

SOUTHERN BAPTISTS OF TEXAS CONVENTION

2019 BOOK OF REPORTS



Elected Convention Officers

Juan Sánchez, President
Josh Crutchfield, Vice President
Joyce McKinley, Secretary

Executive Board Officers

Danny Forshee, Chairman
Mark Hogan, Vice Chairman
Damon Halliday, Secretary

Future Annual Meeting Dates & Locations

November 9-10, 2020 - Hyde Park Baptist Church, Austin
November 8-9, 2021 - Flint Baptist Church, Flint

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The Annual Meeting of the Southern Baptists of Texas Convention is funded by the Cooperative Program gifts of SBTC churches.



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Joe Davis, Chief Financial Officer

Mike Gonzales, Director of SBTC En Español

Doug Hixson, Director of Missions & Church Planting

Gary Ledbetter, Director of Communications & Ministry Relationships

Kenneth Priest, Director of Convention Strategies

Shane Pruitt, Director of Evangelism

Tony Wolfe, Director of Pastor/Church Relations

Mark Yoakum, Director of Church Ministries

ASSOCIATE MINISTRY STAFF

Dan Acharya, Missions

Chuy Ávila, Church Planting

Dave Carroll, Worship/Technology

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Lance Crowell, Church Ministries

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Jason Lankford, Church Planting

Bruno Molina, Language Evangelism

Joshua Owens, Communications

Scottie Stice, Disaster Relief

Richard Taylor, Personal Evangelism & Fellowships

Mitch Tidwell, Collegiate Evangelism

Garrett Wagoner, Student Evangelism

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Missional Ministries

Missions & Church Planting

Church Planting
Church Planting
Church Planting
Church Planting
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Reach Austin Strategist
Reach El Paso Strategist
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Reach Rio Grande Valley Strategist

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Jason Crandall
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Evangelism

Disaster Relief
Disaster Relief
Prayer Ministry
Women's Prayer Catalyst

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Church Ministries

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Senior Adult Ministry
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Field Ministry Strategist

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Supporting Ministries

Communications

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*Consultants and specialists are independent contractors.

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CONSTITUTION AND BYLAWS

Constitution

Preamble

To preserve and make secure the fundamental principles of our faith, to protect our doctrinal integrity and denominational unity, to ensure that the Convention conducts its business in an orderly and democratic manner under the Lordship of Christ and to set forth the relationship of the Convention with other bodies, we do hereby establish this Constitution and Bylaws.

We do moreover declare that whereas the Bible is the only foundational document for the defining rules of faith and practice that should be inherent in a Bible-based organization, the Constitution and Bylaws exist merely as a written document that provides a foundation and a framework for the application of these rules to the administration of this body. If in any point they are found to be inconsistent with or contrary to the Word of God, they are, in that point, null and void.

Article I. Name

This body shall be known as Southern Baptists of Texas Convention, (the Convention).

Article II. Mission Statement

The Convention exists to facilitate, extend, and enlarge the Great Commission ministries of the Southern Baptist Convention and the Southern Baptist churches and associations in Texas, upon the authority of God's inerrant Word, to the glory of God the Father, under the Lordship of Jesus Christ, and by the empowerment of the Holy Spirit.

Article III. Doctrinal Statement

The Baptist Faith and Message, adopted in 2000 by the Southern Baptist Convention, shall be the doctrinal statement for the Convention.

Article IV. Affiliation

Section 1 Affiliation Qualifications

The Convention will only allow a church to affiliate if the church: (a) Affirms the doctrinal statement of the Convention, (b) consents to work within the framework of the Constitution and Bylaws, (c) cooperates with the work of the Convention, (d) affirms the office of pastor to be limited to men, (e) does not act to affirm, approve, or endorse the practice of homosexuality, as evidenced by actions including but not limited to the licensure or ordination of homosexuals, marriage or blessing of homosexual relationships, and endorsing homosexuality as acceptable lifestyle, and (f) does not engage in or encourage any other practice or conduct deemed to be inconsistent or contrary to the doctrinal statement of the Convention.

Section 2 Method of Churches Becoming Affiliated

A. Any Baptist church in Texas desiring affiliation with the Convention shall complete an affiliation application affirming that it meets and

intends to continue to meet the Affiliation Qualifications, and shall make an initial contribution to the Cooperative Program through the Convention. The application form and contribution must be received at the Convention office at least ninety (90) days prior to the annual meeting in order to have the messengers seated that year.

- B. All churches having submitted an affiliation form shall be examined by the Credentials Committee as to their qualifications. The Credentials Committee may recommend affiliation status to the Executive Board or the annual session of the Convention. All churches receiving an affirmative majority vote shall be welcomed to affiliation.

Section 3 Representation at Meetings of this Body

- A. Each affiliated church shall be entitled to ten messengers to any meeting of the Convention.
- B. Messengers shall only vote in person.
- C. A messenger's status as a messenger and as a member of the Convention corporation shall exist only during the session of any meeting of the Convention to which the messenger has been appointed by the messenger's church and is seated by the Convention.

Section 4 Termination of Affiliation

Any affiliated church may withdraw from this body at its discretion. An affiliated church may be removed from the Convention by majority vote of the Executive Board or of the messengers at an annual session of the Convention after the following process is completed: (a) The church has received written notice of the matter prompting the Executive Board's consideration of removal and (b) The Credentials Committee has attempted to resolve the matter by meeting with the pastor and/or leaders of the church.

Article V. Relationships

Section 1 General Relationships

The Convention declares that it fraternally cooperates with and supports the work of the Southern Baptist Convention and its entities. As a demonstration of this cooperation, the Convention promotes giving through the Cooperative Program and serves as a conduit for the distribution of Cooperative Program funds given by cooperating churches.

Section 2 Individual Relationships

The Convention welcomes individuals who are members of non-affiliated churches to attend any of its general meetings. Such individuals may attend, but not vote, and may speak to business matters only at the discretion of the presiding officer.

Section 3 Institutions and Ministries

The Convention may recognize a Baptist institution or ministry as a related ministry or may enter into a relationship with a Baptist institution or ministry through an affiliation agreement. The Convention Executive Board shall set the terms of any agreement. The Executive Board may

grant non-voting, ex-officio representation on the Convention Executive Board to affiliated institutions.

Article VI. Meetings

The Convention shall meet at least annually at a time and place designated by the messengers. No other notice of the annual meeting shall be required. A special meeting may be called by two-thirds vote of the Executive Board. Notice of a special meeting and its purpose or purposes shall be published by the Executive Board in the official publication of the Convention at least thirty (30) days prior to the meeting.

Article VII. Eligibility for Service

Only one who is a member of a church affiliated with the Convention shall be eligible to serve as an officer or ministry employee, or on the Executive Board or a committee, or in any other capacity called for or permitted by the Constitution or Bylaws.

Article VIII. Officers, Executive Director and Other Employees

Section 1 Officers

- A. The elected officers of this Convention shall be a President, a Vice-President and a Secretary.
- B. The officers shall be elected annually by the messengers of the Convention and shall hold their respective offices until the end of the annual session at which their successors are elected. If no nominee for an office receives a majority of the votes of the messengers present a run-off election shall be held between those two nominees receiving the greatest number of votes.
- C. No person may serve in the same elected office of the Convention for more than two (2) consecutive years.
- D. In the event of the resignation, removal, death or a disability that would hinder the President from fulfilling the responsibilities of the office, the Vice-President shall automatically become President.
- E. In the event the Vice-President becomes the President, as provided above, or in the event of the resignation, removal, death, or disability of the Vice-President or Secretary, the Executive Board may elect a person to fill the office temporarily or until the expiration of the unexpired term.

Section 2 Executive Director and Other Employees

- A. The Executive Director shall be the chief executive of the Convention.
- B. The Executive Director shall be selected and employed by the Executive Board and receive remuneration as determined by the Executive Board.
- C. The Executive Director shall supervise and administer all of the affairs of the Convention and all of its activities and shall represent and carry out the policies of the Convention and its Executive Board.
- D. The Executive Board shall have the authority to elect or employ other ministry personnel as deemed necessary by the body.

Article IX. Boards, Trustees, and Committees

Section 1 Authority

The messengers shall have the authority (a) to authorize the creation of legal entities to fulfill the Convention's purposes, (b) to create committees and (c) to establish relationships or authorize the Executive Board to establish relationships with other Baptist institutions or ministries, and other Baptist general bodies.

Section 2 Convention Election

Any person the Convention is entitled to elect to manage and direct the affairs of another entity, to carry out relationships, or to be a member of any committee other than the committees or subcommittees of the Executive Board, shall be elected by the messengers, unless otherwise provided in the Constitution and Bylaws, or by specific direction of the messengers.

Section 3 Simultaneous and Repetitive Service

- A. No person shall serve simultaneously on the Executive Board, the Committee on Committees, Committee on Nominations, a Standing Committee, a Procedural Committee, an affiliated entity board or a subsidiary board unless otherwise provided in the Constitution and Bylaws. Election to a Convention office shall not cause the Convention officer to forfeit his or her position on any of the above.
- B. No person who has served two terms on the Executive Board shall be eligible to serve another term until an interval equal to one-half (1/2) the number of consecutive years served has elapsed. A member who has served a portion of a term shall be considered to have served a full term. No person who has previously served on any committee shall be eligible to serve on the Executive Board, the Committee on Nominations, a Standing Committee or a Procedural Committee until an interval equal to one-half (1/2) the number of consecutive years served on the previous body has elapsed.

Section 4 Conflict of Interest

No salaried employee of this Convention shall be eligible for service as a member of the Executive Board or any committee of the Convention except as may be provided in the Constitution and Bylaws. No person shall be eligible to serve to manage and direct the affairs of another entity, to carry out relationships, or to be a member of any committee if that service would create a conflict of interest. When such conditions become applicable, that person shall be considered as having resigned and the vacancy may be filled in accordance with established Convention procedure.

Article X. Parliamentary Authority

The parliamentary authority of the Convention shall be Robert's Rules of Order (latest revised edition).

Article XI. Amendments

Amendments require a two-thirds (2/3) vote of the messengers present at two consecutive annual meetings. Any proposed amendments must

be either submitted in writing to the Convention one year before being voted on, or recommended by the Executive Board and published in the official publication of the Convention ninety (90) days prior to the annual Convention session.

Article XII. Quorum and Voting

The quorum for conducting business during the annual or any special meetings of the Convention shall be twenty-five percent (25%) of the registered messengers. The vote of the majority of the registered messengers present shall be the act of the Convention unless the vote of a greater number is required by law, the Certificate of Formation, or the Constitution or Bylaws.

Bylaws

Article I. Duties of Officers

Section 1 President

- A. The President shall be an ex-officio member with the right to vote on the Executive Board and all Convention committees.
- B. The President shall appoint members to serve on the Annual Convention Committees as outlined in Article III, Section 5 of these Bylaws.
- C. The President shall appoint members to the Committee on Committees as outlined in Article III, Section 1 of these Bylaws.
- D. The President, assisted by the Vice-President, shall preside over the annual session of the Convention.

Section 2 The Vice-President

- A. The Vice-President may, in the absence of the President, or when requested by the President, preside over the meetings of the Convention and shall perform other duties requested by the President and may act in his stead with the full privileges of his office.
- B. The Vice-President shall serve on the Credentials Committee as outlined in Article III, Section 4, Paragraph A of these Bylaws.

Section 3 Secretary

- A. The Secretary shall receive copies of motions offered for consideration at the annual session of the Convention, attest the signatures of the officers and execute any certifications as required.
- B. The usual duties of recording the minutes of meetings of the Convention shall be performed by an employee designated by the Executive Director.
- C. The Secretary shall serve on the Credentials Committee as outlined in Article III, Section 4, Paragraph A of these Bylaws.

Article II. Executive Board

Section 1 Membership

- A. The Executive Board shall be composed of forty-four (44) elected members plus the President, Vice-President, and Secretary who

shall serve ex-officio with the right to vote, and the Executive Director who shall serve ex-officio without the right to vote.

- B. A minimum of one-fourth (1/4) of the elected members shall be persons whose employment is not church or denominational related. One-fourth (1/4) of the elected membership shall be made up of individuals who upon their election are members of a church whose membership does not exceed 400.
- C. The elected membership of the Executive Board will be based on both geographical and numerical considerations.
- D. The state will be divided into four (4) geographic areas by a line running east and west from the SE corner of the New Mexico Texas border to the Louisiana border just south of Nacogdoches and a line running north and south from the Oklahoma border just east of Wichita Falls to just east of Corpus Christi. (as shown on exhibits A-1 and A-2) Representation by geographic area shall be based on the elected board member's resident church membership.
- E. Each of the four (4) areas will have no fewer than five (5) representatives among the Executive Board's elected membership.
- F. Vacancies on the Executive Board shall be filled by the messengers constituting the Convention in session.

Section 2 Term of Office

The term of office for the members of the Executive Board shall be for four (4) years with no member being allowed to serve more than two (2) consecutive terms.

Section 3 Meetings

- A. The Executive Board shall hold three regular meetings each as determined by the Executive Board. The Executive Committee may call a special meeting of the Executive Board upon giving at least seven (7) days' notice of the time and place to each member of the Executive Board. Notice may be given by US mail, e-mail, or fax.
- B. The Executive Board may hold meetings by using conference telephone or similar communications equipment which permits each person participating in the meeting to communicate with all participants.

Section 4 Quorum and Voting

A number equal to one-half (1/2) of the voting members of the Executive Board shall be considered a quorum for the transaction of business. The act of a majority of the voting directors present in person shall be the act of the Executive Board unless the Business Organization Code, the Constitution or Bylaws requires the act of a greater number.

Section 5 Duties

- A. The Executive Board shall be the fiduciary, fiscal and executive agency of the Convention.
- B. The Executive Board is empowered to act for the Convention in all areas of the Convention's work between sessions of the Convention, but may not act contrary to or reverse any action of the Convention, except as otherwise provided in these Bylaws.

- C. The Executive Board shall make a report of the work of the Convention at its annual session.
- D. The Executive Board shall have the authority to enter into, modify, and terminate affiliation agreements with third parties which advance the purposes of the Convention, not inconsistent with the directions of the messengers.
- E. The Executive Board shall recommend the annual budget to the annual session of the Convention. The Executive Board shall have the authority to reduce or eliminate allocations to third parties contained in the annual budget approved by the messengers when, in the Executive Board's judgment, circumstances arising after the messengers have approved the annual budget warrant that action. Any exercise by the Executive Board of this authority shall be reported to the next annual session of the Convention.
- F. The Executive Board shall have the responsibility of locating and employing the Executive Director. The Executive Director shall be accountable to the Executive Board for his actions and direction of the day-to-day operation of the Convention. The Executive Board shall also have the authority to terminate the Executive Director.
- G. The Executive Board shall also have the authority to terminate any Executive Board member, officer, or appointed or elected committee member after the individual has received written notice of the conduct prompting consideration of termination and the individual has been given reasonable opportunity to prepare for a meeting of the Executive Board. Such termination shall be by a majority vote of the Executive Board members in attendance at such meeting. Reasons may include, but are not limited to:
 1. Failure to adhere to and uphold the principles set forth in the doctrinal statement as laid out in the Constitution and Bylaws.
 2. Repeated and continuing indications of neglect or incompetence in the performance of duties, including consistent failure to attend meetings.
 3. Failure to comply with official directives and established regulations of the Convention;
 4. Immorality, use of illegal drugs, or use of alcohol as a beverage;
 5. Conviction of any felony or other crime involving moral turpitude;
 6. Any other conduct that would bring public reproach upon the Convention.

Section 6 Officers

- A. The Executive Board shall elect a Chairman, a Vice-Chairman, and a Secretary.
- B. The Officers shall be elected by the Executive Board at its first meeting following the annual meeting of the Convention.
- C. The Officers shall serve for no more than two (2) consecutive years.
- D. Should a vacancy occur, the Executive Board shall fill the office at its next meeting.

Section 7 Executive Committee

- A. The Executive Board shall have an Executive Committee composed of the Chairman, the Vice-Chairman and the Secretary of the Executive Board, the President, and all of the chairmen of the Executive Board's subcommittees.
- B. The Executive Director of the Convention shall serve as a non-voting ex-officio member of the Executive Committee of the Executive Board.
- C. The Executive Committee shall act for the Executive Board ad interim, but may not act contrary to or reverse any action of the Executive Board.
- D. The Executive Committee shall have the power to suspend the rights and privileges of officers, Executive Board members or committee members pending a determination of whether removal is appropriate as provided in the applicable section of these Bylaws.

Section 8 Subcommittees

- A. The Executive Board shall have the authority to divide itself into subcommittees for the purpose of carrying out its business.
- B. Each subcommittee may meet as needed to accomplish its tasks as assigned by the Executive Board and shall be responsible to the Executive Board for final approval and execution of any and all of its tasks.

Section 9 Ineligibility Due To Relocation

Should any elected member move resident church membership from the geographical area which the member represented when elected to the Executive Board, the member shall be considered to have resigned and must be off the Executive Board for a period of one year before being considered to represent his/her new area.

Article III. Committees

Section 1 Committee on Committees

- A. The Committee on Committees shall be composed of twelve (12) members.
- B. Committee on Committees members shall serve for a period of four (4) years or the completion of an unexpired term. The four-year (4) terms shall be staggered such that each year the President shall appoint one-fourth (1/4) of the membership of the committee and fill such vacancies as may occur.
- C. The Committee on Committees shall bring to the Convention in annual session nominees to fill the vacancies on the Committee on Nominations. The Committee on Committees shall make its recommendations to the Convention in the form of a motion to elect those persons it recommends to the Committee on Nominations. The motion may be amended but no messenger shall be allowed to propose more than one (1) person at a time for election. When adopted by the Convention, the motion of the Committee on Committees, as amended, shall constitute the election of persons named in the motion to their respective terms of office.

- D. The Committee on Committees shall not recommend a fellow committee member or the member's spouse or a member of the previous year's Committee on Committees or the member's spouse.
- E. The Committee on Committees shall nominate the chair of the Committee on Nominations to be designated by the Convention.

Section 2 Committee on Nominations

- A. The Committee on Nominations shall be composed of twelve (12) members.
- B. The Committee on Nominations members shall serve for a period of four (4) years or the completion of an unexpired term. The four-year (4) terms shall be staggered such that each year the Committee on Committees shall nominate one-fourth (1/4) of the membership of the Committee on Nominations and fill such vacancies as may occur.
- C. The Committee on Nominations shall bring to the Convention in annual session, nominees to fill the vacancies on the following:
 - 1. the Executive Board
 - 2. any person the messengers are entitled to elect to manage and direct the affairs of another entity or to carry out relationships.
 - 3. all standing committees and procedural committees of the Convention.
- D. The Committee on Nominations shall make its recommendations to the Convention in the form of a motion to elect those persons it recommends for specific terms of office. The motion may be amended but no messenger shall be allowed to propose more than one (1) person at a time for election office. When adopted by the Convention, the motion of the Committee on Nominations, as amended, shall constitute the election of persons named in the motion to their respective terms of office.
- E. The Committee on Nominations shall not recommend a fellow committee member or the member's spouse or a member of the previous year's Committee on Nominations or the member's spouse for a first term on any entity.
- F. The Committee on Nominations shall nominate the chair of each standing and procedural committee to be designated by the Convention.

Section 3 Standing Committees

- A. The standing committees of the Convention may include but are not limited to the following committees:
 - 1. Missions
 - 2. Evangelism
 - 3. Church Ministries
 - 4. Texas Ethics and Religious Liberty
 - 5. Minister/Church Relations
- B. The Executive Board shall be responsible for reviewing, revising, removing or establishing any and all standing committees of the Convention and shall maintain duties for each committee in an operations manual to be kept in the Convention office.

- C. The following provisions shall apply to all committees listed in this section and the following section of the Bylaws:
1. Committee members shall be appointed to four-year (4) terms of service or to complete an un-expired term.
 2. All committees shall meet at least once per year, or at such other times as needed to carry out their assigned duties. Meetings may be held via conference call or other such telecommunication alternatives.
 3. If the Convention hires a ministerial staff member whose responsibilities include the work of a standing committee, those committees shall transition into an advisory committee, responsible to advise the staff member in his ministry and make an annual report to the Executive Board or the annual session of the Convention.
 4. Special Provisional Clause – If new committees are formed, membership shall be established in staggered terms.

Section 4 Procedural Committees

The Convention shall have two Procedural Committees:

- A. The Credentials Committee shall be composed of the Vice-President and the Secretary plus four (4) persons one of whom shall be designated as chairman of the committee by the Committee on Nominations. The Credentials Committee will be responsible for examining all submitted forms from churches desiring affiliation. The committee shall decide any questions concerning the eligibility of any messenger in keeping with the provisions of this Constitution and Bylaws. Any question arising on the floor concerning the seating of messengers shall be referred to this committee for consideration and the committee shall report the committee's decision back to the Convention.
- B. The Committee on Order of Business shall consist of eight (8) members. This committee shall meet as many times as necessary for the complete planning and confirming of the annual program. This committee shall provide time for all business, for the reports of the general phases of the work of the Convention and for full discussion of each report. This committee shall be responsible for receiving all motions from the floor of the Convention, evaluating the motions for parliamentary validity, and either assigning the motion to a standing Convention committee or the Executive Board for action, or scheduling the motion for a Convention business session for discussion and vote. This committee shall recommend to the Convention the date and place of the annual session three (3) years in advance. Also, it shall recommend the presenter of the annual message and his alternate one (1) year in advance. This committee is also authorized to select a guest speaker for the Convention three years in advance. This committee shall work with the Executive Director and Chief Financial Officer/Treasurer to reserve the meeting facilities for the annual session. This committee shall also make any other preparations for facilities and equipment to prepare for the annual session.

- C. Any vacancies on these committees may be filled for the unexpired term by the Executive Board.

Section 5 Annual Convention Committees

- A. The Registration Committee shall consist of a chairman and four (4) other members appointed by the President prior to the annual session. This committee shall register all messengers duly qualified according to this Constitution and Bylaws and certify the number of messengers and visitors at each annual session.
- B. The Resolutions Committee shall consist of eight (8) persons and shall be appointed by the President at least two months prior to the annual session. This Committee shall be responsible for establishing an appropriate time limit for receiving all proposed resolutions, scheduling the resolution for a business session of the Convention, or rejecting the resolution. In the case of a rejected resolution, the person submitting the resolution will be provided a reason why the resolution was rejected.
- C. The Tellers Committee consisting of twelve (12) persons shall be appointed by the President two months prior to the annual session. It shall be responsible for the tabulation of all ballots.

Article IV. Financial Considerations

Section 1 Chief Financial Officer (CFO)/Treasurer

- A. The Executive Board shall have the responsibility of securing a CFO/Treasurer for the Convention.
- B. The CFO/Treasurer will be an employee of the Convention responsible to the Executive Director and the Executive Board.
- C. The CFO/Treasurer shall receive remuneration commensurate with the duties and responsibilities assigned to that office by the Executive Director or the Executive Board.

Section 2 Funds

- A. All funds contributed to the Convention shall be placed in their respective accounts – either designated or undesignated – under the general oversight of the CFO/Treasurer, Executive Director, and the Executive Board for accounting, receipt and disbursement.
- B. The formula for disbursement shall be governed by the annual budget approved at the annual session of the Convention and the Business and Financial Plan of the Convention.
- C. All other funding matters shall be governed by the Business and Financial Plan of the Convention.

