

Merrimack Valley

Berkshire

Central

Adoniram Judson

Samuel Stillman

Pioneer Valley Boston South-West

Old Colony



The American Baptist Churches of
MASSACHUSETTS



TABCOM

Churches Partnering to Transform Lives and Communities

2021 ANNUAL REPORT

**TABCOM seeks to add value to the ministry to which God
Has called each congregation. These are the reports and reflection
from the staff, officers and ministry teams for the year 2021.**

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Executive Minister's Report

...that the God of our Lord Jesus Christ, the Father of glory, may give you the Spirit of wisdom and of revelation in the knowledge of him, having the eyes of your hearts enlightened, that you may know what is the hope to which he has called you... Ephesians 1:17-18

Welcome to our Annual Gathering!

After two years of virtual gatherings, we are at last able to gather in person, albeit with some adjustments. These years dealing with COVID-19 have brought with it no small measure of grief and chaos. We have hope that the end is in sight, but we do not yet know exactly how the story will end.

Our theme this year, led by our friends at Fresh Expressions, is *“Reimagining Church: Congregational Transformation in the New Reality.”* Our goal is not to get back to the way things were before the pandemic. Instead we seek to bring our imagination to apply what we have learned, and how we have changed, to empower us in ministry in this “new reality.”

These are indeed challenging times for the Church and our world. Our nation has never been so divided, so angry. Our world is unsettled by “wars and rumors of wars.” The role of the Church in our culture is in transition, and we know not where it is all going. Our clergy are overwhelmed, and many are struggling. The funding of our mission and ministry continues to be a challenge for many of our churches, as it is for TABCOM. Pretty much everything about Church as we have known it is up for grabs. It can be tempting to pull inward, to retreat into ourselves and into our churches at the precise time that we need to be moving out. We need to let the hope that we have in Jesus draw us into the world around us! In this era of dizzying change, when our methods are constantly evolving, we cling to our gospel purpose and trust that the Holy Spirit will continue to energize us to fulfill our calling.

Three ministry priorities keep us focused at TABCOM: 1) Developing ministry leadership, 2) Equipping churches for outward (missional) focus, and 3) Diversity and inclusion. These are areas where we are focusing our ministry for this particular time in our service of Christ and the Kingdom.

Among our new ministries in TABCOM, we celebrate the first year of our monthly radio broadcast “TABCOM Voices,” which airs on the second Sunday of each month at 5 PM on the many platforms of Boston Praise Radio. This has been part of an expanded role of technology in our ministry in TABCOM, as in many of our churches.

We were so sad to say goodbye to long-time TABCOM staff member Marlene Gil. Marlene has served our Region with skill and passion and will be so very missed. We are exploring new possibilities for our staff structure going forward.

On a personal note, I want to thank you all for your support this spring as I dealt with an accidental fall and the surgery that followed. The outcome has been better than my

doctors expected, as my vision has almost returned to normal. I am grateful for excellent medical care, but I put my faith in the Great Physician. Your encouragement and prayers have been such a blessing.

Parker Palmer tells us in his book, *Let Your Life Speak*, “as we embark on the rest of reality—our next chapter of life together—as we move into the future that God is opening before us, we have an invitation to imagine impossible possibilities. Guided by God and led by the Spirit we will discover new and rich opportunities for witness and ministry. The future awaits us and it is a future full of hope.”

Serving Christ our Lord,

Rev. Mary D. Miller

Rev. Dr. Mary Miller, Executive Minister

President's Reflection

Dear and Beloved TABCOM Community,

It is hard to believe that two years have passed since I assumed the role of President of the Board of Directors of TABCOM. What a two years they have been! I was installed as President at our first-ever virtual Annual Gathering in May 2020, and though we imagined it would be our last, we have hosted two Annual Gatherings and two Missionworks in virtual space, alongside countless worship services, prayer meetings, Bible studies, installations, ordinations, and mission moments held virtually within our region. This year's Annual Gathering is the first in-person regional event since the pandemic began. Though it is true that the past couple of years have yielded all sorts of challenges to gathering in person, we have been there for one another all the same.

Our Executive Minister, staff, Board of Directors, and Administration and Finance committees turned their energies toward providing resources to our churches - guidance toward the acquisition of PPP loans and other means of financial assistance, with periodic updates on public health guidance, mental health support, and pastoral assistance to pastors facing the pandemic's health crises, burnout, new challenges technologically and logistically, and new questions related to effective ministry. Our churches and our region have found some pretty remarkable and creative opportunities for ministry to one another and for the betterment of our communities in our region despite the challenges. It has been inspiring to see churches rally to the aid of their communities, run vaccination drives and food drives, and navigate online platforms and new technology for worship. Rev. Christine Keddy has helped churches educate their seniors in the use of technology so that Zooming or calling into worship would not be an obstacle to their participation. We have Zoomed for mission trips and engaged with partners the world around that we probably would not have attempted before this pandemic, and that has truly been a joy and a blessing. I have also witnessed the tenderness and care with which our churches have held one another through the heartbreak of loss and illness this pandemic has wrought. I am especially proud of the ways we have borne out the spirit-filled witness of Christ-like compassion during my tenure.

I want to acknowledge that all of that takes time and energy, especially for those of you who have been in leadership positions in your congregations - pastors and layfolk alike. You have been in my prayers and I continue to hope that you find the rest and encouragement you need toward your rejuvenation. And to our youth - who have dealt with virtual schooling and all sorts of disruptions to their routines, kudos to you for your endurance. Blessings to all as we move forward into the next new thing God has in store for us.

One opportunity I would like to highlight: We have the chance to creatively dream toward the future possibility of Oceanwood's camping ministry and outreach, and actually see some of that enacted in the generosity and stewardship of our region. We have established a working committee to creatively address Oceanwood's future, as well as a Visionary Fund established to support those efforts. What an opportunity we have to see something

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new flourish! What a gift!

I was so excited by the thought that, as President, I would have the opportunity to cultivate personal relationships with churches - really getting to know you all and your needs so that our region could more effectively serve you. The past couple of years have yielded all sorts of challenges to those original hopes and plans. Still, I feel it is one of the most important questions we can ask, and I encourage you to let the leadership of TABCOM know what you need, offer suggestions in a spirit of kindness and compassion, and contribute your gifts - financial and otherwise - get involved in the life and ministry of our denominational ministry that our region may truly yield life giving fruit for our churches.

