make this work.

Camp Budget – Not as good as expected. Budgeted a \$1000 shortfall. We are at a \$22,000 shortfall. Mission giving is down. Shortfall of \$55,000 last year at this time. Budgeted \$1000 short fall at year end. Funds still coming in from Summer Camp. \$15,000 still outstanding. Staff has done a great job connecting with outside groups. 4400 - \$10,000 not reflected in actual budget number. LaVonna Cline motioned to accept reports. Harry Riggs seconded. Motion passes.

Investment Pool – Moved funds back to Vanguard from RBC. July 1, 2015 – June 30, 2016 earned 4.7%. Continuing to follow plan how things are distributed. Vanguard Funds (5 funds) total \$1.36 million as of June 30, 2016. The funds are distributed between 9 different Funds. We are making sure we only use the interest on funds. Will be receiving a \$9,000 check, unrestricted, from the American Baptist Foundation.

Camps & Conferences – Bev Pacas reported a record number of campers attended this year. Attributes the growth to GOD. Awesome group of paid and volunteer cabin leaders/coordinators. New JAM camps were a success. On line registration went well. One Early Bird date was successful. 2017 Recommendations – move Early Bird registration to May

15th and \$10 rate increase to \$245. Proposed changes – Primary II Camp: Saturday morning to Sunday afternoon. MAD camp – leave all ages together. Shared 2017 Proposed Camp Schedule and Event Report. New freezer and oven in kitchen – donations from AB Women's and Men's Conference and others has almost paid for both. AB Men purchased new mats for the entrances to Conference Center, Chapel and Weaver. Receiving \$6,000 a year from a business man for the right to hunt. Tract Group (teens) did work on the water slide and the goggle ball pit. A farmer is pasturing his cows on our land, In turn, we use his equipment. Volunteers are needed for Holidays with the Merrill's, November 12th.

Camp Facilities Report – Water Slide takes more work than anticipated. No real infrastructure issues just two water line breaks and one sewer line replacement in cabin 3. Pool needed two major repairs. Natural Resources Conservation Service Contract: Two requirements left to complete. Staffing has been great. Two volunteers helping to maintain Memorial Garden. Volunteers have been helping to fill the void left by Ron Hornberger. Maybe 6-10 negative comments about not having the horses and maybe 20 -30 camper surveys wanting horseback riding back as an activity. Bed bugs treated by Orkin. Should plan to budget \$500 - \$1000 each year to respond to this issue. Other projects, liabilities and dreams were shared.

Mission: Robin stated FBC Kearney are planning for a trip to the Netherlands and Hungary in 2018. Awaiting information on a possible exploratory trip in December. Four pastors from the Region will take a Study Tour to Chile October – November. This is in conjunction with the American Baptist Churches of the Rockies. Report any other mission projects to the Region Office.

Professional Ministry – Greg Mamula reported that four Pastors are going through the ordination process. Two are new and two are having their ordination recognized. 13 Pastors have went through the ordination process/recognition since he has been Associate Executive. Continues to provide each Pastor with an ID card, at no charge, that says they are a Pastor in Nebraska.

Executive Minister's Report: Two churches in transition looking for a Pastor. They are close. Continue to work with several in the process. Six churches working the Pastor Placement. Met with new church in Albion that is in the process. - Reworking manual along with adding other things to make it more effective.

Received permission to do things outside of ABC. Christ the King Norfolk contacted us to do a Pastoral Search for them. We were paid \$3,000. This was increased revenue for Region. We were able to develop/cultivate some pastors for our churches. Presented 12 candidates. Narrowed total down to 3.

Receiving a \$25,000 grant from the Palmer Foundation for Developing Young Leaders. Will have an event at Camp. A mission trip with young adults and the development of leadership skills will be the primary focus for those under 40.

Continuing with the Preferred Path program. It's a five year commitment for us. Two trainings held last year in the Region. Continuing with the facilitator group, offering a conference call once a month. Level I and Level II training will be held first of the year in the western part of the state. Goal is to get people to agree. If issue in church, use Matthew 5 & 18 to get problem resolved. Hopefully, this program can be taken across the country through our churches.

MHC project meeting will be held Sunday to present usage agreement to the congregation. Worked with leadership to develop proposed agreement. At our last meeting, we agreed to explore the possibility of developing this agreement. Sell Region Office. MHC deed over church. Would restart church (MHC) and share building with other churches as well as the Region Office. Facility will be used as an incubator for startup churches. No money will be taken from MHC. Region Office looking at taking over burden of the building. \$150 - \$250 thousand dollars will be invested in the building. Region Office will have own entrance. Will work together with MHC/others to minister to Region and community. Has been a slow process. Requires flexibility. MHC will save money on upkeep. Insurance and utilities will be shared. Each congregation will carry liability insurance. Some changes will have to be made to make it safe for MHC Pre-school when people come in to building for ABC. Sunday sharing all negotiable. Next step is to put Region Office on the market. If it doesn't sell, then this agreement is null and void. Package deal. No changes, minor changes may require a special meeting to receive this and put office property on the market. Bob Slechta is working on Transfer of Deed. Will e-mail information out on Monday regarding Project. Discussion. Time frame may be 3 months.