Section 3 Reimbursement

- A. All officers and members of the committees, boards, trustees, and entities of the Convention will serve on a volunteer basis and therefore will not be compensated for their service.
- B. Expenses for travel in association with their service may be reimbursed as provided in the annual budget, provided an itemized accounting of the said expenses along with appropriate receipts are submitted in a timely manner to the CFO/Treasurer.

Section 4 Fiscal Year

The fiscal year of the Convention shall begin January 1st and end December 31st of each year.

Section 5 Audit

- A. The CFO/Treasurer shall provide for an annual audit of the financial records of the Convention of the preceding year.
- B. The audit will be done by an agency outside the Convention.

Section 6 Debt

Believing that God will provide for all of the needs of the Convention in His perfect time and according to His good will and pleasure, the Convention will not incur any debt.

Article V. General Provisions**Section 1 Convention Year**

The Convention year will begin and end at the closing of the annual session each year.

Section 2 Autonomy

Recognizing the autonomy of other bodies, the Convention will exert no authority over any church, association, or convention. The term "affiliate" is not used in the Convention's governing documents or otherwise as that term is defined in the Texas Business Organizations Code. The use of the term "affiliate" by the Convention in no way intends to suggest that the Convention claims or exercises control over a church, association, or convention. As a matter of polity, this Convention has no right to and shall not exercise any control whatsoever over a church, association, or convention. Further, this Convention, as a matter of polity, insists that this Convention is also autonomous, being subject only to the control of its messengers.

Section 3 Historical

The Convention shall provide for collection and storage of historical documents and other significant articles to chronicle the formation and on-going operation of this body.

Article VI. Amendments

These Bylaws may be amended by a two-thirds (2/3) vote of the messengers present at any session of any regular annual meeting of the Convention provided the proposed amendment was submitted in writing one (1) year before being voted on, or provided the amendment was recommended by the Executive Board and published in the official Convention paper ninety (90) days prior to the annual Convention session.

Exhibit A-1



Exhibit A-2

**SOUTHWEST
QUARTER**

Atascosa	Lampasas
Bandera	LaSalle
Bee	Live Oak
Bexar	Llano
Blanco	Loving
Brewster	McCullough
Brooks	McMullen
Brown	Mason
Burnet	Maverick
Cameron	Medina
Coke	Menard
Coleman	Midland
Comanche	Mills
Comal	Nueces
Concho	Pecos
Crane	Presidio
Crockett	Reagan
Culberson	Real
Dimmit	Reeves
Duvall	Runnels
Ector	San Patricio
Edwards	San Saba
El Paso	Schleicher
Frio	Starr
Gillespie	Sterling
Glasscock	Sutton
Guadalupe	Terrell
Hamilton	Tom Green
Hayes	Upton
Hidalgo	Uvalde
Hudspeth	Val Verde
Irion	Ward
Jeff Davis	Webb
Jim Hogg	Willacy
Jim Wells	Wilson
Karnes	Winkler
Kendall	Zapata
Kenedy	Zavala
Kerr	
Kimble	
Kinney	
Kleberg	

**SOUTHEAST
QUARTER**

Anderson	Jasper
Angelina	Jefferson
Aransas	Lavaca
Austin	Lee
Bastrop	Leon
Bell	Liberty
Bosque	Limestone
Brazoria	Madison
Brazos	Matagorda
Burleson	McLennan
Caldwell	Milam
Calhoun	Montgomery
Chambers	Newton
Colorado	Orange
Coryell	Polk
DeWitt	Refugio
Falls	Robertson
Fayette	San Jacinto
Fort Bend	Travis
Freestone	Trinity
Galveston	Tyler
Goliad	Victoria
Gonzales	Walker
Grimes	Waller
Hardin	Washington
Harris Hill	Wharton
Houston	Williamson
Jackson	

**NORTHEAST
QUARTER**

Bowie	Morris
Camp	Nacogdoches
Cass	Navarro
Cherokee	Panola
Clay	Parker
Collin	Rains
Cooke	Red River
Dallas	Rockwall
Delta	Rusk
Denton	Sabine
Ellis	San Augustine
Fannin	Shelby
Franklin	Smith
Grayson	Somervell
Gregg	Tarrant
Harrison	Titus
Henderson	Upshur
Hood	Van Zandt
Hopkins	Wise
Hunt	Wood
Jack	
Johnson	
Kaufman	
Lamar	
Marion	
Montague	

**NORTHWEST
QUARTER**

Andrews	Dallam	Hall	Lipscomb	Roberts
Archer	Dawson	Hansford	Lubbock	Scurry
Armstrong	Deaf Smith	Hardeman	Lynn	Shackelford
Bailey	Dickens	Hartley	Martin	Sherman
Baylor	Donley	Haskell	Mitchell	Stephens
Borden	Eastland	Hemphill	Moore	Stonewall
Briscoe	Erath	Hockley	Motley	Swisher
Callahan	Fisher	Howard	Nolan	Taylor
Carson	Floyd	Hutchison	Ochiltree	Terry
Castro	Foard	Jones	Oldham	Throckmorton
Childress	Gaines	Kent	Palo Pinto	Wheeler
Cochran	Garza	King	Parmer	Wichita
Collinsworth	Gray	Knox	Potter	Wilbarger
Cottle	Hale	Lamb	Randall	Yoakum
Crosby				Young

PROPOSED CHANGES CONSTITUTION AND BYLAWS

(Additions; Deletions; Moved from existing location;
Moved to a new location; Moved to new location and deleted)

Constitution

Preamble

To preserve and make secure the fundamental principles of our faith, to protect our doctrinal integrity and denominational unity, to ensure that the Convention conducts its business in an orderly and democratic manner under the Lordship of Christ and to set forth the relationship of the Convention with other bodies, we do hereby establish this Constitution and Bylaws.

We do moreover declare that whereas the Bible is the only foundational document for the defining rules of faith and practice that should be inherent in a Bible-based organization, the Constitution and Bylaws exist merely as a written document that provides a foundation and a framework for the application of these rules to the administration of this body. If in any point they are found to be inconsistent with or contrary to the Word of God, they are, in that point, null and void.

Article I. Name

This body shall be known as Southern Baptists of Texas Convention, (the Convention).

Article II. Mission Statement

The Convention exists to facilitate, extend, and enlarge the Great Commission ministries of ~~the Southern Baptist Convention and the Southern Baptist churches and associations in Texas~~ Southern Baptist churches and associations in Texas and the Southern Baptist Convention, upon the authority of God's inerrant Word, to the glory of God the Father, under the Lordship of Jesus Christ, and by the empowerment of the Holy Spirit.

Article III. Doctrinal Statement

The Baptist Faith and Message, adopted in 2000 by the Southern Baptist Convention, shall be the doctrinal statement for the Convention.

Article IV. Affiliation

Section 1 Affiliation Qualifications

The Convention will only allow a church to affiliate if the church: (a) Affirms the doctrinal statement of the Convention, (b) consents to work within the framework of the Constitution and Bylaws, (c) cooperates with the work of the Convention, (d) affirms the office of pastor to be limited to men, (e) does not act to affirm, approve, or endorse the practice of homosexuality, as evidenced by actions including but not limited to

the licensure or ordination of homosexuals, marriage or blessing of homosexual relationships, and endorsing homosexuality as an acceptable lifestyle, and (f) does not engage in or encourage any other practice or conduct deemed to be inconsistent or contrary to the doctrinal statement of the Convention.

Section 2 Method of Churches Becoming Affiliated

- A. Any Baptist church in Texas desiring affiliation with the Convention shall complete an affiliation application affirming that it meets and intends to continue to meet the affiliation qualifications, and shall make an initial contribution to the Cooperative Program through the Convention. The application form and contribution must be received at the Convention office at least ninety days prior to the annual meeting in order to have the messengers seated that year.
- B. All churches having submitted an affiliation form shall be examined by the Credentials Committee as to their qualifications. The Credentials Committee may recommend affiliation status to the Executive Board or the annual session of the Convention. All churches receiving an affirmative majority vote shall be welcomed to affiliation.

Section 3 Representation at Meetings of this Body

- A. Each affiliated church shall be entitled to ten messengers to any meeting of the Convention.
- B. Messengers shall only vote in person.
- C. A messenger's status as a messenger and as a member of the Convention corporation shall exist only during the session of any meeting of the Convention to which the messenger has been appointed by the messenger's church and is seated by the Convention.

Section 4 Termination of Affiliation

Any affiliated church may withdraw from this body at its discretion. An affiliated church may be removed from the Convention by majority vote of the Executive Board or of the messengers at an annual session of the Convention after the following process is completed: (a) The church has received written notice of the matter prompting the Executive Board's consideration of removal and (b) The Credentials Committee has attempted to resolve the matter by meeting with the pastor and/or leaders of the church.

Article V. Relationships

Section 1 General Relationships

The Convention declares that it fraternally cooperates with and supports the work of the Southern Baptist Convention and its entities. As a demonstration of this cooperation, the Convention promotes giving through the Cooperative Program and serves as a conduit for the distribution of Cooperative Program funds given by cooperating churches.

Section 2 Individual Relationships

The Convention welcomes individuals who are members of non-affiliated churches to attend any of its general meetings. Such individuals may attend, but not vote, and may speak to business matters only at the discretion of the presiding officer.

Section 3 Institutions and Ministries

The Convention may recognize a Baptist institution or ministry as a related ministry or may enter into a relationship with a Baptist institution or ministry through an affiliation agreement. The Convention Executive Board shall set the terms of any agreement.

The Executive Board may grant non-voting, ex-officio representation on the Convention Executive Board to affiliated institutions.

Article VI. Meetings

The Convention shall meet at least annually at a time and place designated by the messengers. No other notice of the annual meeting shall be required. A special meeting may be called by two-thirds vote of the Executive Board. Notice of a special meeting and its purpose or purposes shall be published by the Executive Board in the official publication of the Convention at least thirty days prior to the meeting or sent to affiliated churches by regular mail and, to the extent possible, by electronic means at least thirty days prior to the meeting.

Article VII. Eligibility for Service

Only one who is a member of a church affiliated with the Convention shall be eligible to serve as an officer or ministry employee, or on the Executive Board or a committee, or in any other capacity called for or permitted by the Constitution or Bylaws.

Article VIII. Officers, Executive Director and Other Employees

Section 1 Officers

- A. The elected officers of this Convention shall be a President, a Vice-President and a Secretary.
- B. The officers shall be elected annually by the messengers of the Convention and shall hold their respective offices until the end of the annual session at which their successors are elected. If no nominee for an office receives a majority of the votes of the messengers present a run-off election shall be held between those two nominees receiving the greatest number of votes.
- C. No person may serve in the same elected office of the Convention for more than two (2) consecutive years.
- D. In the event of the resignation, removal, death or a disability that would hinder the President from fulfilling the responsibilities of the office, the Vice-President shall automatically become President.
- E. In the event the Vice-President becomes the President, as provided above, or in the event of the resignation, removal, death, or disability of

the Vice-President or Secretary, the Executive Board may elect a person to fill the office temporarily or until the expiration of the unexpired term.

Section 2 Executive Director and Other Employees

- A. The Executive Director shall be the chief executive of the Convention.
- B. The Executive Director shall be selected and employed by the Executive Board and receive remuneration as determined by the Executive Board.
- C. The Executive Director shall supervise and administer all of the affairs of the Convention and all of its activities and shall represent and carry out the policies of the Convention and its Executive Board.
- D. The Executive Board shall have the authority to elect or employ other ministry personnel as deemed necessary by the body.

Article IX. Boards, Trustees, and Committees

Section 1 Authority

The messengers shall have the authority (a) to authorize the creation of legal entities to fulfill the Convention's purposes, (b) to create committees and (c) to establish relationships or authorize the Executive Board to establish relationships with other Baptist institutions or ministries, and other Baptist general bodies.

Section 2 Convention Election

Any person the Convention is entitled to elect to manage and direct the affairs of another entity, to carry out relationships, or to be a member of any committee other than the committees or subcommittees of the Executive Board shall be elected by the messengers, unless otherwise provided in the Constitution and Bylaws, or by specific direction of the messengers.

Section 3 Simultaneous and Repetitive Service

- A. No person shall serve simultaneously on the Executive Board, the Committee on Committees, Committee on Nominations, a Standing Committee, a Procedural Committee, an affiliated entity board or a subsidiary board unless otherwise provided in the Constitution and Bylaws. Election to a Convention office shall not cause the Convention officer to forfeit his or her position on any of the above.
- B. No person who has served two terms on the Executive Board shall be eligible to serve another term until an interval equal to one-half (1/2) the number of consecutive years served has elapsed. A member who has served a portion of a term shall be considered to have served a full term. No person who has previously served on any committee shall be eligible to serve on the Executive Board, the Committee on Nominations, a Standing Committee or a Procedural Committee until an interval equal to one-half (1/2) the number of consecutive years served on the previous body has elapsed.

Section 4 Conflict of Interest

No salaried employee of this Convention shall be eligible for service as a member of the Executive Board or any committee of the Convention

except as may be provided in the Constitution and Bylaws. No person shall be eligible to serve to manage and direct the affairs of another entity, to carry out relationships, or to be a member of any committee if that service would create a conflict of interest. When such conditions become applicable, that person shall be considered as having resigned and the vacancy may be filled in accordance with established Convention procedure.

Article X: VIII. Parliamentary Authority

The parliamentary authority of the Convention shall be the current edition of Robert's Rules of Order Newly Revised (latest revised edition).

Article XI: IX. Amendments

Amendments require a two-thirds vote of the messengers present at two consecutive annual meetings. Any proposed amendments must be either submitted in writing to the Convention one year before being voted on, or recommended by the Executive Board and published in the official publication of the Convention ninety days prior to the annual Convention session.

Article XII: X. Quorum and Voting

The quorum for conducting business during the annual or any special meetings of the Convention shall be twenty-five percent of the registered messengers. The vote of the majority of the registered messengers present shall be the act of the Convention unless the vote of a greater number is required by law, the Certificate of Formation, or the Constitution or Bylaws.

Bylaws

Article VIII: I. Officers of the Convention, Executive Director, and Other Employees

Section 1 Officers-Election and Service

- A. The messenger-elected officers of this Convention shall be a President, a Vice-President and a Secretary.
- B. The officers shall be elected annually by the messengers of the Convention and shall hold their respective offices until the end of the annual session at which their successors are elected. If no nominee for an office receives a majority of the votes of the messengers present a run-off election shall be held between those two nominees receiving the greatest number of votes.
- C. No person may serve in the same elected office of the Convention for more than two consecutive years.
- D. An officer who has served a portion of a term shall be considered to have served a full term.
- ~~D~~ E. In the event of the resignation, removal, death or a disability that would hinder the President from fulfilling the responsibilities of the office, the Vice-President shall automatically become President. In the event of a

vacancy in a messenger-elected office otherwise, the vacancy may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.

~~E. In the event the Vice-President becomes the President, as provided above, or in the event of the resignation, removal, death, or disability of the Vice-President or Secretary, the Executive Board may elect a person to fill the office temporarily or until the expiration of the unexpired term.~~

Article I, Section 2 Duties of Officers

Section 1 President

A. President

1. The President shall be an ex-officio member with the right to vote on the Executive Board and all Convention committees.
2. The President shall appoint members to serve on the Annual Convention Committees as outlined in Article III V, Section 5 of these Bylaws.
3. The President shall appoint members to the Committee on Committees as outlined in Article III V, Section 1 of these Bylaws.
4. The President, assisted by the Vice-President, shall preside over the annual session of the Convention.

Section 2 The Vice-President

B. Vice President

1. The Vice-President may, in the absence of the President, or when requested by the President, preside over the meetings of the Convention and shall perform other duties requested by the President and may act in his stead with the full privileges of his office.
2. The Vice-President shall serve on the Credentials Committee as outlined in Article III V, Section 4, Paragraph A of these Bylaws.

Section 3 Secretary

C. Secretary

1. Secretary shall receive copies of motions offered for consideration at the annual session of the Convention. ~~attest the signatures of the officers and execute any certifications as required.~~
2. The usual duties of recording the minutes of meetings of the Convention shall be performed by an employee designated by the Executive Director.
3. The Secretary shall serve on the Credentials Committee as outlined in Article III V, Section 4, Paragraph A of these Bylaws.

Section 2 Article II. Executive Director, Chief Financial Officer and Treasurer, and Other Employees

- A. The Executive Director shall be the chief executive of the Convention.
- B. The Executive Director shall be selected and employed by the Executive Board and receive remuneration as determined by the Executive Board.
- C. The Executive Director shall supervise and administer all of the affairs of the Convention and all of its activities and shall represent and carry out the policies of the Convention and its Executive Board.

- ~~D.~~ The Executive Board shall have the responsibility of securing a ~~CFO/Treasurer~~ Chief Financial Officer and Treasurer for the Convention. The ~~CFO/Treasurer~~ Chief Financial Officer and Treasurer will be ~~an employee of the Convention~~ responsible to the Executive Director and the Executive Board. ~~The CFO/Treasurer and~~ shall receive remuneration commensurate with the duties and responsibilities assigned to that office by the Executive Director or the Executive Board.
- ~~E.~~ The Executive Board shall have the authority to elect or employ other ministry personnel as deemed necessary ~~by the body.~~

~~Article IX. III. Boards, Trustees, and Committees~~

~~Section 1 Authority~~

The messengers shall have the authority (a) to authorize the creation of legal entities to fulfill the Convention's purposes, (b) to create committees and (c) to establish relationships or authorize the Executive Board to establish relationships with other Baptist institutions or ministries, and other Baptist general bodies.

~~Section 2 Convention Election~~

Any person the Convention is entitled to elect to manage and direct the affairs of another entity, to carry out relationships, or to be a member of any committee other than the committees or subcommittees of the Executive Board shall be elected by the messengers, unless otherwise provided in the Constitution and Bylaws, or by specific direction of the messengers.

~~Section 3 Simultaneous and Repetitive Service~~

- A. No person shall serve simultaneously on the Executive Board, the Committee on Committees, Committee on Nominations, a Standing Committee, a Procedural Committee, ~~an affiliated entity board~~ the board of an entity under a relationship approved by the Executive Board or a ~~subsidiary board~~ the board of a subsidiary corporation unless otherwise provided in the Constitution and Bylaws. Election to a Convention office shall not cause the Convention officer to forfeit his or her position on any of the above.
- B. ~~No person who has served two terms on the Executive Board shall be eligible to serve another term until an interval equal to one half (1/2) the number of consecutive years served has elapsed.~~ A member of the Executive Board or any committee who has served a portion of a term shall be considered to have served a full term.
- C. No person who has previously served on the Executive Board or any committee shall be eligible to serve on the Executive Board, the Committee on Nominations, a Standing Committee or a Procedural Committee until an interval equal to one-half the number of consecutive years served on the previous body has elapsed.

~~Section 4 Conflict of Interest~~

No salaried employee of this Convention shall be eligible for service as a member of the Executive Board or any committee of the Convention except as may be provided in the Constitution and Bylaws. No person

shall be eligible to serve to manage and direct the affairs of another entity, to carry out relationships, or to be a member of any committee if that service would create a conflict of interest. When such conditions become applicable, that person shall be considered as having resigned and the vacancy may be filled in accordance with established Convention procedure.

Article II: IV, Executive Board

Section 1 Membership

- A. The Executive Board shall be composed of forty-four ~~elected~~ elected by the messengers plus the President, Vice-President, and Secretary who shall serve ex-officio with the right to vote, and the Executive Director who shall serve ex-officio without the right to vote.
- B. A minimum of one-fourth of the elected members shall be persons whose employment is not church or denominational related. One-fourth of the elected membership shall be made up of individuals who upon their election are members of a church whose membership does not exceed four hundred.
- C. ~~The elected membership of the Executive Board will be based on both geographical and numerical considerations.~~
- D: C. The state will be divided into four geographic areas by a line running east and west from the SE corner of the New Mexico Texas border to the Louisiana border just south of Nacogdoches and a line running north and south from the Oklahoma border just east of Wichita Falls to just east of Corpus Christi. (as shown on exhibits A-1 and A-2) Representation by geographic area shall be based on the elected board member's resident church membership.
- E: D. Each of the four areas will have no fewer than five representatives among the Executive Board's elected membership.
- F: E. Vacancies on the Executive Board shall be filled by the messengers constituting the Convention in session or may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.

Section 2 Term of Office

The term of office for the members of the Executive Board shall be for four years with no member being allowed to serve more than two consecutive terms.

Section 3 Meetings

- A. The Executive Board shall hold three regular meetings each year as determined by the Executive Board. The Executive Committee may call a special meeting of the Executive Board upon giving at least seven days' notice of the time and place to each member of the Executive Board. Notice may be given by US mail, e-mail, or fax.
- B. The Executive Board may hold meetings by using conference telephone or similar communications equipment which permits each person participating in the meeting to communicate with all participants.

Section 4 Quorum and Voting

A number equal to one-half of the voting members of the Executive Board shall be considered a quorum for the transaction of business. The act of a majority of the voting directors present in person shall be the act of the Executive Board unless the Business Organization Code, the Constitution or Bylaws requires the act of a greater number.

Section 5 Duties

- A. The Executive Board shall be the fiduciary, fiscal and executive agency of the Convention.
- B. The Executive Board is empowered to act for the Convention in all areas of the Convention's work between sessions of the Convention, but may not act contrary to or reverse any action of the Convention, except as otherwise provided in these Bylaws.
- C. The Executive Board shall make a report of the work of the Convention at its annual session.
- D. The Executive Board shall have the authority to enter into, modify, and terminate ~~affiliation agreements~~ ministry relationships with third parties which advance the purposes of the Convention, not inconsistent with the directions of the messengers.
- E. The Executive Board shall recommend the annual budget to the annual session of the Convention. The Executive Board shall have the authority to reduce or eliminate allocations to third parties contained in the annual budget approved by the messengers when, in the Executive Board's judgment, circumstances arising after the messengers have approved the annual budget warrant that action. Any exercise by the Executive Board of this authority shall be reported to the next annual session of the Convention.
- F. The Executive Board shall have the responsibility of locating and employing the Executive Director. The Executive Director shall be accountable to the Executive Board for his actions and direction of the day-to-day operation of the Convention. The Executive Board shall also have the authority to terminate the employment of the Executive Director.
- G. The Executive Board shall also have the authority to ~~terminate~~ remove any convention officer, Executive Board member ~~or officer~~ officer, or appointed or elected committee member after the individual has received written notice of the conduct or circumstances prompting consideration of ~~termination~~ removal and the individual has been given reasonable opportunity to prepare for a meeting of the Executive Board. Such ~~termination~~ removal shall be by a majority vote of the Executive Board members in attendance at such meeting. Reasons may include, but are not limited to:
 1. Failure to adhere to and uphold the principles set forth in the doctrinal statement as laid out in the Constitution and Bylaws.
 2. Repeated and continuing indications of neglect or incompetence in the performance of duties, including consistent failure to attend meetings.
 3. Failure to comply with official directives and established regulations of the Convention;
 4. Immorality, use of illegal drugs, or use of alcohol as a beverage;

5. Conviction of any felony or other crime involving moral turpitude;
6. Any other conduct that would bring public reproach upon the Convention.

