



# FORWARD

PHILIPPIANS 3:13

2023  
ANNUAL  
MEETING

Book of  
Reports

# **SOUTHERN BAPTISTS OF TEXAS CONVENTION**

## **2023 BOOK OF REPORTS**



### **Elected Convention Officers**

Todd Kaunitz, President  
Eddie Lopez, Vice President  
Sharonda Cooper, Secretary

### **Executive Board Officers**

Caleb Turner, Chairman  
Steven Gaither, Vice Chairman  
Leslie Bradley, Secretary

### **Future Annual Meeting Dates & Locations**

November 11-12, 2024 - Sagemont Church, Houston  
October 27-28, 2025 - Southcrest Baptist Church, Lubbock

P. O. Box 1988 • Grapevine, Texas 76099-1988  
4500 State Highway 360 • Grapevine, Texas 76051  
817-552-2500 • 877-953-7282 toll free  
817-552-2501 fax • 817-552-2520 fax  
sbtexas@sbtexas.com • www.sbtexas.com

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



## **SENIOR MINISTRY STAFF**

Nathan Lorick, Executive Director

Joe Davis, Chief Financial Officer

Joe Lightner, Associate Executive Director

Jeff Lynn, Senior Strategist of Church Health & Leadership

Tony Mathews, Senior Strategist of Missional Ministries

Jim Richards, Executive Director Emeritus

## **ASSOCIATE MINISTRY STAFF**

Dan Acharya, People Groups

Chuy Avila, Church Planting & SBTC En Español

Brandon Bales, Student Ministries

Jesse Contreras, SBTC En Español

Chris Enright, IT & Communications Director

Alex Gonzales, Church Health & Leadership

Shane Kendrix, NWTX Regional Catalyst

Jayson Larson, Print & Digital Editor

Rick Lewis, Houston Regional Catalyst

Bruno Molina, Language & Interfaith Evangelism

Colin Rayburn, Mobilization & Compassion Ministries

Scottie Stice, Disaster Relief

Anthony Svajda, Pastoral Ministries

Paul Stohler, WTX Regional Catalyst

Richard Taylor, DFW Regional Catalyst

Mitch Tidwell, Collegiate Ministries

Phil Todd, Spiritual Formations

# MINISTRY FACILITATORS

(Part-time ministry staff employees)

## Church Health & Leadership

Field Representative

Field Representative

Field Representative

Field Representative

Field Representative

Field Representative

Field Representative

Field Representative

Field Representative

Field Representative

Preschool/Children's Ministry

Senior Adult Ministry

Women's Ministry

Charles Boswell

Gilbert Chavez

Roy Ford

Wayne Frazier

Willie Hernandez

Mitch Kolenovsky

Wayne Livingston

John McGuire

Glen Pearce

J.C. Rico

Karen Kennemur

Billy Barnes

Laura Taylor

## Digital Ministries & Communications

Communications

Gary Ledbetter

## Missional Ministries

Church Planting Catalyst - DFW

Church Planting Catalyst - DFW

Church Planting Catalyst - Austin

Church Planting Catalyst - DFW

Church Planting Catalyst - Rio Grande Valley

Church Planting Catalyst - West

Church Planting Catalyst - Houston (Spanish)

Church Planting Catalyst - Houston

Disaster Relief

Disaster Relief

People Groups

Kason Branch

Aaron Clayton

Steve Cochran

Shawn Kemp

James Martinez

Daniel Moreno

Esteban Vazquez

Cameron Whitley

Wally Leyerle

Daniel White

Martin Gonzalez

# CONSULTANTS & SPECIALISTS

(Independent contractors)

