

SOUTHERN BAPTISTS OF TEXAS CONVENTION

2020

BOOK OF REPORTS



Elected Convention Officers

Kie Bowman, President
Tony Mathews, Vice President
Frances Garcia, Secretary

Executive Board Officers

Danny Forshee, Chairman
Mark Hogan, Vice Chairman
Caleb Turner, Secretary

Future Annual Meeting Dates & Locations

November 8-9, 2021 - Flint Baptist Church, Flint
November 14-15, 2022 - American Bank Center, Corpus Christi

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



SENIOR MINISTRY STAFF

Jim Richards, Executive Director

Joe Davis, Chief Financial Officer

Doug Hixson, Director of Missions & Church Planting

Gary Ledbetter, Director of Communications & Ministry Relationships

Kenneth Priest, Director of Convention Strategies

Richard Taylor, Interim Director of Evangelism

Tony Wolfe, Director of Pastor/Church Relations

Mark Yoakum, Director of Church Ministries

ASSOCIATE MINISTRY STAFF

Dan Acharya, Missions

Chuy Avila, Church Planting

Jesse Contreras, En Español

Lance Crowell, Church Ministries

Chris Enright, Operational Services

Alex Gonzales, Pastor/Church Relations

Nathaniel Kuhns, Student Evangelism

Bruno Molina, Language Evangelism

Scottie Stice, Disaster Relief

Richard Taylor, Personal Evangelism & Fellowships

Mitch Tidwell, Collegiate Evangelism

MINISTRY FACILITATORS*

Missional Ministries

Missions & Church Planting

Church Planting	Kason Branch
Church Planting	Aaron Clayton
Church Planting	Jason Crandall
Church Planting	Shawn Kemp
People Groups Strategist	Martin Gonzalez
Reach Austin Strategist	Steve Cochran
Reach El Paso Strategist	Jorge Diaz
Reach Houston Strategist	Ben Hays
Reach Rio Grande Valley Strategist	David Ortega

Evangelism

Disaster Relief	Wally Leyerle
Disaster Relief	Daniel White
Women's Prayer Catalyst	Camille Minor

Leadership Ministries

Church Ministries

SBTC En Español	Mike Gonzales
Preschool/Children's Ministry	Karen Kennemur
Senior Adult Ministry	Billy Barnes
Women's Ministry	Laura Taylor

Pastor/Church Relations

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Field Ministry Strategist	Randy Austin
Field Ministry Strategist	Jeremy Bradshaw
Field Ministry Strategist	Gilbert Chavez
Field Ministry Strategist	Weldon Doherty
Field Ministry Strategist	Roy Ford
Field Ministry Strategist	Gordon Knight
Field Ministry Strategist	Mitch Kolenovsky
Field Ministry Strategist	Wayne Livingston
Field Ministry Strategist	David Loyola
Field Ministry Strategist	Don McElroy
Field Ministry Strategist	John McGuire
Field Ministry Strategist	Micah Meurer
Field Ministry Strategist	Dennis Parish
Field Ministry Strategist	Glen Pearce
Field Ministry Strategist	J.C. Rico
Field Ministry Strategist	Tom Shelton

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Communications

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News Editor	Tammi Ledbetter

*Ministry Facilitators are part-time ministry staff employees.

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Church Planting & Missions Mobilization	Eric Perkins

Evangelism

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Evangelism Consultant	Rod Masteller

Leadership Ministries

Church Ministries

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Audio/Visual	Rex Lake
Audio/Visual	Charles Roberds
Audio/Visual	William Schaefer
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Church Administration	Gary Waller
Facilities/Architect	Lawrence Foxworth
Facilities/Architect	Mark Todd
Facilities/Construction Management	Bryce Greene
Security	Mike Gurley
Security	Harvey Letcher
Special Needs	Kristen Morgan

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PCR Consultant	Ronnie Yarber
PCR Specialist	T.C. Melton
PCR Specialist	Casey Perry

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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		SOUTHEAST QUARTER		NORTHEAST QUARTER	
Atascosa	Lampasas	Anderson	Jasper	Bowie	Morris
Bandera	LaSalle	Angelina	Jefferson	Camp	Nacogdoches
Bee	Live Oak	Aransas	Lavaca	Cass	Navarro
Bexar	Llano	Austin	Lee	Cherokee	Panola
Blanco	Loving	Bastrop	Leon	Clay	Parker
Brewster	McCullough	Bell	Liberty	Collin	Rains
Brooks	McMullen	Bosque	Limestone	Cooke	Red River
Brown	Mason	Brazoria	Madison	Dallas	Rockwall
Burnet	Maverick	Brazos	Matagorda	Delta	Rusk
Cameron	Medina	Burleson	McLennan	Denton	Sabine
Coke	Menard	Caldwell	Milam	Ellis	San Augustine
Coleman	Midland	Calhoun	Montgomery	Fannin	Shelby
Comanche	Mills	Chambers	Newton	Franklin	Smith
Comal	Nueces	Colorado	Orange	Grayson	Somervell
Concho	Pecos	Coryell	Polk	Gregg	Tarrant
Crane	Presidio	DeWitt	Refugio	Harrison	Titus
Crockett	Reagan	Falls	Robertson	Henderson	Upshur
Culberson	Real	Fayette	San Jacinto	Hood	Van Zandt
Dimmit	Reeves	Fort Bend	Travis	Hopkins	Wise
Duvall	Runnels	Freestone	Trinity	Hunt	Wood
Ector	San Patricio	Galveston	Tyler	Jack	
Edwards	San Saba	Goliad	Victoria	Johnson	
El Paso	Schleicher	Gonzales	Walker	Kaufman	
Frio	Starr	Grimes	Waller	Lamar	
Gillespie	Sterling	Hardin	Washington	Marion	
Glasscock	Sutton	Harris Hill	Wharton	Montague	
Guadalupe	Terrell	Houston	Williamson		
Hamilton	Tom Green	Jackson			
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					
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)

Amendments to the Constitution require a two-thirds vote of messengers present in two consecutive annual meetings. Messengers to the 2019 annual meeting approved these amendments and they are before the messengers in the 2020 annual meeting for the second and final approval. Messenger vote is to approve or reject last year's amendments, which are neither debatable nor amendable. If approved in this meeting the amendments to the Constitution and the amendments to the Bylaws adopted by the messengers will become effective at the conclusion of the 2020 annual convention session.

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 ~~and the 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. 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.
- 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.
- F. ~~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 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 members 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. 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. Each of the four areas will have no fewer than five 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 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 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.

Exhibit A-1



Exhibit A-2

SOUTHWEST QUARTER		SOUTHEAST QUARTER		NORTHEAST QUARTER	
Atascosa	Lampasas	Anderson	Jasper	Bowie	Morris
Bandera	LaSalle	Angelina	Jefferson	Camp	Nacogdoches
Bee	Live Oak	Aransas	Lavaca	Cass	Navarro
Bexar	Llano	Austin	Lee	Cherokee	Panola
Blanco	Loving	Bastrop	Leon	Clay	Parker
Brewster	McCullough	Bell	Liberty	Collin	Rains
Brooks	McMullen	Bosque	Limestone	Cooke	Red River
Brown	Mason	Brazoria	Madison	Dallas	Rockwall
Burnet	Maverick	Brazos	Matagorda	Delta	Rusk
Cameron	Medina	Burleson	McLennan	Denton	Sabine
Coke	Menard	Caldwell	Milam	Ellis	San Augustine
Coleman	Midland	Calhoun	Montgomery	Fannin	Shelby
Comanche	Mills	Chambers	Newton	Franklin	Smith
Comal	Nueces	Colorado	Orange	Grayson	Somervell
Concho	Pecos	Coryell	Polk	Gregg	Tarrant
Crane	Presidio	DeWitt	Refugio	Harrison	Titus
Crockett	Reagan	Falls	Robertson	Henderson	Upshur
Culberson	Real	Fayette	San Jacinto	Hood	Van Zandt
Dimmit	Reeves	Fort Bend	Travis	Hopkins	Wise
Duvall	Runnels	Freestone	Trinity	Hunt	Wood
Ector	San Patricio	Galveston	Tyler	Jack	
Edwards	San Saba	Goliad	Victoria	Johnson	
El Paso	Schleicher	Gonzales	Walker	Kaufman	
Frio	Starr	Grimes	Waller	Lamar	
Gillespie	Sterling	Hardin	Washington	Marion	
Glasscock	Sutton	Harris Hill	Wharton	Montague	
Guadalupe	Terrell	Houston	Williamson		
Hamilton	Tom Green	Jackson			
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					
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.)

SPECIAL REPORT: COVID-19

TASK FORCE REPORT

Lance Crowell, Task Force Chairman

Task Force Team: Lance Crowell, Joe Davis, Tony Wolfe, Mitch Tidwell, Josh Owens, Chris Enright, Caleb Lasater and Dave Carroll

As we entered the COVID-19 pandemic, SBTC leadership sensed the need to assist churches in and through these unprecedented times. Dr. Richards saw the immediate value for a COVID-19 Task Force that would be able to garner the varied talents and resources of the convention staff in order to maximize ministry to the churches. Pulling from almost every department, a team was built to respond quickly and effectively to emerging needs.

Knowing that a good number of SBTC churches had not previously developed any streaming services, the Task Force worked to develop tools and provide paths for churches needing assistance. The Task Force also worked to aid and connect with churches concerning online giving tools, changing gathering protocols and a host of other needs. In this season, the sbtexas.com website became a central location for tools, church connections and assistance.

In addition, the Task Force collaborated with SBTC churches who were already providing resources that would benefit other churches during the pandemic. Through it all, we have seen the SBTC staff working with the churches to encourage and assist one another through some very difficult days. As we continue to move forward, the tools and resources developed have been designed to assist church leaders currently and in the days to come.

Task Force Content Development Stages

Phase 1: Triage – Initially the goal was to triage the needs of churches and work to determine what we could do immediately to try to get many of them online - get their giving online and help the pastor understand where to obtain accurate information.

Phase 2: Regather – The next phase was to develop a plan to help churches at the appropriate time for their local congregation in their community to begin to **re-gather** with ideas for protocols and safety measures that could help in that process. As churches open and close, this phase is still relevant today.

Phase 3: Connection – Zoom calls - weekly check-ins and encouragement - becoming the norm

Phase 4: Toolbox – We then developed a **pastoral toolbox** that provided an intermediate level of resources. While not comprehensive, it is a helpful step to assist pastors in the midst of these challenging days. Numerous questions and ideas have been provided to assist pastors in the difficult task of moving forward. **(Ongoing tool)**

Phase 5: Rethink – After that, we developed a **rethink** tool kit to help churches

and leaders analyze and process some of the new paradigms and protocols that may emerge from this season. (**Future**)

Phase 6 Encourage Pastors and Leaders – This project focuses on **encouragement and soul care** for SBTC pastors and church leaders as part of the SBTC Annual Meeting theme, **Together for the Unfinished Task**.

The longer this season of COVID-19 transpires, the **deeper and darker** this has become for many church leaders. Some have struggled with feelings of isolation and fears concerning the future. With some churches uncertain about their members returning, and possibly even their sustainability as a church, being a voice of encouragement has become a key directive for the Task Force reminding pastors that they are not alone and that their fellow pastors and leaders are with them in this season. The SBTC stands ready to encourage and engage any of our pastors and leaders who need it.

Task Force Work by the Numbers:

- 1,080 - Zoom Calls
- Over 11,000 participants
- Over 575,000 minutes of training through the Zoom Calls
- Regathering the church – Over 2,000 downloads and 5,000 views
- Unique website searches on the sbtexas.com/COVID19 page - 19,300
- 3 major Pastoral / Church Leadership Resources
- Over 100 aggregated and created content for leaders
- English and Spanish content

Quotes from people who have been encouraged by the work of the Task Force.