Much of my energy has been oriented toward supporting our staff, and our leadership, facilitating Zoom gatherings and meetings toward the strengthening of our region, ensuring the follow through of our commitment to financial transparency and accountability, and facilitating a spirit of respectful culture and dialogue within our leadership. Ultimately the ways we live out our relationships with one another in the leadership of TABCOM and beyond are a reflection of who we are and hope to be more broadly - it is a reflection of the health, spiritual maturity, and Christ-centeredness of our region. In addition to the COVID pandemic, our whole nation is reeling from divisions and attitudes of another pandemic - one of skepticism and scapegoating that has pervaded our world on a broad level, and we have to make a concerted effort - in the name of unity in Christ (not uniformity, but unity) - to strive all the more toward healing from any divisions and malice of heart that might infect and affect our witness and keep us from seeing belovedness in our neighbors. We are not made for perfection but for striving toward the good. Thank you for joining me in that effort as a region.

I want to clarify some important points of misunderstanding that have arisen over the past couple of months. Several people have reached out to me with concern that housing allowance has been revoked from ordained TABCOM staff. This is not the case, nor has it ever been in question by the Board of Directors or Administration and Finance. Housing Allowance is available to ordained clergy serving our region should they desire it as a part of their compensation package. There has been no change in that regard. In addition, the pay structure for Area Resource Coordinators has not changed. A change toward complete associational support was recommended to the Board of Directors by Administration and Finance as a creative budgetary solution and amendment. However, after careful review of the implications of such a change, the change to the budgetary model was not approved by the Board of Directors and the structure therefore remains as it has been in recent years - funding through a partnership model of regional and associational support.

I thank Rev. Dr. Mary Day Miller for her faithful leadership throughout my time as President, and Rev. Marlene Gil for her service to our region and support of me in my role. I am grateful for Min. Robyn Mars and Pastor Leroy Mahoney who helped us navigate from Zoom gathering to Zoom gathering and all the technology and communication in between. I am grateful to the incredible folks I have served alongside on the Board of Directors and

A&F - many newer members - and for those who have been willing to face hard questions and concerns with love and a willing and creative spirit. I am grateful to Richard Wolf for stepping back from retirement to support TABCOM, and his efforts, alongside Maria Reilly, to maintain transparency and fiscal responsibility for our region. A huge shout out of encouragement to Rev. Christine Keddy and Rev. Rebecca Driscoll in their creative and life-giving initiatives around Creation Care, Missions and Elder Ministry, and to our Area Resource Coordinators and Liaisons in their personal and tireless support to churches in TABCOM. I am grateful for our camps, and their ministries and what this region represents - diversity, an inclusive and collaborative spirit, hearts willing to serve Christ through mission, worship, and service to one another. Thank you for the opportunity to bring my spirit and leadership to this region. I want to say that I am grateful also for the privilege of passing this torch onto Rev. Joshua Cahan. Josh has been an amazing partner in ministry over these past two years. He has been an incredible support to me in my role as President, and a voice of wisdom and integrity. I have no doubt that TABCOM will appreciate his leadership. I pray TABCOM will flourish, and grow in unity of spirit, truth, and love.

Blessings in your continued ministry,
Rev. Daryn Stylianopoulos, President
TABCOM Board of Directors

TABCOM Year End 2021 Financial Status

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TABCOM January -December 2021	Dec 2021	Jan - Dec 2021	Jan - Dec 2020 (PY)	Change
Income				
41000 REGULAR U / M INCOME	25,013	176,422	178,024	(1,603)
41010 Um Receipts America for Christ	944	11,974	8,707	3,267
41018 FORM Undesignated	1,490	6,320	13,432	(7,112)
41019 FORM Core	2,176	19,934	23,304	(3,370)
41020 B Rev MMF General All	4,158	28,577	24,102	4,475
41021 Insitutional Support		225	461	(236)
41025 Rev G Wright Fund Core		37,116	36,273	843
41070 REV GRANTS	83,184	98,184	61,348	36,836
41091 Events / Annual		2,043	3,799	(1,756)
41094 Property Income	6,408	76,896	81,555	(4,659)
41095 Other Rev	100	4,142	1,815	2,328
42500 RESTRICTED CONTRIBUTIONS			696	(696)
49900 Investd Funds Draw			100	(100)
49906 Extraordinary Income		204	40,715	(40,511)
49910 Investment Income		18,386	10,716	7,670
Total Income	123,473	480,423	485,046	(4,624)
Gross Profit	123,473	480,423	485,046	(4,624)
Expenses				
51035 Regular Staff Salaries Exp	36,190	344,823	377,480	(32,657)
52248 Misc Contributions and Funds		11,495	1,000	10,495
52610 WEBSITE		540	710	(170)
53060 WMS&D Missionworks	(100)	1,717	1,425	292
53061 Annual Gathering			1,855	(1,855)
54045 Legal Fees		400	0	400
54055 Insurance	2,107	24,645	17,429	7,216
54080 A&F BAD DEBT			(2,307)	2,307
55060 Events & Workshops		500	4,200	(3,700)
56000 Office & Administration	2,966	36,428	27,018	9,409
59900 OTHER EXPENSES		1,495	10,319	(8,824)
65000 Payroll Taxes	2,529	20,190	15,718	4,473
66000 Payroll Expenses	819	7,981	6,657	1,324
Total Expenses	44,511	450,215	461,504	(11,289)
Net Operating Income	78,962	30,208	23,543	6,665

2021 indicated in this preliminary report, completion that was ahead of forecast in a few area, all contributing to a positive outcome. UM finished stronger, as did MMF. We were also the recipient of a second marketing grant from Brotherhood Insurance. In simplified terms, the PPP conversion from loan to grant carried us to a break even condition. The two Brotherhood grants carried us to the positive end of the year. A tenuous long term resource, but a positive result none the less.

Going forward, it appears we have a good foundation in our operating budget, and though there are to be some early challenges, we can look to possible gains as well.

In February and March, I will begin a deeper dive on the source data within TABCOM for 2021, as an outside firm might do, to examine and validate the results, and point out any procedural suggestions.