## Business & Operations

Business Administration

Gary Waller

## Church Health & Leadership

Bible Drill/Speakers Tournament

Church Revitalization

Church Revitalization

Disability Ministry

Facilities/Architect

Facilities/Architect

Facilities/Construction Management

Security

Security

Taylor Garmon

Mike Landry

Leon Moore

Sandra Peoples

Lawrence Foxworth

Mark Todd

Bryce Greene

Mike Gurley

Harvey Letcher

## CONSULTANTS & SPECIALISTS (continued)

### Church Health & Leadership (continued)

Worship Ministries

Matt Boswell

Worship Ministries

Ray Jones

### Cooperative Ministries

Affiliations

Casey Perry

Asian Ministry

Michael Liga

Asian Ministry

Al Manigsaca

Cooperative Program

Michael Clayton

Texas Legislative

Cindy Asmussen

Korean Ministry

Hyoung Min Kim

Prayer Ministry

Keeney Dickenson

Sexual Abuse and Survivor Care

Joyce McKinley

Special Assistant to the Executive Director

Ronnie Yarber

Young Pastors

Spencer Plumlee

Young Pastors

Ryan Gilbert

### Digital Ministries & Communications

Communications

Lance Crowell

Communications

George Schroeder

Editor

Amy Crider

Graphic Design Consultant

Russell Lightner

Korean Translation

Caleb Ann

News Writer

Jane Rodgers

Social Media

Kathryn Bilberry

Spanish Translation

Arlene Sanabria

TEXAN/Digital Advertising

Tammi Ledbetter

Videographer

Chad Kirchoff

Worship Tech

Koby Dickenson

Worship Tech

Bryce Greene

Worship Tech

Casey Hensley

Worship Tech

Charles Roberds

Worship Tech

William Schaefer

### Missional Ministries

Chaplaincy

Russell McNamer

Church Planting

Russ Barksdale

Church Planting

Austin Cooper

Church Planting

Eric Puente

Church Planting

Aaron Sanders

Church Planting Wives

Holly Sanders

Collegiate Ministry

Kelsey Barnhill

Collegiate Ministry - Social Media

Aisea Babcock

Disaster Relief - Media Relations

Bill Bumpas

Evangelism

Carl Bradford

Evangelism

Nathan Lino

Evangelism

Matt Queen

Evangelism - Empower

Ryan Fontenot

Student Ministry - Social Media

Kayla Williams

# Table of Contents

<b>I. SBTC Constitution &amp; Bylaws.....</b>	<b>1</b>
<b>II. Business &amp; Financial Plan.....</b>	<b>16</b>
<b>III. Certificate of Formation.....</b>	<b>20</b>
<b>IV. 2023 Staff Reports.....</b>	<b>22</b>
Executive Director . . . 22	
Missional Ministries . . . 23	
Church Health and Leadership . . . 28	
Cooperative Ministries . . . 31	
Digital Ministries and Communications . . . 33	
Business and Operations . . . 34	
<b>V. Financial Reports.....</b>	<b>35</b>
<b>VI. Policy for Ministry Relationships.....</b>	<b>37</b>
<b>VII. Ministry Relationship Reports.....</b>	<b>41</b>
Texas Baptist Home for Children . . . 41	
Southern Baptists of Texas Foundation . . . 42	
<b>VIII. Executive Board Minute Excerpts.....</b>	<b>43</b>
<b>IX. 2023-2024 Committee Members.....</b>	<b>46</b>
Committee on Nominations Report . . . 46	
Committee Appointments . . . 56	
Committee Replacement Summary . . . 58	
<b>X. Proposed 2024 Budget.....</b>	<b>59</b>
Missional Ministries . . . 59	
Church Health and Leadership . . . 60	
Cooperative Ministries . . . 61	
Digital Ministries and Communications . . . 63	
Business and Operations . . . 64	
Budget Summary . . . 65	
Cooperative Program Budget Percentages . . . 65	
<b>XI. 2024 Calendar.....</b>	<b>66</b>



# 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 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**

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.

## **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. Parliamentary Authority**

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

#### **Article 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 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 I. Officers of the Convention**

##### **Section 1 Officer 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.

## **Section 2 Duties of Officers**

- 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 V, Section 5 of these Bylaws.
  - 3. The President shall appoint members to the Committee on Committees as outlined in Article V, Section 1 of these Bylaws.
  - 4. The President, assisted by the Vice-President, shall preside over the annual session of the Convention.
- 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 V, Section 4, Paragraph A of these Bylaws.
- C. Secretary
  - 1. Secretary shall receive copies of motions offered for consideration at the annual session of the Convention.
  - 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 V, Section 4, Paragraph A of these Bylaws.

## **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 Chief Financial Officer and Treasurer for the Convention. The Chief Financial Officer and Treasurer will be responsible to the Executive Director and the Executive Board 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.

### **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, the board of an entity under a relationship approved by the Executive Board or 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. 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 IV. Executive Board**

### **Section 1 Membership**

- A. The Executive Board shall be composed of forty-four 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 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.
- D. Each of the four areas will have no fewer than five representatives among the Executive Board's elected membership.
- E. Vacancies on the Executive Board shall be filled by the messengers constituting the Convention in session or may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.

### **Section 2 Term of Office**

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

### **Section 3 Meetings**

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

### **Section 4 Quorum and Voting**

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

## Section 5 Duties

- A. The Executive Board shall be the fiduciary, fiscal and executive agency of the Convention.
- B. The Executive Board is empowered to act for the Convention in all areas of the Convention's work between sessions of the Convention, but may not act contrary to or reverse any action of the Convention, except as otherwise provided in these Bylaws.
- C. The Executive Board shall make a report of the work of the Convention at its annual session.
- D. The Executive Board shall have the authority to enter into, modify, and terminate 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 remove any convention officer, Executive Board member or officer, or appointed or elected committee member after the individual has received written notice of the conduct or circumstances prompting consideration of removal and the individual has been given reasonable opportunity to prepare for a meeting of the Executive Board. Such 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 Board Committees**

- A. The Executive Board shall have the authority to divide itself into committees for the purpose of carrying out its business.
- B. Each committee may meet as needed to accomplish its tasks as assigned by the Executive Board. 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 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 committees.
- 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.