Section 6 Officers of the Board

- A. The Executive Board shall elect a Chairman, a Vice-Chairman, and a Secretary from among its members.
- B. The Officers shall be elected by the Executive Board at its first meeting following the annual meeting of the Convention.
- C. The Officers shall serve for no more than two consecutive years.
- D. Should a vacancy occur, the Executive Board shall fill the office at its next meeting.

Section 8 ~~7~~ Subcommittees Board Committees-

- A. The Executive Board shall have the authority to divide itself into ~~subcommittees~~ for the purpose of carrying out its business.
- B. Each ~~subcommittee~~ may meet as needed to accomplish its tasks as assigned by the Executive Board. ~~and shall be responsible to the Executive Board for final approval and execution of any and all of its tasks. The Executive Board may grant each committee authority to act on specific tasks, ministries or matters of business. Otherwise, committee actions are subject to approval by the Executive Board.~~

Section 7 8 Executive Committee

- A. The Executive Board shall have an Executive Committee composed of the Chairman, the Vice-Chairman and the Secretary of the Executive Board, the President, and all of the chairmen of the Executive Board's ~~subcommittees~~.
- B. The Executive Director of the Convention shall serve as a non-voting ex-officio member of the Executive Committee of the Executive Board.
- C. The Executive Committee shall act for the Executive Board ad interim, but may not act contrary to or reverse any action of the Executive Board.
- D. The Executive Committee shall have the power to suspend the rights and privileges of officers, Executive Board members or committee members pending a determination of whether removal is appropriate as provided in the applicable section of these Bylaws.

Section 9 Ineligibility Due To Relocation

Should any elected member move resident church membership from the geographical area which the member represented when elected to the Executive Board, the member shall be considered to have resigned—~~and must be off the Executive Board for a period of one year before being considered to represent his/her new area.~~

Article III: V. Committees of the Convention

Section 1 Committee on Committees

- A. The Committee on Committees shall be composed of twelve members.
- B. Committee on Committees members shall serve for a period of four years or the completion of an unexpired term. The four-year terms shall be staggered such that each year the President shall appoint one-fourth of

the membership of the committee and fill such vacancies as may they occur.

- C. The Committee on Committees shall bring to the Convention in annual session nominees to fill the vacancies on the Committee on Nominations. The Committee on Committees shall make its recommendations to the Convention in the form of a motion to elect those persons it recommends to the Committee on Nominations. The motion may be amended but no messenger shall be allowed to propose more than one person at a time for election. When adopted by the Convention, the motion of the Committee on Committees, as amended, shall constitute the election of persons named in the motion to their respective terms of office.
- D. The Committee on Committees shall not recommend, and the messengers may not elect, a fellow committee member or the member's spouse or a member of the previous year's Committee on Committees or the member's spouse.
- E. The Committee on Committees shall nominate the chair of the Committee on Nominations to be designated by the Convention.

Section 2 Committee on Nominations

- A. The Committee on Nominations shall be composed of twelve members.
- B. The Committee on Nominations members shall serve for a period of four years or the completion of an unexpired term. The four-year terms shall be staggered such that each year the Committee on Committees shall nominate one-fourth of the membership of the Committee on Nominations and fill such vacancies as may they occur. Any vacancy occurring between annual sessions may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.
- C. The Committee on Nominations shall bring to the Convention in annual session, nominees to fill the vacancies on the following:
 - 1. the Executive Board
 - 2. any person the messengers are entitled to elect to manage and direct the affairs of another entity or to carry out relationships.
 - 3. all standing committees and procedural committees of the Convention.
- D. The Committee on Nominations shall make its recommendations to the Convention in the form of a motion to elect those persons it recommends for specific terms of office. The motion may be amended but no messenger shall be allowed to propose more than one person at a time for election office. When adopted by the Convention, the motion of the Committee on Nominations, as amended, shall constitute the election of persons named in the motion to their respective terms of office.
- E. The Committee on Nominations shall not recommend, and the messengers may not elect, a fellow committee member or the member's spouse or a member of the previous year's Committee on Nominations or the member's spouse for a first term on any entity.
- F. The Committee on Nominations shall nominate the chair of each standing and procedural committee to be designated by the Convention.

Section 3 Standing Committees

- A. ~~The standing committees of the Convention may include but are not limited to the following committees:~~
- 1: ~~Missions-~~
 - 2: ~~Evangelism-~~
 - 3: ~~Church Ministries-~~
 - 4: ~~Texas Ethics and Religious Liberty-~~
 - 5: ~~Minister/Church Relations~~
- B: ~~A.~~ The Executive Board shall be responsible for reviewing, revising, removing or establishing any and all standing committees of the Convention. ~~and shall maintain duties for each committee in an operations manual to be kept in the Convention office.~~
- C: ~~B.~~ The following provisions shall apply to all standing committees listed in this section and the following section of the Bylaws:
1. ~~Committee members shall be appointed to serve a four-year terms of service or to complete an un-expired term. Any vacancy occurring between annual sessions may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.~~
 2. All committees shall meet at least once per year, or at such other times as needed to carry out their ~~assigned~~ duties. Meetings may be held via conference call or other such telecommunication alternatives.
 3. ~~If the Convention hires a ministerial staff member whose responsibilities include the work of a standing committee, those committees shall transition into an advisory committee, responsible to advise the staff member in his ministry and All committees shall make an annual report to the Executive Board or the annual session of the Convention.~~
 4. Special Provisional Clause – If new committees are formed, membership shall be established in staggered terms.

Section 4 Procedural Committees

The Convention shall have two Procedural Committees:

- A. The Credentials Committee shall be composed of the Vice-President and the Secretary plus ~~four~~ seven persons, elected by the messengers, one of whom shall be designated as chairman of the committee by the Committee on Nominations. Committee members shall serve for a period of four years or the completion of an un-expired term. Any vacancy occurring between annual sessions may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session. The Credentials Committee will be responsible for examining all submitted forms from churches desiring affiliation. The committee shall decide any questions concerning the eligibility of any messenger in keeping with the provisions of this Constitution and Bylaws. Any question arising on the floor concerning the seating of messengers shall be referred to this committee for consideration and the committee shall report the committee's decision back to the Convention.

- B. The Committee on Order of Business shall consist of eight members. Committee members shall serve for a period of four years or the completion of an un-expired term. Any vacancy occurring between annual sessions may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session. This committee shall meet as many times as necessary for the complete planning and confirming of the annual program. This committee shall provide time for all business, for the reports of the general phases of the work of the Convention and for full discussion of each report. This committee shall be responsible for receiving all motions from the floor of the Convention, evaluating the motions for parliamentary validity, and either assigning the motion to a standing Convention committee or the Executive Board for action, or scheduling the motion for a Convention business session for discussion and vote. This committee shall recommend to the Convention the date and place of the annual session three years in advance. ~~Also, it shall recommend the presenter of the annual message and his alternate one year in advance. This committee is also authorized to select a guest speaker for the Convention three years in advance.~~ This committee shall work with the Executive Director and Chief Financial Officer/ and Treasurer to reserve the meeting facilities for the annual session. This committee shall also make any other preparations for facilities and equipment to prepare for the annual session.
- C. ~~Any vacancies on these committees may be filled for the unexpired term by the Executive Board.~~

Section 5 Annual Convention Committees

- A. The Registration Committee shall consist of a chairman and four other members appointed by the President prior to the annual session. This committee shall be responsible to recruit and train volunteers and to register all messengers duly qualified according to this Constitution and Bylaws. This committee shall also and certify the number of messengers and visitors at each annual session.
- B. The Resolutions Committee shall consist of eight persons and shall be appointed by the President at least two months prior to the annual session. This Committee shall be responsible for establishing an appropriate time limit for receiving all proposed resolutions, scheduling the resolution for a business session of the Convention, or rejecting the resolution. In the case of a rejected resolution, the person submitting the resolution will be provided a reason ~~why~~ the resolution was rejected.
- C. The Tellers Committee, consisting of ~~twelve at least eight~~ persons, shall be appointed by the President. ~~two months prior to the annual session.~~ It shall be responsible for the tabulation of all ballots.

Article IV: VI. Financial Considerations

Section 1 Chief Financial Officer (CFO)/Treasurer

- A. ~~The Executive Board shall have the responsibility of securing a CFO/ Treasurer for the Convention.~~
- B. ~~The CFO/Treasurer will be an employee of the Convention responsible to the Executive Director and the Executive Board.~~
- C. ~~The CFO/Treasurer shall receive remuneration commensurate with the~~

~~duties and responsibilities assigned to that office by the Executive Director or the Executive Board.~~

Section 2 1 Funds

- A. All funds contributed to the Convention shall be placed in their respective accounts – either designated or undesignated – under the general oversight of the CFO/~~Treasurer~~ Chief Financial Officer and Treasurer, Executive Director, and the Executive Board for accounting, receipt and disbursement.
- B. The formula for disbursement shall be governed by the annual budget approved at the annual session of the Convention and the Business and Financial Plan of the Convention.
- C. All other funding matters shall be governed by the Business and Financial Plan of the Convention.

Section 3 2 Reimbursement

- A. All officers and members of the committees, boards, trustees, and entities of the Convention will serve on a volunteer basis and therefore will not be compensated for their service.
- B. Expenses for travel in association with their service may be reimbursed as provided in the annual budget, provided an itemized accounting of the said expenses along with appropriate receipts are submitted in a timely manner to the CFO/~~Treasurer~~ Chief Financial Officer and Treasurer.

Section 4 3 Fiscal Year

The fiscal year of the Convention shall begin January 1st and end December 31st of each year.

Section 5 4 Audit

- A. The CFO/~~Treasurer~~ Chief Financial Officer and Treasurer shall provide for an annual audit of the financial records of the Convention of the preceding year.
- B. The audit will be done by an agency outside the Convention.

Section 6 5 Debt

Believing that God will provide for all of the needs of the Convention in His perfect time and according to His good will and pleasure, the Convention will not incur any debt.

Article V. VII General Provisions

Section 1 Convention Year

The Convention year will begin and end at the closing of the annual session each year.

Section 2 Autonomy

Recognizing the autonomy of other bodies, the Convention will exert no authority over any church, association, or convention. The term “affiliate” is not used in the Convention’s governing documents or otherwise as that term is defined in the Texas Business Organizations Code. The use of the term “affiliate” by the Convention in no way intends to suggest

that the Convention claims or exercises control over another entity, including, but not limited to, a church, association, or convention, or their officers, directors, employees, ministers or agents. As a matter of polity, this Convention has no right to and shall not exercise any control whatsoever over a church, association, or convention or their officers, directors, employees, ministers or agents. Further, this Convention, as a matter of polity, insists that this Convention is also autonomous, being subject only to the control of its messengers.

Section 3 Indemnification

- A. The corporation shall indemnify directors, officers, employees, and agents of the corporation (“indemnitees”) to the fullest extent required by the Texas Business Organizations Code and to the extent such indemnitees are eligible for permissive indemnification under that Code.
- B. Reasonable expenses incurred by an indemnitee who is or is threatened to be made a named defendant or respondent in a proceeding may be paid or reimbursed by the corporation in advance of the final disposition of the proceeding after (a) the corporation receives a written affirmation by the indemnitee of his or her good faith belief that he or she has met the standard of conduct necessary for indemnification under this Article and a written undertaking by or on behalf of the indemnitee to repay the amount paid or reimbursed if it is ultimately determined that he or she has not met those requirements, and (b) a determination that the facts then known to those making the determination would not preclude indemnification under this Article.
- C. The right to indemnification and the advancement and payment of expense conferred in this Article shall not be exclusive of any other right which a director or other individual person indemnified pursuant to this Article may have or hereafter acquire under any law (common or statutory), provision of the Certificate of Formation or these bylaws, agreement, vote of the disinterested directors, or otherwise.

Section 3 4 Historical

The Convention Convention staff shall provide for collection and storage of historical documents and other significant articles to chronicle the formation and on-going operation of this body.

Article VI: VIII Amendments

These Bylaws may be amended by a two-thirds vote of the messengers present at any session of any regular annual meeting of the Convention provided the proposed amendment was submitted in writing one year before being voted on, or provided the amendment was recommended by the Executive Board and published in the official Convention paper ninety days prior to the annual Convention session.

These admndments require two-thirds vote of messengers present. Based on the motion from the Executive Board, messenger adoption of the admndments to the Bylaws in 2019 are not to be effective unless the proposed admndments to the Constitution are approved by the messengers in both the 2019 and 2020 sessions.

Exhibit A-1



Exhibit A-2

**SOUTHWEST
QUARTER**

Atascosa	Lampasas
Bandera	LaSalle
Bee	Live Oak
Bexar	Llano
Blanco	Loving
Brewster	McCullough
Brooks	McMullen
Brown	Mason
Burnet	Maverick
Cameron	Medina
Coke	Menard
Coleman	Midland
Comanche	Mills
Comal	Nueces
Concho	Pecos
Crane	Presidio
Crockett	Reagan
Culberson	Real
Dimmit	Reeves
Duvall	Runnels
Ector	San Patricio
Edwards	San Saba
El Paso	Schleicher
Frio	Starr
Gillespie	Sterling
Glasscock	Sutton
Guadalupe	Terrell
Hamilton	Tom Green
Hayes	Upton
Hidalgo	Uvalde
Hudspeth	Val Verde
Irion	Ward
Jeff Davis	Webb
Jim Hogg	Willacy
Jim Wells	Wilson
Karnes	Winkler
Kendall	Zapata
Kenedy	Zavala
Kerr	
Kimble	
Kinney	
Kleberg	

**SOUTHEAST
QUARTER**

Anderson	Jasper
Angelina	Jefferson
Aransas	Lavaca
Austin	Lee
Bastrop	Leon
Bell	Liberty
Bosque	Limestone
Brazoria	Madison
Brazos	Matagorda
Burleson	McLennan
Caldwell	Milam
Calhoun	Montgomery
Chambers	Newton
Colorado	Orange
Coryell	Polk
DeWitt	Refugio
Falls	Robertson
Fayette	San Jacinto
Fort Bend	Travis
Freestone	Trinity
Galveston	Tyler
Goliad	Victoria
Gonzales	Walker
Grimes	Waller
Hardin	Washington
Harris Hill	Wharton
Houston	Williamson
Jackson	

**NORTHEAST
QUARTER**

Bowie	Morris
Camp	Nacogdoches
Cass	Navarro
Cherokee	Panola
Clay	Parker
Collin	Rains
Cooke	Red River
Dallas	Rockwall
Delta	Rusk
Denton	Sabine
Ellis	San Augustine
Fannin	Shelby
Franklin	Smith
Grayson	Somervell
Gregg	Tarrant
Harrison	Titus
Henderson	Upshur
Hood	Van Zandt
Hopkins	Wise
Hunt	Wood
Jack	
Johnson	
Kaufman	
Lamar	
Marion	
Montague	

**NORTHWEST
QUARTER**

Andrews	Dallam	Hall	Lipscomb	Roberts
Archer	Dawson	Hansford	Lubbock	Scurry
Armstrong	Deaf Smith	Hardeman	Lynn	Shackelford
Bailey	Dickens	Hartley	Martin	Sherman
Baylor	Donley	Haskell	Mitchell	Stephens
Borden	Eastland	Hemphill	Moore	Stonewall
Briscoe	Erath	Hockley	Motley	Swisher
Callahan	Fisher	Howard	Nolan	Taylor
Carson	Floyd	Hutchison	Ochiltree	Terry
Castro	Foard	Jones	Oldham	Throckmorton
Childress	Gaines	Kent	Palo Pinto	Wheeler
Cochran	Garza	King	Parmer	Wichita
Collinsworth	Gray	Knox	Potter	Wilbarger
Cottle	Hale	Lamb	Randall	Yoakum
Crosby				Young

BUSINESS & FINANCIAL PLAN

Organization

The Southern Baptists of Texas Convention (the "Convention") is a Texas non-profit Corporation operating as a religious organization. The Convention serves as an autonomous state convention cooperating with the Southern Baptist Convention. The purpose of the Convention is to assist churches in Texas in effectively proclaiming the gospel of Jesus Christ, starting new churches, and ministering to all people. Support for the Convention is primarily through voluntary contributions from affiliated churches and individual donations.

Preliminary Provisions

Each ministry area of the Convention shall submit to the Executive Director and Chief Financial Officer an itemized estimate of expenditures for the next fiscal year upon request from the Executive Director or Chief Financial Officer. With the Executive Director's approval, the Chief Financial Officer will assemble these figures into a proposed budget and present this budget to the Administrative Committee. The Administrative Committee will make any changes necessary and submit the revised proposed budget to the Executive Board for approval.

The Executive Board shall recommend to the Convention a final proposed budget based on an analysis of the aforementioned data.

The in-state Cooperative Program budget for the next fiscal year may not be increased above the current year, beyond actual in-state Cooperative Program receipts in the prior year.

Reserves may be used to augment the next year's budget for one year, but may not be used in consecutive years.

Fiscal Period

The Convention shall be operated on a calendar year basis.

Disbursement of Monetary Funds

The Executive Director shall be responsible for overseeing the disbursement of all monies in accordance with the provisions of the Convention budget. The Chief Financial Officer shall be responsible, under the direction of the Executive Director, for daily operational disbursement of all monies in accordance with the provisions of the Convention budget. Prior years' earnings may be allocated for expenses by Executive Board consent. Prior years' expenditures must be reported at the Convention's annual meeting. In the event that actual budget expenses exceed actual budget receipts, the Executive Director is authorized to spend reserve funds in the amount necessary in order to meet budget expenses. Any such reserves spending will be reported to the Administrative Committee within 30 days of the end of the month in which the expenses were incurred and will be reported in the next Executive Board meeting.

Disbursement of Cooperative Program and Designated funds will be made after closing of the books each month and in no event shall they be made later than

the 15th day of the following month. Giving receipts will be forwarded quarterly within thirty (30) days of the end of each quarter. All undesignated CP funds shall be allocated according to the CP budget percentage through the fiscal year.

Each church is an autonomous body and has the right, as do individuals, to make designated gifts as desired, subject to acceptance by the Convention. The Convention shall administer all accepted designated gifts as trust funds to be held for the purpose for which they were given. All such designated gifts shall be recorded in the Convention books and forwarded forthwith to the designated entity. The Convention shall have the right not to accept any gift including any gift designated to an entity that is not related to the Convention as provided in the Policy for Ministry Relationships.

In the event that Cooperative Program receipts are less than the budget, distribution of funds, other than those operationally mandated shall be on a needs basis at the discretion of the Executive Director.

Members of SBTC Executive Board, Officers, Committee members and other non-SBTC employees who serve on a volunteer basis shall not be compensated for their services. However, when these roles require travel in association with their responsibilities, these individuals may be reimbursed for actual travel expenses as provided in the budget. Under such circumstance the individual is required to submit an itemized account of such expenses, with appropriate receipts, to the Chief Financial Officer.

Special Solicitations

The Convention shall not allocate Cooperative Program funds to any Texas entity which directly solicits SBTC affiliated churches in any fund raising programs without receiving permission from the Executive Board by a two thirds (2/3) majority vote.

Capital Investments and Liabilities

Investments in any company that is publicly recognized as being in the liquor, tobacco, gambling, pornography or abortion industries or any company whose products, services or activities are publicly recognized as being incompatible with the moral and ethical posture of the Convention are prohibited. The Chief Financial Officer, with the approval of the Administrative Committee, shall determine the investment placement of all SBTC funds.

Emergency Reserves

The Convention shall hold reserve funds for contingencies to provide for deficits that may occur either through decreased receipts or due to emergencies. The goal shall be a reserve representing six (6) months operations, based upon the in-state budget.

Financial Reports

The Convention shall close its books and accounts and have them audited by a Certified Public Accountant as of the close of its fiscal year. Copies of the audit report are to be delivered to the Executive Director, CFO and Executive Board. The audit should include, but shall not be limited to, the following:

- 1) Independent Auditors' Report
- 2) Statement of Financial Position
- 3) Statement of Activities
- 4) Statement of Cash Flows
- 5) Notes to the Financial Statements

A Financial Report consisting of the Statement of Financial Position and Statement of Activities for the Convention's prior year shall be included in each Annual and Book of Reports.

Handling of Funds

All persons who handle funds or securities for the Convention shall be adequately bonded. Discretion shall be exercised in the handling of all securities, deeds, notes and other valuable records and legal documents. There must always be express authority from the proper source for such handling.

Personnel

The Executive Director shall recommend for approval by the Executive Board all Full-Time Ministry Staff as is necessary to carry out the SBTC's purpose and mission. All Ministry Staff employees shall be members of SBTC affiliated churches. Full-Time Ministry Staff may be terminated by the Executive Director, with approval of the Executive Committee. Ministry Facilitators, Secretarial and support staff may be hired and dismissed at the Executive Director's discretion.

The salary structure for each Convention employee will be determined by the Administrative Committee. The Administrative Committee shall submit the proposed budget, which will include the salary for each SBTC employee, to the Executive Board. Employees may receive less than the budgeted amount at the discretion of the Executive Director. The budget of each ministry area submitted to the Convention will reflect the total amount of personnel expense for each ministry area. Otherwise, individual salaries are to be held confidential.

Additional Agencies and Institutions

No new agency or institution shall be authorized by this Convention except after thorough study by the Executive Board and two-thirds (2/3) favorable vote by the Convention messengers. Any agency or institution authorized by the Convention may not enter into any fund-raising programs without two-thirds (2/3) affirmative vote of the Executive Board. No more than 15% of the in-state operational budget may be specified items for institutional support.

Business Procedure

The Convention, as a normal operating policy, shall refrain from entering any business transaction with a trustee or employee or a business enterprise in which a trustee or employee has an interest. An exception to this policy may be made at the discretion of the Executive Committee in any case wherein it appears that a commodity or service is unavailable on a more favorable basis from any other source or is found to be in the best interest of the Convention. Competitive bids should be taken if practicable. In any case being considered for exception, the extent of the employee's interest shall be disclosed to the Executive Committee.

The Convention shall make no loan to a member of the Executive Board.

Professional Services

The Executive Board at its discretion may employ an engineer or architect to study proposed capital projects or maintenance of present capital assets and may employ attorneys, accountants, parliamentarians, and consultants whose expertise is deemed to be required.

Amendments

This Business and Financial Plan may be altered by two-thirds (2/3) vote of the Executive Board.

CERTIFICATE OF FORMATION

1. The name of the entity is Southern Baptists of Texas Convention.
2. The entity is a nonprofit corporation.
3. The corporation is organized exclusively for religious, charitable and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.
4. In carrying out such purposes, the corporation shall have and may exercise all of the rights, privileges, powers and authority conferred upon similar corporations by the laws of the State of Texas.
5. No part of the net earnings of the corporation shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments or distributions in furtherance of its purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publication or distribution of statements) in any political campaign on behalf of a candidate for public office. Notwithstanding any other provision of this Restated Certificate of Formation, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code. Upon the dissolution or winding-up of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. Any such assets not so disposed of shall be disposed of by a court of competent jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine which are organized and operated exclusively for such purpose.
6. The period of duration is perpetual.
7. The street address of the initial registered office is
4500 State Highway 360
Grapevine, Texas 76051
8. The name of the initial registered agent of the corporation at that office is Joe Davis.
9. The corporation shall have members. The members of the corporation shall be those persons who are elected by churches and seated as messengers and who thus constitute the convention in session as provided in the corporation's

Certificate of Formation and Bylaws.