According to Region policy, Robin gets a sabbatical at the end of the year. Will make decision between July – October. Looking at what he may do. May do more training in mediation/conflict management, rest, refreshment, maybe a cross cultural trip or photography. Excited about what he does not know.

ABMen of Nebraska – Craig Erickson reported on the Conference. It was held the last weekend in July with 45 men in attendance. Harold Berman received the Layman of the Year Award and the Ron Hornberger received the Lifetime Achievement Award for his work at Camp Merrill. Deidra Riggs was the speaker. She spoke of a journey to see what atmosphere of love does. Next year conference will highlight the Camp and will be held 3 days and 2 nights.

ABW Ministries – LaVonna Cline reported she represented Nebraska at the National American Baptist Women's Conference the end of July. Worked at how to continue the engagement of the young women. Virginia Holstrom, President, will retire in 2018. Will start the search process soon. Fall Retreat, October 21 – 23, at Camp. Still working on Content.

ABC/USA General Board – Beryl Hornberger reported that the General Board is running an 8.84% deficit. Overall giving is down in American Baptist Churches. United Mission had good parts. Old ideas are no longer valid. Looking for President/Vice President for General Board.

Various articles shared focusing on Camp. World Mission Offering (2016) will be matched by a donor if given by September 30th, thus doubling the gift. American Baptist is showing support for the Murrow Indian Children's Home. At this point, trying to determine how to help. This Home has been caring for the Indian children in the area. American Baptist responded to the Louisiana flooding and Indiana tornadoes by giving \$10,000 to churches in the South and \$5,000 to help in the Indiana/Kentucky Region. More help is needed. Next ABC/USA Board meeting will be held in Philadelphia, November 2016. ABC/USA Biennial Mission Summit will be June 30 – July 2, 2017 in Portland, Oregon. Please mark your calendar. Beryl gave thanks for having the opportunity to be a part of the ABC/NE team.

Ministers Council – Brian High reported on the National Ministers Conference he attended in Washington, DC. Great preaching and fellowship in the evenings. Debra Jackson has been working very hard researching grants to make Council work. She's working on the Seven Healthy Habits. She will take this program around the country. Pastors need to feel like being a part of the Ministers Council Conference is a benefit. NOTE: Pastors can use Camp facilities, if available, at no charge and rest and rejuvenation.

Other Business – Robin shared information from Eric regarding the sale of 400 acres by our neighbor for 1.2 million dollars. Maybe we could sell 160 acres. Discussion. We have 568 acres and use less than 300 acres. WE may explore it. Not committing to selling. Could be great revenue source. Steve said we should sell. Discussion. Bev's concern is we may lose control of what happens on that land if it is sold. Robin said if Board agrees we may want to explore selling some of the land.

Youth event grant was not funded. Postponed until next fall. Would like to meet with anyone who would like to share ideas on this. Trying to get youth excited. Greg said an e-mail went out to individuals working with youth. Some responses have been received. Encouraging youth person to attend Pastors Conference in the fall.

President Clinger made everyone aware of light bulb scam targeting churches.

Next Meeting: November 19/19, 2016. Friday evening – dinner at 6:00 p.m. and talk about what's going on. Adjourn by 12 noon on Saturday.

Meeting adjourned with prayer by Scott Jones at 12:55 p.m.

American Baptist Churches of Nebraska

Region Leadership Team Meeting – November 19, 2016

Camp Moses Merrill

Present: Janis Berry, LaVonna Cline, Orin Clinger, Jurdan Counts, Craig Erickson, Larry Harvey, Brian High, Robert Howe, Brian Jenkins, Scott Jones, Kathy Krogh, Greg Mamula, Bev Pacas, Harry Riggs, Robin Stoops, Steve Wisthoff

Welcome and Prayer: Orin Clinger welcomed everyone to Camp Moses Merrill and led in introductions. Devotion continued from Micah 6:8 and prayer.

Approval of Minutes: September 11, 2016 minutes were presented. Bob Howe moved the minutes be accepted with corrections. Jurdan Counts second. Motions passes.