## **Article 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 vacancies as 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 vacancies as 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 Executive Board shall be responsible for reviewing, revising, removing or establishing any and all standing committees of the Convention.
- B. The following provisions shall apply to all standing committees:
  - 1. Committee members shall serve a four-year term of service or 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 duties. Meetings may be held via conference call or other such telecommunication alternatives.
  - 3. 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 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. 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.

### **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 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 the resolution was rejected.
- C. The Tellers Committee, consisting of at least eight persons, shall be appointed by the President. It shall be responsible for the tabulation of all ballots.

## **Article VI. Financial Considerations**

### **Section 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 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 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 Chief Financial Officer and Treasurer.

### **Section 3 Fiscal Year**

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

### **Section 4 Audit**

- A. The 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 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 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 4 Historical**

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 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**

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

**SOUTHEAST  
QUARTER**

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

**NORTHEAST  
QUARTER**

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

**NORTHWEST  
QUARTER**

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

## BUSINESS & FINANCIAL PLAN

### Organization

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

### Preliminary Provisions

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

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

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

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

### Fiscal Period

The Convention shall be operated on a calendar year basis.

### Disbursement of Monetary Funds

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

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

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

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

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

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

### **Special Solicitations**

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

### **Capital Investments and Liabilities**

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

### **Emergency Reserves**

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

### **Financial Reports**

The Convention shall close its books and accounts and have them audited by a Certified Public Accountant as of the close of its fiscal year. Copies of the audit report are to be delivered to the Executive Director, CFO and Executive Board.



The audit should include, but shall not be limited to, the following:

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

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

### **Handling of Funds**

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

### **Personnel**

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

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

### **Additional Agencies and Institutions**

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

### **Business Procedure**

The Convention, as a normal operating policy, shall refrain from entering any business transaction with a trustee or employee or a business enterprise in which a trustee or employee has an interest. An exception to this policy may be made at the discretion of the Executive Committee in any case wherein it appears that a commodity or service is unavailable on a more favorable basis from any other

source or is found to be in the best interest of the Convention. Competitive bids should be taken if practicable. In any case being considered for exception, the extent of the employee's interest shall be disclosed to the Executive Committee.

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

### **Professional Services**

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

### **Amendments**

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

## CERTIFICATE OF FORMATION

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

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

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

## EXECUTIVE DIRECTOR

Nathan Lorick, Executive Director

What a joy it has been to serve you as executive director. My time in this position has been full of incredible opportunities to serve churches and pastors, and I am having a blast. It is such a blessing to exhaust our lives for the calling of serving the wonderful churches of the SBTC.

We hit the ground running in 2023 with our Empower Conference. It was a great time of encouragement and equipping of pastors and church leaders. We continue to evaluate how to make this event the best it can possibly be for our churches. The Equip Conference in August was incredible. Many lay leaders from across Texas registered to be together with us at Sagemont Church for a day of practical church training. It was truly a great day!

We had a summer full of ministry highlights, including our M3 camps. Through the SBTC student camps, we celebrated 400 salvations and more than 300 students who answered a call to ministry and missions. God gave me the opportunity to lead a group of 78 pastors and wives to Greece for a trip tracing the Footsteps of Paul. It was an incredible trip. You will soon see information about our next trip for pastors in 2024.

This year we have seen great results from our new revitalization process we call "Regenesis." It is the most robust revisioning tool for churches anywhere. Staff member Anthony Svajda is leading this process, and we believe God will continue doing phenomenal things through this ministry.

Our partnership with SEND Network SBTC continues to exceed expectations. We are seeing more interest in church planting than in previous years. In fact, we are having one of our best years in church planting. We believe we will finish 2023 with at least 50 new church plants! God is bringing the world to Texas, and we want to be prepared to help facilitate more church plants in Texas than ever before.

This year we invited 20 people into a vision process to dream about the future of the SBTC. We are so excited about where we believe God is taking us as an organization. You will hear more about this at our Annual Meeting. I wholeheartedly believe the greatest days are ahead for the SBTC!

Thank you for attending this year's Annual Meeting. As you know, prayer is going to be a major emphasis for our network of churches going forward. I believe we can experience a great movement of God across Texas as our churches pray with intentionality. I ask you to join me in praying for God to bless our efforts.

On a personal note, my family is settled and life is busy. I have a freshman in college, a sophomore and freshman in high school, and one in middle school. We are constantly chasing kids around. My family is now actively involved in helping a new church plant in our city and asking God to help us see many people come to faith in Christ. My preaching schedule is now booking into the mid-2024. It is a privilege to serve our churches through the ministry of preaching.

I want to thank you for your support and partnership through the Cooperative Program. It is such a blessing and honor to serve you. I love you and am grateful for you and the ministry the Lord has given you in your context.

## MISSIONAL MINISTRIES

Tony Mathews, Senior Strategist

The Missional Ministries team continues to provide resources to strengthen, train, and inspire our SBTC churches to practice evangelism and missions for the purpose of advancing the gospel. As part of our strategic plan to fulfill the Great Commission, Send Network SBTC helps churches plant new churches in the state of Texas. It is a privilege to resource churches, network leaders, and advance mission work among our SBTC churches and around the world.