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TABCOM	As of Jan 1, 22	As of Jan 1, 21	Comments
ASSETS			
Current Assets			
Bank Accounts			
Main St NM Bank	176,689	134,216	
Total Bank Accounts	176,689	134,216	Cash on hand grows to \$194,000 by Jan 15, converting receivables
Accounts Receivable			
11001 Accounts Receivable	73,811	213,171	
Total Accounts Receivable	73,811	213,171	
Other Current Assets			
14600 Prepaid Miscellaneous Expenses	2,640	2,594	
14900 Employee Loan	5,000	0	
Total Other Current Assets	7,640	2,743	
Total Current Assets	258,140	350,130	
Other Assets			
15000 TABCOM Directed Assets			
15010 ABF EF1645 TransFORMATION	869,160	814,430	MacGreggor fund award held up with death of trustee
15500 ML 02581 Invest for ANTS Hispanic	35,309	32,685	
16020 ML 02068 AB Elder Ministries	1,109,220	1,010,986	
16030 ML 02070 Church & Society Fund	330,421	304,348	
16040 ML 02091 GWood Cell Tower	271,595		Added to List
16046 ML 02069 NEBC / Oceanwood	123,681	112,434	
16495 ML 02076 Property Fund	2,202,210	2,068,182	Increase in draw to \$113K/Yr
Total 15000 TABCOM Directed Assets	4,941,596	4,343,063	Directed assets grew with new account, and fund performance beyond draw
16500 TABCOM Custodial Assets	0	0	
16025 ML 02066 Charlestown Fund	1,413,552	1,292,432	
16026 ML 02110 Hunt Fund	41,754	14,861	
16027 ML 02111 Charles Benevolent	47,749	22,361	
16525 ML 02075 For AB Women	35,420	37,471	
16527 ML 02142 Honduras Mission	50,000		Added to list
16530 Boston Community Capital	10,000	10,000	
16535 AB Fdn - Pappas & Warner 1205	16,155	15,666	
16545 AB Ext Lakeshore Fund 053154	6,000	6,000	
16550 AB Extension Corporation 8044	10,000	10,000	
16555 Messiah Baptist Jubilee FCU	23,898	23,862	
16560 ABF Deware Fund 50303	37,137	31,728	
Total 16500 TABCOM Custodial Assets	1,691,665	1,464,381	
Total Other Assets	6,633,261	5,807,444	
TOTAL ASSETS	6,891,401	6,157,574	
LIABILITIES AND EQUITY			
Total Accounts Payable	2,292	26,160	
Other Current Liabilities			
Total Other Current Liabilities	167,495	268,419	Balance reduced primarily by movement of School of Ministry and other small payouts
Total Current Liabilities	169,788	294,579	
Long-Term Liabilities			
Total Liabilities	169,788	294,579	

Grotonwood Report on Ministry 2021

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Grotonwood Profit and Loss // January - December 2021

	Jan - Dec 2021	Jan - Dec 2020	Difference
Income			
41005 Store Income	\$19,843	\$3,344	\$16,499
41015 Revenue Conferencing	\$314,903	\$179,249	\$135,655
41025 Natures Classroom	\$69,235		\$69,235
Total 41500 Total Camping Income	\$632,076	\$249,113	\$282,963
42015 Form	\$33,657	\$59,989	-\$26,331
Total 43000 Recurring Revenue	\$50,601	\$56,303	-\$5,702
Total 48900 Misc Income	\$93,100	\$81,061	\$12,039
Total Income	\$1,113,415	\$629,057	\$484,358
Expenses			
Total 51000 Total Salaries	\$324,226	\$305,682	\$18,544
Total 52000 Total Admin	\$40,461	\$33,569	\$6,892
Total 52035 Utilities	\$75,370	\$72,348	\$3,022
Total 53000 Total Kitchen	\$132,512	\$44,239	\$88,273
Total 54000 Total Maintenance	\$93,539	\$81,069	\$12,470
Total 54100 Housekeeping	\$25,406	\$9,851	\$15,545
Total 55000 Total Insurance	\$32,174	\$36,735	-\$4,561
Total 55000 Total Promotion	\$540	\$1,247	-\$707
Total 57000 Total Camping Program Expense	\$291,824	\$140,734	\$151,090
57035 Conference Development	\$75		\$75
57040 Conference Supplies	\$7,968	\$802	\$7,166
Total 58000 Total Misc Expense	\$24,700	\$2,528	\$22,172
58007 Store	\$15,757	\$1,159	\$14,598
58008 Store Sales Taxes	\$327	\$87	\$239
58915 Interest Payment	\$19,236	\$16,884	\$2,352
70000 Bad Debts		\$7,045	-\$7,045
Total Expenses	\$1,084,116	\$793,989	\$330,127
Net Operating Income	\$29,299	-\$124,933	\$154,231



Grotonwood Balance Sheet as of December 31, 2021

	As of Dec 31, 2021	As of Dec 31, 2020	Change
ASSETS			
Current Assets			
Total Bank Accounts	\$215,295	\$78,016	\$137,279
Total Accounts Receivable	\$55,322	\$33,924	\$21,397
Total Other Current Assets	\$20,027	\$14,111	\$5,916
Total Current Assets	\$290,643	\$126,051	\$164,592
Total Other Assets			
	\$7,722,454	\$8,028,000	-\$305,546
TOTAL ASSETS	\$8,013,097	\$8,154,051	-\$140,954
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 Accounts Payable	\$37,070	\$115,251	-\$78,180
Total Accounts Payable	\$37,070	\$115,251	-\$78,180
Other Current Liabilities			
Total 25000 Deferred Income	\$65,367	\$48,254	\$17,113
Total 26000 Reserved Deposits	\$65,034	\$43,854	\$21,180
Total 26010 Camp Fees Reserved	\$53,294	\$0	\$53,294
29000 Capital Improvements Reserve	\$882	\$16,509	-\$17,391
21000 Capital Reserve	\$221,439	\$0	\$221,439
29005 Improvement Reserve	-\$2,890	\$0	-\$2,890
Total 29000 Capital Improvements Reserve	\$217,667	\$16,509	\$201,158
29500 Memorial Lodge Fund and Gifts	\$12,586	\$5,130	\$7,456
Total 29505 Memorial Garden Maintenance	\$8,671	\$3,845	\$4,825
Total Other Current Liabilities	\$422,619	\$117,592	\$305,026
Total Current Liabilities	\$459,689	\$232,843	\$226,846
Long-Term Liabilities			
28000 LMA	\$0	\$0	\$0
28100 PPP Loan	\$0	\$0	\$0
28200 Drawdown from Investment	\$40,000	\$0	\$40,000
28500 Main Street Bank Loan	\$481,705	\$497,057	-\$15,353
Total Long-Term Liabilities	\$521,705	\$497,057	\$24,647
Total Liabilities	\$981,393	\$729,900	\$251,493