Pastor and Board Member

“From day one of the COVID-19 pandemic SB Texas has been a monumental gift to the FBC Farwell family, especially the staff. The proactive Zoom calls encouraged, and equipped our staff and volunteers in extremely practical and specific ministry areas. SB Texas became our toolbox for all things related to ministering through a crisis.”

Pastor

“The task of pastoring and leading through a pandemic has been challenging to say the least! Through resources made accessible by the SBTC, I have borrowed tools from other Pastors and Leaders that have made it easier to navigate this unprecedented season. I've joined several video conferences and online seminars that have helped me think through the complexities of ministry during COVID-19 and feel strengthened through SBTC support. Grateful to be a part of such a resourceful convention!”

Children's Minister

“Professional isolation is one of the most challenging factors in dealing with my church ministry in rural Texas. My Name is Linda Drake, I am a Children's Minister at a medium sized Baptist church located in the Panhandle of Texas. I have been participating in the online SBTC Zoom meetings connecting Children's,

Preschool, and Family Ministers during this COVID-19 crisis. This connection has enabled me to receive invaluable information and ideas that I have put into practice in my ministry. The Zoom meetings are a lifeline to churches like mine in rural Texas. I have benefited as a minister with encouragement, professionally with wisdom and ideas, and practically for implementation of new policies and approaches to reach families. I have used these ideas received from this forum to carry out a successful virtual VBS, and implementation of policies for COVID procedures to reopen our children's and preschool areas."

Women's Minister

"As we have planned our women's Bible studies for the fall, we have referred to Rethinking Women's Ministry after COVID-19 as a guide. It helped us think through offering a hybrid format with in person and virtual options. Our leadership team was able to discuss the options presented in the document and weigh the pros and cons. We felt like we were ahead of the game because they had thought through so many scenarios. We're thankful for Laura and her team who put together this helpful guide!"

We continue to serve the churches as needed.

EXECUTIVE DIRECTOR

Jim Richards, Executive Director

The year 2020 started off great! Cooperative Program giving after the first two months was over budget. In February, the Empower Conference registered the largest attendance ever with over 3,300 people attending. As March began it looked like this year was going to be a mountaintop experience. Then COVID-19 hit - a worldwide pandemic that shut down businesses, sports and even public church worship. For almost six weeks no one gathered. In the words of the Apostle Peter, "To whom shall we go?" The obvious answer is the Lord Jesus Christ. It was time to seek the Lord.

Your SBTC staff sprang into action. Over 150 churches that never had an electronic presence were broadcasting the Word of God. All 2,700 churches were contacted twice over a two-month period. Strategies were formulated to assist churches regathering. While using precaution to show our love for our neighbors, it was necessary to assemble once again as the people of God.

Instead of waiting out the pandemic and hoping everything would return to normal, we launched a bold new vision. A Vision 2021 Task Force was established. Their assignment was to get information from the churches, evaluate the data and formulate a plan to assist local churches in a new paradigm. Several observations rose to the top. The reshaping of the convention staff was imperative. More people will serve in the field. Every staff member will have local churches to serve. "Everyone Serves the Churches" is our commitment. No church is so large that it does not need others. No church is too small that it cannot contribute to gospel advance. Finances did decline in 2020 because of the pandemic, but that was not the reason for the reshaping of staff. It was in order to better serve the churches.

Ministry has continued during the pandemic. SBTC selfless Disaster Relief volunteers responded to multiple call-outs. Hurricanes, tornadoes and flooding did not stop because there was a virus. Your teams went out with the proper safety protocols and did their job. Praise God!

A special conference was held in August to care for pastors and wives who had suffered during the pandemic. Over 120 people came together getting encouragement, training, and counseling. This was the first attempt to return to normal programming.

Meeting at Hyde Park Baptist Church for the Annual Meeting of messengers is another step in proclaiming that we will not be stopped. We are truly stronger together. God has given us the privilege to live for Him at this time. We will advance the gospel across Texas, North America and the World.

On a personal note, I have been back to preaching and have a full schedule for this fall and some on the calendar for 2021. By God's grace I will continue to preach until I see Jesus. Thank you for allowing me to serve the churches of the Southern Baptists of Texas Convention. Better days are ahead!

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.

2020 has not been what anyone would ever have imagined or planned. So many things have been challenged and changed. It has been very easy to see life from a negative and hopeless perspective. But not everything that has happened this year has been bad. God is still in charge and working in Texas!

Psalm 121:1-2 reminds us of the fact that God is not absent but is very present. "I lift up my eyes to the mountains where does my help come from? My help comes from the LORD, the Maker of heaven and earth."

As we have walked through the onset of a world-wide health crisis, many of our churches, church plants and people group ministries have had to pivot to do ministry in a different way. Everything turned to online for communication, community and life. The world stopped and life changed.

One of the blessings that over 2600 SBTC churches were able to do was be a family and support each other during this time. Thankfully, the SBTC Church Planting and Missions team has been able to come alongside struggling church planters and PGM's to make sure they had what they needed to continue to move forward for Christ. Because of the generous giving of SBTC churches to the Reach Texas Missions Offering, we were able to provide additional financial support for church plants that had dropped in attendance and giving. This support was the breath of life for so many and kept many church plants from having to close their doors.

The Cooperative Program and the Reach Texas Missions offering fuel the work of church planting and people group ministries in Texas. SBTC churches have sacrificially given \$1.29 million to the Reach Texas Missions offering in 2019-2020. Praise God that even in a year when the world was turned upside down, God is still faithful, and the work is still moving forward!

To receive more information, you can 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, the Going Beyond Network was formed to draw SBTC churches, associations and leaders to reach ethnic peoples. Networks were started 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 your church wants to learn more about reaching your changing community and going beyond, contact Dan Acharya.

Church Planting: Churches are still being planted! Church planters are still being trained and supported! In fact, we are well into our second year of using the updated and stronger church planting assessment process in partnership with the North American Mission Board to provide a strong foundation for church planters as they begin their church planting journey. Although we were forced to cancel one of our assessment retreats, we have still hosted two retreats and planning for a third in November.

One very exciting area is that we are strengthening our recruitment pipeline for future church planting. We now have a network of existing churches seeking to raise up the next generation of church planters to plant Texas churches. These church planting apprenticeships will allow us to walk alongside potential church planters for 12-18 months prior to planting a new church. This will allow them to build the necessary skills and plan accordingly for the new churches they will hopefully plant across the state.

If you are interested in planting a church, sponsoring a new church plant or willing to help raise up future church planters, please reach out to our church planting team.

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 to connect with these areas to do mission work. We are thankful for the work of Ben Hays, Steve Cochran, Jorge Diaz 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 toward networking 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 - @sbtcplant, Facebook – SBTC Church Planting, Instagram – SBTCPplant

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 Diaz, Ben Hays, David Ortega, Steve Cochran, Dan Acharya, Jason Crandall, Chuy Avila, Aaron Clayton, Martin Gonzalez, Shawn Kemp, Gayla Harris and Anna Whitson for the work that they do to serve the SBTC. We are happy to serve you anyway we can.

EVANGELISM

Richard Taylor, Interim Director of Evangelism

What an incredible opportunity we had to encourage and mobilize our churches to rethink ministry in the midst of a global pandemic. While the natural tendency is to turn inward and focus on self-preservation, we focused on creating digital evangelism resources and virtual touchpoints.

On Feb. 24-25 we hosted our largest Empower Conference to date with over 3,300 pastors, leaders, staff and church members from all over the state gathered at the Irving Convention Center under the banner of Evangelism. There we worshipped together, were inspired with powerful sermons and equipped through impactful workshops to take the Gospel to the nations. God used the Prayer Stations in an amazing way at Empower this year! While the Prayer Room has been available in previous years, this year we moved it out of the shadows which provided more visibility and evangelistic engagements.

Planning is underway for another great Empower Conference, Feb. 22-23, 2021. Mark your calendars and plan to be there, because you won't want to miss it.

Language & Interfaith Evangelism: Bruno Molina

- Led the Spanish Session of the Empower Conference: Friday Night's Fiesta Familiar had 400 in attendance, and 18 made decisions for salvation while Saturday's "Apoderados" Conference had 225 in attendance for the workshops and program.
- The 1Cross App: Downloaded 713 times this year for a total of 18,291 cumulative downloads. People have shared the gospel in 64 languages using the app 1,972 times this year for a cumulative total of 27,515.
- Developed the digital resources "Sharing the Gospel During COVID-19 and Beyond," and "Evangelism: Rivers in the Desert!" Made available digital pamphlets in English and Spanish such as Reaching Roman Catholics, Witnessing to the Witnesses, Engaging Your LGBT+ Friend With the Gospel, Evangelizing Mormons, and the R.A.R.E. Life Gospel Tract.
- Continued to meet with pastors and churches throughout the state to encourage, equip and resource them to reach the over 300 language groups in the State of Texas

Collegiate Ministry: Mitch Tidwell

2020 was perhaps one of the best years for SBTC Collegiate. Due to our circumstances many things had to change and they went well. We transitioned our 3 day event, Texas Roundup, to a weeklong event called Roundup Week. This allowed not only Texans to attend but people from all over the nation, and a few countries. There were over 350 leaders who attended from 32 states and 3 countries. They learned how to reach, develop, and send students even in a COVID world.

Our collegiate missionary ministry also ended well for the 2019-2020 school year, seeing many students share the gospel, saved, and baptized.

2020 also saw a new event called Send Summit. It is a conference designed to cast vision for exponential sending by helping church leaders leverage the college campus to multiply churches. We believe we can reach more people and plant more churches if we do so in collegiate areas.

Student Ministry: Nathaniel Kuhns

2020 was a year of creativity and change for SBTC Students. We started off the year with our M3 WKND where we hosted around 1,000 students in 4 cities to train them on how to share their faith. We had to move our M3 Camps this summer to a digital resource for our churches to use. We had 94 churches, of the original 120, download the resources and use them as a camp at home and for small group curriculum.

This has also been a year of new partnerships with Youth Ministry Booster, a branch of LifeWay Students, to help build and strengthen our student ministry network. We currently have 30 student pastors from across the state participating in our network.

Disaster Relief: Scottie Stice

We praise God for the Disaster Relief and Texas Relief volunteers that had a tremendous ministry this past year! While COVID-19 has slowed the out of state deployments, there have been many opportunities to serve those in need after natural disasters. Disaster Relief volunteers have traveled to North Carolina, Florida, and California in out of state responses. In Texas, the volunteers have rendered aid to food banks serving COVID-19 related needs, ministered in flood events in Southeast Texas, to migrants on the Texas/Mexico border, survivors of tornados in Onalaska and Bowie, and to the Rio Grande valley in the wake of damaged and flooded homes left by Hurricane Hanna. The volunteers are currently serving in Southeast Texas and Louisiana in response to Hurricane Laura. We praise God for the 412 professions of faith and the 5650 spiritual contacts in the past year. Thank you for your support of the volunteers serving in SBTC Disaster Relief. Please see additional details of this past year's ministry below:

• Number of disaster responses	24
o 4 out of state responses	
o 20 responses in Texas	
• Total volunteer days	4,994
o 4,504 DR volunteer days	
o 490 TXR volunteer days	
• Volunteer hours	56,790
• Meals prepared	145,721
• Chainsaw jobs completed	765
• Flood recovery sites completed	272
• Temp roofs installed	19
• Total clean up and recovery sites	1,057
• Heavy equipment hours	548
• Showers provided	4,715
• Loads of laundry	2,416
• Bibles distributed	492
• Tracts distributed	979
• Gospel presentation	1,374
• Prayer	2,440
• Professions of faith	421
• Total spiritual contacts	5,706

The Evangelism Team exists to encourage, equip and empower SBTC churches to engage their communities and to point people to Jesus. Thank you for the privilege to serve you in our collective efforts to Reach Texas and Impact the World.