### Personal Evangelism – Tony Mathews

Our personal evangelism team continues to offer opportunities for pastors and leaders to develop and implement practical ministry ideas for the local church. Consultants Carl Bradford, Ryan Fontenot, Nathan Lino, and Matt Queen are assisting in these areas of service. Bradford, Fontenot, and Lino have conducted Zoom meetings teaching on topics including mobilizing youth to evangelize, creating a culture of evangelism and missions, and developing a churchwide evangelistic strategy. Sessions also explored new ideas and approaches for reaching people for Christ. Queen concluded the *Who's Your One: Advancing the Movement* material kit, and we hosted three successful trainings in Beaumont, Austin, and the Dallas-Fort Worth area. These sessions were attended by 306 people representing 113 churches. Another similar training event is scheduled for April 2024 in Houston. We look forward to continuing to serve the SBTC churches and encouraging them to prioritize evangelism.

### Empower Conference – Ryan Fontenot

On Feb. 27-28, the Southern Baptists of Texas Convention hosted its annual Empower Conference at the Irving Convention Center. The conference and breakout sessions were well attended. We experienced an increase in the number of registrations, totaling 3,075. This number included our Hispanic and Asian evangelism conferences and also the 168 people who watched the conference online. Planning for the 2024 Empower Conference has been underway for months, and we anticipate another great turnout, powerful messages, informative breakout sessions, and inspiring music.

### Church Planting – NAMB: Julio Arriola & Jason Crandall

Our Send Network SBTC team kicked off 2023 by dedicating 21 days to prayer, fasting, and recognizing our reliance on God for the road ahead. Our prayers were answered. As we approach the end of the year, our goal of planting more than 48 new churches in Texas is within reach! Our team made the most of every chance to talk to pastors and leaders about getting their churches involved in planting. Our church planters also enjoy being part of a tight family of churches. They recently had a wonderful time with their spouses at a church planting retreat. Looking ahead to October, they're excited to join the Send Network Gathering in Fort Worth. This event will bring together more than 600 church planters and leaders, offering support and training for establishing healthy, growing churches.

### Disaster Relief – Scottie Stice

God has blessed SBTC Disaster Relief with a busy year of hard work and ministry. SBTC DR volunteers responded to 23 disasters and worked more than 44,700 volunteer hours. The responses included Hurricane Ian in Florida, ice storms in Texas and Oklahoma, tornados in Texas and Arkansas, and ministry to migrants in South Texas.

#### SBTC DR volunteers:

- Prepared 122,290 meals for disaster survivors;
- Served 33,554 meals directly to survivors;
- Blessed 318 families by removing fallen trees, mudding out flooded homes, and installing temporary roofs;
- Provided 2,297 hot showers;
- Washed 1,287 loads of laundry;
- Ministered to the spiritual needs of hurting people through prayer and sharing the gospel; and
- Celebrated 7,499 professions of faith in the last year.

#### Language and Interfaith Evangelism – Bruno Molina

We are strongly committed to reaching an incredibly diverse population in Texas that includes 400 people groups that speak more than 300 languages. To help us reach them, we added several languages to our 1Cross App designed to assist people in sharing the gospel with people of various people groups. The gospel can now be presented on the app in 69 languages.

We also published three more resources: *Hinduism: An Overview and Contrast* in Spanish; the *Lasting Peace* evangelism tract in English, Spanish, and Malayalam; and the *Who's Your One* evangelism training kit in Spanish. Evangelism training videos of our consultant, Dr. Carl Bradford of Southwestern Baptist Theological Seminary, are now available in English, Korean, and Spanish. We are also updating our *Stand Firm* online apologetics course. This video series, which offers discussion on culturally relevant issues such as human sexuality, atheism, world religions, and race through a biblical viewpoint, is intended to strengthen your faith and equip you to engage in gospel conversations. The online course also includes a discussion guide suitable for use in small group situations with suggestions for further study on every topic. We have 20 videos in English and 16 in Spanish. Our goal is to have at least 30 topics in each language by the 2024 Empower Conference in February.

The Spanish Session of the Empower Conference had 383 registered and 360 in attendance. This was our highest attended ever.

We launched our F.I.R.E. (Forging Integrated Relationships in Evangelism) Initiative Evangelism Intern Program in collaboration with Southwestern Baptist Theological Seminary. Seven students are now engaged in their semester-long efforts to increase the sharing of the gospel through our non-English speaking churches.

Through the Bless Every Home initiative, we seek to involve the churches of the SBTC in praying for every home in the state by name and address. So far, 104 churches have joined the effort, 30,599 homes have been adopted, more than 36,000 prayers have been offered, the gospel has been shared more than 1,000 times, and 212 people have made professions of faith. We have held Bless Every Home Mobilization Trainings in Houston and DFW and are looking to provide more trainings throughout the state.

We continue to train more than 1,500 people a year and resource evangelistic events throughout the state by providing funding, Bibles, and other tools where the gospel is penetrating the darkness and transforming lives.