10. The corporation's Bylaws shall be as provided in the "Constitution" and in the "Bylaws" of Southern Baptists of Texas Convention.
11. The board of directors of this corporation shall be known as the Executive Board.
12. The authority of the Executive Board to manage the affairs of the corporation is limited to the extent the Restated Certificate of Formation and Bylaws vest authority in the messengers constituting the convention in session. The polity of the Convention requires the Executive Board to be deferential to the messengers.
13. The governance of this corporation is shared between the Messengers and the Executive Board as provided in this Certificate of Formation and the corporation's Bylaws. When not inconsistent with the Certificate of Formation or Bylaws, messengers shall be members with voting rights in every instance in which the Business Organization Code provides for voting by members with voting rights. Without limiting the breadth of the foregoing statements as to the rights of messengers, messengers shall: elect the Executive Board members; choose the elected officers as enumerated in the Constitution; choose the Boards of Trustees of Southern Baptists of Texas Convention entities; choose the members of the Committee on Nominations, all standing committees, and procedural committees; vote by at least two-thirds of the messengers present to approve all fundamental actions (amendment of the certificate of formation, voluntary winding-up or revocation or cancellation of an event requiring winding-up, voluntary winding-up and the adoption of a plan of distribution; a plan of merger; a sale of all or substantially all of the assets of the corporation; a plan of conversion; a plan of exchange); enjoy the exclusive power to amend the bylaws; and determine the annual budget.
14. An action required by the Texas Business Organizations Code to be taken at a meeting of the Executive Board or at a meeting of a committee of the Executive Board may be taken without a meeting if a written consent, stating the action to be taken, is signed by the number of Executive Board members or committee members necessary to take that action at a meeting at which all the members of the Executive Board or committee members are present and voting. The consent must state the date of each Executive Board member's or committee member's signature. Prompt notice of the taking of an action without a meeting by less than unanimous written consent shall be given to each Executive Board member or committee member who did not consent in writing to the action.
15. No messenger and no member of the Executive Board shall be liable to the corporation or to its members for monetary damages for an act or omission by the person in the person's capacity as a messenger or member of the Executive Board.
16. Messengers are not personally liable for a debt, liability, or obligation of the corporation.

(The names and addresses of the directors are listed in the original document as item 17.)

EXECUTIVE DIRECTOR

Jim Richards, Executive Director

As I write these words, my heart is full and broken at the same time. We have experienced the blessings of God like no other year in so many ways. We have also seen the wretchedness of sin up close and personal.

We have had some incredible experiences in 2019. The Empower Conference had almost 3,000 registrants. The presence of God was evident among the people. Ministries were transformed to be more soul-conscious. Pastors were encouraged to stay faithful. The Equip Conference set a record in attendance with 2,500 plus at Champion Forest Baptist Church in Houston. The majority of those present were laypersons serving in local churches. Praise God for the training they received in the over 100 different areas of ministry. Student Camps set a record as well. Over 4,000 were at the various camps with Texas Week at Glorieta being the largest. About 10% of those going to camp professed faith in Christ. Around 100 answered the call to ministry. Generation Z is our future! We must reach them with the gospel.

Church Planting continues to be an emphasis. We need more planters, and we need more sponsoring churches. Revitalization is at an all-time high with over 100 churches in the program. Cooperative Program remains the fuel for the engine of ministry. More churches giving more money means more people reached with the gospel.

Changes are taking place. The Hispanic Ministry transitioned to SBTC en Español in 2019. Mike Gonzales will continue to be involved as we seek to provide more services to Spanish Language churches. In 2020, NextGen will be re-tooled for another rising generation. Churches continue to affiliate with the SBTC. We are distinctively different from most other state conventions. The SBTC is a confessional fellowship. Churches and entities that affiliate or cooperate must affirm our faith statement, the Baptist Faith and Message Statement 2000.

Southern Baptist Convention leadership changed in 2019. Southwestern Baptist Theological Seminary installed Adam Greenway as president. Paul Chitwood became president of the International Mission Board. The Executive Committee called Ronnie Floyd as President and CEO. New Orleans Baptist Theological Seminary elected Jamie Dew as president. Finally, LifeWay has Ben Crandall as the new leader. A dramatic personnel shift in the SBC occurred while holding firm to biblical convictions.

Shock and sadness gripped us in 2019, too. The shootings in El Paso and Odessa were senseless acts of violence. Innocent people were murdered. In El Paso, it was because of racial hatred. In Odessa, the gunman was filled with anger. The SBTC was able to respond as we did at FBC Sutherland Springs. Offering personnel and assistance, the SBTC sought to enable the churches to minister to their communities.

Tropical Storm Imelda struck many of the same areas as Hurricane Harvey. Churches were flooded. Pastors and staff had water in their home. SBTC Disaster Relief responded again with help and the hope of the gospel for hurting communities.

On a personal note, there were highs and lows. We welcomed James Graham Richards into this world on April 12. He is a healthy growing boy after some serious concerns at birth. In June, I lost hearing in my left ear. I took treatment for three weeks and eventually recovered 32% of my hearing. With a hearing aid, I should be able to function normally. My preaching schedule continues strong by God's grace. I have preached 40 times at the time of this writing with 15 more engagements on the books before the end of the year. I count it a privilege to serve the churches of the Southern Baptists of Texas Convention. Thank you for allowing me to do so.

MISSIONS & CHURCH PLANTING

Doug Hixson, Director of Missions & Church Planting

The SBTC Missions and Church Planting Team exists to help churches fulfill the Great Commission in Texas and beyond through church planting, missions education and strategic missions mobilization.

In 1 Corinthians 3:6-7, Paul wrote these words: "I planted, Apollos watered, but God gave the growth. So neither he who plants nor he who waters is anything, but only God who gives the growth." God has blessed our team with the honor of coming alongside local church work to facilitate missions and church planting in our state, this nation and the world. Together we can do more.

2018-2019 has been a pivotal year of strengthening our work with people groups, church planting and missions mobilization. God has blessed us to see fruit in all areas of ministry as well as gaining ground for God's work in dark places.

Our work is a direct benefit of the Cooperative Program and the **Reach Texas Missions Offering**. SBTC churches have given sacrificially above and beyond their regular CP giving to allow us to see \$1.35 million dollars collected so far for the Reach Texas Offering. This is just short of our goal of \$1.4 million, but plays a large part in church planting and missions.

Our theme for 2020 is **19 Million Reasons** and our goal is **\$1.4 million dollars**. Texas has over 19 million lost people who have yet to choose Jesus Christ as their Lord and Savior. I want to challenge you to see how you and your church family can give more to help us do more work in Evangelism, Church Revitalization, Disaster Relief, Missions Mobilization and Church Planting. Every penny goes towards these areas of need. We have **19 Million Reasons** in Texas to give more, share more and love those that are far from Him. We cannot stop until the whole world hears!

Download resources at www.sbtexas.com/reachtexas.

People Groups Initiatives (PGI): Texas is populated with millions of people from diverse ethnic and religious backgrounds. SBTC people group missionaries work throughout Texas to evangelize, start bible studies and plant house churches among these people. Dan Acharya has an incredible vision and task to reach the 420 people groups in Texas. In addition to people group missionaries, Going Beyond Networks have formed to draw in SBTC churches, associations and leaders to reach ethnic peoples. Networks have begun in DFW, Houston, McAllen, Amarillo and El Paso. These networks have a two-part mission. First, they serve to move friendships and spiritual conversations with ethnic peoples to discipleship and house church planting. Second, they create ministry bridges between ethnic groups. South Asians reaching East Asians and Arabs reaching Central Asians. We shine a light into ethnic areas by going beyond our ethnic diversity for kingdom advancement. If you need consultation on reaching your changing community and going beyond, contact Dan Acharya.

Church Planting: We are blessed to see many great things happening across the state in church planting. We are reaching areas that have not had a strong influence of gospel-centered SBTC churches in the recent past. God is raising up planters-in-training to be ready to plant in the near future.

We have a very strong assessment in place that is helping us prepare planters and their wives well for the work that God has called them to do. We have also strengthened our training materials and training environment to provide planters the tools needed to plant new churches. We have brought on consultants to help in the areas of leadership development and fundraising as well as evangelism and outreach. Each of these areas help the SBTC assist churches to plant churches.

Church Planter Weekend: In 2019, we had 200 in attendance for our planter retreat in San Antonio. Pastor Vance Pitman of Hope Church, Las Vegas was our main speaker. We were also blessed to have Kathy Litton from the North American Mission Board to speak to planter wives. It was a wonderful time to bless our planters and their wives. We are planning another great weekend March 26-28, 2020. Pray for the planters to be encouraged and refreshed!

Reach Cities: We have four Reach Cities in Texas: the Rio Grande Valley, El Paso, Houston and Austin. We are focusing great efforts in these metro areas of 1 million or more to plant churches, replant churches or revitalize existing churches. Vision tours are scheduled for these cities to help SBTC churches as well as churches from out of state connect with these areas to do mission work. We are thankful for the work of Ben Hays, Steve Cochran, Chuy Ávila and David Ortega in these Reach Cities.

Missions Mobilization: We are changing the way we do missions mobilization moving forward. We still have partnerships with Montana, Cuba and Send City New Orleans, but we are moving towards facilitating the networking of churches in Texas who are working in or have the desire to work in the same area. Our hope is to connect more churches to be on mission in Texas and beyond.

Planting & Mobilization Social Media: Twitter - @sbtcpplant / Facebook – SBTC Church Planting / Instagram – SBTCplant

I am thankful for the generous giving of churches small and large across the SBTC that allows our team to help Texas churches plant Texas churches!

God has assembled a great team in our missions and church planting department. Most of them serve us part time and also pastor local churches. I am thankful for Kason Branch, Jorge Díaz, Ben Hays, David Ortega, Steve Cochran, Jason Lankford, Dan Acharya, Jason Crandall, Chuy Ávila, Aaron Clayton, Martín González, Shawn Kemp, Gayla Harris, Carmela Mechling and Anna Whitson for the work that they do to serve the SBTC. We are happy to serve you anyway we can.

EVANGELISM

Shane Pruitt, Director of Evangelism

This has been a busy year for the SBTC evangelism department. We had a great Empower Conference at the Irving Convention Center. There were **2,772 people** that registered for the Conference, and over **726 churches** represented. This Conference has grown by over 700 people in the last two years. We are extremely excited about the 2020 Empower Conference being held February 24th and 25th. Knowing the people who are already booked to come and be with us, I believe this will be a Conference that people will talk about for years to come. Also, we developed an evangelism devotional, called *Evangelism Takes Heart*. There are already over **15,000** copies in print.

Our personal evangelism efforts: With Texas being home to 19 million lost people, the hope is that God would lead us to spiritual awakening and revival. Through the Who's Your One? Initiative we have been able to write and implement a simple 5-step strategy for engagement. Resources can be found at sbtexas.com/whosyourone. So far we have provided training and resources for over 1,527 people with various personal evangelism tools. The SBTC Evangelism Team went on the road in 2019 doing One Day Evangelism Equipping Events, also known as Gospel Advance Events. These events allowed us to educate, equip and mobilize pastors and laity in being intentionally evangelistic in different aspects of ministry. Two were held in 2019 and four are scheduled for 2020. Be on the lookout for the one nearest you.

Our language evangelism efforts: Our language evangelism ministry continues to partner with our local churches to encourage, equip and serve as a resource for multi-ethnic, interfaith and multi-lingual ministry. In 2019, the Spanish session of the Empower Conference had 334 people attend and 21 professions of faith. We also published the following Gospel Booklets: the *Evangelism Takes Heart* devotional in Spanish and the "Catholicism: An Overview and Contrast" pamphlet in English, Spanish and Vietnamese. The *Evangelism Takes Heart* booklet in English was added on the 1Cross App. Currently, we have 64 languages on the 1Cross App, 17,085 downloads, 23,767 media plays and 52,133 total app launches. This year, 3,060 people were trained in language evangelism. "Knowing & Sharing Your Faith Conferences" were held in San Angelo, Fort Worth, Longview and Pharr. SBTC sponsored and coordinated an Evangelistic Concert at International Victory Church in Pearland where 200 people attended, 90 decisions for salvation, 40 people recommitted their life to Christ and six bible studies have been started among four participating SBTC Filipino churches.

Our student ministry efforts: 2019 has been a banner year for SBTC Student evangelism. Our goal is to help and equip our churches to reach and mobilize their student ministries to reach the six million teenagers in Texas who don't know Jesus. We do this through camps, conferences and coaching. We kicked off 2019 with our Student Evangelism Conference held at Venue 510 in Burleson, TX. We had a sold out venue with 700 students in attendance. There were 31 total decisions for Jesus! We trained all 700 in personal evangelism and equipped them to take the Gospel back to their schools and communities. 2019 was a record

year for our student camps called M3 Camps. We hosted four camps in three different locations: Highland Lakes Camp and Conference Center in Spicewood, Texas, Camp Zephyr in Sandia, Texas, and Glorieta Conference Center in Glorieta, NM. There were 3,858 students in attendance with 684 total decisions and 171 salvations. M3 Glorieta was our largest camp in our history with 1,735 in attendance. We also trained student pastors and hundreds of students in sharing the Gospel and in our Gospel advancing student ministry strategy. We believe that God moved in spiritual awakening as student pastors and students are still giving testimony of how the Holy Spirit moved. We are set to have four camps in 2020 at the same locations. We launched a coaching/mentoring network for student pastors. This coaching will train them to implement Gospel-advancing values into their student ministry. There are currently 40 student ministers being trained monthly through the network. This will help us reach six million teens at a multiplying rate.

Our collegiate ministry efforts: This ministry has seen God move in awesome ways in 2019. We held two collegiate missionary trainings equipping over 100 leaders to reach their campus with the gospel.

Through the efforts of the collegiate missionaries in the 19 different churches we help support they:

- Led **280** people to faith in Jesus Christ.
- Baptized **192** new believers
- Sent **208** of their college peers on a mission trip
- Saw **117** college students called to ministry
- Witnessed 50% missionary multiplication

Texas Roundup—statewide collegiate leader event: Texas Roundup is a statewide collegiate leader gathering held May 16-17. This year, Roundup doubled in size, and we equipped over 150 leaders.

Our disaster relief efforts: Our Disaster Relief ministry has been busy this past year with 15 out of state deployments and 24 Texas deployments. Our out of state deployments stretched from Hawaii to Pennsylvania, down to Florida and many states in between. We appreciate the faithful Disaster Relief and Texas Relief volunteers that have cooked, cleaned flooded homes, and shared the gospel! We praise God for the 80 professions of faith and the 4,422 spiritual contacts.

This year's report:

- 4,993 volunteer days
- 49,930 volunteer hours
- 161,068 meals prepared
- 671 flooded homes cleaned or trees removed
- 4,998 showers
- 2,076 loads of laundry
- 771 Bibles distributed
- 654 tracts distributed
- 586 Gospel presentations
- 1,745 prayers with people

Pray for our volunteers as they continue to serve in Jesus' name and minister the gospel to disaster victims.

Our prayer initiatives: Throughout the past year, the prayer ministry has consulted with and assisted many churches and states on setting up prayer ministries and prayer rooms as well as prayer mentoring groups. We were also able to assist during the Franklin, TX tornado. During the SBTC Annual meeting and Empower Conference we set up our prayer rooms and assisted in staffing the rooms. A booklet was also produced for our churches on Incident Preparation and Recovery in both English and Spanish. This guide contains both a spiritual preparation (prayer) and a pro-active preparation should such an event occur.

These are the highlights so far this year from the Evangelism Department. Thank you for your support and prayers. We look forward to what God is going to continue doing in Texas the rest of 2019 and into 2020.

CHURCH MINISTRIES

Mark Yoakum, Director of Church Ministries

The Church Ministries Team has spent the last several months busy with activities which have enriched many pastors and churches with resources and encouragement. The Church Ministries Team consists of:

- Dr. Mark Yoakum - Director, Paola Enriquez - Assistant
- Lance Crowell - Discipleship, Family, Men, Online, Faith Syphrett - Assistant
- Dave Carroll - Worship, Technology, Youth Discipleship, Faith Syphrett - Assistant
- Dr. Karen Kennemur - Preschool, Children, Jessica Calley - Assistant
- Laura Taylor - Women, Jessica Calley - Assistant
- Billy Barnes - Sr. Adult Associate, Paola Enriquez - Assistant
- Specialists- Taylor Garmon (Bible Drill), Rex Lake, Bryce Greene, Chuck Roberds, Curtis James and Will Schaffer (Worship Tech.); Larry Foxworth and Mark Todd (Architect-Facility); Bryce Green (Construction Management - Facility); Gary Waller and Jim Myers (Church Administration); Mike Gurley and Harvey Letcher (Church Security) and Dr. Kelly King (Sexual Abuse Awareness Consultant)

Sunday School Ministry:

- 266 at Denton Baptist Associational Training August 17
- 40 attended Minister of Education Growth Seminar at MacArthur Blvd Baptist Church
- 2,550 attended EQUIP at Champion Forest Baptist Church
- 300 attended East Texas Leadership Conference in Lufkin

Administration Ministry

- 700 attended Sexual Abuse Awareness Conference at Christ Chapel in Ft. Worth
- 162 participants in Sexual Abuse Awareness Training
- 65 online registrants with MinistrySafe Video training
- 74 Church Security Assessments
- 341 attended church tax seminars in nine locations
- 25 church Facilities Consultations
- 54 consultations with churches over financial or administration concerns
- 20 attended Church Security Conference at Korean Baptist Fellowship Houston

Children's Ministry

- 452 attendees at VBS training in Spring, Longview, San Antonio and Lubbock
- 374 attended Bible Drill regionals in Spring, Eules and Odessa
- 151 attendees at the Family Ministry training

Women's Ministry

- 352 attendees (69 churches) at Women's Ministry Forum at Lakeland Baptist Church
- 570 attendees in the Equip Ladies' Sessions at Champion Forest Baptist Church
- 87 attendees at 3 regional women's training events
- 73 attendees (41 churches) at 5 regional Women Roundtables
- 250 attendees at Women's session at Empower

Men's Ministry

- 636 men working to sexual freedom through Crave—sexual detox website

- for men caught in pornography
- 300 in attendance at the Men’s Conference – coordinated and supported FBC Wylie with their event
- Over 50 different churches provided with men’s discipleship resources

Discipleship Ministry

- Over 120 participated in a sellout crowd for our first disciple-making forum at the SBTC offices
- 10 SBTC pastors that are in the process or that have been discipled by another pastor this past year in working with FBC Colleyville to disciple pastors
- 750 copies of *Rhythms* our disciple-making resource handed out this year with over 7,000 copies handed out in totality. It is being used in Sunday school, disciple-making, high school, church trainings and associational work.

Family Ministry

- 2,572 Family App launches with over 18,766 app impressions during the last year
- We now have 7,849 app downloads over the life of the Family App
- 250 attendees at the Gender Identity Dinner at Empower Evangelism Conference
- 151 registrants for the Gender Identity Forum held at Fielder Church

Online Training Ministry

- 25,000+ page views to our SBTC online training
- Over 18,000 unique page views on sbtexas.com/online pages since Annual Meeting
- Most viewed online series this year include: Disaster Relief, Preaching Points, Deacon on Purpose

Worship Ministry/Technologies

- 29 churches have been assisted with sound and tech needs

Senior Adult Ministry

- 600 attendees at Senior Adult Luncheon during the Empower Evangelism Conference
- 61 attendees at two Senior Adult Ministries Conferences in Grapevine & New Braunfels
- Four church consultations on “How to Begin a Sr. Adult Ministry”

Coming Up

- Four Senior Adult Training Conferences
- Church Security Conference in El Paso in October.
- Heart of the Child-Preschool/Children’s Conference with 700 attending will be held in Texas for the first time March 6-7, 2020 at SWBTS.

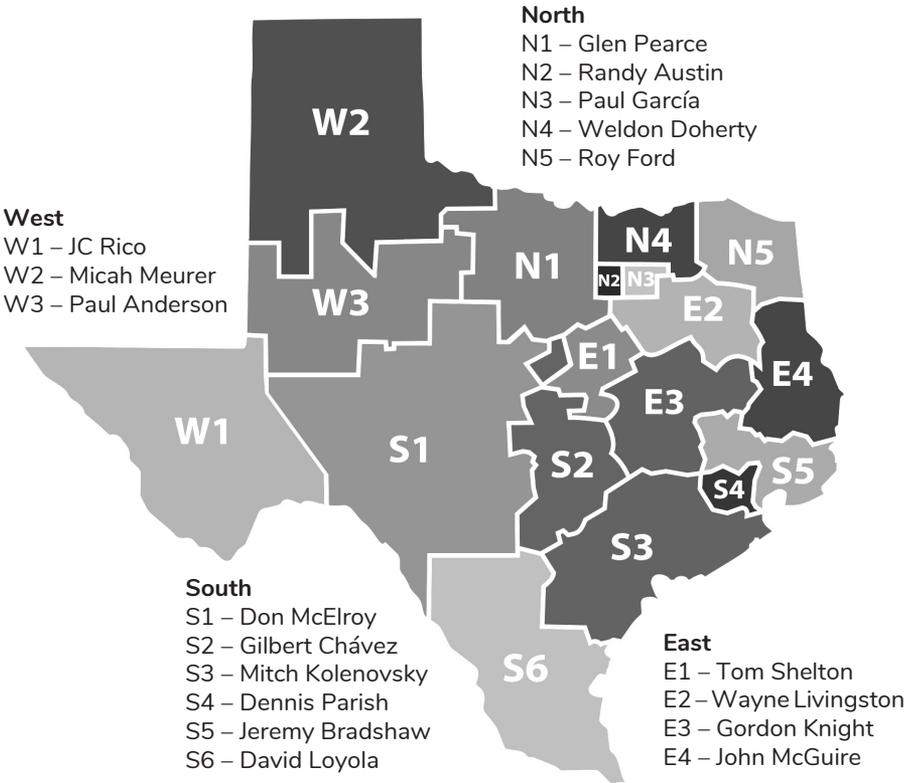
In addition to these events, your Church Ministries Team has served in many one-on-one consultations, helping the churches of SBTC be more efficient in growing and reaching people for Jesus.

PASTOR/CHURCH RELATIONS

Tony Wolfe, Director of Pastor/Church Relations

The Pastor/Church Relations (“PCR”) team exists to serve, support and connect pastors, churches and associations across the Lone Star State. It is our honor to champion the ministry of local pastors and churches and to enhance and extend their Great Commission work. Together, we can reach Texas and impact the world with the gospel of Jesus Christ.

Field Ministry Strategy - There are 18 ministry zones in Texas. Each zone has a Field Ministry Strategist (“FMS”). It is the joy of every FMS to stay connected with the pastors and churches in his zone, as much as possible, both to provide ongoing encouragement and to direct the churches back to the resources of the convention. Their two main functions are to build relationships and make connections in the field. FMS’s also work directly with pastorless churches to provide ongoing support and resources during the seasons of pastoral transition. From January through July alone in 2019, FMS’s recorded 8,887 total personal contacts with pastors and churches.