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
- Mike Gonzales, Jesse Contreras - En Español, Jauni Shelton - Assistant
- Dr. Karen Kennemur - Preschool, Children, Jessica Grey - Assistant
- Laura Taylor - Women, Jessica Grey - Assistant
- Billy Barnes - Sr. Adult Associate, Paola Enriquez - Assistant
- Specialists- Taylor Garmon (Bible Drill), Scott Brown, Bryce Greene, Curtis James, Rex Lake, Chuck Roberds, and Will Schafer (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 Kristen Morgan (Special Needs Consultant)

Sunday School Ministry

- 2375 registered for EQUIP Online August 8
- 70 at Denton Baptist Associational virtual training August 15
- 70 attended East Texas Leadership Conference in Lufkin August 29
- 11 Adult Ministry Zoom Calls (May-August) average 25 in attendance

Administration Ministry

- 35 church security assessments
- 281 attended church tax seminars in nine locations
- 19 church facilities consultations
- 48 consultations with churches over financial or administration concerns

Children's Ministry

- Heart of the Child attendees 1,200
- We offered VBS online training for churches to replace the in person VBS training in Spring, Longview, San Antonio and Lubbock that were cancelled.
- 75 participated in Bible Drill regionals from 14 churches
- 325 registered, average of 50-150 attendees - weekly Preschool, Children & Family Zoom Gathering from March. Now is monthly.
- 30 registered with an average of 15 attendees at a weekly Special Needs Zoom.

Women's Ministry

- 190 attendees (50 Churches) including Hispanic at Women's Ministry She Stands Conference at Central, College Station
- 324 attended the virtual She Stands retreat Oct 9-10
- 40 Roundtable attendees
- 570 attendees in the 26 Virtual Equip Ladies' Sessions
- 35 attendees at a Weekly Women's Zoom Gathering
- 20 attendees at a Weekly Pastor Wives Zoom Gathering
- 275 attendees at Women's session at Empower

Men's Ministry

- Crave—sexual detox website for people caught in pornography – now has

- over 1600 users engaging its content and helps
- Men's Training at EQUIP – over 100 leaders trained

En Español Ministry

- Translated lessons from “God Uses Flawed People” for the SBTC Family App in Spanish
- Facilitated weekly Zoom with Hispanic pastors – started March (35- 40 in attendance)
- Translated and uploaded several key COVID Task Force resources
- Working with Bruno Molina and Chuy Avila to help pastors disciple other pastors.
- Coordinated a Spanish track for the She Stands Conference (35 attendance)
- Over 100 registered for the Men of Impact Conference held at the Riverbend Retreat Center October 16-17

Discipleship Ministry

- Hosted a virtual Disciple-making forum at the SBTC offices with 177 registrants.
- Had over 150 weekly registrants for disciple-making Zoom calls through COVID
- 1200 pages views for online discipleship content for COVID weekly Zoom calls
- Rhythms our disciple-making resource has had over 7,500 copies handed out in totality with 475 this year. It is being used in Sunday School, Disciple-making, High School, church trainings, and associational work

Family Ministry

- 600 people attend Family sessions as a part of the Heart of the Child Conference
- Sold out Family Ministry Breakfast 400 seats at the Heart of the Child Conference
- 430 Family App downloads in 2020 – with over 6,200 all time provided 45 copies of Armor of God book for Families
- 92 Family Ministry Attendees to EQUIP training

Online Training Ministry

- 26,000+ page views to our SBTC online training
- Over 18,000 Unique page views on sbtexas.com/online pages since 2019 Annual Meeting
- 1,800 unique attendees to the Learning Paths – our tool for certifications (DR had 1,107 viewed of our online certification program in 2020)
- EQUIP Conference was online with 2,375 registrants – content still online for participants to use for the rest of 2020

Worship Ministry/Technologies

- 150 churches have been assisted with sound and tech needs
- 129 attended the Lead Conference virtually
- 7 Zoom calls with worship leaders with 40 average attendance

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
- Had consultations with 7 churches on how to start a program.

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

We have divided the state of Texas into 18 zones and staffed each zone with a Field Ministry Strategist (“FMS”). FMSs stay regularly connected with church leadership both to provide ongoing encouragement and to direct the churches back to the resources of the convention. FMSs also work directly with pastorless churches to provide ongoing support and resources during the seasons of transition. From January through August alone in 2020, even through the COVID-19 pandemic, FMSs recorded 13,801 total personal contacts with pastors and churches.

Pastorless Churches & Churchless Pastors

Between January and August 2020, our Job Board has seen 96,189 job searches, 199 new jobs posted and 5,290 applications sent, making it a leading advertising resource in the Southern Baptist family for church positions and job seekers. Since January 2020, we have trained 19 Pastor Search Committees and provided coaching and advice to countless more. We have trained and certified 46 new Interim Pastors, most of them remotely via Zoom, and have referred dozens of inquiring churches across the state to these trained and qualified Interim Pastors. This year, we have expanded the ministry to consult with several churches, both large and small, regarding pastoral succession planning. We look forward to meeting succession planning needs even more regularly and professionally in the years ahead.

Pastor & Wife Ministries

The COVID-19 crisis required that we cancel our scheduled Pastor and Wife Retreat, Golf Tournament and other in-person pastor and wife ministries this year. However, we quickly-pivoted to offer several affinity-based Zoom calls for pastors and wives, as well as three special COVID-19 pastoral video conference panel discussions. We have hosted 7 Zoom calls specifically for bivocational and multivocational pastors, with 3 more scheduled before the end of the year. All of these virtual meetings have been very well attended, and have provided opportunities for pastors and wives to be encouraged, equipped and resourced in ministry.

Shepherds Care Conference

August 13-14, 120 pastors and wives attended the Shepherds Care Conference in North Richland Hills. This was the first in-person gathering for the SBTC since the beginning of the COVID-19 crisis. At this meeting, pastor and wife couples received timely encouragement, marriage enrichment, private consultations for financial planning and private couples counseling. It was a refreshing time of face to face meeting.

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 November 2019 and August 2020, 60 churches have affiliated with the SBTC and 122 were removed. Of those removed, only 8 no longer desired affiliation; the others had either merged with another church or disbanded. The large number of removals this year is part of the Credentials Committee's effort to clean up the roll of affiliation. Your PCR team did the work of investigation for every one of the suggested removals and presented them before the Credentials Committee for discussion and recommendation.

Young 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. Since last November, young pastors have had the opportunity to hear from and meet personally with Paul Chitwood of the IMB and Carey Nieuwhof, who is a prominent current voice in church leadership. This year the network also launched a monthly podcast, *The Prudent Pastor*, on which 8 episodes, year to date, have received a total of 221 plays. We have also facilitated several young pastor cohorts this year, both for fellowship and mentorship.

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, video conference calls and consultations every year. Even through the COVID-19 crisis, the demand for *A Deacon on Purpose* resources and training has continued to increase. Within the next couple of months, the resource and its accompanying 6-session introductory videos will be available on the SBTC App at no cost.

CONNECT Network

We scheduled 6 Connect Network meetings across the state this year, during which Tony Wolfe, our department director, taught and led discussion on the subject of team-based leadership. Pastors, church staff, and associational leaders in their respective areas were invited to these lunch meetings. Due to COVID-19, we have only been able to conduct 2 of them this year, drawing a total of 59 participants. The Connect Network regional lunches have proven to be a wonderful opportunity for church staff and lay leaders to be both encouraged and equipped toward more meaningful and effective ministry.

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 joy of covering the cost for 23 individuals or ministerial couples, meeting with professional Christian Counselors in 68 individual sessions. While we have continued to see hope restored after suicide,

marital crisis, church conflict, forced terminations, untimely deaths and more this year, it has been evident that the need for pastor mental health care and soul care is on the rise during this season of cultural crisis.

Ministry to Associations

Every year 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 SBTC has invested several thousands of dollars 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. Early in the COVID-19 crisis, we held weekly Zoom calls for associational leaders to help them think through ministry to churches and church leadership as well as some practical assistance with things like the Paycheck Protection Program, digital church services, COVID-19 protocols and more.

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.

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

Due to COVID-19 the SBTC work in launching new revitalization was somewhat stalled, though several new launches occurred in coordination with pastors and churches during 2020. We are currently walking alongside 125 churches in the revitalization process. Additional conferences, online RevTalks and other live trainings in church revitalization were held this year, with many being virtual due to the present climate. We equipped approximately 114 pastors and church leaders at our online and live events.

RevTalks Podcast has added 16 sessions for download this year.

29 Preaching and Teaching Point Series Videos were recorded this year.

Revitalization Apps/Media

- 1,024 total downloads
- 90 downloads YTD
- 1,766 Total Media Plays
- 184 Media Plays YTD

Cooperative Program

The Cooperative Program is the missional funding mechanism of the SBTC. Fifty-five percent is forwarded to the SBC for on-going support of the convention's ministry and mission of impacting lostness globally and Forty-five percent of undesignated giving remains in the state for mission and ministry of the SBTC. Our annual CP Sunday was April 26. Due to COVID-19 no staff were scheduled to preach in churches for 2020.

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

- 490 Total videos shot and/or edited
- 412 Online training videos
- 66 Promotional videos
- 12 Miscellaneous videos

SBTC App

- 2504 Total downloads
- 298 Downloads YTD
- 646 Total media plays
- 467 Media plays YTD

- 5 Podcasts added

Podcasts

- Called Creative - 14 episodes
- Just Good News - 28 episodes
- M3 Podcast - 5 episodes
- Prudent Pastor - 9 episodes
- RevTalks - 16 episodes
- Roundup Podcast - 24 episodes

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

- 4,600 Total likes
- 534 New likes

Twitter @_SBTC

- 5,216 Total followers
- 257 New followers

Instagram @sb_texas

- 1008 Total followers

CONVENTION STRATEGIES: FELLOWSHIPS

Richard Taylor, Personal Evangelism & Fellowships Associate

The SBTC Asian Ministry Fellowship

The Asian Pastors Fellowship continue their commitments to collaborate, pray, encourage and fellowship together. However, like many churches the pastors had to transition to online and virtual gatherings. This time proved more valuable than ever, as many pastors struggled with anxiety, burnout and isolation. This Fellowship group was expanded to include all SBTC Asian pastors who were interested. There have been great testimonies of salutations, baptisms, and marriage restorations during the pandemic. There are still great discussions taking place about ministry, resources, spiritual, emotional and financial health.

While many of the scheduled events were cancelled due to the Coronavirus the Houston SBTC-AMF hosted a Knowing and Sharing Your Faith Workshop, September 26, 2020. Various evangelism, church planting and missional efforts in Texas and around the world continue to gain traction.

African American Fellowship

The African American Fellowship (AAF) also had many of its events cancelled. However, the proposal to restructure its leadership and broaden its ministry efforts are slated to be implemented next year.

Effective Jan. 1, 2021, the African American Fellowship (AAF) will be known as the Black Church Network (BCN) to reflect more inclusivity and move away from merely fellowshipping together, to networking together for Kingdom Advancement. Changing the name will also better facilitate connections with others within the African Diaspora to include Africans, Haitians, Caribbeans, etc., who in the past expressed concern that they had no place because they did not identify with the term "African-American."

The Black Church Network leadership structure will shift from a liaison to more direct planning and implementation in order to bring about better synergy and collaboration. The BCN will also broaden its targeted audience to include associate clergy, church staff and laity. The purpose of the Black Church Network remains to assist Black churches in their efforts in evangelism, making disciples, planting churches and mobilizing members in 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 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 our several disaster relief operations, the SBTC's extensive work to provide resources related to COVID-19 as our churches pivot to new types of ministry, and ways in which the convention has changed its own ministries as venues closed and gathering was impractical. As ever, our convention works to strengthen churches and believers. We are happy to see the way the Lord brings life and transformation out of even a year with extensive obstacles to ministry.

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. As we have altered our calendars and approached established ministries in new ways, additional design work was needed to promote these changes.

We also began a TEXAN podcast this year. It's called "Just Good News" and is available at all the normal places under that name. At this writing we are 24 episodes in. It's been fun to find ways to approach 2020 in an encouraging way.