### **Missions Mobilization – Colin Rayburn**

After its initial launch in June 2022, Missions Mobilization has continued to develop a robust missiological system to support SBTC churches in developing a greater emphasis on obedience to the Great Commission. With this greater emphasis, the SBTC aims to continue to assist in the leadership development of believers, disciple new believers, meet human needs where possible, and encourage, equip, and mobilize SBTC churches and associations toward this end in Texas and around the world.

For the past year, Missions Mobilization has continued to develop a portfolio of missional opportunities by adding two new commitments to our existing roster. In January 2023, the SBTC solidified a two-fold commitment to the Nevada Baptist Convention (NBC) with an aim to assist by strengthening and unifying the convention through financial grants, material production, the deployment of SBTC teams and personnel in whatever capacity deemed appropriate, as well as creating strategic partnerships between SBTC and NBC churches. Additionally, in February, the SBTC developed a similar commitment with the Convention of Southern Baptist Churches of Puerto Rico (CSBPR). In May, the SBTC hosted Puerto Rico's first Pastor and Pastor Wife's Retreat, with 92% of SBC churches across Puerto Rico in attendance.

We have mobilized nine SBTC churches toward viable partnerships in 2023 through this developing portfolio of missional opportunities. Additionally, the SBTC has issued 16 grants to assist its churches in developing and leading other missions opportunities, two grants to assist SBTC churches in developing compassion-based ministries, and six grants to assist SBTC students at Southwestern Baptist Theological Seminary to participate in missions opportunities. Through direct mobilization, as well as financial grants and assistance, the SBTC has mobilized 33 SBTC churches through the Americas, Africa, South and Southeast Asia, the Middle East, and Europe.

As Missions Mobilization looks ahead to future missions partnerships, it is also beginning to develop a strategy to train churches to create sustainable missions programs of their own.

### **Students – Brandon Bales**

M3 Camp attendance once again increased, and the fruit from these events is stronger than ever. Your Cooperative Program giving provided support to help nearly 150 churches send teenagers to camp. There were 4,582 campers in attendance with 394 students making professions of faith, 240 students expressing a desire to be baptized, and 316 students answering a call to ministry. With the growing burden to reach more teenagers, M3 Camp will include Mt Lebanon as a camp site in 2024, opening the door for 5,000 students to attend camp.

M3 WKND served 48 churches and 1,097 attendees by equipping, encouraging, and empowering students to share the good news of Christ to lost students in their circles. Forty-seven students made a profession of faith and another 63 surrendered to the call of ministry. The ongoing fruit of M3 Camp and M3 WKND extend beyond their events to local churches and into schools, penetrating the lostness among this generation of teenagers.

Even with the effectiveness of camps and weekend events, there is still a need to equip and network student pastors across the state. In 2022, a new initiative



called FOCUS was launched to strengthen the core competencies of student ministry. In one year, we trained more than 150 student pastors to be better communicators of the gospel, evaluate their ministries to be more effective in evangelism, game-plan how to send teenagers on their first international mission trip, and be more intentional in long-term discipleship. In connection with FOCUS, we hosted local prayer gatherings for student pastors, their spouses, and volunteers. After four prayer gatherings, we have been blessed to connect with more 200 student leaders. The desire to pray together is growing, as well as the desire for healthy student ministries.

Lastly, the SBTC Student Ministry App—a resource for student pastors, leaders, volunteers, parents, and students—has been downloaded more than 1,400 times with more than 133,000 engagements. In addition to providing resources for student ministries, the app also offers an event sign-up for SBTC Student events and networking for student pastors. In the coming year, the app will expand to include new content from local student ministry leaders to further equip, encourage, and network leaders to serve together.

### **Collegiate – Mitch Tidwell**

God continues to increase the community of churches that are engaged in reaching college students with the gospel. This past year, we hosted more than 80 churches and 700 leaders through events such as Roundup, College Discipleship Conference, and Send Summit. We are also celebrating two college ministers who answered the call to plant churches in Austin, Texas and Tucson, Arizona.

### **People Groups – Dan Acharya**

We are so grateful to our SBTC churches for their great commitment to the diverse international peoples found throughout our state. We continue to encourage and mobilize by providing trainings and resources to reach the more than 421 people groups that speak more than 300 languages in Texas. These include people of Hindu, Buddhist, and Muslim backgrounds, especially international students and refugees. We have mobilized our SBTC churches in building friendships with the diaspora in Texas through trainings on cross-cultural best practices and tools for field evangelism, addressing barriers and bridges of other faiths, and identifying needs among different groups so SBTC churches can help meet those needs. Our trainings are designed to equip SBTC churches on how to engage and form small Bible study groups to disciple new believers and encourage them in evangelism among their family and friends.

The Going Beyond Network focused on the diasporas with more than five local mission trips through our international SBTC churches. This year, we focused on Austin, Houston, Amarillo, Arlington, and Greenville. A vital part of this is mobilizing our churches to reach internationals with ESL Teacher's Certification Training through North American Mission Board's literacy ministry. ESL training allows SBTC churches to engage with internationals who would not typically enter a church.