Pastorless Churches & Churchless Pastors – The NextStep Connections Church Job Board sees a monthly average of 8,500 job searches and 397 applications,

making it a leading advertising resource in the Southern Baptist family for church positions and job seekers. Additionally, PCR staff has trained and coached dozens of Pastor Search Committees this year and has referred inquiring churches to scores of trained and qualified Interim Pastors. In 2019, we have also launched into new initiatives of pastoral transition management, including consultations in pastoral succession and organizational assessment. 2020 will see major strides in the variety of ways we serve our churches through seasons of pastoral transition.

Pastors & Wives Retreats, Date Nights & Pastors Masters Golf Tournament – Hundreds of pastor and wife couples have been encouraged this year through our regional Pastor & Wife Date Nights and our Bi-Vocational Pastor & Wife Retreat. Another avenue of refreshment and connection for our pastors is the annual golf tournament. 103 pastors and staff played in the SBTC Pastors Masters Golf Tournament this year at The Tour 18 in Flower Mound, TX. They were encouraged by Dr. Jim Richards during Monday evening’s banquet, and enjoyed great fellowship with one another and with SBTC staff members Tuesday on the course.

Affiliations - The PCR team relates to the Credentials Committee, assisting them in making informed decisions about churches seeking to affiliate with the SBTC before they are presented to the Executive Board for a vote. This work is vital to preserving the doctrinal integrity of our confessional fellowship. Between July 2018 and July 2019, 100 churches have affiliated with the SBTC and 46 were removed, merged or disbanded. Your PCR Team has walked each of them through the process.

Pastor Mentor Initiative – Alex Gonzales has worked diligently to create pathways for guided pastoral mentorship across the state. His “Pastor Mentor Initiative” is in its final stages of development, and is already bearing fruit in meaningful mentorship connections. Your PCR team is actively facilitating regional trainings and assessments for pastors who desire to be mentors, and students and young pastors who desire mentoring. Look for opportunities to learn more about this initiative in 2020.

NextGen Pastors Network - This network is for pastors 40 years old and younger. There is a strong presence of young, conservative pastoral leaders across the state of Texas, and we believe strongly in keeping them connected to each other and to the resources of the convention. In 2019, in addition to gatherings at major SBTC events, NextGen Pastors have participated in videoconference calls with Jeff Iorg, Steven Smith, Matt Queen, and Russell Moore. We have also facilitated several NextGen pastor cohorts this year. In 2020, we will launch our NextGen Pastors monthly podcast.

Deacon Training – In November of 2017, the SBTC published new deacon training material entitled, *A Deacon On Purpose: Four Biblical Essentials*. Hundreds of churches across Texas and the United States utilize this resource every year. Your PCR team employs it as a guide to facilitate deacon trainings at meetings, retreats, videoconference calls and consultations every year.

CONNECT Network – Danny Forshee, pastor of Great Hills Baptist Church in Austin, TX, joined us in 2019 for four one-day regional seminars on the role of the Holy Spirit in the New Testament Church. 130 pastors and church staff members have attended CONNECT Network lunches this year. In 2020 our department director Tony Wolfe will be personally leading these meetings across the state with a focus on cultivating a team-based approach to church staff: “Synthesizing Silos.” Pastors and church staff/volunteers are invited to attend as we collaborate together toward unifying and building healthy church staff environments across the state.

Counseling Connections – The generosity of SBTC churches participating through the Cooperative Program makes it possible for the PCR team to fund Christian counseling to ministers in crisis. This year, we have had the honor of making dozens of Christian counseling connections across the state. This year we have seen hope restored after suicide, marital crisis, church conflict, forced terminations, untimely deaths and so much more.

Ministry to Associations – We partner with local associations to fund events in their regions that are focused on the health of the churches and pastors. This year, the PCR team has invested almost \$40,000 into the work of local Baptist associations across Texas for lay leadership training, pastor and wife encouragement seminars, theological education, marriage enrichment events and more. This November, on special Executive Board funding, we will host a three-day retreat for Texas Associational Mission Strategists and their spouses.

Church Health & Vision Consultations – Ministerial employees of the PCR Department consult with churches large and small throughout the year, at their request, to coach/assist them in various forms of vision casting, staff structure, organizational health, personal development as a leader and more. It is the joy of our ministerial employees to be a listening ear and a think-tank for pastors and church leaders across the state.

SBTC EN ESPAÑOL

Mike Gonzales, Director of SBTC En Español

Your SBTC En Español team is privileged to continue to enrich the ministries of pastors and churches with resources, training and encouragement. We are here to serve and partner with you in your endeavor to fulfill the Great Commission.

At the end of February during the Empower Evangelism Conference, we worked in conjunction with the Language Evangelism department to coordinate the Spanish language evangelism training track Apoderados, as well as the evangelism rally with over 300 in attendance at Cross City Church in Euless.

In April, we partnered with the Pastor and Church Relations department and held a pastor and wife date night at Immanuel Baptist Church in El Paso. Tony and Vanessa Wolfe and Mike and Dalia Gonzales shared heartfelt messages and brought encouragement to the ministry couples.

Our first Spanish regional conference was held at Oak Meadow Baptist Church in Austin on April 12-13. We hosted a pastor and wife appreciation dinner and breakout sessions on Friday with Roy Guel and his wife, Patsy, of Sagemont Church in Houston. On Saturday, our keynote speaker was Juan Puente, dean of Hispanic studies at Louisiana Baptist University, and music was led by the Oak Meadow praise team. We had an attendance of 150.

In May, we held our 6th annual Hispanic Leadership Summit which brought together over 30 pastors and leaders from around the state that are focused on reaching the 2nd and subsequent generations of Hispanics. Our keynote speaker was David Lema, Associate Professor of Theology and Missions at New Orleans Baptist Theological Seminary. Special music was led by Alex Alzamora of Calvary Baptist Church in Beaumont.

Also in May, we had our first Florece women's conference at Central Baptist Church in College Station. The keynote speaker was Christian counselor Zoricelis Dávila. The praise and worship was led by Nidia Quintanilla of Baptist Temple in McAllen. 250 women were in attendance.

In June, we held our second Florece women's conference at South Jefferson Baptist Church in Mt Pleasant. Our keynote speakers were former missionary to Mexico Taffy Johnson, author and educator Clara Molina, and Noemí Miranda. We had an attendance of 300.

In August, we held our 13th annual Youth Week student camp at River Bend Retreat Center in Glen Rose. Our camp pastor was Mikel Del Rosario and the Robin Wymer Band led us in music. Christian hip-hop artist Litarodi and illusionist Brice Harney entertained and challenged students with the gospel as part of our What's Next special event programs. There were more than 240 students and leaders in attendance, and 13 youth trusted Jesus Christ as their Lord and Savior; one sensed a call to ministry and 18 asked for prayer for spiritual growth.

Also in August, we participated in the EQUIP conference at Champion Forest Baptist Church in Houston by facilitating various workshops in Spanish for leaders in men's, women's, children's and discipleship ministries. The Spanish track had an attendance of more than 200.

Our third Florece women's conference was held at Park Hills Baptist Church in San Antonio on September 7th. Christian counselors Zoricelis Dávila and Lizzie Márquez were the keynote speakers and special music was led by Lorena Beltrán and the Genesis Baptist Church praise team.

The second Spanish Regional Conference was held on September 20-21 at Bethel Baptist Church in Houston. Humberto González of Cross City Church Eules En Español was the keynote speaker. We had a special pastor and wife appreciation dinner on Friday and various age appropriate teaching breakouts were offered on Saturday.

Our annual Men of Impact Hispanic men's conference was held at the River Bend Retreat Center in Glen Rose on October 4-5. Humberto González of Cross City Church Eules En Español was the keynote speaker. The praise team from the Hispanic Ministry of Central Baptist Church, College Station led the praise and worship. We had 525 in attendance from 40 Hispanic churches.

We will conclude 2019 with the Spanish Session during the SBTC Annual Meeting at First Baptist Church Odessa on October 27. Various churches will be invited to take part in this special service to celebrate what God has done in our state. The keynote speaker will be Oscar Tortolero, International Mission Board Church Mobilizer.

Our team has also been involved in church consultations, evangelism, church planting conferences, Cooperative Program promotion, translation projects from other departments and leadership development seminars. We will continue to work diligently to make our service to our churches more effective.

CONVENTION STRATEGIES

Kenneth Priest, Director of Convention Strategies

The Convention Strategies area focuses on church revitalization, Cooperative Program, social media and promotion for the Southern Baptists of Texas Convention.

Church Revitalization

The SBTC has launched 30 new revitalization works in coordination with pastors and churches during 2019. We are currently walking alongside 116 churches in the revitalization process this year alone. Additional conferences, online RevTalks and other live trainings in church revitalization were also offered this year, equipping approximately 276 pastors and church leaders.

The website, church-revitalization.com, is an online training tool providing course work for pastors to assist in revitalization educational work. The church revitalization life expectancy calculator has continued to be a useful tool for church growth examination on the website.

RevTalks Podcast has added 5 sessions for download this year.

Revitalization Apps/Media

- 877 total downloads
- 116 downloads YTD
- 1,461 total media plays
- 231 media plays YTD

Cooperative Program

The Cooperative Program is the missional funding mechanism of the SBTC. Forty-five percent of undesignated giving remains in the state for mission and ministry of the SBTC and 55 percent go to the SBC for on-going support of the convention's ministry and mission of impacting lostness globally. Our annual CP Sunday, was April 7.

New resources released for Cooperative Program strategies include education resources and promotional materials. The SBTC uses the website whatisCP.com for this purpose. Resources are available for download throughout the year and are added on an ongoing basis.

Video

- 331 total videos shot and/or edited
- 167 online training videos
- 54 promotional videos
- 7 Reach Texas videos
- 10 Leadership Conversation videos
- 35 Preaching / Teaching Point series videos

SBTC App

- 2,071 total downloads
- 230 downloads YTD

Social Media

Our social media accounts give us a way to connect with our churches and pastors in a way in which they communicate. It opens the SBTC to more publicly promote our ministries and services as well as facilitate and encourage conversations. With social media we can deliver more deliberate and prompt dissemination of information to pastors, their congregations and through their interactions, to the world.

Facebook - @sbtexas

- 4,066 total likes
- 460 likes YTD

Twitter - @_sbtc

- 4,959 total followers
- 289 follows YTD

CONVENTION STRATEGIES: FELLOWSHIPS

Richard Taylor, Personal Evangelism & Fellowships Associate

The Houston Area SBTC Asian Ministry Fellowship:

For the last three years, approximately 15 Asian Pastors meet together monthly for encouragement, fellowship and accountability. Through this peer group, three Asian Pastors were greatly helped as they received spiritual counseling, conflict resolution help as well as pulpit supply assistance from fellow pastors. This mutual accountability/support group provided those pastors opportunities for sabbatical and rest. Through the effective ministry of that group two Asian churches affiliated with the SBTC.

The Second Annual Asian Pastors Good Friday Service was hosted by the Willow River Church on April 19th, in which church deacons and associate pastors were given an opportunity to preach on the seven Last Sayings of Jesus. There were eight churches represented and 250 in attendance.

Two churches from the Fellowship partnered together on a mission trip to Penitas, TX on June 3-7, 2019. There they provided Summer VBS for Border Mission Children Evangelism. The host church was Iglesia Bautista Manantial de Vida. 133 children attended the VBS and 44 children made decisions to follow the Lord Jesus Christ.

Houston SBTC-AMF will host an ESL training event in 2020 to engage the Hispanic and Refugee communities with the Gospel. They will also expand the missions efforts there in Penitas, TX in partnership with the SBTC Borderland Strategy. There are also discussions about engaging the 10/40 window with a trip to Turkey.

2019 SBTC Asian Pastors' Family Retreat:

The Asian Pastors' Family Retreat this year was held at Lakeland Baptist Church in Lewisville, TX on June 24-25, 2019. It was a time of refreshing, fellowship and encouragement for our Asian Pastors and their families. 120 pastors were encouraged to have a greater vision of reaching beyond their ethnicity and expanding their vision for a ministry that reaches multiple generations.

The pastors and their wives also had the opportunity to discuss ministry challenges in an open panel forum. With so many from Catholic, Buddhist and Hindu backgrounds, the challenge of sharing the gospel is difficult, but imperative. Pastor Donald Schmidt and the Lakeland Baptist Church of Lewisville, TX were gracious hosts.

Korean Baptist Fellowship of Texas:

The Korean Baptist Fellowship of Texas hosted several events such as Evangelism Forum, Youth retreat, English Speaking Ministers' Retreat and Annual Meeting. More than 100 Korean pastors and wives were challenged to do evangelism effectively during the Evangelism Forum and more than 130 youth and youth leaders were challenged and encouraged during the Youth retreat. Finally on July 9, 2019, the KBFT was granted its 501(c)(3) certification by the IRS.

African American Fellowship:

The African American Fellowship (AAF) is in the midst of evaluating its leadership structure and expanding its ministry focus.

Pastor Donald Burgs, Pastor of the Alief Baptist Church of Houston serves as President. The Fellowship will seek more inclusivity and place more emphasis on networking together for kingdom advancement. This shift of focus will allow for greater connection and collaboration.

The African American Fellowship will broaden its target to also include associate clergy, church staff and laity. The purpose of the group remains the same, which is to assist Black churches in their efforts to evangelize, disciple and mobilize its members; thus fulfilling the Great Commission.

COMMUNICATIONS & MINISTRY RELATIONSHIPS

Gary Ledbetter, Director of Communications & Ministry Relationships

Communications

It is our privilege to tell the stories of God's work through our churches as well as our cooperative work. Our hope is to encourage our churches in their ministries as well as to highlight important things happening in Texas and across the Southern Baptist Convention. The TEXAN, our print news journal has a circulation of 47,000. This paper is published 12 times each year and is distributed free of charge as a Cooperative Program ministry. We regularly post timely stories and family friendly movie reviews on our Facebook page and our website. Summaries of those posts are available by email semi-monthly by means of our TEXAN Digest. You can subscribe to both our print and digest news reports at our website, texanonline.net. You can also follow us on Twitter, @sbtexan, for breaking news and links to the freshest stories we've produced and posted. We use correspondents across Texas in addition to our Grapevine staff.

Over the past year, our news staff and news writers have produced stories that highlighted ongoing Harvey restoration efforts, the SBTC's Reach cities effort, the new building dedication at Sutherland Springs, responses to the tragedies in El Paso and Odessa, as well as, church revitalization, church planting, evangelism and the many ministries of our convention designed to strengthen churches and believers. We are always thrilled to see the way the Lord brings life and transformation out of the most challenging events.

Our communications staff also assists the ministries of our convention with design work of banners, logos, brochures, booklets and other art needs. Promotion of the good ministries being done through the convention is another way that we share the good news with our churches and others who need what we are blessed to provide.

I hope you'll have the opportunity to meet our new communications associate, Joshua Owens, while you are at the annual meeting. Josh will be helping us with new communications strategies as well as assisting with those media we are already using.

Texas Ethics and Religious Liberty Committee

The TERLC is a standing committee of the convention and works to educate our churches and monitor the work of our state lawmakers, especially during their biennial legislative sessions. The committee is assisted in this work by Cindy Asmussen, an Austin-area part-time worker who knows the State House very well. During the 2019 legislative session, the committee supported a bill that would protect the lives of children born alive after an attempted abortion, a bill that would shield churches from lawsuits after reporting allegations of sexual abuse by former employees and a bill that would protect businesses from discrimination based on their religious convictions. These bills have been signed into law.

The committee also launched the Sentinel, a periodic update on legislative and moral issues in the state and SBC. You can sign up for this email update by contacting the Communications department of SBTC.

Ministry Relationships

From the first, SBTC has determined to remain Kingdom Focused and Missionally Driven. Those priorities led to our strategy for institutional ministries. The convention identified likeminded ministries that will benefit from the convention's involvement and which will add strength to the ministry of Texas Southern Baptist churches. The convention has never intended to control or own these institutions, nor does the convention provide the majority of financial resources, but both parties are stronger because we work together. The SBTC Executive Board manages these relationships through a subcommittee that hears reports, considers potential and renewed relationships, and recommends appropriate action to the full board.

We have two annually reviewed and one ongoing Fraternal relationships with fellowships in Texas. These sister ministries agree with the SBTC in their affirmation of a high view of Scripture and we do find occasions where our ministries intersect. We cooperate with one another as appropriate and as we have opportunity. The convention does not direct these ministries but we acknowledge that they are kindred in their pursuit of the Great Commission. We are grateful for our Fraternal relationships: the Korean Baptist Fellowship of Texas, the Conference of Texas Baptist Evangelists and the Baptist Missionary Association of Texas. The SBTC Executive Board has approved 2020 relationships with these three entities, in keeping with our policy on ministry relationships (pp. 61-64).

Institutions with which SBTC has a Cooperative relationship affirm our statement of faith and those relationships are reviewed at least every three years. The convention has been invited to identify a few people who are willing to serve on the institutions' boards. It is also our pleasure to undergird the work of these institutions through our Cooperative Program budget. Our Cooperative relationships are with: the Texas Baptist Home for Children (p. 67-68), Jacksonville College (p. 66) and Criswell College (p. 65). We are grateful for the expertise and strength these institutions offer to the churches of our convention.

The convention also provides scholarships to students attending SBTC churches who attend Jacksonville College and Criswell College. This year we were happy to provide 42 scholarships to students preparing to serve the Lord in all manner of vocations and ministries.

We are blessed to be able to work closely with these fellowships and institutions. They offer a diversity to our ministry difficult to attain by other means. Our mutual respect and support is a good picture of what it means to be stronger together.

OPERATIONAL & FINANCIAL SERVICES

Joe Davis, Chief Financial Officer

The certified public accounting firm of PSK LLP completed an independent audit of the financial statements and condition of the convention, as of December 31, 2018. The convention's financial statements were found to present fairly the financial position and the changes in net assets and cash flows for the year in accordance with accounting principles generally accepted in the United States of America.

Shown on the following pages are the 2018 Statements of Financial Position and Statement of Activities. SBTC affiliated churches contributed a record \$27,276,068 million through the Cooperative Program (CP). This represents the highest annual CP receipts in our history and was \$1,080,271 more than in 2017 and \$1,252,110 less than budget. We under spent the budget as well, which produced net operating income of \$1,282,792. Other changes in net assets included executive board reserve net spending of (\$1,306,634) and third party net designation spending of (\$1,891,571). The resulting net worth change was a decrease in net assets from \$18,425,303 to \$16,509,890, which was largely due to Hurricane Harvey expenses. During 2018 the Executive Board made allocations from reserve funds including: \$250,000 for the Criswell College dormitory, \$200,000 for Jacksonville College and \$500,000 for the Southern Baptists of Texas Foundation. Operating reserves of 6.86 months were held at year end.

Lottie Moon contributions for the October 2018-September 2019 year totaled \$9,033,450 which was a decrease of \$669,858 from the prior year. The Annie Armstrong offering for the October 2018-September 2019 year of \$2,866,529 was \$129,577 less than the prior year. The Reach Texas State Missions offering for September 2018-August 2019 totaled \$1,373,195, and was \$3,973 under the prior year.

Through September 2019 CP receipts of \$20,116,782 are \$311,683 under September 2018 and \$1,280,055 below the prorated budget. The in-state portion of this CP shortage is \$576,025. Expenses through September are less than budget allowing a net operating budgeted income of approximately \$636,272.

As of September 2019, the Convention employs 23 full-time ministry staff, 28 full-time support staff, 36 part-time ministry staff and 7 part-time support staff members.

Statement of Financial Position

December 31, 2018

ASSETS

Cash and cash equivalents	\$ 3,166,905
Accounts receivable	34,534
Prepaid expenses	336,807
Investments	12,905,296
Deferred compensation plan investments	415,457
Property and Equipment, net of accumulated depreciation	<u>3,829,810</u>
 Total Assets	 <u>\$ 20,829,810</u>

LIABILITIES AND NET ASSETS

Liabilities	
Accounts payable	\$ 267,715
Outside ministry support payables	2,905,220
Accrued expenses	177,241
Deferred revenues	50,088
Deferred compensation plan liability	415,457
Postretirement benefits obligation	<u>363,198</u>
 Total liabilities	 <u>4,178,919</u>
 Net Assets	
Without donor restrictions (see Notes 3 and 9)	12,957,268
With donor restrictions (See Notes 3 and 12)	<u>3,552,622</u>
 Total net assets	 <u>16,509,890</u>
 Total Liabilities and Net Assets	 <u>\$ 16,509,890</u>

Statement of Activities

Year Ended December 31, 2018

	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total
Support and Revenues			
Cooperative Program	\$ 27,276,068	\$ -	\$ 27,276,068
Support from national organizations	351,996	22,108	374,104
Support from churches	118,336	-	118,336
Donor designated support	-	673,640	673,640
State Missions	-	1,485,623	1,485,623
Investment earnings	156,167		156,167
Event registrations	935,576		935,576
Other income	211,606	6,918	218,524
Net assets released from restrictions	<u>4,079,860</u>	<u>(4,079,860)</u>	<u>-</u>
Total support and revenues	<u>33,129,609</u>	<u>(1,891,571)</u>	<u>31,238,038</u>
Expenses			
Program expenses			
Church ministries	1,471,344	-	1,471,344
Communications	930,011	-	930,011
Convention strategies	1,161,945	-	1,161,945
Cooperative program	15,001,837	-	15,001,837
Evangelism	5,883,711	-	5,883,711
Southern Baptists of Texas Foundation	545,615	-	545,615
Hispanic ministries	877,636	-	877,636
Ministry relationships	1,071,014	-	1,071,014
Missions	2,912,936	-	2,912,936
Outside ministers' benefits	588,783	-	588,783
Pastor/church relations	<u>1,096,678</u>	<u>-</u>	<u>1,096,678</u>
Total program expenses	<u>31,541,510</u>	<u>-</u>	<u>31,541,510</u>
Supporting Services			
Fundraising	46,782	-	46,782
Operational	<u>1,565,159</u>	<u>-</u>	<u>1,565,159</u>
Total supporting services	<u>1,611,941</u>	<u>-</u>	<u>1,611,941</u>
Total expenses	<u>33,153,451</u>	<u>-</u>	<u>33,153,451</u>
Change in net assets	<u>(23,842)</u>	<u>(1,891,571)</u>	<u>(1,915,413)</u>
Net assets at beginning of year	<u>12,981,110</u>	<u>5,444,193</u>	<u>18,425,303</u>
Net assets at end of year	<u>\$ 12,957,268</u>	<u>\$ 3,552,622</u>	<u>\$ 16,509,890</u>

POLICY FOR MINISTRY RELATIONSHIPS

Southern Baptists of Texas Convention

Rationale for Ministry Relationships

Biblical Rationale

Various times in the New Testament churches cooperated with one another to accomplish a common goal, (2 Corinthians 8, 9; Philippians 4; 3 John). While no formal association of churches existed, such as state conventions, the principle of cooperation and mutual assistance is found throughout scripture (Ecclesiastes 4, Luke 9).

The Southern Baptists of Texas Convention (“The Convention” or “The SBTC”) is committed to carrying out the Great Commission tasks of evangelism and discipleship (Matthew 28:19-20). The Convention may at times consider ministry relationships with institutions or organizations that can assist in accomplishing these divine mandates.