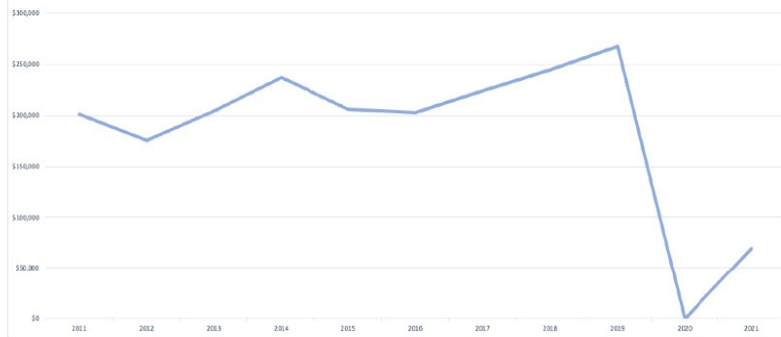


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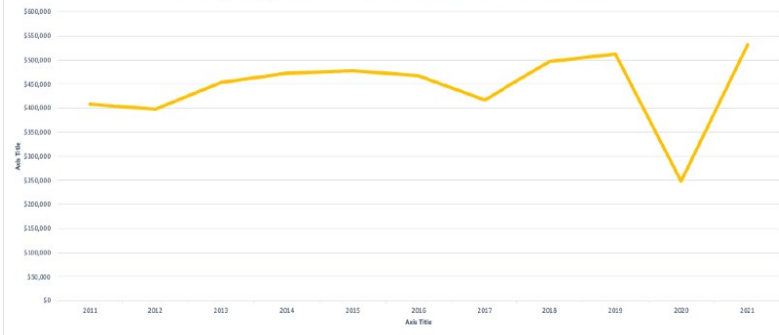
Retreat Ministry Income Year on Year



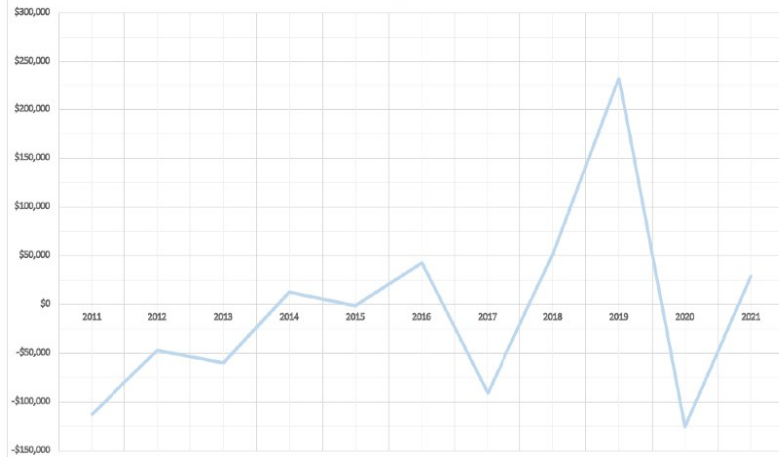
Nature's Classroom Income Year on Year



Camping Ministry Income Year on Year



TOTAL Loss / Surplus Year on Year



2021 was another year affected by COVID. However, we remained open and available for anyone willing and needing our facility. Nature’s Classroom (NC) ran a remote program in the spring, using Grotonwood as their base. On-site NC activities returned for the fall, but in a heavily modified and reduced version. Improving on NC from 2020 wasn’t going to be hard (there was zero NC activity in 2020), however remaining open and available helped ensure we could build our relationship and generate a small amount of income. We remain optimistic for even further growth in 2022.

Retreat groups, in the majority, rescheduled or cancelled. We did see a 76% growth in income vs 2020, which translates to Grotonwood providing a place for 100’s more guests and churches to grow closer to each other and God. Retreats are vitally important for generating income to support our summer mission and we are working hard to ensure that groups start coming back in 2022.

Our camping program, our ministry, the one facet in which we get to directly provide spiritual nourishment to our campers and staff surpassed what we could ever have imagined in 2020, or early in 2021. We had the highest recorded income ever. This means that more campers attended Grotonwood in 2021 vs pre COVID years. The added bonus was that we had another summer without any cases of COVID-19.

For facility improvements we paved between Prescott Lodge and Prescott Street, we reroofed the chapel, replaced all the flooring in Judson 1-3 and Lodge. All were repainted. The flooring in the Main Dining Hall bathrooms was replaced. Several smart thermostats were installed, which now cover around 80% of camp. This should help to reduce energy costs and prevent pipes freezing in our seasonal buildings. The bathrooms in the Family Center have been replaced. The gym lights were replaced with LED’s. We purchased two new golf carts. An architect drew up the plans for the Going Cabin remodels and we have met with contractors to start the work in the not too distant future.

Thank you to all our supporters who volunteered their time or contributed towards our capital improvements or campership fund. We couldn’t do what we do without you.

Thank you.



Friends of Regional Ministries 2021 Annual Report

In 2003 when T.A.B.C.O.M introduced Friends of the Region as an alternative to a 5th Annual Offering, they probably never imagined that in 2021 this fundraising program would have raised over \$5,000,000 in support of regional and camp ministries. BUT IT DID!

In 2021, while donors traded booster shots for face masks and tried to remember how to hug, they didn't forget how to donate. In fact, they donated \$434,354, the 2nd largest one year amount in the 19 years F.O.R.M. has existed. Included in the 2021 total were 157 gifts of \$500 or more and of that number were 26 donations of \$5,000 or more.

Donors responded generously to special appeals including purchasing golf carts for the Grotonwood nurses; replacing the Chapel roof at Grotonwood; supporting the Visionary Fund to help Oceanwood; and supporting the "Never-Say-No" campership fund.

With the promise of a significant gift from the Klan McGregor Trust, the TransFORMATION Fund (which ended 2021 at \$905,302 without the McGregor donation) will pass the \$1,000,000 threshold set for using the fund, and 5% will now be available for regional and camp ministries.

Support for Oceanwood continued to be encouraging and has sent a message that many people value that ministry. This was especially evident when Oceanwood needed \$15,000 to remain open for the winter and F.O.R.M. donors responded with over \$40,000.

The Memorial Garden at Grotonwood continues to be very popular and by the end of 2021 had over 170 tributes, so many in fact that a second wall had to be constructed to provide space for all the bronze plaques. More than half the tributes are honoring people who can visit the Garden and enjoy being appreciated. Also, to add additional meaning to the benches, they are now being constructed on site with lumber milled from Grotonwood trees.

In 2021 F.O.R.M. welcomed Attorney Jen Luitjens as a volunteer to the fundraising team and continued to enjoy the graphic skills of Danny Everitt and Wendy Maxfield, the processing assistance of Maria Reilly and the TLC given to the Memorial Garden by Mike Socia and Fran Meyers.