- More than 500 churches across the state have been trained, with more than 4,250 in attendance.
- Seven home congregations started.
- Twenty students trained and receiving an ESL teacher's certificate through NAMB's Literacy Ministry.

We want to encourage SBTC churches to join us in reaching the nations, adopting

a people group, going on local people group mission trips, and connecting with international churches in their local ministry for church growth and multiplication.

### **Asian Fellowship**

Our DFW Area SBTC Asian Pastor's Family Christmas Banquet was held on Sunday, Dec. 11, 2022, at a Chinese church, New Life Gospel Church in Carrollton, where 80 Asian pastors and their family members gathered. Our Asians in the Houston and Austin areas also hosted Christmas banquets for their churches and families, and each was well attended. Additionally, Asian churches gathered for the Asian Evangelism Conference at Cross City International in Euless. Nearly 200 Asian Christians from 40 Asian churches in the DFW area participated. The Korean Baptist Fellowship of Texas also had 200 youth and leaders at their retreat where 60 students gave their lives to Christ. The Asian Fellowship also had its annual Asian Pastors and Family Retreat in Houston. It was a great turnout with 97 pastors and their families attending. We are currently exploring starting a Mandarin Speaking International Network. Several planning meetings have occurred and our Mandarin speaking leaders in the SBTC are very excited to begin this network.

### **Black Church Network**

Through the support of the Cooperative Program, this network connects black churches and assists them in fulfilling the Great Commission through missions, evangelism, compassion ministries, church planting, and church growth strategies. BCN's leadership structure consists of teams including missions and evangelism, compassion ministry, prayer, special events, and communications. In 2023, the Black Church Network Dinner, held during the Empower Conference, had more than 180 guests in attendance. BCN team leaders attended a retreat called "The Healthy Leader" in September. Sessions included topics related to spiritual, financial, emotional, and physical health.

### **Reach Texas Offering**

The generous giving of our SBTC churches helps us as we seek to reach 19 million people in the state of Texas who need the Lord. Texas is home to more than 400 people groups that speak over 300 languages. With roughly 1,000 people moving to Austin each week, 850 people moving to Houston every week, and 1,400 people moving to the DFW Metroplex each week, this offering helps us as we develop strategies to reach people. Last year, our churches gave \$1.67 million. Our theme this year is Pray-Give-Go. Jesus instructed us to pray that the Lord would send workers into His harvest (Matthew 9:38), and Paul commended the Christians at Philippi for their consistent giving (Philippians 4:15-18). We are excited about this theme and have set a statewide challenge goal of \$1.6 million. Additionally, 100% of this offering is spent on evangelism strategies, missions, disaster relief, church planting, and many more missional ministries.

## CHURCH HEALTH & LEADERSHIP

Jeff Lynn, Senior Strategist

The Church Health and Leadership team works to strengthen SBTC churches and church leadership in all areas of ministry. SBTC staff, consultants, and specialists in their respective fields 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, assist with pulpit supply, and help churches find 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 exist to strengthen the churches and their leaders as they work toward Great Commission advancement in the Lone Star State.

### Pastoral Ministry

This year, we began a new initiative called CHL “On the Road.” In partnership with directors of missions and Associational Missional Strategists around the state, these gatherings are extended lunches with pastors and staff where three members of our team host discussions on issues related to church health and revitalization. This initiative has found great success and is getting positive feedback from pastors who appreciate us coming to their respective areas of the state. Thus far, more than 200 pastors and staff have attended. We expect to reach more than 500 by the end of this year.

- More than 70 couples attended the inaugural “two-night” Pastor/Wife Retreat in The Woodlands;
- Trained more than 50 potential interim pastors through Interim Pastor Equipping events; and
- Provided contacts and funding for 15 individuals/couples to attend more than 70 counseling sessions with Christian counselors.

### Lay Leader Training

- The Equip Conference (Sagemont Church in Houston) offered 200 breakouts by 78 speakers and had more than 1,200 participants representing 115 churches in attendance.
- 30 deacon trainings.
- 40 pastor search team trainings.

### Online Connections

- The Job Board is free for churches and religious organizations to post position openings and for job seekers to browse and apply directly for ministry positions online.
- The SBTC Job Board had 142,311 jobs searched, 447 new jobs posted, and 5,186 applications sent.
- The new Bi-vocational pastor preaching calendar template had more than 700 unique visitors.

### En Español

- Trained more than 1,000 lay leaders and pastors in discipleship, leadership, church safety, and age-appropriate ministries through various regional conferences and Equip en Español.
- Coordinated special Spanish language tracks for the She Stands

Conference with more than 500 in attendance.

- Experienced more than 25% increase in attendance at Youth Week student camp with 600 campers.
- Implemented new conferences for pastors' wives, senior adults, and families with more than 500 participants.
- Held a men's and women's conference with more than 1,000 in combined attendance.