Theological Rationale

The Convention holds a core value of theological agreement. Recognizing the church as autonomous, the Convention claims autonomy as well. The SBTC has chosen to set theological parameters for affiliation among the churches. Therefore the SBTC would enter into a ministry relationship with those institutions or organizations that meet those parameters.

Missiological Rationale

The SBTC desires to work with Great Commission entities. Without creating needless bureaucracy, the SBTC seeks to provide mission and ministry tools for the affiliated churches. In order to do so, the SBTC is willing to enter ministry relationships.

Foremost for the SBTC is evangelism and missions that result in new church starts. Other missions and ministry efforts must fit within the context of the Great Commission. Priority in funding will be directed to missions and evangelism. New church starts will continue to receive the largest emphasis.

Practical Aspects

Coordination of mission/evangelism and ministry activities is being done with a limited staff, paid consultants and volunteers. There is no desire on the part of the SBTC to form new organizations or duplicate ministries that are already in existence and are willing to enter into a ministry relationship.

Related entities under this policy may be eligible to receive funding from the Convention. Any funding shall be administered according to the Business and Financial Plan. Pursuant to the Convention’s bylaws, the Executive Board may enter into, modify, and terminate an affiliation with any entity. Any funding allocation from a budget line item exclusively named and used for support of an entity related under this policy shall be recommended by the Executive Board to the Convention and established by the messengers. However, pursuant to the

Convention's bylaws, the Executive Board may eliminate allocations determined by the messengers for the entity at any time.

Spiritual Understanding

The work undertaken in these ministries is the work of God for the benefit of His Kingdom. Each relationship shall be entered into with the understanding that no legal contract, partnership, joint venture, or agency is being created. No ministry relationship shall be undertaken with an entity which does not hold an exemption under Section 501(c) (3) of the Internal Revenue Code.

1. Each ministry relationship is founded upon a voluntary understanding between the SBTC and another entity to cooperate together in the task of missions and ministry.
2. The SBTC and the other entity shall each remain independent and autonomous organizations.
3. Neither the SBTC nor the other entity will seek to abridge or control the other.
4. Each will select, employ, retain, and supervise its employees, volunteers, members, officers, directors and agents without any participation by the other in those matters.
5. Each shall remain free to enter into other similar relationships with other institutions or organizations.
6. Each is expected to comply with all applicable state and federal laws, rules, and regulations.
7. Either may terminate the relationship at any time without cause and without the necessity of any prior notice to the other.

Method for entering into a Ministry Relationship:

1. Any entity desiring a Ministry Relationship with the SBTC will petition the Ministry Relationships Department of the SBTC, indicating a desire for such relationship.
2. The Ministry Relationships Department, in consultation with the Executive Director, will advise the Ministry Relationships Committee of all requests, make a recommendation as to whether to approve or decline each request, and, if appropriate, recommend the type of relationship to be considered. The Ministry Relationships Committee will determine the appropriate response to each request.
3. Prior to recommending the approval of a requested relationship, the Ministry Relationships Department will provide each entity a copy of this Policy on Ministry Relationships and will confirm that the entity wishes to proceed pursuant to the policy.

4. All relationships approved by the Ministry Relationships Committee will be presented by the committee to the SBTC's Executive Board for approval.
5. Relationships approved by the Executive Board will be confirmed by the signing of a letter by both parties. The letter will contain a statement confirming that the relationship is being undertaken under this policy and will reference a review period for each relationship. In the case of Cooperative Ministry Relationships, the letter may reference potential SBTC funding and the SBTC's ability to identify individuals willing to serve on the entities' board of trustees.
6. Any approval of a ministry relationship adopted by the Board shall be reported as information to the messengers at the next Annual Meeting.

Types of Ministry Relationships

I. Cooperative Ministry Relationships

- A. This type of relationship is intended for educational or family support institutions that enhance the ministries of SBTC churches. It is not appropriate for fellowships or other types of ministry resource providers.
- B. Only an entity which comports with the following shall be considered for a Cooperative Ministry Relationship.
 - i. The entity affirms its agreement with the Baptist Faith and Message 2000 and the principles of the Cooperative Program.
 - ii. The entity engages an independent CPA to perform year-end audit of its books and records and will provide a copy of its audited financial statements, and any accompanying audit reports and management letters, to the Convention on an annual basis for informational purposes. (The SBTC will recommend that the entity become a member of the Evangelical Council for Financial Accountability and adhere to the standards of conduct required to remain a member in good standing.)
 - iii. The entity will not solicit funding from SBTC cooperating churches.
 - iv. The entity will permit the SBTC to identify and communicate to the entity the names of individuals willing to serve on the entity's board of directors, if nominated and elected to do so by the entity, and will permit the Executive Director of the SBTC or his designee to serve as a non-voting member of its board of directors and of any committee which is authorized to exercise the power of the board of directors.

II. Fraternal Ministry Relationships

- A. This type of relationship is intended for fellowships and organizations that have risen out of Texas Baptist life and is not intended for institutions, or commercial, sole proprietors or ministry resource providers under the primary control and direction of an individual.
- B. Only an entity which comports with the following shall be considered for a Fraternal Ministry Relationship.
 - i. The entity must hold a high view of Scripture. A high view of Scripture would include but not be limited to the position that the Bible is factual in character and historicity in such matters as: 1) the supernatural character of the biblical miracles which occurred as factual events in time and space, 2) the historical accuracy of biblical narratives which occurred precisely as the text of Scripture indicates, and 3) the actual authorship of biblical writings as attributed by scripture itself.
 - ii. The entity must be in basic agreement with Southern Baptist distinctives. Southern Baptist distinctives would include but not be limited to 1) salvation by grace alone through faith alone in Christ alone [inclusive of security of the believer] 2) baptism by immersion of believers only, and 3) the Bible is the final rule of faith and practice.

CRISWELL COLLEGE

Barry Creamer, President

Now in its 49th year since being founded by W.A. Criswell, Criswell College has seen significant transformation while remaining firmly grounded in its mission. In the work to establish a Distinctive Program Model, the college's administration this year defined a graduate profile to identify the key characteristics which ought to be true of each Criswell College graduate. Graduates are to be: Ambassadors who communicate effectively across various platforms and contexts; Cultivators who seek to understand diverse populations and develop purposeful relationships; Peacemakers who pursue truth and righteousness through mercy and reconciliation; Problem-solvers who think critically, creatively, and collaboratively; and finally, Professionals who demonstrate competence in their field of study and intentionality in their vocation. Such graduates will carry forward the college's core values of doctrinal integrity, academic engagement, service experience and cultural influence.

The most visible change on campus this year has been groundbreaking for the college's first residence hall. Designed by Larry Boerder to complement the college's architectural centerpiece, Ruth Chapel, the 5-story residence hall will house over 100 students and usher in a new era of residential education for Criswell College. More than half of the building's construction cost is covered already by the lead donor's commitment of \$5M, another \$1M committed more recently, a \$750k challenge grant from a foundation, and \$250k committed from the SBTC.

That residential focus will allow the college to funnel student development for all four years of campus life into a common student experience, including one year focused on spiritual development and campus community, one on a global or cross-cultural experience, one on ministry in the local community, and one on professional development, with all four years informed by peer and faculty mentoring.

The focus on global and cross-cultural missions which will be part of the common student experience is already an essential ingredient in the Criswell program. Several mission trips and service commitments among diaspora populations in Dallas this year provided students with the cross-cultural experience required for graduation. Trips to Kenya continue to see growth among churches planted there on previous trips; many opportunities also involved rural communities and ministry among the Masai. This year's trip to Israel provided connections with Jewish Messianic congregations in Israel, and created a new opportunity for Criswell students to teach and meet with Muslim students in a Palestinian community with no known Christian presence otherwise.

Criswell College's graduating class of 2019 is already distinguishing itself. Many baccalaureate graduates are attending excellent graduate schools, including one at Harvard Law, one at Yale Divinity and another at Beeson Divinity. The first graduation including the elementary education program has already seen a placement in the Dallas Independent School District. Also, as in every year, many graduates are serving in vital roles in SBTC churches throughout the state.

JACKSONVILLE COLLEGE

Mike Smith, President

Jacksonville College is a mission field. I say this because our sports programs bring numerous students to us who have no church background. I say this because students come to us from all over the world. Last year, 31 students from 18 countries attended Jacksonville College.

LifeWay statistics tell us that 80 percent of students who grew up attending church leave the church when they go off to college, and they never return. Jacksonville College works to change this statistic. Through our presentation of the gospel, 76 students invited Christ into their lives this past year. We are the only two-year, faith-based college left in Texas. We integrate faith and learning in every academic discipline. We require chapel attendance every week, and we allow the local church to come onto our campus and hold Bible studies throughout the week. Jacksonville College exists to provide a quality education from a biblical worldview that challenges minds, transforms lives, and equips students for servant leadership and lifelong learning.

Jacksonville College recognizes the value of the Cooperative Program. When churches give to the Cooperative Program through the Southern Baptists of Texas Convention, part of those funds go to support Jacksonville College and its students. For example, SBTC scholarships support students such as Judson Frazier. Judson comes from an SBTC pastor's home where he is one of 10 children. He graduated from Jacksonville College, served as an intern with the SBTC and is now serving on staff at an SBTC church.

Hannah Grissom, a member of an SBTC church in Spurger, is also a recipient of an SBTC scholarship. She is a valuable member of the Jacksonville College music program that provides the gospel through worship.

Michael Mumba, from Zambia, is another Jacksonville College student who has benefited from the Cooperative Program, not through SBTC scholarships, but through cooperative funds.

Jacksonville College is a mission field. Thank you, SBTC churches, for your faithful giving to missions through the Cooperative Program.

TEXAS BAPTIST HOME FOR CHILDREN

Jason Curry, President

I want to say “thank you” to the Southern Baptists of Texas Convention for your continuing support of Texas Baptist Home for Children through this past year. From your monthly donations to faithful trustees from SBTC churches, the Southern Baptists of Texas Convention continues to prayerfully support our ministry and we are so blessed by you.

TBHC is celebrating 109 years of ministry this year. And as one of the many inheritors of this ministry, I am standing on the shoulders of those who have gone before. It is this faith legacy we all share one generation to the next. TBHC is no exception and my hope is that we can help prepare this organization to be inherited by those who will one day come after us. Our history started with us being an orphanage, and over time we became an adoption and foster care agency. Our organization exists to bring glory to God by caring for children. We want to help kids thrive after trauma by providing quality care that helps give them a future of hope.

As an adoptive dad I can tell you that my children have looked at me and said, “I don’t want to be treated differently...I don’t like being treated like a victim.” Why is this? They are adopted. Each of my children experienced trauma, but they are not victims anymore. This is the gospel. All of us having once been a victim of the world, but no longer are we victims. We are victorious because we are adopted by God!

Our five-year plan is in the process of implementation and we are excited about each and every step. Before we can ever take those steps, God’s Word gives us the formula to see how we should dream of the future. In Philippians 1:20, Paul continues the conversation of grace with the reader, “...according to my earnest expectation and hope that in nothing I shall be ashamed, but with all boldness, as always, so now also Christ will be magnified in my body, whether by life or by death.”

So into our near future we are approaching our plan with great expectations that God will do something! We plan to have no regrets on our efforts when we look back at what we accomplished. We are going boldly to achieve what we feel God has already set in motion. And most importantly, in all that we do we will magnify Christ. This is his ministry and we are his stewards. I am personally honored to serve TBHC children, families, and staff to fulfill God’s great expectations for our ministry. Because no matter how bold or big we expect our ministry to be or how out of reach the resources may seem, our plans are small in contrast to God’s ability and expectations of obedience.

TBHC operates in the Dallas-Ft. Worth area, with offices in Ellis County, Tarrant County and Dallas County. Expansion is planned for these three offices. How can we care for more children and recruit more foster and adoptive families? How can we gather more churches to rally behind what we are doing? We are unique in that we recruit our families from churches exclusively. Another expansion plan

is looking toward Denton and Collin Counties. This region is placing over half of its kids entering foster care outside of their counties. Because of this we are starting the process of soliciting churches to come along side us to minister to the community and help keep kids in their local area.

We plan to hire an estimated 15 new staff before the end of our five-year plan, each new employee accomplishing a unique purpose within the needs of our agency. Each year will be costly, totaling an expanded financial growth of \$4M. But the most significant part of our plan is that our agency would care for over 2,000 children by the end of our five-year plan.

It is my hope that the Texas Baptist Home for Children would have influence and opportunity to make a difference wherever God would take us. We need to let every child know that they are important and valued by God because after trauma no one has to stay a victim -- they can be adopted!

SOUTHERN BAPTISTS OF TEXAS FOUNDATION

Bart McDonald, Executive Director

The SBTF exists to help God's people advance His kingdom with the blessings He gives. This vision statement drives the Foundation's mission of helping Southern Baptists support kingdom causes through bequests, planned gifts, church loans, fund management and trust services. The SBTF also offers other value-added, revenue-based services in the areas of financial and stewardship consulting, contract accounting services and distressed real estate alternatives.

Growth and operational expansion has allowed the SBTF to achieve financial and operational independence, eliminating the need for SBTC subsidies. Asset growth over the past six year period has totaled 224% and operations now generate the funds to fully absorb costs and produce a surplus for distribution to ministry causes. With over \$73 million in assets under management, the Foundation is well-positioned to serve the church in multiple areas.

Church lending has fueled much of the expansion with \$59.7 million in approved loans to date enabling churches across the state to acquire, expand and improve their physical facilities. As financial markets tighten and commercial banks shift their policies on church lending, the Foundation becomes a more attractive alternative to conventional bank financing. The SBTF offers competitive financing alternatives for acquisition, renovation, expansion and new construction loans. One key element attractive to churches is the fact that all net interest earnings from the SBTF's portfolio are reinvested back into kingdom causes.

As a funding source for these loans, the Foundation offers above-market returns on Church Expansion Term Investments (CET) which has attracted funds from churches across the state. Congregations with excess liquidity can maximize interest earnings by choosing CET investment options ranging from daily cash accounts to investments of longer duration (30 days all the way up to five years). CET rates are updated monthly and continue to offer returns well in excess of those offered by conventional commercial banks. At 8/15/19 annual returns ranged from 1.90% to 3.15%. The SBTF currently manages more than \$54 million in CET investments for churches and ministries across the state.

Planned giving remains an area of priority. Assisting churches through the establishment of Legacy Initiatives and planned giving seminars, Jeff Steed, SBTF's Director of Planned Giving, is available to work with congregants in leaving a portion of their estate to fund Baptist causes. Planning a "House in Order" seminar is a great way to educate and assist believers in leaving a legacy for kingdom causes through effective estate planning. Since 2016 the SBTF has assisted individuals in establishing over \$30 million in estate and other planned gifts which will someday fund kingdom causes.

The Foundation offers a full complement of fund management and investment options to meet the church's needs through screened funds and attractive short-term liquidity funds offering above-market returns. Please do not hesitate to contact your Foundation for assistance in any of the ministry areas listed above. We would be honored to serve you and your church.

**EXECUTIVE BOARD MINUTE EXCERPTS
NOVEMBER 14, 2018 – APRIL 23, 2019 – July 30, 2019**

SBTC Executive Board Meeting – November 14, 2018

1. Jordan Rogers brought a report on behalf of the Credentials Committee. He presented a list of churches requesting affiliation (17) and a list of churches to be removed from affiliation (4). A motion was made and seconded to approve the list of churches requesting affiliation and the list of churches to be removed from affiliation. The motion carried. (The new and current church count is 2,702.)
2. Joe Rivera made a motion on behalf of the Executive Committee to create a Constitution and Bylaws Review Committee to be appointed by the current Executive Board chairman. The committee will be charged with the task of reviewing the Convention's Constitution and Bylaws and reporting any recommendations for amendments to the Board in its April 2019 meeting. Should any committee vacancy occur, the then current Executive Board Chairman may appoint replacement members. The motion carried.
3. Joe Rivera brought a report on behalf of the Executive Committee. The committee approved nine church affiliation requests from the Credentials Committee that submitted their forms by the deadline of ninety (90) days prior to the annual meeting. These churches were eligible to send messengers to the annual meeting.
4. Mark Hogan made a motion on behalf of the Administrative Committee that, at the close of 2018, one half of the balance in the Foundation Revocable endowment be funded to the Southern Baptists of Texas Foundation for their 2019 general operations, with the remaining endowment balance to be released and placed in SBTC reserves; further, the Southern Baptists of Texas Convention recognizes and gives appreciation to the Southern Baptists of Texas Foundation for their faithful work to advance Kingdom causes in Texas. The motion carried. Jim Richards recognized SBTF Executive Director Bart McDonald for his success in leading the Foundation and presented him with a gift.
5. Mark Hogan made a motion on behalf of the Administrative Committee to approve a reserves funding grant in the amount of \$250,000 to Criswell College for the purpose of assisting with the construction of a campus student dormitory, with special SBTC gift recognition in the dormitory lounge area. Funds are to be released upon the beginning of construction as evidenced by the pouring of the foundation. Should construction not begin by April 1, 2020, this designation will terminate and these funds will return to undesignated reserves. The Board received a report from Criswell College President Barry Creamer. The motion carried.
6. Mark Hogan made a motion on behalf of the Administrative Committee to approve a reserves funding grant to Jacksonville College in the amount of \$200,000 as an undesignated grant. The Board received a report from Jacksonville College President Mike Smith. The motion carried.

7. Mark Hogan made a motion on behalf of the Administrative Committee for the approval of a reserves funding grant for motions A-D below. The motions carried.
 - A. The Administrative Committee recommends a reserves funding grant of up to \$100,000 for line item overages in the 2018 budget.
 - B. The Administrative Committee recommends a reserves funding grant of up to \$35,000 for Year End/Christmas bonuses to all SBTC staff who are employed by the Convention at the time of the beginning of the Annual Meeting.
 - C. The Administrative Committee recommends a \$25,000 reserves funding grant to the "Protection Benefit Endowment."
 - D. The Administrative Committee recommends a reserves funding grant in the amount of \$42,000 to be used at the discretion of the Executive Director for personnel related needs.
8. Mark Hogan made a motion on behalf of the Administrative Committee to approve the amendments to the Business and Financial plan. The motion carried.
9. Mark Hogan made a motion on behalf of the Administrative Committee to remove the requirement that reserve funds in excess of six months be placed in the Church Planting Endowment. The motion carried.
10. Mark Hogan made a motion on behalf of the Administrative Committee to approve a grant from disaster relief donor funds in the amount of \$50,000 each to the Baptist State Convention of North Carolina, the South Carolina Baptist Convention, the Florida Baptist Convention, and the Georgia Baptist Mission Board, for the purpose of disaster relief. The motion carried.
11. Russ Ponder nominated Danny Forshee to serve as chairman. With only one nominee for chairman, Danny Forshee was elected by acclamation.
12. Lucas Vaughn nominated Mark Hogan to serve as vice chairman. With only one nominee for vice chairman, Mark Hogan was elected by acclamation.
13. Josh Crutchfield nominated Damon Halliday to serve as secretary. With only one nominee for secretary, Damon Halliday was elected by acclamation.
14. The chairman opened the floor for miscellaneous business. The Executive Board approved a 20-year recognition gift to Jim Richards. The gift was presented to Jim and June Richards.

SBTC Executive Board Meeting – April 23, 2019

1. The chairman called on Juan Sanchez for the President's Report following a video titled "Who's Your One?" President Sanchez reported on the 2019 annual meeting theme, program and breakout sessions. He encouraged everyone to participate in the "Who's Your One?" evangelism strategy and attend the annual meeting in Odessa.
2. Mark Hogan brought a report on behalf of the Executive Committee apprising the Board of their action on March 26, 2019 approving the Sexual Abuse Policy as the official position of the SBTC.
3. Jordan Rogers brought a report on behalf of the Credentials Committee. He presented a list of churches requesting affiliation (40). He also presented a list of churches for removal (20) from affiliation. A motion was made and

seconded to approve the list of churches requesting affiliation and the list of churches to be removed from affiliation. The motion carried. (After voting, the new church count is 2,722.)

4. The chair recognized Joe Davis for the financial report. Joe Davis called on Marie Bosillo from PSK LLP. Marie reported to the board that her firm conducted the 2018 audit for the SBTC. The auditor's opinion gives a favorable, clean report of the Convention's statements. The information provided accurately represents the financial position and activity of the SBTC. She reported that the Convention's internal controls are strong. She also informed the board that the Foundation is no longer combined with the audit of the Convention.
5. Keith Sanders brought a report on behalf of the Constitution and Bylaws Review Committee. He summarized the review process and the committee's work. A motion was made and seconded that the amendments to the Constitution and Bylaws of Southern Baptists of Texas Convention be recommended for approval by the messengers to the 2019 annual convention session, to become effective at the conclusion of the 2020 annual convention session; provided, however, that both the Constitution and Bylaw amendments are contingent upon the ratification of the Constitution amendments by the messengers to the 2020 annual convention session. The motion carried.
6. Caleb Turner made a motion on behalf of the Administrative Committee to approve a reserves funding grant of up to \$75,000 to the Baptist Convention of Maryland/Delaware in support of their Church Services ministry; the Administrative Committee further moves and recommends to the Executive Board the designation of up to \$5,000 to be used for SBTC staff travel and ministry expense in connection with this relationship. The motion carried. The board watched a video of Kevin Smith, executive director of BCMD, sharing about the work of the state convention.
7. Caleb Turner made a motion on behalf of the Administrative Committee to approve a reserves funding grant of \$30,000 to the Southern Baptists of Texas Foundation for stewardship development and promotion. The motion carried.
8. Caleb Turner made a motion on behalf of the Administrative Committee recommends an undesignated reserves funding grant in the amount of \$100,000 to Southwestern Baptist Theological Seminary. The motion carried. Caleb invited President Adam Greenway to bring a brief report on the seminary.
9. Mark Hogan made a motion on behalf of the Executive Committee for the approval of the following 2020 SBTC Executive Board meeting dates: April 27 & 28 (Retreat Meeting), August 18, and November 11. The motion carried.
10. Mark Hogan made a motion on behalf of the Executive Committee for the approval of the creation of the "Special Needs Task Force," to be appointed by the Executive Board chairman. The task force is to "study the needs of special needs families and develop a strategy for equipping churches to minister to special needs families and reach them with the gospel of Jesus Christ." The task force will make their recommendation to the Board in its July 2019 meeting. Should any committee vacancy occur, the Executive Board chairman may appoint replacement members. The motion carried.
11. Mark Hogan made a motion on behalf of the Executive Committee to approve that the purpose for the \$250,000 in reserve funds designation, approved by the Executive Committee and Administrative Committee in connection with

on-line training costs for sexual abuse prevention, be expanded to include other sexual abuse prevention trainings, initiatives, and related costs, to be conducted in 2019. The motion carried.