Significant progress was made in 2021 to develop a summer camp staff alumni list. Thanks to the computer skills of Scott Young, a former summer counselor at Grotonwood, we have managed to contact over 300 alumni, almost 40 of whom have given donations.

The year however was not without its challenges including an aging donor base (2/3 of whom remember when gas was \$.29 a gallon and penny candy cost one cent); concerns over the future of Oceanwood; and the need to format fundraising to be more attractive to the "electronic" generation.

F.O.R.M. will celebrate its 20th anniversary in 2022. This will be a time to celebrate ministry, not money; a time to appreciate donors, not donations; and a time to praise God, not staff or strategies, for all that F.O.R.M. has accomplished in the past 20 years.

Respectfully Submitted,
Ed Guerard, Coordinator, Friends of Regional Ministries

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Area Ministers Service Report 2021

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During 2021 the COVID19 pandemic continued to have a significant effect upon pastors, churches, leaders and members of TABCOM churches. Not all of our churches have been affected in the same way. Even within associations, the impact of the virus and the hardship it caused differs dramatically. One common thread is that each community of faith, each church, each association and its leaders cannot do ministry as they did prior to the pandemic. For some of TABCOM's churches they have no desire to resume the ministry circumstances prior to March 2019. There are others that yearn to have that old normal return even though they listed the problems with it at the time. Church life has changed again, in profound ways. As churches assess and live into the changes of our context, it became clear to the team of Association Resources Coordinators that the way that TABCOM and Associations support churches would need to change too.

TABCOM does not know the faith communities we serve well enough to accomplish this goal. Our church directory is out of date and even our e-mail and USPS lists are inaccurate. An effort was made to gather the information from the ABC Denominational Annual Report which every TABCOM church was obligated to fill out in 2021. We wanted to use the information in the report to better understand the situation of American Baptist Churches in Massachusetts. Unfortunately, the response rate left us with many of the same gaps we had when we began. To address this, we decided in 2021 to have each Association Resource Coordinator (ARC) contact each church to obtain a complete report during 2022. Maria Riley in the TABCOM office will oversee the data entry so that we will have information that includes, but is not limited to, attendance, worship, baptisms, budgets, new members, and deaths. The ARC's also have 4 open ended questions that they will ask about the church's ministry, and circumstances. The ARCs are combining this information with the discussion of a book from Judson Press, published in 2020. *In This Together: Ministry in Times of Crises*. <https://www.judsonpress.com/Products/J291/inthistgether.aspx>

To those who have worked on community research projects the familiar three components of a literature review, statistical data or hard data, and responses to open ended questions or soft data are readily apparent. Our hope is that with the information gathered TABCOM Area Ministry Services will have the information to immerse in prayer so that the bones of a support structure that corresponds to the real challenges churches and pastors face can emerge. In short, we are convinced that since churches are making new wine, TABCOM needs to know how to help stitch together new wine skins.

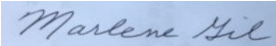
At the same time a number of churches have begun the search and call process and are looking forward to acting on the vision God has given them. Churches that were feeling stressors prior to the pandemic have felt those more acutely. Because of all these things it becomes all the more essential to face what is before us with eyes of faith that are unclouded by wishful thinking. It is no easy task. That is true for me personally as well. During the month of February, I decided to resign my position in protest of administrative decisions made earlier this winter.

You may have heard me say that the strength of TABCOM is in the people – the people of God, serving God. Seeing God at work in our Churches can be all at once challenging and exhilarating. I have appreciated each member of the ARC Team. They are gifted and faithful people who serve Christ in so many ways. It has been a privilege to work with all of them - past and present.

Another strength of TABCOM are in the histories, traditions, and cultures of its distinct church communities. When I was discerning my call to ministry I was despondent as it became apparent that God was not calling me to the mission field. What was so completely unexpected is that the diversity of the mission field is in the very place where I have lived and served most of my life.

I want to conclude by saying that I have immense respect for the staff and leaders of TABCOM. During concord or strife, I have been blessed to labor with these members of the body of Christ. To a person they are dedicated to seeing today’s church thrive. It has been wondrous to witness how God has worked over the years in the lives of individuals and churches who are a part of TABCOM. I will continue to be humbled and grateful to have had this experience.

Respectfully submitted,



(The Rev.) Marlene Gil

Adoniram Judson Association 2021 Annual Report

Rev. Dr. Esther Pearson
Adoniram Judson Baptist Association Liaison

Greetings in the Name of our Lord and Savior Jesus Christ! We are blessed that the Word of God in Isaiah 43:19 (NIV) says, *“See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland.”* This scripture certainly describes the movement from year 2020 to 2021. God is indeed doing a new thing. Let us all perceive it and prayerfully forget what is behind and move toward what is ahead.

I have been blessed in the role of Adoniram Judson Baptist Association Liaison to work in “Building Community” through participation in the monthly Adoniram Judson Baptist Association meetings under the leadership of Moderator, Pastor Annie Belmer. These have been times for me to learn and grow in my relationship with the association leadership and churches. Thus, giving me an opportunity to gain an understanding of their needs and abilities to share resources God has given them.

My liaison service allowed me to support several newly installed Pastors within the Judson Association. Those pastors included Rev. Douglass Dry (First Baptist Church, Wakefield, MA.), Rev. John DeNardo (First Baptist Church, Winchester, MA.), Rev. Steven White (First Baptist Church, Salem, MA.), Rev. Calvin Fergins (First Baptist Church, Stoneham, MA.), and Rev. Jerrell Riggins (Green Street Baptist Church, Melrose, MA.).

In my service to the new pastors and their churches, I have preached worship services for them, attended ordination councils, and installation services. I have offered encouragement through potentially establishing of a monthly prayer meeting for fellowship and accountability partnerships of the new pastors with more senior pastors.

It is also through monthly attendance at the Associational Resource Coordinators meetings that I have provided updates on church openings in the Judson area churches, provided an Interim-Pastor tenure, and Pulpit Supply to some of the associations. It has been an honor to serve with such a gifted body of God’s servants. I look forward to assisting in whatever manner pleases God and advances His Kingdom in the Associations, TABCOM organizations, and beyond.

Thank you to Rev. Mary Day Miller, TABCOM Executive Minister and Rev. Marlene Gill, TABCOM Associative Executive Minister for Congregational Relations, for the opportunity to serve in year 2021.

Rev. Dr. Esther Pearson, Liaison, Adoniram Judson Baptist Association

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Boston South West Association 2021 Annual Report

Rev. Dr. Moreen P. Hughes, Association Resource Coordinator

"...Thus far has the Lord helped us" 1 Samuel 7:12

In the midst of our own 'wars' – health issues, financial struggles, broken family ties due to COVID 19, major disappointments – we would do well to take stock of the Lord's blessings in our lives. Like the verse alluded to by the Prophet Samuel, despite our difficulties with the pandemic the Lord has been our helper.