### **Women's Ministry**

- 300 attendees (80 churches represented) at She Stands Conferences in Mount Pleasant, Amarillo, and San Antonio.
- 85 attendees (23 churches represented) at Women's Ministry Roundtable conversations more than eight church locations throughout the state.
- 35 attendees (17 churches represented) at Women's Ministry Leadership Summit.
- 30 attendees at Come Away, Senior Pastor Wives Retreat.
- 1,220 total attendees at women's ministry sessions and luncheons at Equip and Empower conferences.

### **Children's and Family Ministry**

- 450 attendees at VBS trainings in Spring, Marshall, Lubbock, and Pittsburg (Spanish VBS).
- 234 participants and 780 total attendees across four regional Bible Drills.
- 28 participants and 120 total attendees at the State Finals Bible Drill and Speakers Tournament.
- 25 Bible Drill participants and 180 total attendees at the National Bible Drill and Speakers Tournament.
- Approximately 50 attendees at Spiritual Time Out for Children and Family Ministers.
- Approximately 125 attendees for the Children and Family Luncheon Ministry Training.
- Childcare offered for families at the SBTC Annual Meeting.

### **Discipleship**

- The discipleship leadership team developed and executed the first Kingdom Building Roundtable event at FBC Dallas where church staff members who oversee discipleship at their church gathered to discuss a variety of topics related to disciple-making in the local church. Leaders sharpened one another, shared ideas, discussed issues, and connected with one another.
- This past spring, the first ever Disciple-Makers Retreat took place in Spring. Discipleship leaders around the state gathered to be refreshed, fellowship, and challenged to personally make disciples in their context.
- Two Disciple-Making Forums (Tyler & Spring) also took place in Spring. These forums helped equip church leaders with an overview of Jesus' model of disciple-making which was translated into practical steps to replicate this model in the church.
- Two Disciple-Making Leader Workshops (Grapevine & Kyle), reaching more than 130 ministers, equipped church staff to develop a strategy for helping followers of Jesus progress along a discipleship pathway developing disciple-making leaders.
- More than 1,200 Rhythms books were distributed to individuals and churches.

### **Church Revitalization**

- Regenesiis is a cohort-based church health and revitalization process for churches to identify their unique identity and determine their God-given vision to multiply disciples. Information is available at [RegenesiisTexas.com](http://RegenesiisTexas.com).
- September 2022 - SBTC launched two Regenesiis test cohorts, comprised of 17 churches (17 pastors and 105 lay leaders). Of the 17 churches, 13 completed the cohort process and began implementing their unique disciple-making visions.
- August 2023 - 23 pastors and SBTC staff were trained in the Regenesiis process to lead future cohorts of pastors and churches across the state.
- In September 2023, nine new Regenesiis cohorts began. These cohorts represent 61 churches (61 pastors and 300 lay leaders) from across the state. These cohorts will complete the process in May 2024.
- Next spring, the Regenesiis pastor tools will be offered in abbreviated sessions. These sessions will be called Regenesiis One-Day events.
- Throughout the year, the church revitalization team served more than 500 attendees at various revitalization events and resourced numerous churches across Texas.

### **Administration Ministry**

- 45 security and facilities consultations completed or in progress from January-August.

### **55+ Ministry**

- More than 140 attendees at the 55+ Ministry training conferences across Texas.
- Assisted in the creation of a 55+ Ministry at four churches.

### **Bi-Vocational Pastors**

- Bivocational pastors make up the majority of pastors in Texas. They are often spread too thin emotionally, spiritually, and mentally.
- More than 100 pastors attended meetings, trainings, and networks in partnership with the Bivo Pastors Network.
- Encouraged 25 bivocational ministry couples at the Bivo Pastor & Wife Retreat

### **Field Ministry Strategy**

- 10 field representatives and three regional catalysts serve churches across 18 zones in Texas to provide encouragement to pastors, access to SBTC resources, and assist churches in transition.
- More than 13,000 personal contacts made with pastors and churches from January-August.

## COOPERATIVE MINISTRIES

Joe Lightner, Associate Executive Director and Senior Strategist

The Cooperative Ministries department focuses on (1) general promotion of the SBTC mission and the Cooperative Program, (2) the Young Pastors Network, (3) support to committees, (5) and the Annual Church Profile.

### **SBTC Mission and Cooperative Program Promotion**

The Cooperative Ministries department facilitates general promotion of the SBTC's mission and the Cooperative Program (CP). The intent of CP promotion is to provide churches with resources to tell the story of our collective impact. CP is the missions funding model of the SBTC. Our in-state budget is developed with 45% of undesignated receipts—the remaining 55% is sent to the Southern Baptist Convention to support the International Mission Board, North American Mission Board, Southern Baptist seminaries, and the Ethics and Religious Liberty Commission. Giving through the Cooperative Program allows each church to invest in a global mission effort. CP promotional resources can be found at [sbtexas.com/cp](http://sbtexas.com/cp).