SBTC Executive Board Meeting – July 30, 2019

1. The chair called on each cooperative ministry entity to bring a report to the board.
 - A. Barry Creamer brought a report on behalf of Criswell College.
 - B. Mike Smith brought a report on behalf of Jacksonville College.
 - C. Jason Curry brought a report on behalf of Texas Baptist Home for Children.
2. Bart McDonald brought a report on the Southern Baptists of Texas Foundation.
3. Jordan Rogers brought a report on behalf of the Credentials Committee. He presented a list of churches requesting affiliation (18). He also presented a list of churches for removal (14) from affiliation. A motion was made and seconded to approve the list of churches requesting affiliation and the list of churches to be removed from affiliation. The motion carried. (After voting, the new church count is 2,726.)
4. Tommy Oglesby brought a report on behalf of the Special Needs Task Force and referenced the task force's recommendations in the note book. A motion was made and seconded for the Executive Board to affirm the Special Needs Task Force's work and proposed strategy and to approve a reserves grant of up to \$30,000 for the purpose of funding the special needs ministry. The motion carried. This action will be reported to the messengers at the 2019 SBTC Annual Meeting.
5. Chairman Danny Forshee and Jim Richards recognized Joe Davis and his wife, Judy, for his 20th anniversary with the SBTC and presented him with a gift from the Board.
6. Jim Richards recognized and presented gifts to five outgoing board members: Lucas Vaughn, Chris Moody, Jeremy Rogers, Eric Shin and Kie Bowman.
7. Kie Bowman made a motion on behalf of the Ministry Relationships Committee for the Executive Board to approve:
 - A. the continuance of a "Cooperative Ministry Relationship" with Jacksonville College under the current Policy for Ministry Relationships and
 - B. the continuance of a "Fraternal Ministry Relationship" with the Conference of Texas Baptists Evangelists and the Korean Baptist Fellowship of Texas.
 The motion carried.
8. Mark Hogan made a motion on behalf of the Executive Committee to approve the employment of Dave Carroll as a Church Ministries Associate, as indicated on the job description and under the provisions shown in the Terms and Conditions of Employment. The motion carried.
9. Mark Hogan made a motion on behalf of the Executive Committee to approve the employment of Josh Owens as a Communications Associate, as indicated on the job description and under the provisions shown in the Terms and Conditions of Employment. The motion carried.
10. Caleb Turner made a motion on behalf of the Administrative Committee to approve the 2020 budget as submitted and moved that the budget be

presented to the messengers constituting the 2019 Southern Baptists of Texas Convention. The motion carried.

11. Caleb Turner made a motion on behalf of the Administrative Committee for the approval of a reserves funding grant for motions A-D as presented. The motions carried.
 - A. The Administrative Committee recommends an ongoing reserves funding grant of up to \$50,000 annually, for the purpose of providing an SBTC reception and exhibit booth at the Southern Baptist Convention.
 - B. The Administrative Committee recommends a reserves funding grant of up to \$27,500 for the purpose of hosting a retreat for Associational Mission Strategists.
 - C. The Administrative Committee recommends a reserves funding grant of up to \$45,000 for the purpose of hosting the Shepherds Care Conference.
 - D. The Administrative Committee recommends a reserves funding grant of up to \$25,000 for the purpose of buying additional items in connection with the new SBTC logo.
12. Caleb Turner made a motion on behalf of the Administrative Committee to approve the re-affirmation of all remaining balances and purposes of previously approved Executive Board designations as shown. The motion carried.

COMMITTEE ON NOMINATIONS

2019-2020 Proposed Committees Recommendation
Alton McKinley, Chairman

(Names listed under Texas Baptist Home for Children, Criswell College and Jacksonville College are of individuals who are willing to serve on the boards of trustees of these entities, however their nomination and election to those boards are not prerogatives of this Convention.)

Underlined names indicate those who are being re-nominated to serve.
Those names in *italics* are proposed nominations.

Recommended chairman nominations are as shown.

EXECUTIVE BOARD

Term Expiring 2020

Landon Northcutt, Harvey Baptist Church
PO Box 981, Stephenville 76401

*Carlos Hinojos, Redbud Baptist Church, Lubbock
801 Slide Rd, Lubbock 79416*

Danny Forshee, Great Hills Baptist Church
10500 Jollyville Rd, Austin 78759

Craig Bailey, First Baptist Church, Madisonville
PO Box 159, Madisonville 77864

Steve Dorman, First Baptist Church, Brownsville
1600 Boca Chica Blvd, Brownsville 78520

Chad King, First Baptist Church, Childress
300 Avenue C NW, Childress 79201

Michael Annas, Katy's First Baptist Church
600 Pin Oak Rd, Katy 77494

Robert Slavens, Houston's First Baptist Church
7401 Katy Fwy, Houston 77024

*Tracy Turner, East Paris Baptist Church
725 N Collegiate Dr, Paris 75460*

*Tony Sheffield, First Baptist Church, Maypearl
PO Box 158, Maypearl 76064*

Caleb Turner, Mesquite Friendship Baptist Church
680 Highway 80 E, Mesquite 75149

Term Expiring 2021

Nathan Lino, Northeast Houston Baptist Church
1800 W Lake Houston Pkwy, Humble 77346

Russ Ponder, First Baptist Church, Farwell
PO Box 129, Farwell 79325

Joe Rivera, Primera Iglesia Bautista, Grand Prairie
201 Freetown, Grand Prairie 75051

Matthew McCurley, First Baptist Church, Childress
300 Avenue C NW, Childress 79201

Byron McWilliams, First Baptist Church
709 N Lee Ave, Odessa 79761

Leah Green, Second Baptist Church, Houston
6400 Woodway Dr, Houston 77057

John Muzyka, Prestonwood Baptist Church
6801 W Park Blvd, Plano 75093

Steve Ramirez, Immanuel Baptist Church
PO Box 54, Fort Stockton 79735

Charles Lee, Acts Fellowship Church
600 Stansted Manor Dr, Pflugerville 78660

John Greene, Harmony Hill Baptist Church
2708 S Chestnut Dr, Lufkin 75901

Donald Schmidt, Lakeland Baptist Church
397 S Stemmons Fwy, Lewisville 75067

Term Expiring 2022

Todd Kaunitz, New Beginnings Baptist Church
2137 E George Richey Rd, Longview 75604

Cesar Gabriel, Iglesia Bautista Trinidad
10108 FM 1472, Laredo 78045

Mark Hogan, Mission City Church
2220 NW Military Hwy, San Antonio 78213

Norman Rushing, Central Baptist Church
513 E Francis, Pampa 79065

Tommy Oglesby, South Jefferson Baptist Church
PO Box 928, Mt Pleasant 75456

Jacob Fitzgerald, Denman Avenue Baptist Church
1807 E Denman Ave, Lufkin 75901

Leslie Bradley, Southcliff Baptist Church
4100 SW Loop 820, Fort Worth 76109

*James Pritchard, First Baptist Church, Forney
PO Box 97, Forney 75126*

Joshua Fields, First Baptist Church, Iowa Park
PO Box 847, Iowa Park 76367

Averri LeMalle, Champion Forest Baptist Church
16518 Jersey Dr, Jersey Village 77040

Marty Collier, Rush Creek Church
2350 SW Green Oaks Blvd, Arlington 76017

Term Expiring 2023

Jay Evers, Sagemont Church
11300 Sam Houston Pkwy E, Houston 77089

Damon Halliday, Keystone Fellowship Church
2050 Golden Triangle Rd, Fort Worth 76105

Cole Hedgecock, First Baptist Church, Rowlett
4309 Main St, Rowlett 75088

Courtney Wilcox, Calvary Baptist Church
4111 Airport Ave, Rosenberg 77471

Eric Shin, New Life Fellowship Church
777 Fairbanks N Houston Rd, Houston 77040

*Christy Piles, Emory Baptist Church
PO Box 248, Emory 75440*

*Sam Little, First Baptist Church, Stowell
PO Box 70, Stowell 77661*

*Wayne Frazier, Montalba Baptist Church
PO Box 220, Montalba 75853*

*Bob Pearle, Birchman Baptist Church
9100 N Normandale St, Fort Worth 76116*

*John Meador, Cross City Church
1000 W Airport Fwy, Euless 76039*

*Matt Pitts, Minden Baptist Church
PO Box 665, Minden 75680*

TEXAS ETHICS and RELIGIOUS LIBERTY

Nathan Loudin, Chairman

Term Expiring 2020

Nick Esch, Cornerstone Baptist Church
113 State Hwy 205, Terrell 75160

Kris Segrest, First Baptist Church, Wylie
100 N First Street, Wylie 75098

Ben Wright, Cedar Pointe Baptist Church
100 E Whitestone Blvd Ste 148-222, Cedar Park 78613

Term Expiring 2021

Casey Blair, First Baptist Church, Forney
PO Box 97, Forney 75126

Joshua Hebert, Calvary Baptist Church
PO Box 1024, Kemp 75143

B.J. McCurdy, New Shores Baptist Church
PO Box 27, Old Ocean 77463

Term Expiring 2022

Kody Smith, East Mountain Baptist Church
315 E Mountain Rd N, Gilmer 75645

Sharonda Cooper, High Pointe Baptist Church
12030 Dessau Rd, Austin 78754

Nathan Loudin, Milwood Baptist Church
12217 Cassady Dr, Austin 78727

Term Expiring 2023

*Trey Dimsdale, Hulen Street Baptist Church
7100 S Hulen St, Fort Worth 76133*

*Denny Gorena, Sagamore Baptist Church
PO Box 8749, Fort Worth 76124*

*Leon Moore, Mesquite Friendship Baptist Church
680 Highway 80 E, Mesquite 75149*

CREENTIALS COMMITTEE

Jason Gray, Chairman

Term Expiring 2020

Jason Gray, Redeemer Church
PO Box 7328, Abilene 79608

Term Expiring 2021

Bill Coffey, Pinecrest Baptist Church
5660 FM 1122, Silsbee 77656

Term Expiring 2022

Rudy Valdes, Bethel Baptist Church
25 Tidwell Rd, Houston 77022

Term Expiring 2023

*Caleb Fleming, North Oaks Baptist Church
18411 Stuebner Airline Rd, Spring 77379*

COMMITTEE ON ORDER OF BUSINESS

Wes Hinote, Chairman

Term Expiring 2020

Matt Surber, Mission City Church
2220 NW Military Hwy, San Antonio 78213

Wes Hinote, Old River Baptist Church
12948 FM 1409, Dayton 77535

Term Expiring 2021

Jay Gross, West Conroe Baptist Church
1855 Longmire Rd, Conroe 77304

Susan Smith, First Baptist Church, Jacksonville
210 Philip St, Jacksonville 75766

Term Expiring 2022

Paul Beam, Calvary Baptist Church
900 E 23rd St, Pampa 79065

Keith Kelley, Macedonia Baptist Church
4656 Page Rd, Longview 75605

Term Expiring 2023

*Blake White, South Side Baptist Church
1425 S 7th St, Abilene 79601*

*Amy Hebert, Paramount Baptist Church
3801 S Western St, Amarillo 79109*

CRISWELL COLLEGE

Term Expiring 2020

Robert Welch, Sr., Parkhills Baptist Church
17747 San Pedro, San Antonio 78232

Dante Wright, Sweet Home-The Pinnacle of Praise
3200 Sunrise Rd, Round Rock 78665

Chris Osborne, Central Baptist Church
1991 FM 158, College Station 77845

Term Expiring 2021

Ann Hettinger, First Baptist Church, Dallas
1707 San Jacinto St, Dallas 75201

Mack Roller, Glen Meadows Baptist Church
6002 Knickerbocker Rd, San Angelo 76904

Term Expiring 2022

*Joshua Crutchfield, First Baptist Church, Madisonville
PO Box 159, Madisonville 77864*

*Jared Wellman, Tate Springs Baptist Church
4201 Little Rd, Arlington 76016*

*David Sherzer, First Baptist Church, Colleyville
5405 Pleasant Run, Colleyville 76034*

JACKSONVILLE COLLEGE

Term Expiring 2020

Mark Moore, Lakeside Baptist Church
1291 Old Kaufman Rd, Canton 75103

Term Expiring 2021

JoEd Anderson, First Baptist Church, Rusk
PO Box 258, Rusk 75785

Term Expiring 2022

*David Parish, Magnolia Baptist Church
811 Lilley Yeager Loop N, Cleveland 77328*

Term Expiring 2023

Donnie Page, Hillcrest Baptist Church
265 W Pleasant Run Rd, Cedar Hill 75104

TEXAS BAPTIST HOME FOR CHILDREN

Term Expiring 2021

Dustin Guidry, Ridgewood Church
2920 Lake Arthur Dr, Port Arthur 77642

Kristen Morgan, First Baptist Church, Forney
PO Box 97, Forney 75126

Term Expiring 2022

Stephen Bradley, Abbott Baptist Church
PO Box 38, Abbott 76621

SOUTHERN BAPTISTS OF TEXAS FOUNDATION*

Term Expiring 2020

Calvin Pearson, Crossroads Baptist Church
5000 College Park Dr, The Woodlands 77384

Chet Haney, Highland Terrace Baptist Church
3939 Joe Ramsey Blvd E, Greenville 75401

David Turner, First Baptist Church, Odessa
709 N Lee Ave, Odessa 79761

Bill Campbell, Northeast Houston Baptist Church
1800 W Lake Houston Pkwy, Humble 77346

Term Expiring 2021

Gary Aylor, First Baptist Humble
19901 Townsen Blvd E, Humble 77338

Brandon Lackey, Bayou City Fellowship
9597 Jones Rd #351, Houston 77065

Randy James, First Baptist Church, Columbus
PO Box 367, Columbus 78934

Ron Cornelius, First Baptist Church, Colleyville
5405 Pleasant Run Rd, Colleyville 76034

Term Expiring 2022

*Robert Kocot, First Baptist Church, Beaumont
3739 N Major Dr, Beaumont 77713*

Glenda Brewer, Lake Pointe Church
701 E Interstate 30, Rockwall 75087

Jim Pannell, Travis Avenue Baptist Church
800 W Berry St, Fort Worth 76110

Ron Kelley, Prestonwood Baptist Church
6801 W Park Blvd, Plano 75093

*Brandon Burk, Houston's First Baptist Church
7401 Katy Fwy, Houston 77024*

*At the request of the Foundation, recommended nominees will result in increasing the size of the Foundation's board by one.

COMMITTEE ON COMMITTEES RECOMMENDATIONS

Sonny Hathaway, Chairman

COMMITTEE ON NOMINATIONS

_____, Chairman
(presented at the convention)

Term Expiring 2020

Angela Autrey, Sagemont Church
11300 S Sam Houston Pkwy E, Houston 77089

Stan Britton, The Church at Buffalo Creek
PO Box 1752, Rockwall 75087

Casey Lewis, Foundation Baptist Church
505 W Harwood Rd, Euless 76039

Term Expiring 2021

Kyle Clayton, The Church at Quail Creek
801 Tascosa Rd, Amarillo 79124

Jeanette Melton, Emory Baptist Church
PO Box 248, Emory 75440

Coleman Philley, Katy's First Baptist Church
600 Pin Oak Rd, Katy 77494

Term Expiring 2022

Tom Buck, First Baptist Church, Lindale
103 E Van St, Lindale 75771

Kyle Newcomer, Christ Our Savior Baptist Church
5315B Cypress Creek Pkwy PMB 159, Houston 77069

Irma Ramos, First Baptist Church, Galena Park
206 Woolfe St, Galena Park 77547

Term Expiring 2023 (*to be presented at convention)

**Vacant*

**Vacant*

**Vacant*

2019 COMMITTEE APPOINTMENTS

[Under the constitution, the following committees were appointed by the state convention president.]

REGISTRATION

Scott Pomeroy	CHAIRMAN Barksdale Baptist Church, Barksdale
Mario Martinez	Iglesia Cristiana Genesis, Odessa
Nathan McCravey	South Side Baptist Church, Abilene
Awi Sang	Bethel Christian Church, Midland
Lila Stueart	Midway Baptist Church, Lamesa

RESOLUTIONS

Christopher Graham	CHAIRMAN First Baptist Church, Dallas
Celeste Barnett	Mesquite Friendship Baptist Church, Mesquite
David Galvan	Primera Iglesia Bautista Nueva Vida, Dallas
Jo McGuire	Cornerstone Baptist Church, Haskell
Steve McMeans	Indiana Avenue Baptist Church, Lubbock
Terri Stovall	Cross City Church, Euless
Del Traffanstedt	Mission Dorado Baptist Church, Odessa
Daniel Walker	High Pointe Baptist Church, Austin

TELLERS

Ken McMeans	CHAIRMAN College Baptist Church, Big Spring
Jose Arzate	Paramount Baptist Church, Amarillo
Clayton Bennett	First Baptist Church, Odessa
Bruce Burk	Heartland Baptist Church, San Angelo
Joshua Fitchett	Cornerstone Fellowship Baptist Church, Haskell
Terry Hovey	First Baptist Church, Higgins
Johnny Knowlton	Calvary Baptist Church, Pampa
Mario Martinez	Iglesia Cristiana Genesis, Odessa
Teresa Martinez	Iglesia Cristiana Genesis, Odessa
Tammy Pomeroy	Barksdale Baptist Church, Barksdale
Wes Terry	Broadview Baptist Church, Abilene
Blake White	South Side Baptist Church, Abilene

OTHER APPOINTMENTS

PARLIAMENTARIANS

Barry McCarty	Cross City Church, Eules
Terry Wright	First Baptist Church, Vidor

COMMITTEE ON COMMITTEES (Appointed by the President)

Term Expiring 2019

Sonny Hathaway	CHAIRMAN LaBelle Baptist Church, Beaumont
Marcus Allen	Faith Family Baptist Church, Kingwood
James Jordan	Northeast Houston Baptist Church, Humble

Term Expiring 2020

Rodney Brown	Metro Bible Church, Southlake
Hal Kinkeade	First Baptist Church, Springtown
Shanon Thomas	Rockwall Friendship Baptist Church, Royse City

Term Expiring 2021

Philip Levant	Iglesia Bautista La Vid, Hurst
Joel Mosier	Grace Life Baptist Church, Cypress
Jeanine Sanchez	High Pointe Baptist Church, Austin

Term Expiring 2022

Juan Gaona	Iglesia Bautista El Mesias, Odessa
Tom Goodman	Hillcrest Baptist Church, Austin
Mary Kay Stelter	Southcrest Baptist Church, Lubbock

Committee Replacement Summary 2019

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
Executive Board				
Jay Evers	2019	eligible	Jay Evers	2023
Damon Halliday	2019	eligible	Damon Halliday	2023
Cole Hedgecock	2019	eligible	Cole Hedgecock	2023
Courtney Wilcox	2019	eligible	Courtney Wilcox	2023
Eric Shin	2019	eligible	Eric Shin	2023
Lucas Vaughn	2019	eligible	Christy Piles	2023
Kie Bowman	2019	ineligible	Sam Little	2023
Chris Moody	2019	ineligible	Wayne Fraizer	2023
Jeremy Rogers	2019	ineligible	Bob Pearle	2023
Richard Winford	2019	resigned	John Meador	2023
Bill Vernon	2019	resigned	Matt Pitts	2023
Michael Cooper	2022	resigned	James Pritchard	2022
Adam Dooley	2020	resigned	Carlos Hinojos	2020
David LaMascus	2020	resigned	Tracy Turner	2020
Michael Postell	2020	resigned	Tony Sheffield	2020
Texas Ethics and Religious Liberty				
Committee Chair	2019	N/A	Nathan Loudin	2020
Darrell Stein	2019	ineligible	Trey Dimsdale	2023
Trey Graham	2019	ineligible	Denny Gorena	2023
Ed Thompson	2019	ineligible	Leon Moore	2023
Credentials Committee				
Committee Chair	2019	N/A	Jason Gray	2020
Jordan Rogers	2019	ineligible	Caleb Fleming	2023
Committee On Order of Business				
Committee Chair	2019	N/A	Wes Hinote	2020
Jami Turner	2019	ineligible	Blake White	2023
Jason Paredes	2019	ineligible	Amy Hebert	2023
Criswell College				
Tony Rogers	2019	ineligible	Joshua Crutchfield	2022
Terry Turner	2019	ineligible	Jared Wellman	2022
Jimm Draper	2019	ineligible	David Sherzer	2022
Jacksonville College				
Donnie Page	2019	eligible	Donnie Page	2023
Bob Pearle	2022	resigned	David Parish	2022

Committee Replacement Summary 2019 (Continued)

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
Southern Baptists of Texas Foundation				
Russ Barksdale	2019	eligible	Robert Kocot	2022
Glenda Brewer	2019	eligible	Glenda Brewer	2022
Jim Pannell	2019	eligible	Jim Pannell	2022
Ron Kelley	2019	eligible	Ron Kelley	2022
New Position	N/A	N/A	Brandon Burk	2022

PROPOSED 2020 BUDGET

MISSIONAL MINISTRIES

MISSIONS & CHURCH PLANTING

The SBTC Missions and Church Planting Team exists to help churches plant new churches and mobilize for missions in Texas and beyond by focusing on leadership assessment, training and discipleship. The budget reflects the three focus ministries of church planting, missions mobilization and missions education.

*Church Planting	\$ 1,200,000
Missions Mobilization	35,000
State Missions Material	30,000
Printing/Postage/Promotion	12,000
General Ministry	5,000
Consultants/Specialists	91,500
Personnel Salary & Housing	757,691
Travel & Meals	98,000
Convention & Conference	6,000
Personnel Health Insurance	154,937
Personnel Retirement	57,330
Personnel Payroll Taxes	10,755
Office Occupation/Related Expenses	42,143
Phone/Internet	8,857
Office Supplies	5,286
Furniture & Equipment	5,714
Equipment Upgrade & Maintenance	6,143
Computer Network Administration	13,571
Commercial Insurance	9,286
Board Meetings	12,143
Committee Meetings	3,571
Annual Meeting	30,000
Technology Maintenance & Development	13,571
Operations & Contingency	21,429
Total	\$ 2,629,927

*Includes church plants and church planting initiatives including strategists, initiatives and partnerships.

EVANGELISM

The Evangelism ministry exists to encourage and train pastors and staff ministers to equip believers of all ages to do the work of evangelism. Additionally we mobilize and train volunteers in disaster relief efforts and are committed to assist Texas associations, churches, and individuals in facilitating their vision of fulfilling the Great Commission.

Empower Evangelism Conference	\$	275,000
Evangelism Events		40,000
Language Evangelism Ministry		73,000
Prayer Ministry		30,000
Personal Evangelism		20,000
Disaster Relief		75,000
Student Evangelism		57,000
Student Camp		275,000
Student Evangelism Conference		98,000
Collegiate Ministry		50,000
Printing/Postage/Promotion		10,000
General Ministry		5,000
Personnel Salary & Housing		845,632
Travel & Meals		99,000
Convention & Conference		13,000
Personnel Health Insurance		201,229
Personnel Retirement		75,869
Personnel Payroll Taxes		24,570
Office Occupation/Related Expenses		42,143
Phone/Internet		8,857
Office Supplies		5,286
Furniture & Equipment		5,714
Equipment Upgrade & Maintenance		6,143
Computer Network Administration		13,571
Commercial Insurance		9,286
Board Meetings		12,143
Committee Meetings		3,571
Annual Meeting		30,000
Technology Maintenance & Development		13,571
Operations & Contingency		21,429
Total	\$	2,439,014

LEADERSHIP MINISTRIES

CHURCH MINISTRIES

The primary purpose of the Church Ministries department is to equip churches for ministry. This is done by utilizing SBTC staff and valued experts in their field to equip staff and lay leaders of the local church. The assistance provided occurs through training seminars, workshops, clinics, conferences, webinars, networking, resourcing and consultations. Hispanic ministry is accomplished across all areas of SBTC ministry, with an additional focus in church ministries through the SBTC En Español.