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. This an off year for the legislature. The two major efforts by the committee this year involved leading four sessions at our virtual EQUIP conference – one on pastors and political engagement and the other on new frontiers of the sexual revolution. A second initiative was moved and changed by the pandemic and ended up being a Zoom conference with Andrew Walker of Southern Seminary. Andrew taught on a biblical response to the gender identity movement.

News about the work of the committee is available through The Sentinel, an occasional e-newsletter produced by a committee member. 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 2021 relationships with these three entities, in keeping with our policy on ministry relationships (pp. 59-62).

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. 65), Jacksonville College (p. 64) and Criswell College (p. 63). This summer the SBTC Administrative Committee of the Board acted to include the Texas Baptist Home for Children in the Reach Texas state missions offering rather than providing support through the Cooperative Program budget. We are grateful for the expertise and strength these institutions offer to the churches of our convention. This year, the SBTC Executive Board affirmed a continued relationship with Criswell College during their summer meeting.

The convention also provides scholarships to students attending SBTC churches who attend Jacksonville College and Criswell College.

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, 2019. 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 2019 Statements of Financial Position and Statement of Activities. SBTC affiliated churches contributed \$26,961,907 through the Cooperative Program (CP). This was \$314,161 less than in 2018 and \$1,567,209 less than budget. However, the in-state budget was underspent by \$1,734,494, creating net budgeted operating income of \$1,029,246 and total net operating income, including SBTC designated giving and investment income, of \$1,730,416.

Other changes in net assets included Executive Board reserve net spending of (\$1,424,478) and third party net designation spending of (\$349,955). Net worth increased by \$138,558, for a total of \$16,648,448. During 2019 the Executive Board made allocations from reserve funds including: \$100,000 for a SWBTS ministry grant, \$80,000 for the Baptist Convention of Maryland/Delaware Church Revitalization, \$30,000 for Special Needs ministry, \$27,500 for an Associational Missions Strategists Retreat, \$45,000 for a Shepherds Care Conference, \$95,000 for a Breathe Deep event, \$30,000 for the Better Together Initiative, and \$150,000 for Jacksonville College. Operating reserves of 7.19 months were held at year end.

Lottie Moon contributions for the October 2019-September 2020 year totaled \$8,168,336 which was a decrease of \$865,114 from the prior year. The Annie Armstrong offering for the October 2019-September 2020 year of \$2,398,559 was \$467,970 less than the prior year. The Reach Texas State Missions offering for September 2019-August 2020 totaled \$1,288,160, and was \$85,035 under the prior year.

Through September 2020 CP receipts of \$19,424,842 are \$691,940 under September 2019 and \$1,971,986 below the prorated budget. The corresponding in-state CP shortage through September is \$887,394. In-state operating expenses through September are \$2,524,531 less than budget, substantially caused by ministry restrictions related to COVID-19. Net operating budget income through September was \$1,615,469.

As of September 2020, the Convention employs 19 full-time ministry staff, 26 full-time support staff, 34 part-time ministry staff and 3 part-time support staff members.

Statement of Financial Position

December 31, 2019

ASSETS

Cash and cash equivalents	\$ 3,176,203
Accounts receivable	22,593
Prepaid expenses	424,062
Investments	12,983,523
Deferred compensation plan investments	491,488
Property and equipment, net of accumulated depreciation	<u>4,014,286</u>
 Total Assets	 <u>\$ 21,112,155</u>

LIABILITIES AND NET ASSETS

Liabilities	
Accounts payable	\$ 271,890
Outside ministry support payables	3,199,425
Accrued expenses	61,145
Contract liabilities	49,594
Deferred compensation plan liability	491,488
Postretirement benefits obligation	<u>390,165</u>
 Total liabilities	 <u>4,463,707</u>
 Net Assets	
Without donor restrictions (see Notes 3 and 9)	13,445,781
With donor restrictions (See Notes 3 and 12)	<u>3,202,667</u>
 Total net assets	 <u>16,648,448</u>
 Total Liabilities and Net Assets	 <u>\$ 21,112,155</u>

Statement of Activities

Year Ended December 31, 2019

	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total
Support and Revenues			
Cooperative Program	\$ 26,961,907	\$ -	\$ 26,961,907
Support from national organizations	351,996	13,406	365,402
Support from churches	305,678	-	305,678
Donor designated support	-	320,252	320,252
State Missions	-	1,318,570	1,318,570
Investment earnings	432,627		432,627
Event registrations	1,176,409		1,176,409
Other income	246,594	23,435	270,029
Net assets released from restrictions	<u>2,025,618</u>	<u>(2,025,618)</u>	<u>-</u>
Total support and revenues	<u>31,500,829</u>	<u>(349,955)</u>	<u>31,150,874</u>
Expenses			
Program expenses			
Challenge fund	53,778	-	53,778
Church ministries	1,791,448	-	1,791,448
Communications	904,078	-	904,078
Convention strategies	1,362,538	-	1,362,538
Cooperative program	14,829,049	-	14,829,049
Evangelism	4,397,002	-	4,397,002
Southern Baptists of Texas Foundation	339,916	-	339,916
Ministry relationships	1,424,572	-	1,424,572
Missions	2,677,026	-	2,677,026
Outside ministers' benefits	605,580	-	605,580
Pastor/church relations	<u>1,230,287</u>	-	<u>1,230,287</u>
Total program expenses	<u>29,615,274</u>	-	<u>29,615,274</u>
Supporting Services			
Financial Services	611,850	-	611,850
Fundraising	44,139	-	44,139
Operational	<u>741,053</u>	-	<u>741,053</u>
Total supporting services	<u>1,397,042</u>	-	<u>1,397,042</u>
Total expenses	<u>31,012,316</u>	-	<u>31,012,316</u>
Change in net assets	<u>488,513</u>	<u>(349,955)</u>	<u>138,558</u>
Net assets at beginning of year	<u>12,957,268</u>	<u>3,552,622</u>	<u>16,509,890</u>
Net assets at end of year	<u>\$ 13,445,781</u>	<u>\$ 3,202,667</u>	<u>\$ 16,648,448</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

In the midst of celebrating its 50th year, Criswell College is both taking on current challenges and making the most of new opportunities. As COVID-19 has significantly changed the landscape of higher education, the college continues to serve its students, providing both courses and activities on campus in the new Common Student Experience and meeting the needs of students who have health challenges and require off-campus teaching methods.

The focus of this year will be unrolling the Criswell 360°, the college's Common Student Experience, a sequence of classroom and campus activities that is both challenging and supportive. The Criswell 360° is crafted to ensure that every student is able to develop within themselves the core values of the college: doctrinal integrity, academic engagement, service experience, and cultural influence.

The first year focuses on the college community and is entitled Freshman Grow. This year includes activities that enable the student to succeed in their time at the college and help them build relationships and skills necessary to keep moving forward. The second year has students going—focusing on the global community (Sophomores Go). They experience global and diversity issues first-hand through a three week trip to Israel, while reflecting on what they are learning together in peer communities. In year three Juniors Serve in the local community, bringing their passion and learning closer to home. They work alongside partners in the community, grappling with local issues and consult with alums in their chosen field. Year four finds students using everything they have learned and experienced to curate ePortfolios and complete capstone courses to integrate and synthesize their two majors (bible and theology for all students along with their chosen major). It is at this point that Seniors Launch, entering their field of choice equipped to serve the world as leaders who are Ambassadors, Cultivators, Peacemakers, Problem Solvers, and Professionals.

Work continues on the college's first residence hall, which will be completed in January 2021. The transition from a commuter campus to a residential campus is right around the corner, which will allow the college to make the most of its students' spiritual development with peer and faculty mentoring as well as campus events and outreach to the community.

The college community is thankful for the support of friends and donors, especially considering the issues that so many faced and continue to face in the COVID crisis. Criswell received \$5.2 million in donations over the last year and more than 10% of that came from the Southern Baptists of Texas Convention. Our relationships with conventions, churches, and individuals are vital as we move forward creating new opportunities for our students to learn and grow through internships and service. Criswell College has grown significantly over its first 50 years but its mission has not changed. Over the next 50 years we aim to do the same work: make disciples, strengthen churches, and serve and reach the world for Christ.

JACKSONVILLE COLLEGE

Mike Smith, President

My grandfather's Farmer's Almanac was always on the table beside his chair. He planted by the signs. He would not plant a garden or work cattle unless the signs were right. (He was the Methodist side of the family.) Out of boredom I would occasionally read the Farmer's Almanac. I remember it had some interesting quotes. To the author or validity of these quotes I have no knowledge. Here are some regarding March:

"A dry March and a wet May fills barns and bays with corn and hay."

"As it rains in March so it rains in June."

"March winds and April showers bring May flowers."

"March in like a lamb out like a lion."

2020 certainly fits that description. The first part of 2020 was very peaceful, normal in relative terms. We said goodbye to our students as they left our campus for a week of spring break the last of March. Little did they nor I know they would not return to the classroom for six months! COVID-19 changed the world. I was in the dark, for I had never heard of COVID-19. In fact I had never heard of COVIDs 1-18, much less COVID-19. Now, I have heard much more than I desire. I wish I knew the truth. We formed a COVID-19 task force committee. We have met and prayed and tried to follow our government official's mandates and suggestions.

We finished the spring semester on-line. Due to the excellent staff at Jacksonville College we were prepared and the transition was relatively smooth. We have started the fall semester back on campus. Several colleges have elected not to return and go completely on-line. We have taken all the safety precautions of masks, sanitizer gel, social distancing, and temperature checks. Our students have returned to campus and the classroom. As of this date we have 542 enrolled. We have had some excellent chapels with 17 salvations in one.

We said goodbye to some longtime friends. Blanton Feaster, our VP of Executive Affairs, was called to a position with Dallas Baptist University. David Heflin, Spanish teacher and other roles, and Linda Thomas, librarian, both retired. We welcome new staff and are praying for others to fill their vacancies.

We thank the Southern Baptists of Texas Convention churches for their giving through the Cooperative Program that provides support for Jacksonville College. Our churches and donors have been faithful with prayers and financial support. Please continue your support and pray that Jacksonville College can finish the year healthy -- spiritually, physically, and financially.

Be it a lamb or a lion we claim Philippians 4:13, "I can do all things through Christ which strengthens me."

TEXAS BAPTIST HOME FOR CHILDREN

Jason Curry, President

TBHC is so grateful to the SBTC for the continued support and prayers and for your ministry to the fatherless. This past year has been challenging. I would ask that each individual and church continue to support the ministry as we work to care for children together. TBHC continues to set safety guidelines for our children, provide resources to our families and establish processes for protecting our staff. Each new challenge brings new plans to create better long-term solutions.

The challenges we have faced this year are numerous yet can be summed up two-fold. The number of our children in care continues to decline. This is not because there are no children in need of care. It is due to the lack of Christian families saying "yes" to God's ministry (foster care). In addition, COVID-19 is another major struggle of the year and has drastically impacted giving. We have significantly rearranged our budget in a sacrificial way for the coming year. This has been to ensure the continued care of our children is never interrupted, but this has unfortunately impacted our staff. We care about each person who works for TBHC and their future, so we ask for your prayers for every staff member during these uncertain times. We walk with hope though this time and expect God to do what he always does, be faithful to his people.

Even with these adjustments, TBHC is in need. Glorifying God by caring for children is our purpose, and without resources that purpose becomes more difficult to achieve. We are experiencing, along with every other ministry, a significant reduction in giving. I believe this ministry is near to God's heart and I know it is near to his people's hearts. So, we trust that God will provide through his people. We all understand it is not just about TBHC's present it's about TBHC's future.

In addition, this summer TBHC has experienced positive cases of COVID-19 among some of the children in care. What that could mean for a child is isolation for the next few weeks -- no physical contact, perhaps no symptoms at all, yet still from his perspective he is seen as someone who is feared instead of cherished. For him, he is not dealing with the craziness of the world or even COVID-19. He is still hearing his own inner voice accusing him of being responsible for the mess his parents have created for him. Some of us are stuck at home hoping all this will end. But he is with strangers, loving yes, providing yes, but strangers nonetheless, and all he wants is to go home. Pray for all our boys and girls. Each so desperately needs to know Jesus so they can discover where their true home is. Matthew 6:21 says "For where your treasure is, there your heart will be also." Let me ask you: where is your treasure? I hope for all of us that it is all being "sent" to heaven.