2021 has not been without its challenges but here is a synopsis of some of our accomplishments:

- ◇ The leadership committee of our association, with Rev. Andre' Morgan as our newly appointed Moderator, held monthly meetings via zoom.
- ◇ We were able to have our Spring association meeting in April and our Fall meeting in November, both via zoom with participation from many of our churches. Our theme centered around our connectedness as brothers and sisters in Christ and support for one another as we move forward in ministry.
- ◇ In June the association conducted a conversation – listening session, via zoom entitled "Pulse Check-In" to hear from our pastors.
- ◇ I represented the association at The Annual Gathering, ABCUSA Biennial Summit and Mission Works, all via zoom.
- ◇ Throughout the year, I was able to call and connect with most of our pastors and/or church offices to check on how they were doing and any needs of the church.
- ◇ Some of our churches continuing to reach out to the community during the pandemic, were given grants by various organizations, to work with food insecurities. Concord Baptist Church, Pastor Conley Hughes was recognized in February and First Baptist, Pastor Ashlee Weist-Laird, Jamaica Plain in March.
- ◇ As an Association, we were able to raise over \$3,500.00 for the earthquake relief in Haiti. Thanks to those churches who gave to this project. The funds were divided between, Philadelphia Haitian, Refugee Immigration Ministry and The Haitian American Baptist Ministers Alliance for their work on the ground in Haiti.

There were changes within our church family attributing to vacant pulpits. The process of search and call started immediately with the exception of River of Life, our cousin church, due to differences with the Christian Missionary Alliance structure, and their ownership of the building.

- ◇ Retirement of Pastor Tom Griffith – River of Life, Jamaica Plain. (unresolved)
- ◇ Retirement of Rev. David Cho – First Baptist, Wollaston – Interim in place.
- ◇ Resignation of Rev. Stephanie Salinas, First Baptist, Westwood – Interim in place.
- ◇ Resignation of Rev. Tom Eastman – Franklin Federated, Franklin – Interim in place.
- ◇ We celebrated with Twelfth Baptist Church in September at the instillation of Rev. Willie Bodrick as its 14th Pastor.

As we look at the men and women who are moving forward in the process for ordination and those seeking ministerial standing; the churches that are slowly emerging from the pandemic, we know that the Lord continues to be our helper.

Humbly Submitted,
Moreen P. Hughes (D Min.)

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Old Colony Association 2021 Annual Report

Association Resource Coordinator Report 2021

The word that comes to my mind when I think of ministry during 2021 is “expectations”. At the beginning of 2021 many Old Colony Baptist Association (OCBA) pastors and churches had high expectations of what normal might look like. As the year progressed Church leaders and pastors were challenged with how to live into the hope of the gospel of Jesus Christ while acknowledging the distress caused by the year not being at all what we expected. We thought getting through COVID during 2021 would be a short sprint. Instead it became a marathon during which the body of Christ realized it needed to become a relay race. The desire of the leaders of the Association was and is to support clergy and church leaders in becoming skilled at handing off and picking up the baton when it becomes our time to rest and to run.

To help with this, the OCBA Thursday Clergy Group continued to meet virtually, for prayer, fellowship and to discuss the book, *Reclaiming Christ* by Jim Wallace. There was no doubt that we missed being together but at least the technology helped us stay connected for another year. Our Association Churches shared ideas, and information as well as our deeper joys and concerns.

The Jubilee Credit Union of Messiah Baptist Church in Brockton continued to help churches with the application and loan forgiveness process of the Payroll Protection Plan (PPP) administered by the Small Businesses Administration. Having the Jubilee Credit Union to help reassure a number of church leaders that the offer of loan forgiveness would be a reality and not just a hope or potentially an unfulfilled promise was wonderful.

Churches in transition needed to find new ways to conduct a pastoral search, and committee members worked developing creative and flexible ways of calling Interim and Settled Pastors. Our Association was one of the first Associations to hold an ordination council virtually, and held ordinations and other special services with COVID Precautions for those attending in person, and video participation for those who were at home or quarantined. Some of the member churches needed financial assistance and Old Colony was able to help bridge part of those gaps. During this unpredictable year the leaders of OCBA have put together a number of events to celebrate the 200th Anniversary of an Association of Churches in this part of Massachusetts. The more we researched and the more we planned we realized that what had been the strengths of this association in the past, continued to move us forward in 2021.

When we gather, one of the blessings has been to watch as sister and brothers in Christ come together without a ready-made plan and follow the Spirit to construct something new and be willing to test it. Sometimes the old saying “feeling like we were flying a plane while we were building it” was our reality. Some of our ideas worked, and others did not. None-the-less all of the decisions benefited from repeated seasons of seeking God’s inspiration and wisdom. It was serving the Old Colony Churches and Association that I first sought to do what is often called “regional ministry” I learned from astute and

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patient mentors. The graciousness in which my weaknesses and mistakes were dealt with helped me to grow and to love Jesus and his Church all the more.

The Executive Committee has been and is a source of wisdom and accountability – not to mention a lot of laughter and good memories. They are skilled and dedicated leaders. Due to my resignation from my position with TABCOM, I am also concluding work with OCBA. I am releasing the baton into the Executive Committee’s hands. They have dedicated themselves to covering the needs of the churches during this transition. From deep within my soul I want to say I am grateful to you, and our Lord for the years I have served in this Association among its churches, leaders and members.

Respectfully submitted,



(The Rev.) Marlene Gil

Samuel Stillman Association 2021 Annual Report

Rev. Dr. Loretta Saint-Louis, Resource Coordinator

God has been moving in the Samuel Stillman Association. The majority of churches are now holding hybrid services, both in-person and virtual. Many churches have increased their ministry to the community, both inside and outside their walls. For example:

- ◇ Source of Light International Church held its first Vacation Bible School in July 2021. More than 30 Haitian children and 15 youth attended.
- ◇ Common Street Spiritual Center, Natick, delivered lasagna to homes in the community and created and distributed peace flags to all who wanted them.
- ◇ Massachusetts Avenue Baptist Church, Cambridge, expanding their long-standing feeding program, provided a drive-up food pantry for all comers.
- ◇ The Overseas Burmese Christian Fellowship, responding both to COVID and the military coup and ongoing political violence in Burma, expanded its prayer network.