Worship/Music Education	\$	56,000
Children's Ministries		103,000
Women's Ministry		60,000
Education & Leadership		89,000
Administration Ministries		50,000
Adult Ministry		50,000
Discipleship Ministries		26,500
Online Training		15,500
Facilities & Technology Ministry		37,000
Senior Adult Ministry		18,000
SBTC En Español		102,000
Finance Management/Stewardship		44,000
Printing/Postage/Promotion		22,000
General Ministry		2,000
Personnel Salary & Housing		626,392
Travel & Meals		55,000
Convention & Conference		15,500
Personnel Health Insurance		142,639
Personnel Retirement		55,112
Personnel Payroll Taxes		19,809
Office Occupation/Related Expenses		42,143
Phone/Internet		8,857
Office Supplies		5,286
Furniture & Equipment		5,714
Equipment Upgrade & Maintenance		6,143
Computer Network Administration		13,571
Commercial Insurance		9,286
Board Meetings		12,143
Committee Meetings		3,571
Annual Meeting		30,000
Technology Maintenance & Development		13,571
Operations & Contingency		21,429
Total	\$	1,761,166

PASTOR/CHURCH RELATIONS

This area of ministry exists to provide leadership and relationship to pastors and other church employees as well as to the church body. Pastor/Church Relations (PCR) assists ministers in finding churches and churches who are seeking ministers. We provide training for search committees and assistance with pulpit supply and other interim needs, including help in finding interim pastors. PCR hosts events and trainings to help encourage and equip pastors and other ministers. We are available to assist churches when conflict mediation or counseling referrals are needed. PCR works to support the ministries of Associational Mission Strategists and associations through grants and training events. We relate to GuideStone Financial Services to assist ministers and church employees with retirement benefits and we provide church grant assistance and emergency relief.

Church Grant Assistance	\$	30,000
Minister Emergency Grants		7,500
Minister Leadership Development & Enrichment		97,000
Preaching Conference		7,000
Pastor & Staff Banquet		3,000
Church Interim Resources		12,000
Counsel/Conflict Resolution		7,500
Informational Meetings		10,000
Ministry to Associations		45,000
SBTC En Español		35,000
Resources/Equipment		4,000
Printing/Postage/Promotion		30,000
General Ministry		5,000
Consultants/Specialists		68,500
Personnel Salary & Housing		428,317
Travel & Meals		43,000
Convention & Conference		6,000
Personnel Health Insurance		100,754
Personnel Retirement		42,131
Personnel Payroll Taxes		10,542
Office Occupation/Related Expenses		42,143
Phone/Internet		8,857
Office Supplies		5,286
Furniture & Equipment		5,714
Equipment Upgrade & Maintenance		6,143
Computer Network Administration		13,571
Commercial Insurance		9,286
Board Meetings		12,143
Committee Meetings		3,571
Annual Meeting		30,000
Technology Maintenance & Development		13,571
Operations & Contingency		21,429
Total	\$	1,163,958

CONVENTION STRATEGIES

Focus is being given to convention strategies including church revitalization, Cooperative Program promotion and branding, use of social media and Hispanic, African American and Asian leadership and development.

Cooperative Program Promotion	\$	70,000
General Promotion		30,000
SBTC Promotional Strategy		45,000
Video Production Supplies		2,500
Second Chair Leadership		2,500
Church Revitalization		240,000
African American Ministry		30,000
Asian Ministry		101,000
Leadership Español		15,000
General Ministry		2,500
Personnel Salary & Housing		424,837
Travel & Meals		33,000
Convention & Conference		3,000
Personnel Health Insurance		75,112
Personnel Retirement		42,720
Personnel Payroll Taxes		15,559
Office Occupation/Related Expenses		42,143
Phone/Internet		8,857
Office Supplies		5,286
Furniture & Equipment		5,714
Equipment Upgrade & Maintenance		6,143
Computer Network Administration		13,571
Commercial Insurance		9,286
Board Meetings		12,143
Committee Meetings		3,571
Annual Meeting		30,000
Technology Maintenance & Development		13,571
Operations & Contingency		21,429
Total	\$	1,304,442

SUPPORTING MINISTRIES

COMMUNICATIONS

The purpose of our Communications department is to implement a strategy that supports all aspects of our convention's ministry. A successful communications strategy will build relationships within our fellowship of churches. The good news of successful ministries and the sharing of challenges faced in other places can draw those who have needs together with those who have solutions. Our Communications ministry can also encourage affiliated churches as they partner together in the Great Commission. As Texas Southern Baptists see the needs and successes in our worldwide mission, we will be able to participate and pray in a more strategic way. Using a variety of information technology—print, web, and social media—the Communications staff works to provide timely information aimed at unifying our convention around the mission we've all joined. We remain committed to telling the good story in as many ways as possible.

TEXAN Publications	\$ 350,000
Estimated Publication Ad Fees	(35,000)
Annual Printing & Distribution	8,000
Printing/Postage/Promotion	3,000
Resource Material	3,800
General Ministry	5,000
Consultants/Specialists	55,000
Personnel Salary & Housing	327,885
Travel & Meals	33,500
Convention & Conference	5,000
Personnel Health Insurance	70,287
Personnel Retirement	31,042
Personnel Payroll Taxes	14,139
Office Occupation/Related Expenses	21,071
Phone/Internet	4,429
Office Supplies	2,643
Furniture & Equipment	2,857
Equipment Upgrade & Maintenance	3,072
Computer Network Administration	6,786
Commercial Insurance	4,643
Board Meetings	6,072
Committee Meetings	1,786
Annual Meeting	15,000
Technology Maintenance & Development	6,786
Operations & Contingency	10,715
Total	\$ 957,513

MINISTRY RELATIONSHIPS

As the name implies, our Ministry Relationships department works with compatible, already existing institutions to provide strengthening resources to our convention's affiliated churches. Our relationship with educational institutions addresses the need for leadership training and preparation for church leaders. Some of our related institutions employ experts in discipleship, missions, preaching, ethics, and a wide variety of useful ministry knowledge. Our convention has from the start committed to using expertise already available in our state to meet the needs of the churches. We also partner with ministries that provide aid to families in crisis, and rescue to children who need families. These relationships are all built on the foundation of doctrinal integrity. Every major ministry of our convention is magnified by the relationships we have built with sister ministries.

Criswell College	\$	417,238
Jacksonville College		128,381
Texas Baptist Home		96,286
TX Ethics and Religious Liberty Committee		30,000
Human Care & Family Ministry		7,500
Scholarships		40,000
President's Travel & Meals		2,000
General Ministry		3,000
Personnel Salary & Housing		120,973
Travel & Meals		21,000
Personnel Health Insurance		13,177
Personnel Retirement		11,158
Personnel Payroll Taxes		1,248
Office Occupation/Related Expenses		21,071
Phone/Internet		4,429
Office Supplies		2,643
Furniture & Equipment		2,857
Equipment Upgrade & Maintenance		3,072
Computer Network Administration		6,786
Commercial Insurance		4,643
Board Meetings		6,072
Committee Meetings		1,786
Annual Meeting		15,000
Technology Maintenance & Development		6,786
Operations & Contingency		10,715
Total	\$	977,821

OPERATIONAL SERVICES

Operational Services facilitates all ministries of the SBTC through facilities management, general operations and human resources.

Legal Expense	\$	30,000
Staff Meetings and Training		27,500
Staff Planning Retreat		11,000
SBTC Staff Scholarship		2,000
Convention Vehicle Expense		56,500
Resource Materials		400
Printing/Postage /Promotion		40,000
General Ministry		5,000
Travel & Meals		23,000
Convention & Conference		12,500
Personnel Salary & Housing		227,361
Personnel Salary Supplement		25,000
Personnel Health Insurance		52,807
Personnel Disability Insurance		16,500
Personnel Retirement		29,223
Personnel Payroll Taxes		17,492
Office Occupation/Related Expenses		21,072
Phone/Internet		4,428
Office Supplies		2,641
Furniture & Equipment		2,859
Equipment Upgrade & Maintenance		3,069
Computer Network Administration		6,787
Commercial Insurance		4,641
Board Meetings		6,069
Committee Meetings		1,787
Annual Meeting		15,000
Technology Maintenance & Development		6,787
Operations & Contingency		10,710
Total	\$	662,133

FINANCIAL SERVICES

Financial Services facilitates all ministries of the SBTC through internal accounting and auditing functions.

Audit & Outside Services	\$	69,000
Benefit Plan Services		4,500
Payroll Services		11,000
Personnel Salary & Housing		336,023
Personnel Health Insurance		69,007
Personnel Retirement		38,926
Personnel Payroll Taxes		24,807
Office Occupation/Related Expenses		21,071
Phone/Internet		4,429
Office Supplies		2,643
Furniture & Equipment		2,857
Equipment Upgrade & Maintenance		3,072
Computer Network Administration		6,786
Commercial Insurance		4,643
Board Meetings		6,072
Committee Meetings		1,786
Annual Meeting		15,000
Technology Maintenance & Development		6,786
Operations & Contingency		10,715
Total	\$	639,123

Personnel salary, housing and benefits represents 19% of the total budget, may be reallocated across the convention as duties or positions change, and may be used for outsourced solutions.

PROPOSED 2020 BUDGET SUMMARY

IN STATE BUDGET SUMMARY	Budget Per Ministry Area	% Total Budget
Minister's Outside Retirement	\$ 415,000	3.15%
Protection Benefit	240,000	1.82%
Total IN STATE SPECIAL ALLOCATION	655,000	4.97%
Missions & Church Planting	2,629,927	19.94%
Evangelism	2,439,014	18.49%
Total MISSIONAL MINISTRIES	5,068,941	38.43%
Church Ministries	1,761,166	13.35%
Pastor/Church Relations	1,163,958	8.82%
Convention Strategies	1,304,442	9.89%
Total LEADERSHIP MINISTRIES	4,229,566	32.06%
Communications	957,513	7.26%
Ministry Relationships	977,821	7.41%
Operational Services	662,133	5.02%
Financial Services	639,123	4.85%
Total SUPPORTING MINISTRIES	3,236,590	24.54%
TOTAL IN STATE BUDGET	\$ 13,190,097	100.00%

TOTAL BUDGET

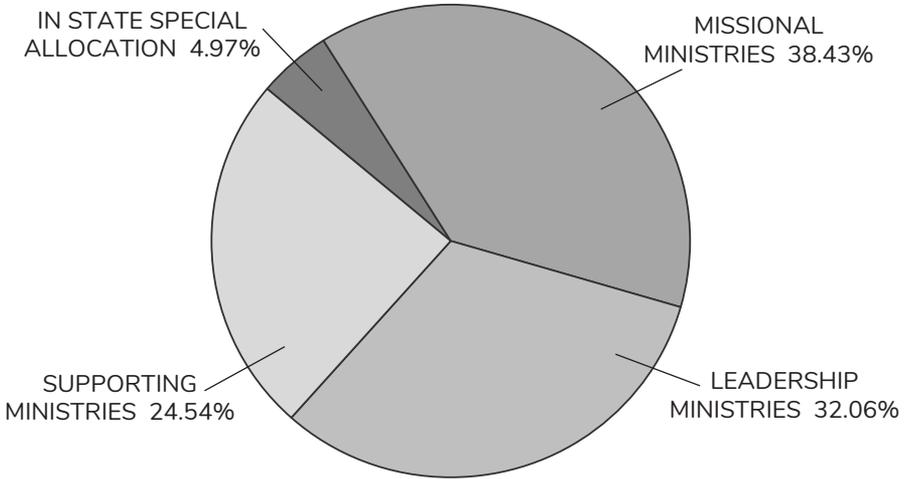
SBC CP Budget (55%)	\$ 15,691,007
SBTC CP Budget (45%)	12,838,097
TOTAL CP BUDGET	28,529,104
Grant from SBC Entities	352,000
TOTAL BUDGET	\$ 28,881,104

The ministry of the Southern Baptists of Texas Convention is an extension of the ministries of affiliated churches in the state. We thank you for your partnership and we pledge our continued commitment to Kingdom work through the Cooperative Program.

BUDGET HISTORY

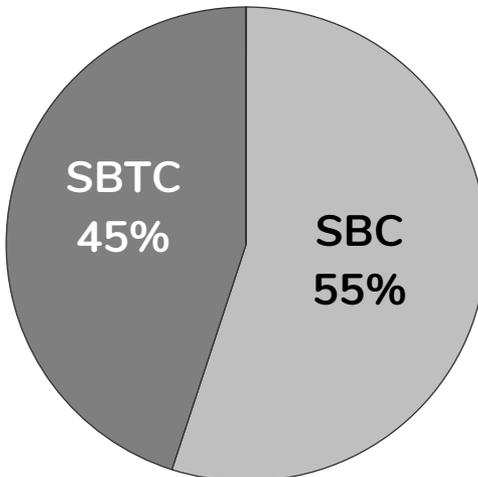
Year	Total Budget	Increase Over Prior Year	Percentage Increase
2014	\$ 27,149,526	\$ 805,900	3.06%
2015	27,488,059	338,533	1.25%
2016	27,743,629	255,570	0.93%
2017	28,159,810	416,181	1.50%
2018	28,880,178	720,368	2.56%
2019	28,881,116	938	0%
Proposed for 2020	\$ 28,881,104	\$ (12)	0%

PROPOSED 2020 BUDGET PERCENTAGES



PROPOSED 2020 COOPERATIVE PROGRAM PERCENTAGES

The budget continues to support ministries worldwide by forwarding an unprecedented 55% of all Cooperative Program funds to the Southern Baptist Convention in 2020.



2020 CALENDAR

For more information, please visit our website at sbtexas.com
or call toll free 1-877-953-7282 or local 817-552-2500

JANUARY

- 1 New Year's Holiday—SBTC office closed
- 8 Chapel, SBTC, sbtexas.com/live
- 10 Collegiate Texas Roundup Workshop, SBTC, Grapevine
- 11 She Stands Women's Conference, Central Baptist Church, College Station
- 13 Tax Seminar, SBTC, Grapevine
- 14 Tax Seminar, University Baptist Church, San Antonio
- 15 Tax Seminar, Clay Road Baptist Church, Houston
- 15 Tax Seminar, Friendly Baptist Church, Tyler
- 16 Connect Network, Southcrest Baptist Church, Lubbock
- 16 Tax Seminar, Denman Avenue Baptist Church, Lufkin
- 17-18 M3 WKND, San Antonio
- 19-20 M3 WKND, Dallas, Houston, Amarillo
- 20 Martin Luther King, Jr. Holiday—SBTC office closed
- 20-22 Reach Houston Vision Tour
- 22 Tax Seminar, Sherwood Baptist Church, Odessa
- 23 Tax Seminar, Redbud Baptist Church, Lubbock
- 28 Tax Seminar, Hyde Park Baptist Church, Austin
- 28 Pastor Mentor Initiative, Yorktown Baptist Church, Corpus Christi
- 28 Women's Roundtable, SBTC, Grapevine
- 29 Today's Interim Pastor Training, Annaville Baptist Church, Corpus Christi
- 29 Tax Seminar, Hillcrest Baptist Church, Nederland
- 30 Gospel Advance, DFW area
- 30 RevTalks Conference, Southwestern Baptist Theological Seminary, Fort Worth
- 31 DR Phase 2 Training, Clay Road Baptist Church, Houston

FEBRUARY

- 1 DR Phase 1 Training, Clay Road Baptist Church, Houston
- 5 Chapel, SBTC, sbtexas.com/live
- 6-8 El Paso Vision Tour
- 10-12 Reach Austin Vision Tour
- 21-22 Spanish Session of Empower, Irving Convention Center, Las Colinas
- 24 NextGen Pastors Roundtable, Irving Convention Center, Las Colinas
- 24 New SBTC Pastors Orientation, Irving Convention Center, Las Colinas
- 24-25 Empower Evangelism Conference, Irving Convention Center, Las Colinas

MARCH

- 1-8 Week of Prayer for North American Missions
- 3 Women's Roundtable Conversations, Redbud Baptist Church, Lubbock
- 5 55+ Adults Ministry Training, First Baptist Church, New Braunfels
- 5 RevTalks Live, Jacksonville College, Jacksonville

MARCH (continued)

- 6 DR Phase 2 Training, First Baptist Church, Leonard
- 6, 7 Heart of the Child Conference, Southwestern Baptist Theological Seminary, Fort Worth
- 7 DR Phase 1, First Baptist Church, Leonard
- 11 SBTC Chapel, sbtexas.com/live
- 12 55+ Adults Ministry Training, SBTC, Grapevine
- 19 55+ Adults Ministry Training, West Texas
- 19 Connect Network, Friendly Baptist Church, Tyler
- 20-21 Pause Retreat, Corpus Christi
- 21 She Stands Women's Conference, Mobberly Baptist Church, Longview
- 21 VBS Training, Southcrest Baptist Church, Lubbock
- 21 VBS Training, Spring Baptist Church, Spring
- 26 Women's Roundtable Conversations, Mesquite Friendship Baptist Church
- 27-28 En Español Family Conference, Summers Mill Retreat Center, Belton
- 28 Fiesta of Hope, Dallas
- 28 VBS Training, Friendly Baptist Church, Tyler
- 28 VBS Training, University Baptist Church, San Antonio
- 31 Women's Regional Roundtable, Hillcrest Baptist Church, Cedar Hill

APRIL

- 2 Disciple Making Forum, First Baptist Church, Colleyville
- 2 RevTalks Live, University Baptist Church, San Antonio
- 3 DR Phase 2, Christ's Way Baptist Church, Bryan
- 4 DR Phase 1, Christ's Way Baptist Church, Bryan
- 8 SBTC Chapel, sbtexas.com/live
- 10 Good Friday—SBTC office closed
- 14 Women's Roundtable Conversations, First Baptist Church, Beaumont
- 16 Connect Network, Yorktown Baptist Church, Corpus Christi
- 16-18 Rio Grande Valley Vision Tour
- 17-18 Bible Drill, Southwestern Baptist Theological Seminary, Fort Worth
- 21 Women's Roundtable Conversations, Yorktown Baptist Church, Corpus Christi
- 23 Role of the Pastor Conference, SBTC, Grapevine
- 23-24 Church Revitalization Retreat, SBTC, Grapevine
- 24-25 Bible Drill, Spring Baptist Church, Spring
- 26 Cooperative Program Sunday
- 27-28 Executive Board Retreat, Southwestern Baptist Theological Seminary, Fort Worth
- 28 Pastor Mentor Initiative, Paramount Baptist Church, Amarillo
- 30 Today's Interim Pastor Training, Paramount Baptist Church, Amarillo

MAY

- 1-2 Bible Drill, First Baptist Church, Odessa
- 1-2 Florece Women's Conference, Riverbend Retreat Center, Glen Rose
- 2 She Stands Women's Conference, The Church at Quail Creek, Amarillo
- 4-5 Pastors Masters Golf Tournament, Tour 18, Flower Mound
- 7 National Day of Prayer
- 7 Gospel Advance, Central/South Texas
- 11-13 Church Administrative Assistants' Retreat, Embassy Suites, San Marcos

MAY (continued)

- 12 Hispanic Leadership Summit, Oak Meadow Baptist Church, Austin
- 13-15 Collegiate Texas Roundup, Austin
- 14 Connect Network, Glen Meadows Baptist Church, San Angelo
- 16 State Bible Drill Finals, SBTC, Grapevine
- 25 Memorial Day—SBTC office closed

JUNE

- 6-7 SBC Crossover, Orlando, FL
- 7-10 Southern Baptist Convention, Orlando, FL
- 15-19 Student M3 Camp Highland Lakes, Spicewood
- 22-26 Student M3 Camp Zephyr, Sandia

JULY

- 1 SBTC Chapel, sbtcx.com/live
- 3 Independence Day (observed)—SBTC office closed
- 3-4 En Español Family Retreat, Camp Copass, Denton
- 6-10 Student M3 Camp Highland Lakes, Spicewood
- 6-10 LEAD Conference, Tate Springs Baptist Church, Arlington
- 14-18 Student M3 Camp, Glorieta Conference Center, Glorieta, NM
- 17-18 Pastor & Wife Retreat, Omni Houston Westside, Houston

AUGUST

- 3-7 Youth Week, Riverbend Retreat Center, Glen Rose
- 7 Collegiate Texas Roundup Workshop, SBTC, Grapevine
- 7 Today's Interim Pastor Training, Southwestern Baptist Theological Seminary, Fort Worth
- 7-8 ESL training at EQUIP, Southwestern Baptist Theological Seminary, Fort Worth
- 8 EQUIP Conference, Southwestern Baptist Theological Seminary, Fort Worth
- 12 SBTC Chapel, sbtcx.com/live
- 13 Shepherd's Care Conference, SBTC, Grapevine
- 18 Executive Board Meeting, SBTC, Grapevine
- 20-22 El Paso Vision Tour
- 22 East TX Leadership Conference, East Texas
- 25 Pastor Mentor Initiative, Criswell College, Dallas
- 27-29 Rio Grande Valley Vision Tour

SEPTEMBER

- 3 55+ Adults Ministry Training, East Texas
- 7 Labor Day—SBTC office closed
- 8 Connect Network, Lamar Baptist Church, Arlington
- 10 Gospel Advance, West Texas
- 10 55+ Adults Ministry Training, Houston
- 11-12 Florece Women's Conference, Houston
- 16 SBTC Chapel, sbtcx.com/live
- 17 Children & Family Forum, Houston's First Baptist Church
- 17 55+ Adults Ministry Training, South Texas

SEPTEMBER (continued)

- 18-19 Reaching the Nations Summit, Semihan Church, Carrollton
- 20-27 Reach Texas State Missions Offering
- 21-23 Reach Houston Vision Tour
- 24-25 Rev Forum, SBTC, Grapevine
- 25 DR Phase 2 Training, Flint Baptist Church, Flint
- 25-26 Mother-Daughter Retreat, Lakeland Baptist Church, Lewisville
- 26 DR Phase 1 Training, Flint Baptist Church, Flint

OCTOBER

- 1 Children & Family Ministry Luncheon, Prestonwood Baptist Church, Plano
- 1 DFW MEGA One Day, Prestonwood, Plano
- 5-7 Reach Austin Vision Tour
- 8 Gospel Advance, East Texas
- 8 Connect Network, Spring Baptist Church, Spring
- 9-10 En Español Men's Conference, Riverbend Retreat Center, Glen Rose
- 14 SBTC Chapel, sbtexas.com/live

NOVEMBER

- 8 Spanish Session of Annual Meeting, Hyde Park Baptist Church, Austin
- 9 NextGen Pastors Roundtable, Hyde Park Baptist Church, Austin
- 9-10 Annual Meeting, Hyde Park Baptist Church, Austin
- 11 Executive Board Meeting, Austin
- 17 Pastor Mentor Initiative, East Texas
- 19 Today's Interim Pastor Training, East Texas
- 26-27 Thanksgiving—SBTC office closed
- 29-12/6 Week of Prayer for International Missions

DECEMBER

- 11/29-6 Week of Prayer for International Missions
- 3-5 Student Ministers' Getaway, Jordan Ranch Retreat Center, Schulenburg
- 24-31 Christmas Break—SBTC office closed