The long-term commitment to our ministry and all the actions being taken to ensure continued uninterrupted support is such a blessing to TBHC. I hope you don't hear our need and simply have pity for our children. I hope you have compassion and see how you can take action. May God bless his ministry and your efforts for his children as he continues to bring kids home.

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 since last report to messengers has totaled 78% and operations generate sufficient funds to fully absorb costs and produce a surplus for distribution to ministry causes. With over \$104 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 \$75 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 9/15/20 annual returns ranged from 1.50% to 3.50%. The SBTF currently manages more than \$80 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, Foundation staff 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 \$45 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

OCTOBER 30, 2019 – APRIL 28, 2020 – August 18, 2020

SBTC Executive Board Meeting – October 30, 2019

1. Ted Elmore brought a report on the SBTC's crisis ministry in El Paso and Midland-Odessa after the shootings this year. Tony Wolfe and Dennis Parish also gave testimonies on the work in the churches and communities.
2. Tony Wolfe explained the ministry of Field Ministry Strategists within the 18 zones in Texas. Roy Ford and John McGuire shared personal accounts of their work as FMSs in their zones with local pastors.
3. The chairman referenced the Standing Committee Report from the TERLC in the meeting packet. Standing Committees are required by the Bylaws to report either at annual session or to the Executive Board each year.
4. Jason Gray brought a report on behalf of the Credentials Committee. He presented a list of churches requesting affiliation (13) and a list of churches to be removed from affiliation (5). A motion was made 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 2,739.)
5. Mark Hogan brought a report on behalf of the Executive Committee. The committee approved five 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.
6. Caleb Turner made a motion on behalf of the Administrative Committee for the approval of a reserves funding grant for motions A, C-E as presented and B as amended. The motions carried.
 - A. The Administrative Committee recommends a reserves funding grant of up to \$100,000 for line item overages in the 2019 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. A motion was made and seconded to amend the reserves funding grant by increasing the amount of the Christmas bonuses to account for the taxes. The amendment carried.
 - C. The Administrative Committee recommends a reserves funding grant of up to \$125,000 for CRM software upgrades.
 - D. The Administrative Committee recommends a reserves grant of up to \$35,000 for Church Portal adjustments.
 - E. The Administrative Committee recommends a reserves funding grant of up to \$30,000 for desktop publishing software upgrades.
7. Caleb Turner made a motion on behalf of the Administrative Committee for the approval of a reserves funding grant for motions F-K as presented. The motions carried.
 - F. The Administrative Committee recommends a reserves funding grant of up to \$95,000 for the purpose of funding the 2021 Breathe Deep Conference.
 - G. The Administrative Committee recommends a reserves funding grant of

- up to \$20,000 for church revitalization related preaching point podcasts.
- H. The Administrative Committee recommends a reserves funding grant of up to \$15,000 for costs associated with podcast communications.
 - I. The Administrative Committee recommends a reserves funding grant of up to \$30,000 for the purpose of funding the “Better Together Initiative.”
 - J. The Administrative Committee recommends a reserves funding grant of up to \$6,000 for the chaplain ministry.
 - K. The Administrative Committee recommends a reserves funding grant of \$25,000 to the “Protection Benefit Endowment.”
8. Caleb Turner made a motion on behalf of the Administrative Committee for the approval of a reserves funding grant of \$150,000 for Special Projects. All Special Project expense is to be reported to the Administrative Committee annually. The motion carried.
9. Caleb Turner made a motion on behalf of the Administrative Committee for the following action: If Jacksonville College receives between now and December 31, 2019, unrestricted gifts from one or more third parties, the Executive Board authorizes an undesignated reserves funding grant to the College equal to the sum of the gifts, but not more than \$150,000, nor more than the approximate amount necessary to cause the College to end the year with positive net earnings. The motion carried.
10. Todd Kaunitz nominated Danny Forshee to serve as chairman. With only one nominee for chairman, Danny Forshee was elected by acclamation.
11. Caleb Turner nominated Mark Hogan to serve as vice chairman. With only one nominee for vice chairman, Mark Hogan was elected by acclamation.
12. Donald Schmidt nominated Caleb Turner to serve as secretary. With only one nominee for secretary, Caleb Turner was elected by acclamation.

SBTC Executive Board Meeting – April 28, 2020

- 1. Jason Gray brought a report on behalf of the Credentials Committee. He presented a list of churches requesting affiliation (28). He also presented a list of churches for removal from affiliation (23). 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 church count is 2,744.)
- 2. Bart McDonald brought a report on the Southern Baptists of Texas Foundation.
- 3. Lance Crowell brought a report from the COVID-19 staff task force. Dr. Richards expressed appreciation to Lance for chairing the task force and for the other members who took on this special role to minister to the changing needs of our churches.
- 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 2019 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 has a solid financial structure and sound policies and procedures. Joe shared with the board the staff-developed COVID-19 Cost Reduction Plan. In an effort to be prepared for the potential of continued CP shortages, staff is taking measures to reduce costs including

the phased reductions.

5. Todd Kaunitz reported that the Executive Committee and the Administrative Committee approved the pursuit of a loan under the Paycheck Protection Program of the CARES Act in the amount of \$867,496; further, reserve funds in the amount necessary to repay all principle, interest, fees and other charges associated with the loan were also authorized. All owed amounts associated with this grant are to be repaid from reserve funds on or before December 31, 2020.
6. Todd Kaunitz reported that the Executive Committee and the Administrative Committee approved a reserves funding grant of up to \$100,000 for the purpose of responding to needs resulting from the COVID-19 pandemic.
7. Todd Kaunitz reported that the Executive Committee and the Administrative Committee approved: a) the reallocation of \$200,000 from State Missions Church Planting funds to State Missions Disaster Relief to be used for pastor and church assistance in connection with financial difficulties caused by COVID-19; b) the tiered chart as shown to be recommended to the COVID-19 Grant Review Committee as a guide for their work, and; c) staff's continued authority to reallocate State Mission funds.
8. Todd Kaunitz reported that the Executive Committee and the Administrative Committee approved a reserves funding grant of up to \$50,000 for the purpose of engaging and paying expenses for a consultant to pursue grant awards on behalf of the SBTC.
9. Mark Hogan reported that the Executive Committee and the Administrative Committee approved: a) suspension of all convention-paid retirement benefits to full time employees beginning May 2, 2020, or at such other time as determined by the Executive Director; b) amendment of the SBTC Employee Handbook by removing language requiring a 10% retirement contribution and inserting language which allows contributions as approved by the Administrative Committee from time to time and reported to the Executive Board. Such language to be approved by convention legal counsel; c) amendment of the 403(b)(9) Retirement Plan with GuideStone Financial Services for Non-Matching Contributions to state that "No allocation conditions exist for a Non-Matching Contribution to be allocated under the Plan to a Participant unless indicated in the Employer's separate policy or procedure."
10. Mark Hogan reported that the Executive Committee and the Administrative Committee approved changing health care benefits as determined by and at the discretion of the Executive Director. Plan changes will be reported to the Executive Committee and Administrative Committee.
11. Mark Hogan reported that the Executive Committee authorized the Executive Director to release Full Time Ministry Staff at his discretion through the remainder of 2020; the Executive Director shall report all released Full Time Ministry Staff to the Executive Committee.
12. Mark Hogan made a motion on behalf of the Executive Committee and the Administrative Committee recommending that the Matching Benefit with GuideStone Financial Services be discontinued at a time determined by the Executive Director and reported to the Board. The motion carried.
13. Mark Hogan made a motion on behalf of the Executive Committee for the approval of the following 2021 SBTC Executive Board meeting dates: April 19 & 20 (Retreat Meeting), August 24, and November 10. The motion carried.

14. Jim Richards brought the Executive Director's Report, including a report on personnel and the Cooperative Program.

SBTC Executive Board Meeting – August 18, 2020

1. The chair announced that in lieu of in-person reports we have video reports from the three Cooperative Ministries: Texas Baptist Home for Children, Jacksonville College and Criswell College.
2. Terry Jeffries brought a report on the Southern Baptists of Texas Foundation on behalf of Bart McDonald. Terry introduced Michael Rhine, the new director of church lending.
3. Lance Crowell brought a report from the COVID-19 staff task force.
4. Jason Gray brought a report on behalf of the Credentials Committee. He presented a list of churches requesting affiliation (19). He also presented a list of churches for removal (94) 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 2,669.)
5. Byron McWilliams made a motion on behalf of the Ministry Relationships Committee for the Executive Board to approve. The motion carried.
 - A. the continuance of a "Cooperative Ministry Relationship" with Criswell College and
 - B. the continuance of a "Fraternal Ministry Relationship" with the Conference of Texas Baptist Evangelists and the Korean Baptist Fellowship of Texas.
6. Mark Hogan made a motion on behalf of the Executive Committee to approve the revised Executive Director Succession Plan as presented. The motion carried.
7. Mark Hogan made a motion on behalf of the Executive Committee and Administrative Committee that in 2021 the Matching Benefit provided by the SBTC through GuideStone Financial Resources be limited to qualifying Lead Pastors and Senior Pastors; and that \$100,000 be considered in the 2021 budget, to be divided between the qualifying participants, with no participant receiving more than \$500 per year. The motion carried.
8. Mark Hogan made a motion on behalf of the Executive Committee to approve the following action. The motion carried.
 - A. The Executive Committee is hereby authorized to act on behalf of the Executive Board to cancel the 2020 annual meeting of the Convention in the event the Executive Committee concludes that, in its opinion, cancellation of that meeting is prudent or necessary.
 - B. The Executive Committee is further authorized to act on behalf of the Executive Board to call a special meeting of the Convention as provided for in Article VI of the Convention's Constitution, at a time and place determined by the Executive Committee, for the sole purpose of allowing the messengers to designate a new time and place for the 2020 annual meeting. If a special meeting is called, the Executive Board will offer a motion to the messengers to set the annual meeting for a time immediately following the adjournment of the special meeting, and to designate the place of the annual meeting to be the same place as the special meeting.

9. Mark Hogan made a motion on behalf of the Executive Committee and Administrative Committee to approve the Vision 2021 report and restructure as presented. The Vision Team members gave a report with findings and recommendations. The motion carried.
10. Jim Richards recognized and presented gifts to 3 outgoing board members: Craig Bailey, Steve Dorman and Danny Forshee. Dr. Richards also recognized Chad King who recently moved out of state.
11. Mark Hogan made a motion on behalf of the Executive Committee that board chairman, Danny Forshee, be authorized to appoint a relocation committee for the purpose of bringing a feasibility study and recommendation to the Executive Board. Reserve funds of up to \$10,000 are hereby authorized for the committee's work. Use of reserve funds will be reported to the Administrative Committee. The motion carried.
12. Mark Hogan reported that, during their August 6th meeting, the Executive Committee approved the Convention's participation in signing a letter to the IRS that the IRS apply procedures which will accommodate Baptist polity and allow churches to continue to be placed under group exemptions.
13. Todd Kaunitz made a motion on behalf of the Administrative Committee that up to \$40,000 of the Protection Benefit Endowment be used to fund Protection Benefit costs in 2021 and the remaining balance be used for the same purpose in 2022. The motion carried.
14. Todd Kaunitz reported that, during their August 10th meeting, the Administrative Committee approved the following:
 - A. Changes to the SBTC staff work practices and Employee Handbook, which are subject to ongoing modification at the discretion of the Executive Director.
 - i. Allowing all staff to work remotely each Friday.
 - ii. Every other week, allowing an optional rotating schedule of support staff that has worked 70 hours over a period of nine days (two 35-hour weeks/ Monday-Friday) to be off on Friday.
 - iii. Every other week, allowing an optional rotating schedule of ministry staff that has worked 80 hours over a period of nine days (two 40-hour weeks/ Monday-Friday) to be off on Friday.
 - iv. Changing the handbook to allow all support staff to begin employment with two weeks of vacation, which is our practice, rather than the possibility of one week as currently stated; and, allowing support staff to add a week of vacation after three years of full time employment, instead of seven years as is currently stated.
 - B. The continued placement of investment funds with the Southern Baptist of Texas Foundation and authorizing an allocation of up to 50% in CET investments with the remainder to be invested in the Enhanced Cash Pool.
15. Todd Kaunitz made a motion on behalf of the Administrative Committee to approve the following action regarding the 2021 budget. The motion carried.
 - A. The approval of the 2021 budget as presented and that the budget be presented to the messengers constituting the 2020 Southern Baptists of Texas Convention.
 - B. That the Executive Director be authorized to continue to modify the in-state budget, within the total approved amount up until the time that the budget is presented to the messengers at the 2020 Annual Meeting.