The Stillman Association held two virtual meetings this year. The Fall Gathering (11/13/21, 21 in attendance) was blessed by a panel of pastors speaking about ministry during COVID. The Spring Meeting (4/9/22, 28 in attendance) was blessed by a presentation on trauma and peacemaking by Rev. Dr. Daniel Buttry, the retired Global Consultant for Peace and Justice at International Ministries. His work has taken him to Ukraine, and he urged us to pray for Ukraine Evangelical Theological Seminary.

Congregational News

- ◇ First Baptist Arlington and First Baptist Bedford are still in the pastoral search process. Interested candidates should contact Rev. Loretta Saint-Louis.
- ◇ First Baptist Church Newton welcomed Rev. Jana Yeaton as their 23rd minister (4/3/22).
- ◇ Union Church of Waban (UCC/ABC) welcomed Rev. Wendy Vander Hart as Interim.
- ◇ West Acton Baptist installed Rev. Leah Goodwin as their pastor (3/20/22).
- ◇ First Baptist Weston will be closing in June 2022. We honor their 233 years of ministry.

At the Spring Meeting elections, Rev. John Odams became Moderator; Rev. Jana Yeaton, Vice Moderator; Kathie Zeman, Clerk; Rev. Leah Goodwin, Chair of the Ordination Committee; and Rev. David Jun, Chair of the Nominations Committee.

My work continues in supporting Stillman pastors and churches, providing referrals, strengthening their relationship with TABCOM, and helping the Stillman Association itself. In the year ahead I will be asking the Executive Committee for help in creating a monthly meetings for pastors.

Submitted with faith and hope,
Rev. Loretta Saint-Louis
Association Resource Coordinator
617-835-6767, StillmanArc@gmail.com

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Haitian Liaison 2021 Annual Report

My ministry as the Haitian Liaison continues for the most part to be alongside the ministry of the Haitian American Baptist Ministers Association (HABMA) under the leadership of Rev. Daniel Auguste.

The 2021 year was a tough one for all of us due to COVID. I participated in some HABMA meetings virtually and shared the TABCOM Notes and Half Notes and any other relevant information about TABCOM. We encourage one another with the Word of God and prayer during our virtual meetings.

I hope to be able to help a bit more in the coming year.

Rev, Veronique Lapaix
Eglise Baptiste Eben Ezer

Portuguese Liaison 2021 Annual Report

The year of 2021, as we know, apparently was not much different from the previous year, in regard to the difficulties and limitations that the pandemic had imposed upon our churches by the problematic and challenging circumstances and the official regulations.

Like many other Christian ministries, most of our Brazilian churches continued to operate on a survival mode. It seems that no significant recovery has taken place yet.

So, because of these remaining difficult times, we have no major activity in our community to report for 2021. There was no request from TABCOM's office to me to provide information or to help and intervene in any particular situation involving our community. We didn't hold any meeting. My activities were mostly limited to personal contacts with members of our community, either in person or via social media.

As far as our Brazilian community is concerned, I was also involved with the activities of the Portuguese-Speaking Caucus. Another form of activity was my involvement with the Massachusetts Baptist Multicultural Ministries (MBMM) that involves the Brazilian community, among other ethnic groups within TABCOM. Through MBMM I'm also serving the Brazilian community.

I am thankful to God and TABCOM for the opportunity I've had to serve in this Liaison ministry so far. Please remember to keep our Brazilian community of pastors and churches in your prayers.

In the love of Christ, the present report is humbly submitted.

Rev. Dr. Dalton H. Said
April 19, 2022

Deaf & Hard of Hearing Ministry 2021 Annual Report

This past year, like the one before, was significantly influenced by the pandemic however, God was still at work and the following bullet points will help you understand what's been going on in Deaf ministry under the umbrella of TABCOM.

- ◇ Two remote consultations with local churches considering starting a sign language ministry.
- ◇ Updated regional directory of local churches with either Deaf leadership or interpreters.
- ◇ Monthly discipleship with a Deaf Blind woman in the Boston area.
- ◇ Offered four meetings for a Community of Learning for Christian interpreters, focusing on interpreting lyrics to worship music, finger-spelling, cochlear implants and improving receptive skills.
- ◇ Monthly remote prayer meetings via Zoom lead by Deaf leaders, in ASL.
- ◇ Co-lead a fall workshop with Sarah Vaughn Smith on interpersonal skills for Deaf ministry.

Like everyone else, I switched from having in person events to the use of Zoom, which is a mixed blessing. There is always a risk of technical problems making it frustrating, but also making it possible to still have events. I am grateful for the technology, difficulty and all!

I started a six-month sabbatical in March and in September, will reassess and decide what to do going forward. I am considering writing a book about what you don't learn in college or workshops but are needed to sustain longevity in Deaf ministry.

Thank you for praying. Please get in touch with me if you have any questions.

Respectfully Submitted,
Anne Freeman
Coordinator

AnneFreeman14@gmail.com, (617) 447-5477

Missions and Elder Ministry 2021 Annual Report

Due to ups and downs with COVID- I have done a good bit of my work remotely in 2021. This is not only based upon Covid concerns, but also on a rhythm that I would like to get into for my regular work life. Going forward, I plan to use the quieter time of the winter to focus on projects that are difficult for me to complete when I am scheduling lots of church visits (which are generally happening in the spring, summer and fall).

Here are the main projects which we have accomplished or were in process for 2021-22.

MISSIONS

Continued “traveling “ virtually by participating in IM virtual Mission Trips. These trips are an excellent way for people to travel, get connected and experience short term international missions without even leaving their homes!

Organized and Implemented another successful virtual Missionworks Conference in Oct of 2021.

Rev. David Wright delivered an enlightened key note address. We had numerous workshops and visiting global servants along with moving musical worship from various TABCOM churches.

Continuing to work via Zoom with Rev. June Cooper’s newly formed coalition -Faith Leaders for Housing Justice. This interdenominational group is becoming more formed, and we are beginning to start some outreach projects which will take place in and around the city of Boston. More news to come on this!

Continuing my work via Zoom with the Interfaith Anti Racism clergy group. Group of clergy and rabbis who have been meeting for almost 2 years via Zoom every Wednesday. I have very exciting news on this one. The Miller Center at Hebrew College has reached out to our group and offered to support us in our work. More news to come on this as well but it will mean that we will have foundational support for expanding our offerings which will possibly mean some writing projects and maybe even starting a podcast!

Pastor Temp Check Phone Calls.