Finance Report: Robin Stoops reported United Mission is down. This has been an ongoing trend. It has been a blessing to receive \$12,000 interest from American Baptist Foundation this year. Dues are only \$2,500 per year. We have only received interest funds from this Foundation the last couple of years. Through October 31st, we are where we need to be right now. Currently, we are running a balance of \$8,900. We did not receive the Auditor's bill for 2015 until 2016. The \$4,500 we owe for the Audit is not reflected in the budget. We need to get back on the cycle. **Camp** – We need to celebrate another blessing. Worked on trying to make income numbers match more realistically. Getting better at budgeting each year. At the end of October, showed a \$5,700 deficit. We are moving in the right direction. Staff continue to do a good job. Outside revenue has increased. Everything is where it should be right now. **7240** Utilities and **7410** Food show an increase. This relates to outside groups using Camp. **7270** Equipment Purchase has increased due to purchasing gravel, pool, sewer line backing up in cabins bed bugs and a few other things. An Endowment would help offset some of the maintenance, equipment purchases and upkeep cost. **Special Accounts** – Robin Distributed and reviewed. **2475 Leadership Development** - \$25,000. This was a grant for developing young leaders. **3092 Building Bridges** - \$4,4243. These funds were left over from building of this facility. **Special Gifts** are also included in this. **2497 Sturgis** – Raised by Sturgis Ministry. **2465 Mission Study Tour** – Is grant funds used for Pastor's Cross Cultural Trips. **2460 Camp York** - Donated to Camp Memorial Garden. **2451 AB Girls** – Funds just for them. **2440 New Church Plant** – Not released to new church yet. Working on Visa for Pedro. Will disburse after Visa approved. **2435 Business Start-up/Step-up Micro Loans**. Short term loans. Must apply through Region to access funds. **2425 Superior's Education Fund** – Donated to educate Pastors. Must hold funds separate. Others for the most part, grants received from other sources that have restrictions for 2 years. **2017 Proposed Budget** was distributed and discussed. Robin stated two things were considered in developing the budget: what was budgeted last year and what actually happened/what could happen. Budget was increased about \$1,000 for 2017. Projecting a surplus. Not much done in the area of salaries. Waiting to see what Eric's relationship will be with us in 2017. Bev's salary has already been increased. Will bring back to Leadership Team Eric's status.

December 1st, we might be under Department of Labor's Hourly Wage vs. Exempt. Discussion. Reviewing policy currently. Mid-year, will talk about staff relations and adjust accordingly. Review in July. November meeting can do final budget for 2017. Motion to accept reports by Jurdan Counts Second Bob Howe. Motion passes. Motion to accept 2017 Proposed Budget by Steve Wisthoff. Second Harry Riggs. Motion passes.

Camp Report/Facilities – Bev Pacas (Eric) reported on the **Bed Bug** problem. The 4 H camp in Gretna spends \$23,000 each year to treat three times a year. Maybe we could collaborate with other camps in the area to buy a dog or install a heating devise. This problem could affect group numbers next year. Have had 2 – 3 incidents in the same cabin. **NRCS Contract** – Keith Baker and Orin Clinger are working to help complete last part of the contract. **Deer Hunting Contract** – Brian is not happy with all the trees disappearing. We might need to renegotiate. **Zip Line** – need 9 new harnesses and 10 helmets. Approximate cost \$1,200. **Trails** – used skid loader to maintain this summer. Banner year for people bringing their horses to do horseback riding. **Signage** – updating signs to give more direction. **Cabins** – repairing windows and replacing rotted wood and caulking. Only three cabin floors left to tile. **Water Quality** – We may need to look at Water Purification System. Nitrates are up. Costly project. **Sewage System** – Air Check Valve not working properly. \$2,000 to repair. **ABC Men** – buying an industrial drain cleaning machine.

Camp Report/Program – Bev Pacas reported **Holidays with the Merrills** went very well. Great volunteers. Over 200 attended. **Silent Auction** raised \$1,200. 185 lunches served. Total gross income about **\$3,300**. It was a lot of exposure for the Camp. **Summer Camp** - brochures ready. We have added a Family Camp. Pricing remains the same. No early bird rate for 3 day camp. **LIT training** – December 27 – 28. Recruiting at College Fairs for summer camp. Need adults for senior high camp. New maps and brochures designed by Gina Slechta. 2017 groups pretty much full for June and July. Calls are coming in for 2018. Breakdown of 2016 Groups distributed. Increase of about 60 campers from last year. Highest number increase in Family Reunions. Word of Mouth and GOD great for increase in attendance.

Missions – Robin reported Gibbon working on taking a trip to Bolivia. **Kearney** – possible exploratory trip first week in December to Hungary. \$50,000 raised for a school in Thailand. Possibly use those funds to provide scholarships for kids past 6th grade to attend school or fund another water project. More discussion needed to determine what's next. Trip will probably be in 2018. Robin also reported on the **Chile Mission Trip**. Four pastors from the Region went on the trip. These trips help connect what mission giving is all about. One pastor said he had a different understanding of mission before he went on the trip. This trip showed him what the four major offerings are used for. Robin said he will continue to write grants for Study tours.