Any reallocation by the Executive Director will be reported to the Administrative Committee.

- C. Granting up to \$250,000 in reserve funds to augment the 2021 budget, to be used at the discretion of the Executive Director. Any use of these funds is to be reported to the Administrative Committee.
 - 16. The chairman called on Jim Richards to bring the Executive Director's report.
 - 17. The chair opened the floor for miscellaneous business and reminded the board members of the rules for motions made from the floor.
 - A. Mark Yoakum, Director of Church Ministries, announced his retirement effective January 31, 2021 and expressed his appreciation to the board and the convention.
 - B. Gary Ledbetter, Director of Communications, announced his retirement effective December 31, 2020 and expressed his appreciation to the board and the convention.
- Jim Richards thanked them for their many years of service and voiced a prayer.

COMMITTEE ON NOMINATIONS

2020-2021 Proposed Committees Recommendation

Stan Britton, 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 2021

Nathan Lino, Northeast Houston Baptist Church
18000 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

Stephen Ammons, Meadowbrook Baptist Church
1401 Colorado Ave, Rockdale 76567

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
7777 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

Term Expiring 2024

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

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

*Delia Rogers, Antioch Baptist Church
4416 FM 230, Lovelady 75851*

*Steven Gaither, First Baptist Church, McAllen
1200 Beech Ave, McAllen 78501*

*Keith Collier, First Baptist Church, Groesbeck
306 N Ellis St, Groesbeck 76642*

*Ed Hancock, First Baptist Church, Forney
PO Box 97, Forney 75126*

Vacant

TEXAS ETHICS and RELIGIOUS LIBERTY

Nathan Loudin, Chairman

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

*Davey Davis, High Pointe Baptist Church
12030 Dessau Rd, Austin 78754*

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

Term Expiring 2024

*Jennifer Tutanes-McCuan, Riverlife Church
PO Box 150774, Austin 78715*

*Jonathan Coleman, Mission Dorado Baptist Church
4142 Faudree Rd, Odessa 79765*

*Rob Collingsworth, The Village Church
2101 Justin Rd, Flower Mound 75028*

CREDENTIALS COMMITTEE*

Bill Coffey, Chairman

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

**Tony Rogers, Southside Baptist Church
PO Box 1243, Bowie 76230*

Term Expiring 2023

Caleb Fleming, Fairview Baptist Church
222 W Taylor St, Sherman 75092

**Nancy Rivera, Primera Iglesia Bautista, Grand Prairie
201 Freetown Rd, Grand Prairie 75051*

Term Expiring 2024

*Shawn Paschal, Inglewood Baptist Church
1901 S Carrier Pky, Grand Prairie 75051*

**Josh Hayward, Kinney Avenue Christian Fellowship
1801 Kinney Ave, Austin 78704*

*With the approval of the Constitution & Bylaws changes, the recommended nominees will increase the Credentials Committee size by three. New nominees' terms are staggered.

COMMITTEE ON ORDER OF BUSINESS

Jay Gross, Chairman

Term Expiring 2021

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

Susan Smith, New Harmony Baptist Church
10251 FM 724, Tyler 75704

Term Expiring 2022

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

Keith Kelley, Calvary Baptist Church
PO Box 1228, Gladewater 75647

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

Term Expiring 2024

*Landon Coleman, Immanuel Baptist Church
4020 E University, Odessa 79762*

*Jeffrey Stachmus, First Baptist Church, Fairfield
PO Box 446, Fairfield 75840*

CRISWELL COLLEGE

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

Term Expiring 2023

*Sally Kankey, First Baptist Church, Madisonville
PO Box 159, Madisonville 77864*

*Beau Brewer, First Baptist Church of Smithfield
7912 Main St, North Richland Hills 76182*

*Aaron Scarbrough, Graceview Baptist Church
1440 S Burleson Blvd, Burleson 76028*

JACKSONVILLE COLLEGE

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

Term Expiring 2024

Vacant

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

Vacant

SOUTHERN BAPTISTS OF TEXAS FOUNDATION

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

Term Expiring 2023

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

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

*Kent Jennings, Hyde Park Baptist Church
3901 Speedway, Austin 78751*

*Jance Floyd, Mission Dorado Baptist Church
4142 Faudree Rd, Odessa 79765*

COMMITTEE ON COMMITTEES RECOMMENDATIONS

Hal Kinkeade, Chairman

COMMITTEE ON NOMINATIONS

_____, Chairman
(presented at the convention)

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

Del Traffanstedt, Mission Dorado Baptist Church
4142 Faudree Rd, Odessa 79765

Aaron Kahler, Hays Hills Baptist Church
1401 N FM 1626, Buda 78610

James Womak, Destiny Church
3508 Blue Springs Dr, Fort Worth 76213

Term Expiring 2024 (*to be presented at convention)

**Vacant*

**Vacant*

**Vacant*

2020 COMMITTEE APPOINTMENTS

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

REGISTRATION

Hixson Frank	CHAIRMAN Hyde Park Baptist Church, Austin
Heath Anderson	CrossWalk Church, Pflugerville
Liz Chavez	Fairview Baptist Church, Austin
Sharonda Cooper	High Pointe Baptist Church, Austin
Judson Strawbridge	First Baptist Church, Marlin

RESOLUTIONS

Barry Calhoun	CHAIRMAN North Garland Baptist Fellowship, Garland
Denny Autrey	Sagemont Church, Houston
Mike Courtney	First Baptist Church, Sachse
Lesley Henneke	Hyde Park Baptist Church, Austin
Mike Lawson	First Baptist Church, Sherman
Nancy Rivera	Primera Iglesia Bautista, Grand Prairie
Jacob Speight	First Baptist Church, Waskom
James Stevens	First Baptist Church of Gholson, Waco

TELLERS

Mario Moreno	CHAIRMAN Oak Meadow Baptist Church, Austin
Marco Castilla	Centro de Avivamiento Monte de Sion, Austin
Jason Daniels	First Baptist Church, Friona
Joel Densman	Onion Creek Baptist Church, Austin
Paul Duncan	Mambrino Baptist Church, Granbury
Otis Fields	High Pointe Baptist Church, Austin
Lindsey Kuhns	Church at the Cross, Grapevine
Jose Luna	Iglesia Cristiana Vision al Campo, Austin
Brandon Pittman	Great Hills Baptist Church, Austin
Ryan Renfrow	Faith Family Baptist Church, Kingwood
Ana Rodriguez	CrossWalk Church, Round Rock
Carlos Sanchez	High Pointe Baptist Church, Austin

OTHER APPOINTMENTS

PARLIAMENTARIANS

Barry McCarty Convention Parliamentarian
Terry Wright First Baptist Church, Vidor

COMMITTEE ON COMMITTEES (Appointed by the President)

Term Expiring 2020

Hal Kinkeade	CHAIRMAN First Baptist Church, Springtown
Rodney Brown	Metro Bible Church, Southlake
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

Term Expiring 2023

Kevin Cornelius	First Baptist Church, McAllen
Andy Hill	Mobberly Baptist Church, Longview
Frank Pomeroy	First Baptist Church, Sutherland Springs

Committee Replacement Summary 2020

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
Executive Board				
Carlos Hinojos	2020	eligible	Carlos Hinojos	2024
Michael Annas	2020	eligible	Michael Annas	2024
Robert Slavens	2020	eligible	Robert Slavens	2024
Tracy Turner	2020	eligible	Tracy Turner	2024
Tony Sheffield	2020	eligible	Tony Sheffield	2024
Caleb Turner	2020	eligible	Caleb Turner	2024
Landon Northcutt	2020	eligible	Vacant	2024
Danny Forshee	2020	ineligible	Delia Rogers	2024
Craig Bailey	2020	ineligible	Steven Gaither	2024
Steve Dorman	2020	ineligible	Keith Collier	2024
Chad King	2020	resigned	Ed Hancock	2024
James Pritchard	2022	resigned	Stephen Ammons	2022
Texas Ethics and Religious Liberty				
Committee Chair	2020	N/A	Nathan Loudin	2021
Nick Esch	2020	ineligible	Jennifer Tutanes-McCuan	2024
Kris Segrest	2020	ineligible	Jonathan Coleman	2024
Ben Wright	2020	ineligible	Rob Collingsworth	2024
Denny Gorena	2023	resigned	Davey Davis	2023
Credentials Committee				
Committee Chair	2020	N/A	Bill Coffey	2021
Jason Gray	2020	ineligible	Shawn Paschal	2024
New Position	N/A	N/A	Josh Hayward	2024
New Position	N/A	N/A	Nancy Rivera	2023
New Position	N/A	N/A	Tony Rogers	2022
Committee On Order of Business				
Committee Chair	2020	N/A	Jay Gross	2021
Matt Surber	2020	ineligible	Landon Coleman	2024
Wes Hinote	2020	ineligible	Jeffrey Stachmus	2024
Criswell College				
Robert Welch, Sr	2020	ineligible	Sally Kankey	2023
Dante Wright	2020	ineligible	Beau Brewer	2023
Chris Osborne	2020	resigned	Aaron Scarbrough	2023
Jacksonville College				
Mark Moore	2020	ineligible	Vacant	2024
Texas Baptist Home for Children				
Stephen Bradley	2022	resigned	Vacant	2022

Committee Replacement Summary 2020 (Continued)

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
Southern Baptists of Texas Foundation				
Chet Haney	2020	eligible	Chet Haney	2023
Bill Campbell	2020	eligible	Bill Campbell	2023
Calvin Pearson	2020	ineligible	Kent Jennings	2023
David Turner	2020	resigned	Jance Floyd	2023

EXECUTIVE BOARD REPORT

“VISION 2021”

On August 18, 2020, the SBTC’s Executive Board approved the Vision 2021 Report, shown below. The corresponding 2021 budget was also approved by the Executive Board and will be submitted to the messengers constituting the 2020 Southern Baptists of Texas Convention.

VISION 2021: The SBTC last went through a detailed analysis of our ministries in 2012 under the “Refocus Plan.” The purpose was to evaluate and adopt structure, staffing and services in response to the Praying and Listening Sessions that had taken place across the state in the prior year.

Now, eight years later, we are looking at the ministries of the Convention and addressing the question of how to best accomplish our ministry purposes. With the increasing pace of change in the 21st century, we can expect ministry obstacles and opportunities that require our ministries to change. The COVID-19 crisis has accelerated that need for change. Thus, in looking toward the year 2021, we are again taking inventory of our ministry strategy and effectiveness. This new assessment is called “Vision 2021.”

A team of staff members was enlisted by Executive Director, Jim Richards, and tasked with evaluating future ministry to the churches in light of the changing landscape. This Vision 2021 team includes: Jim Richards, Randi Kent, Juani Shelton, Kason Branch, Lance Crowell, Joe Davis, Kenneth Priest, and Tony Wolfe.