I plan to take this year to work the phones in a way that I have not previously done. My goal is to call every pastor from all of our churches and check in to find out what is needed for us to serve them in TABCOM Missions and Elder ministry. I have already done a number of these calls and the first one resulted in TWO new Mission Advocates who have joined our team! That is one of the main things that I will be letting the pastors know about - is the mission advocate program and asking that they suggest a member of their church to become a part of our mission advocate team.

ELDER MINISTRY

TABCOM Elder Ministry Tech Angels

I will continue to follow up with churches and let them know that we have funding in our Elder Ministry budget to help connect older members who need help with technology. We

have provided THREE GRANTS to TABCOM member churches to accommodate older members who could not participate in Zoom offerings because they did not have the proper equipment.

Writing Your Life Workshop a Big Success!

Many thanks to the good people at West Acton Baptist Church for helping me launch the pilot program of “Writing Your Life” under the umbrella of TABCOM ELDER MINISTRY.

We had a regular group of six participants, who all have started a memoir project, which will be a gift to their family and friends. We learned a number of different techniques for recording our life stories, including photo stories, story prompts and art journaling. We were visited on two occasions by guest instructors, author and personal historian Marjorie Turner Hollman and art journal expert Rabbi Valerie Cohen. The richness that we experienced in sharing our personal joys, challenges and life experience was a blessing indeed.

Our group has agreed to continue meeting on a monthly basis to support and encourage one another to continue this important work.

We also discussed how helpful this method of sharing can be for the growth of the church, both by strengthening bonds within the current congregation, and by inviting others from outside our churches into our church communities to share in this way.

I am looking for the NEXT GROUP to start on this journey.

Pastors, church leaders, mission minded and elder ministry minded folks:

I am happy to visit your church (via Zoom) to lead this SIX WEEK workshop experience. It is FREE for your church as part of my work with TABCOM Elder Ministry.

Elder Ministry mailing to older members and retired clergy.

As I did last winter, I am putting together an inspirational message to mail out to retired clergy and all older folks whose pastors are requesting that I add them to my Elder Ministry distribution list. This will be another thing that I will be addressing during my Pastor check ins over the phone.

In addition to these core projects which I will be focusing on over the next few months, I will continue to do my regular duties, of writing pieces for our TABCOM Notes, interviewing folks for our TABCOM voices radio broadcast, participating in our weekly TABCOM staff meetings, and assisting with planning and implementing various programming to support our churches.

Respectfully submitted, Rev. Christine Keddy
TABCOM Director of Missions and Elder Ministry Coordinator keddy@tabcom.org
508-498-5052

School of Ministry 2021 Annual Report

2021 was a year for highlights and new initiatives for the TABCOM School of Ministry (SoM).

- ◇ Our largest enrollment ever...over two dozen.
- ◇ Largest graduating class...7.
- ◇ Overcame the challenging effects of COVID to remain on schedule with our students and curriculum.
- ◇ Expanded our leadership team with the addition of extremely competent and dedicated pastors and laity: Rev. Esther Pearson, Minister Ken Whitson, Rev. Cheryl Harris, Mr. Kevin Porter, Min. Cheryl Moore, Mrs. Doreen Mayer and Rev Ryan Bradley! Four of whom are SoM graduates!
- ◇ Re-conceptualized our offerings to include specific ministry callings in addition to general equipment.
- ◇ Started our second decade of service...one of TABCOM's longest running programs!
- ◇ Refined our ongoing three-year curriculum: Year of Foundations, Communication, Leadership.

If you have felt the tug of the Lord to deepen your calling either pastorally or as a better equipped lay person, feel free to contact Rev Tony Pappas (508-272-8822) or Mrs. Doreen Mayer (508-237-6998) to discuss this exciting opportunity.

--Submitted by Tony Pappas

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Commission on Ordained Ministry Report 2021-2022

Reporting: Rev. Adrienne R. Berry-Burton, COOM Chair | June 2021 – May 2022

Committee on Ministerial Preparation: Rev. Diane Badger, Chair

Ministerial Standing Committee: Rev. Barbara Jean, Chair

COOM Coordinator: Rev. Diane Badger, Coordinator

Committee Members Ministry Preparation: Rev. Diane Badger, Chair, Rev. Paula Alexander, Rev. John Bio Asante, Rev. Adrienne Berry-Burton, Rev. Barbara Headley, Rev. David Lee, Rev. Nathaniel Smith, Rev. Johnny Wilson and Rev. Anita Farber Robertson, Watch Care.

Ministerial Standing Committee: Rev. Barbara Jean, Chair, Rev. Marlene Gil, Rev. Leah Goodwin, Rev. Mar Imsong, Mr. Richard Jefferson, Rev. Dr. Mary Day Miller, Executive Minister, Rev. Catherine Miller, Rev. Jay Mulligan, and Rev. Sheila Sholes-Ross

*And how are they to proclaim him unless they are sent? As it is written,
“How beautiful are the feet of those who bring good news! Romans 10:15*

It has been a pleasure to work with the members of the COOM to advance the Christ centered profession of ordained ministry. It is our charge and our honor to assist those who are called to ordain minister, and to help our congregations receive the best candidates who will serve worthily as disciples of Christ. Standards have been advanced and the process of confirming records is ongoing. The commission has a brand new coordinator in the person of Rev. Diane Badger. Candidates and churches have been contacted, and records have been updated for a clearer picture and better service. Rev. Ellen Tatreau retired and Rev. Anita Farber Robertson agreed to enter the role of shepherding the candidates and ministers fulfilling the Watch Care process. We continue to affirm The Ministers Council of the American Baptist Churches Code of Ethics. We are asking anyone who seeks to preach or lead in a TABCOM church to sign the Code of Ethics and meet our written standards for ordained ministry. Faith, excellence and compassionate service go hand in hand.

This year we met the challenge of creating a course for candidates in need of the Church Administration course when one was not accessible through the colleges. It was used this year as a directed study. We are acknowledging the process for persons whose Call leads them to formal chaplain positions and how COOM can support their process in answering that professional call.

This has continued to be a year of challenges and new ways of being in service together. Electronic video calls continued to reach across regions and associations as we serve together. From June 2021 to May 2022 the committees have worked with 14 candidates and their supporting congregations, along with the TABCOM church associations. There is a diversity of candidates that mirrors our region’s population and many cultures. The faith, congregational experiences, creativity and academic training of each successful candidate speaks well of our future as a very bright promise. I have a great appreciation for the commitment of these leaders and volunteers, and the many shared years of faith and knowledge.

In the Joy of the Lord,
Rev. Adrienne Berry-Burton

TABCOM MISSIONWORKS 2022

MISSIONWORKS

COMING SOON

GROTONWOOD



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