Professional Ministry – Robin reported he met with Pastor Zau Sam of **First Kachin Baptist Church of America**. He is seeking ordination. No issues of violation of any of the Code of Ethics.

ABMen – Craig Erickson reported at camp he met with National representatives for Transition of Power. Met with Jack from Fargo about conference here at Camp for "Chain Saw Certification". Men and Women worked side by side in Green Lake for the cleanup event. Assisted in purchasing oven for camp.

Next conference will be 2 nights/3 days. Name will be changed to **Men's Conference sponsored by ABMen** to get more men involved. Focus of conference: Confidence in Daily Life. Roman 8:28-39.

ABW – LaVonna Cline reported the **Fall Retreat** was held October 21 -23, 2016 with 14 women in attendance. 3 women were first timers and 2 women were millennials. Plans are underway for the 2017 conference. Publicity will be different this year. Gina Selechta will be helping with this. Speaker will be Lois Omstead. No fee required. Only travel expenses.

ABC/USA General Board – Beryl sent report. She reminded everyone to give to United Missions. Overall, down 4.99% (\$114,000) through September. Prior year losses were \$300,000. **Nominating Committee** receiving names for General Secretary and the National Board. **Mission Summit**, June 30 – July 2 in Portland, Oregon.

Ministers Council – Jurdan Counts reported Pastors who are members of ABC Ministry of Nebraska will pay no monthly fee to join the Council. They will automatically become a member of the Ministers Council. Working toward using some ZOOM space to create mentoring groups. Trying to get people involved more and add value for our ministers. Wanted to do something so ministers can see the value in being a part of the Ministers Council. Greg said they are looking at partnering with Pastors who are 35 and under with seasoned Pastors to create a Peer Mentoring Group.

Executive Minister's Report – Robin reported the **Region Conference** will be held at First Baptist Church, Scottsbluff, May 5 – 6, 2017. Jeff Woods will be one of the speakers. Our very own Rev Rick Wheatley will drive a bus to Scottsbluff from Omaha for about \$60.00 per person. Need at least 40-50 people to sign up. Bid for **Region Office parking lot** is about \$4,350. Craig Erickson made the motion to accept bid for parking lot. Second by Bob Howe. Motion passes. **MHC Project Agreement** distributed and discussed. MHC has accepted agreement. The agreement does not cover Transfer of Deed. Must sell Region building before we move forward with agreement. Motion to accept MHC Agreement made by Craig Erickson. Second by Jurdan Counts. Motion passes. Discussion. If MHC building sold in the future the funds would be split between the Region Office and MHC. Robin asked for **permission to put Region Office building on the market**. Harry Riggs made the motion. Second by Steve Wisthoff. Motion passes. Bob Selechta will be working on the project as well. **By Laws Update** – Will vote on in February. Will be presented at the Region Conference in May. **Region Update** – First Baptist, Beatrice, called Pastor from South Dakota. First Baptist, Fremont, called Pastor from Kansas, First Baptist, North Platte, has a candidate from the Dakotas. Three other churches in the search process – First Baptist Albion, First Baptist Omaha, and Benson Baptist. Working on taking a church through the **search process** within a six-month to nine-month period. **Pastors Conference** held in October. 36 people attended. **Prairie Pastors Conference** will be held April 4th. This is a Region event. Decided to make every Pastor a member of the Ministers Council. **Preferred Path** training coming soon. If you know of anyone who would like to attend contact Region Office. **Millennial Conference** to be held in 2017. More information to come. **Stewardship Conference** will be held first two weeks in December. Robin and Greg will attend to learn more about fundraising. **Salem Baptist Church** will be asking to join ABC Nebraska at the end of the year. They will be dually aligned. Campers are coming from Iowa to Camp Moses Merrill. Our camp is closer for them. Working on **Sabbatical** for July, August, September of 2017. Time will be used to

refresh, rest and study. Maybe a trip will be taken to the Holy Land. May also do some work in Spanish, photography and mediation. Putting together a calendar so things can still get done during this time. Robin also thanked the Leadership Team for their support. Still have a lot to do. Two **missionaries** are coming to Omaha from Bolivia after the first of the year for a week. One from Bolivia and the other one is Mercy Barnes, Mercy will be speaking at our state convention. The Leadership Team gave Robin **KOODOS** for being our Executive Minister.

Next Meeting: February 24 – 25, 2017 - Camp Moses Merrill.

Future Meetings: April 22, 2017 – First Baptist Kearney

May 5-6, 2017 - Annual Meeting, First Baptist Scottsbluff

August 26, 2017 – Second Baptist Lincoln

November 17-18, 2017 - Camp Moses Merrill

Meeting adjourned with prayer by Steve Wisthoff at 11:55 a.m.