In order to gain input from our constituents, the Vision Team sent surveys to 508 individuals. Those surveyed included Executive Board Members, Young Pastors, Hispanic-Asian- Korean & African American Pastors, the top 25 CP givers, the top 25 CP givers under 200 in membership, Associational Leaders, past presidents, consultants & specialists and staff. Responses were received from 186 individuals, answering questions such as: the purpose and effectiveness of the convention’s ministries and major events, the importance of diversity and next generation engagement, how to measure success, the importance of the convention’s office building and the purpose of a state convention.

In addition, the Vision Team contacted the Baptist conventions in Florida, Georgia, Virginia (SBCV), and Missouri. Common themes in those discussions included varying levels of staff working remotely and the importance of building relationships in order to accomplish ministry.

TOP TEN OBSERVATIONS TO CONSIDER FOR ACTION: The following 10 points are the summarized results from the survey and discussions with other state conventions.

#1 – Maintain our mission statement as found in the SBTC Constitution.

#2 – Church Health – Church health is the top measure of a successful convention.

Measurements of a healthy church may include church unity, healthy pastors and effective outreach, such as evangelism, missions and discipleship.

#3 – Communication – The next generation of church leaders expects more digital communication. We must move toward digital media while still providing print media for the immediate future. More ministry resources and content are needed in language areas. Print and digital ministry must be coordinated.

#4 – Relationships – Younger pastors and larger church pastors want direct relationships with convention staff. This means a targeted focus on these two groups with a continued effort to connect with all churches.

#5 – Resources – Smaller membership churches want and need the convention-generated resources. This means training tools and materials. This requires some events that are smaller and more geographically diverse.

#6 – Engaging Younger Pastors – This will be accomplished by networking opportunities with a clear communication of the vision of SBTC and involvement with SBTC staff. Younger pastors want a voice in decision making.

#7 – Ethnic Diversity – This was important with every group surveyed. Diversity of thoughts and view through cultural lenses is vital. Diversity in staff reflecting the diversity in affiliated churches is necessary.

#8 – Building – A physical office for staff was considered “not important” or “somewhat important” by most groups. Cost savings and remote work are reasons to consider downsizing the office.

#9 – Major events – Equip and Empower were mentioned as highly preferred over the Annual Meeting. Training is an important aspect of the events. There was a desire to move to virtual or digital for some of the meetings. The Annual Meeting needs to be reset or rethought. Networking at the events is needed more. Combining two or three of the events was a common theme.

#10 – SBTC Distinctives – Differences between the two state conventions need to be pointed out to new Board Members and Younger Pastors. This can be accomplished by mentorship and personal relationships as well as formal training.

MINISTRY TEAM STRUCTURE RECOMMENDATIONS: Based on these 10 observations, in order to better position our staff and ministries to serve the churches. The re-structuring of our ministry teams and assignments are shown below. Although the 2021 budget will be similar in functionality to the current year’s budget, we will have flexibility and expect to prioritize events, trainings and resources that best emphasize the 10 points. Each of these five teams would be led by a Senior Strategist, who would be classified as Senior Ministry Staff.

CHURCH HEALTH AND LEADERSHIP

Church Health was a recurring theme in survey responses and covers a broad area. Many of these functions are currently in the Church Ministries and Pastor/Church Relations Departments. Combining these ministries into one area will

bring a more unified strategy and provide increased internal collaboration among staff.

Significant changes include:

- Student Ministry staff moved from Evangelism - This will place our student ministries team in the same area with other age-graded ministries. Collegiate ministries and staff will continue from the Evangelism area.
- Revitalization moved from Convention Strategies - Revitalization needs and opportunities develop out of church health and will be better served from that ministry area.
- Regional Catalysts – Rather than engaging Field Ministry Strategists in 18 zones across the state, a combination of regional catalysts, who will cover a larger area and give broad perspective to the Convention's ministries, and a smaller number of key zone representatives, who are more relationally focused, will be used.
- SBTC En Español – Will be a focus of all church health related ministries.

MISSIONAL MINISTRIES

Missions and Evangelism are connected at the heart. These ministry areas are currently two departments and would be combined into "Missional Ministries." Both are unique in that they are prophetic ministries which encourage affiliated churches to be engaged in going and telling. The combination of these two areas will again help provide a unified strategy, enhance internal collaboration and allow relationships across the state to be better leveraged for more effectiveness.

Church Planting will remain a major focus. Staff will continue to encourage churches to start churches. Sponsor churches will be enlisted. Church Planting centers in local churches will provide multiplication. Church planters will be recruited.

DIGITAL MINISTRIES AND COMMUNICATIONS

The addition of more digital capability to our communications platform will provide connection to a broader audience, while using less financial resources. A result of our experience during the COVID-19 shut down has been the acceleration of the use of remote and digital resources. Over the coming years we would expect our ministry to continue to evolve in this direction. The Texan will continue to be a print and digital medium; however all public relations, social media and other technology related services will also fall under this area.

Online training will be coordinated and directed through this area of ministry.

Additional tasks added to our existing communications department will include:

- Servicing our inner-office information technology needs.
- Continual research and development of improved technology across all ministries.
- Event coordination for major events.
- Audio/visual tech support to churches.

COOPERATIVE MINISTRIES

Our existing Convention Strategies area will continue to promote the Cooperative Program and be broadened to include special strategies and formalized relationships with outside entities. This area will be directly under the Executive Director's office, which will heighten the awareness and exposure of these ministries.

Additional assignments will include:

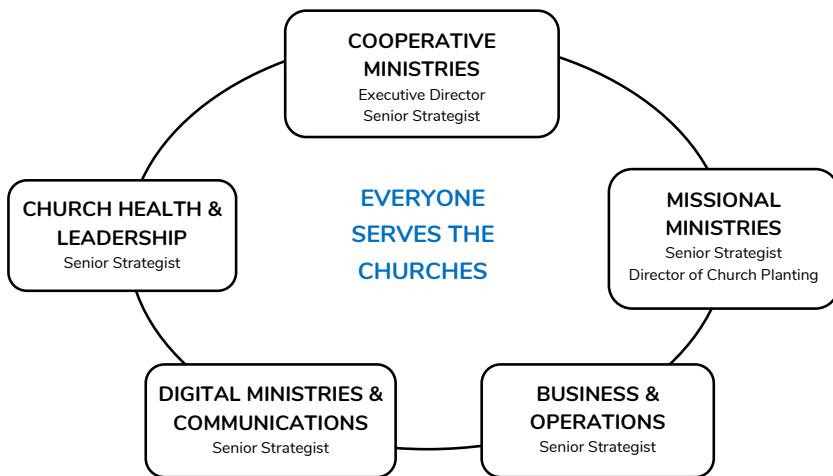
- Management of Cooperative and Fraternal Ministry Relationships, and the Texas Ethics and Religious Liberty Commission, both of which are currently in the Communications & Ministry Relationships department
- Promotion of the Reach Texas offering.
- State to state partnerships, as well as NAMB and IMB.
- Annual Church Profile, Affiliations and Credentials, all of which are currently in the Pastor/Church Relations department.
- Associational Relations.
- Prayer Ministry.
- African American Fellowship, Asian Fellowship & Korean Fellowship.
- Young Pastors Network.

BUSINESS AND OPERATIONS

Most of the functions under the current Operational Services and Financial Services departments will be combined in Business and Operations, and be accomplished under the same management.

New assignments will include:

- Tax Seminars – annual training events.
- Stewardship Ministry.
- Business administration consults.



PROPOSED 2021 BUDGET

MISSIONAL MINISTRIES

Missional Ministries is a connection of two heart ministries, missions and evangelism. We assist Texas associations, churches, and ministries to effectively enlarge the Great Commission. This ministry area will help churches plant new churches and mobilize for missions in Texas and beyond by focusing on leadership assessment, training and discipleship. We will also encourage and train pastors and churches to equip believers of all ages to do the work of evangelism and will train and mobilize volunteers in disaster relief efforts.

*Church Planting	\$ 1,000,000
Missions Mobilization	25,000
Empower Evangelism Conference	275,000
Evangelism Events	30,000
Language Evangelism Ministry	53,000
Personal Evangelism	10,000
Chaplaincy Ministry	6,000
Student Camp	275,000
Student Evangelism	98,000
Collegiate Ministry	50,000
Disaster Relief	75,000
State Missions Promotion	30,000
Printing/Postage/Promotion	22,000
General Ministry	7,000
Consultants/Specialists	52,500
Personnel Salary & Housing	1,102,258
Travel & Meals	118,250
Convention & Conference	15,000
Personnel Health Insurance	270,822
Personnel Retirement	93,263
Personnel Payroll Taxes	23,168
Office Occupation/Related Expenses	88,500
Phone/Internet	18,600
Office Supplies	10,500
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	28,500
Commercial Insurance	19,500
Board Meetings	25,500
Committee Meetings	7,500

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

MISSIONAL MINISTRIES (continued)

Annual Meeting	\$ 63,000
Technology Maintenance & Development	28,500
Operations & Contingency	45,000
Total	\$ 3,991,261

CHURCH HEALTH and LEADERSHIP

The Church Health and Leadership Team works to strengthen SBTC churches and church leadership in all areas of ministry. SBTC staff and valued experts in their field engage and equip church staff and lay leaders directly through personal relationships, training seminars, workshops, clinics, conferences, webinars, networking, resourcing, retreats, consultations and more. We provide training for search committees and assistance with pulpit supply and other interim needs, including help finding interim pastors. We are available to assist churches when conflict mediation or counseling referrals are needed. We provide church grant assistance and emergency relief whenever possible. We walk churches through a systematic approach for church revitalization. We exist to strengthen the churches and their leaders as they work toward Great Commission advance in the Lone Star State.

Worship/Music Education	\$ 40,000
Children's Ministries	95,000
Student Ministry	57,000
Adult Ministry	43,000
Senior Adult Ministry	15,000
Women's Ministry	50,000
Special Needs Ministry	30,000
Discipleship	95,000
SBTC En Español	150,000
Administration Ministries	43,000
Facilities Ministry	25,000
Church Grant Assistance	25,000
Minister Emergency Grants	7,500
Pastoral Leadership	81,500
Church Revitalization	240,000
Church Interim Resources	32,500
Counsel/Conflict Resolution	7,500
Resources/Equipment	4,000
Printing/Postage/Promotion	37,000
General Ministry	7,000
Consultants/Specialists	62,500
Personnel Salary & Housing	1,196,540

CHURCH HEALTH and LEADERSHIP (continued)

Travel & Meals	119,750
Convention & Conference	\$ 20,000
Personnel Health Insurance	341,248
Personnel Retirement	116,779
Personnel Payroll Taxes	27,352
Office Occupation/Related Expenses	88,500
Phone/Internet	18,600
Office Supplies	10,500
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	28,500
Commercial Insurance	19,500
Board Meetings	25,500
Committee Meetings	7,500
Annual Meeting	63,000
Technology Maintenance & Development	28,500
Operations & Contingency	45,000
Total	\$ 3,329,169

DIGITAL MINISTRIES and COMMUNICATIONS

Digital Ministries and Communications supports all aspects of our convention's ministry by sharing the good news of successful ministries and the challenges faced in other places to draw those who have needs together with those who have solutions. Our 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—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, equipping our churches with audio/visual tech support and supporting our churches with online training and resources.

TEXAN Publications	\$ 350,000
Estimated Publication Ad Fees	(35,000)
Online Training	15,500
Technology Ministry	12,000
General Promotion	30,000
Research & Development	35,000
Video Production Supplies	2,500
Annual Printing & Distribution	5,000
Printing/Postage/Promotion	3,000
Resource Materials	2,800
General Ministry	5,000
Consultants/Specialists	75,000
Personnel Salary & Housing	649,755
Travel & Meals	40,250
Convention & Conference	5,000
Personnel Health Insurance	143,610
Personnel Retirement	69,239
Personnel Payroll Taxes	32,690
Office Occupation/Related Expenses	39,333
Phone/Internet	8,267
Office Supplies	4,667
Furniture & Equipment	5,333
Equipment Upgrade & Maintenance	5,733
Computer Network Administration	12,667
Commercial Insurance	8,667
Board Meetings	11,333
Committee Meetings	3,333
Annual Meeting	28,000
Technology Maintenance & Development	12,667
Operations & Contingency	20,000
Total	\$ 1,601,344

COOPERATIVE MINISTRIES

The Cooperative Ministries 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. Every major ministry of our convention is magnified by the relationships we have built with sister ministries. Focus is being given to Cooperative Program promotion, associations, prayer ministry, young pastors, African American and Asian leadership and development.

Criswell College	\$ 320,015
Jacksonville College	116,369
Scholarships	30,000
Human Care & Family Ministry	5,000
Asian Ministry	85,000
African American Ministry	30,000
Young Pastors Network	56,500
Ministry to Associations	35,000
TX Ethics and Religious Liberty Committee	30,000
Prayer Ministry	40,000
Cooperative Program Promotion	80,000
Informational Meetings	7,500
Printing/Postage/Promotion	15,000
General Ministry	5,000
Consultants/Specialists	19,000
Personnel Salary & Housing	275,944
Travel & Meals	48,750
Convention & Conference	10,500
Personnel Health Insurance	53,760
Personnel Retirement	35,766
Personnel Payroll Taxes	7,152
Office Occupation/Related Expenses	39,333
Phone/Internet	8,267
Office Supplies	4,667
Furniture & Equipment	5,333
Equipment Upgrade & Maintenance	5,733
Computer Network Administration	12,667
Commercial Insurance	8,667
Board Meetings	11,333
Committee Meetings	3,333
Annual Meeting	28,000
Technology Maintenance & Development	12,667
Operations & Contingency	20,000
Total	\$ 1,466,256

BUSINESS and OPERATIONS

Business and Operations facilitates the internal accounting and auditing functions, facilities management, general operations and human resource management of all the ministries of the SBTC and assists the churches in accomplishing their business functions through tax seminars, stewardship and business administration consultations.

Audit & Outside Services	\$ 69,000
Legal Expense	30,000
Finance Management/Stewardship	30,000
Staff Meetings and Training	24,000
Staff Planning Retreat	11,000
Benefit Plan Services	4,500
Payroll Services	11,000
SBTC Staff Scholarship	2,000
Convention Vehicle Expense	25,000
Printing/Postage /Promotion	40,000
General Ministry	5,000
Personnel Salary & Housing	563,349
Personnel Salary Supplement	25,000
Travel & Meals	7,000
Convention & Conference	5,000
Personnel Health Insurance	119,560
Personnel Disability Insurance	16,500
Personnel Retirement	74,394
Personnel Payroll Taxes	41,576
Office Occupation/Related Expenses	39,334
Phone/Internet	8,266
Office Supplies	4,666
Furniture & Equipment	5,334
Equipment Upgrade & Maintenance	5,734
Computer Network Administration	12,666
Commercial Insurance	8,666
Board Meetings	11,334
Committee Meetings	3,334
Annual Meeting	28,000
Technology Maintenance & Development	12,666
Operations & Contingency	20,000
Total	\$ 1,263,879

Personnel and consulting/specialists related costs may be used interchangeably across the budget as duties or positions change. Personnel salary, housing and benefits represents 20% of the total budget.

PROPOSED 2021 BUDGET SUMMARY

IN STATE BUDGET SUMMARY	Budget Per Ministry Area	% Total Budget
Minister's Outside Retirement	\$ 100,000	0.84%
Protection Benefit	185,000	1.55%
Total IN STATE SPECIAL ALLOCATION	285,000	2.39%
Missional Ministries	3,991,261	33.44%
Church Health & Leadership	3,329,169	27.89%
Digital Ministries & Communications	1,601,344	13.41%
Cooperative Ministries	1,466,256	12.28%
Business & Operations	1,263,879	10.59%
TOTAL IN STATE BUDGET	\$ 11,936,909	100.00%

TOTAL BUDGET

SBC CP Budget (55%)	\$ 14,222,889
SBTC CP Budget (45%)	<u>11,636,909</u>
TOTAL CP BUDGET	25,859,798
Grant from SBC	300,000
TOTAL BUDGET	\$ 26,159,798

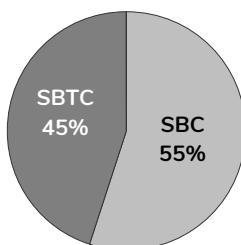
The ministry of the Southern Baptists of Texas Convention is an extension of the ministries of affiliated churches in the state. We thank you for your partnership and we pledge our continued commitment to Kingdom work through the Cooperative Program.

BUDGET HISTORY

Year	Total Budget	Increase Over Prior Year	Percentage Increase
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%
2020	28,881,104	(12)	0%
Proposed for 2021	\$ 26,159,798	\$ (2,721,306)	(9.42%)

PROPOSED 2021 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 2021.



2021 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
- 6 Chapel, SBTC, sbtexas.com/chapel
- 9 VBSI Preview, Online, LifeWay.com
- 11 Tax Seminar, SBTC, Grapevine
- 12 Tax Seminar, University Baptist Church, San Antonio
- 13 Tax Seminar, Clay Road Baptist Church, Houston
- 13 Tax Seminar, Friendly Baptist Church, Tyler
- 14 Tax Seminar, Denman Avenue Baptist Church, Lufkin
- 15-16 M3 WKND, Spring Baptist Church, Spring
- 15-16 M3 WKND, Quail Creek Baptist Church, Amarillo
- 18 Martin Luther King Jr. Holiday—SBTC office closed
- 20 Tax Seminar, Sherwood Baptist Church, Odessa
- 21 RevTalks Live, SBTC, Grapevine
- 21 Tax Seminar, Redbud Baptist Church, Lubbock
- 22-23 VBS Preview, Online
- 26 Pastor Mentor Initiative, San Antonio Baptist Association
- 26 Tax Seminar, Hyde Park Baptist Church, Austin
- 27 Tax Seminar, Hillcrest Baptist Church, Nederland
- 28 RevTalks Live, Faith Memorial Baptist Church, Houston
- 28 Today's Interim Pastor, San Antonio Baptist Association
- 29-30 VBS Preview, Online

FEBRUARY

- 3 Chapel, SBTC, sbtexas.com/chapel
- 4 RevTalks Online, Zoom
- 19-20 Empower en Español, Cross City Church, Euless
- 22 New SBTC Pastor Orientation, Irving Convention Center, Las Colinas
- 22 Young Pastors Network Dinner, Irving Convention Center, Las Colinas
- 22-23 Empower, Irving Convention Center, Las Colinas
- 27 DR Phase I Training, FBC, Pflugerville

MARCH

- 4 RevTalks Live, Paramount Baptist Church, Amarillo
- 4 55+ Adults Ministry Training, Calvary Baptist Church, San Marcos
- 6 She Stands, Fallbrook Baptist Church, Houston
- 6 VBS Training, Spring Baptist Church, Spring
- 7-13 Week of Prayer for North American Missions
- 11 55+ Adults Ministry Training, SBTC, Grapevine
- 11 RevTalks Online, Zoom
- 12-13 Español Regional Conference, Redbud Baptist Church, Lubbock

MARCH (continued)

- 18 55+ Adults Ministry Training, Denman Avenue Baptist Church, Lufkin
 19-20 Pause Retreat, Irving
 20 VBS Training, Southcrest Baptist Church, Lubbock
 24 Chapel, SBTC, sbtexas.com/chapel
 27 VBS Training, Trinity Baptist Church, Longview
 27 VBS Training, University Baptist Church, San Antonio

APRIL

- 2 Good Friday Holiday—SBTC office closed
 7 Chapel, SBTC, sbtexas.com/chapel
 8 Disciple-Making Forum, SBTC, Grapevine
 10 DR Phase 1 Training, The Church at Quail Creek, Amarillo
 10 Bible Drill Regional, First Baptist Church, Odessa
 12 Today's Interim Pastor, Dallas Baptist Association
 15 Pastor Mentor Initiative, Dallas Baptist Association
 17 She Stands/Florece Conference, Panhandle Area
 17 Bible Drill Regional, SWBTS, Fort Worth
 22-23 RevRetreat, SBTC, Grapevine
 22 Role of the Pastor Conference, SBTC, Grapevine
 24 Bible Drill Regional, Spring Baptist Church, Spring
 29-5/1 Breathe Deep, Gaylord Texan, Grapevine

MAY

- 7 National Day of Prayer
 10-12 Administrative Assistants' Retreat, San Marcos
 11 Hispanic Leadership Summit, DFW
 12-14 Texas Roundup, Austin Stone Community Church, Austin
 15 Bible Drill State Finals, SBTC, Grapevine
 31 Memorial Day Holiday—SBTC office closed

JUNE

- 13-16 SBC Pastors' Conference and Annual Meeting, Nashville, TN
 17-19 National Bible Drill, Dallas Baptist University, Dallas
 21 Asian Family Retreat, Summers Mill Retreat Center, Belton
 24 RevTalks Online, Zoom
 25-26 Pastor & Wife Retreat, Houston
 28-7/2 Student M3 Camp, Highland Lakes Camp & Conference Center, Spicewood

JULY

- 5 Independence Day Holiday, SBTC office closed
 5-9 Student M3 Camp, Highland Lakes Camp & Conference Center, Spicewood
 11 Special Needs Ministry Sunday
 15-19 Student M3 Camp, Glorieta Conference Center, Glorieta, NM
 19-23 LEAD Conference, Tate Springs Baptist Church, Arlington

JULY (continued)

- 26-30 Student M3 Camp, Camp Zephyr, Sandia
 28 Chapel, SBTC, sbtexas.com/chapel

AUGUST

- 2-6 Youth Week, Riverbend Retreat Center, Glen Rose
 13 Today's Interim Pastor, Union Baptist Association, Houston
 14 EQUIP, Champion Forest Baptist Church, Houston
 25 Chapel, SBTC, sbtexas.com/chapel
 26 RevTalks Online, Zoom
 28 Impact (Church Leadership), Lufkin
 31 Pastor Mentor Initiative, Union Baptist Association, Houston

SEPTEMBER

- 2 55+ Adults Ministry Training, Victoria Parkway Baptist Church, Victoria
 6 Labor Day Holiday—SBTC office closed
 9 Children & Family Ministry Luncheon, Austin
 9 55+ Adults Ministry Training, Bay Area Church, League City
 15 Chapel, SBTC, sbtexas.com/chapel
 16 55+ Adults Ministry Training, Southcrest Baptist Church, Lubbock
 17-18 Español Florece Retreat, Riverbend Retreat Center, Glen Rose
 19-26 Week of Prayer and Mission Emphasis Reach Texas
 23-24 RevForum, SBTC, Grapevine
 24-25 Pastors' Wives Retreat, DFW

OCTOBER

- 1-2 Español Men's Conference, Riverbend Retreat Center, Glen Rose
 5 Pastors Masters Golf Tournament, Tour 18, Flower Mound
 9 She Stands/Florece Conference, First Baptist Church, Forney
 10 IMB Global Hunger Sunday
 12-14 Send Summit, Redeemer Church, Lubbock
 14 RevTalks Online, Zoom
 16 DR Phase 1 Training, SWBTS, Fort Worth
 20 Chapel, SBTC, sbtexas.com/chapel
 25-26 NAMB—Who's Your One?, Mobberly Baptist Church, Longview

NOVEMBER

- 7 Español Session, Flint Baptist Church, Flint
 8 Young Pastors Network Late Night, Flint Baptist Church, Flint
 8 Today's Interim Pastor, Flint Baptist Church, Flint
 8-9 Annual Meeting, Flint Baptist Church, Flint
 18 Pastor Mentor Initiative, Jacksonville College
 25-26 Thanksgiving Holiday—SBTC office closed
 28-12/4 Week of Prayer for International Missions

DECEMBER

- 11/28-4 Week of Prayer for International Missions
- 3-4 Student Ministers Getaway, Austin
- 24-31 Christmas Holiday, SBTC office closed