### **Young Pastors Network**

The Cooperative Ministries department supports the Young Pastors Network (YPN) mission to equip and encourage pastors forty years of age or younger. Consultants Spencer Plumlee and Ryan Gilbert guide the network's leadership team, regional gatherings, events, and cohorts. The YPN seeks to engage current and future pastors. For more information or to register for the network, visit [sbtexas.com/ypn](http://sbtexas.com/ypn).

### **Committee Support**

The Cooperative Ministries department receives requests for affiliation and supports churches and the Credentials Committee through the affiliation process. The committee reviews all requests for affiliation and removal—and then makes recommendations to the Executive Board. This year, the Cooperative Ministries department and Credentials Committee assisted seventy-eight churches with affiliation. Forty-seven churches were removed, of which thirty-eight were due to disbandment, two were determined to be ministries rather than churches, and seven were requested by the churches. This brought the number of affiliated churches from 2,709 in November 2022 to 2,736 today.

The Cooperative Ministries department supports the Ministry Relationships Committee in developing relationships with like-minded, Great Commission focused Baptist entities in Texas. Our policy for ministry relationships can be found on pages 37-40. We have a cooperative ministry relationship with the Texas Baptist Home for Children, its report can be found on page 41. The SBTC will conclude the ministry relationship with Jacksonville College in 2023. The convention facilitates several, less-formal, relationships with organizations every year, including the Korean Baptist Fellowship of Texas, the Conference of Texas Baptist Evangelists, and local associations.

The Cooperative Ministries staff supports the Texas Ethics and Religious Liberty Committee (TERLC) in mobilizing churches to engage cultural and societal issues. The committee celebrated several victories during this year's 88th Texas Legislative Session. To learn about those victories and stay up to date on the TERLC's work, visit [sbtexas.com/terlc](http://sbtexas.com/terlc) and subscribe to its newsletter, The Sentinel.

**Annual Church Profile**

The Annual Church Profile (ACP) is an opportunity for each church to share how God is working in its context and to share ministry trends within our network. Additionally, the SBC uses ACP data to determine how many messengers a church may appoint and each state's representation on national SBC boards.

ACP's for the 2022-2023 reporting year must be submitted by Friday, Feb. 2, 2024. Instructions to submit online can be found at [sbtexas.com/acp](https://sbtexas.com/acp). If you have any questions, please connect with our Cooperative Ministries staff, who would be honored to serve you.

## DIGITAL MINISTRIES and COMMUNICATIONS

Joe Lightner, Associate Executive Director and Interim Senior Strategist

The Digital Ministries and Communications (DMC) department supports SBTC ministries with media strategies, major event planning, and information/worship technology.

### Media Strategies

DMC develops, designs, and delivers print and digital media strategies to further engage churches in our cooperative work. The digital anchor continues to be the convention's website, sbtexas.com, with more than 385,000 views through August 2023. Although digital media is the primary focus, the department oversees a significant print strategy. The largest print strategy continues to be the Texan, our monthly magazine that, combined with our digital subscribers, has a circulation of nearly 49,000. The Texan's purpose is to submit stories to engage and inspire readers across Texas. The What's Your Story? campaign continues to provide a platform for churches and individuals to submit stories that can be cultivated and published. The digital strategy of the Texan is growing, anchored by its website, texanonline.net, with more than 75,000 views through August 2023.

### Major Event Planning and Promotion

The department designs various types of content-rich media resources, including videos, artwork, programs, signage, and mailers. For example, DMC captured video at the convention's Empower and Equip conferences and published them online for leaders unable to attend. Beyond marketing, DMC coordinated the event planning for Empower, Equip, and the SBTC Annual Meeting, as well.

### Information/Worship Technology

DMC also provides IT support for SBTC ministries. This consists of hardware, software, and systems support. The department recently completed migrating the convention to Office 365, which has increased efficiencies substantially. IT supports training and events via live stream, webinars, and video conferences. Additionally, DMC provides information and worship technology consultations for our churches.



## BUSINESS & OPERATIONS

Joe Davis, Chief Financial Officer and Senior Strategist

The certified public accounting firm of PSK LLP completed an independent audit of the financial statements and condition of the convention as of Dec. 31, 2022. 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 generally accepted accounting principles.

Shown on the following pages are the 2022 Statements of Financial Position and Statement of Activities. SBTC-affiliated churches and donors contributed \$26,920,740 through the Cooperative Program (CP). This was \$362,832 less than in 2021 and \$765,167 more than budget. The in-state budget was underspent by \$1,122,657, creating net budgeted operating income of \$1,466,982 and total net operating income, including SBTC designated giving and investment income, of \$1,840,073. Other changes in net assets included Executive Board reserve net spending of \$2,598,850 and third-party net designation income of \$880,290. Net worth increased by \$12,606, for a total of \$20,583,489.

During 2022 the Executive Board made allocations from reserve funds including: \$100,000 for the SBTC's 25-year anniversary celebration; \$125,000 for the Convention of Southern Baptist Churches of Puerto Rico; \$500,000 set aside for church planting; \$100,000 for sexual abuse prevention training; and \$500,000 for the Convention Endowment Fund. Operating reserves of 7.45 months of the in-state budget were held at year end.

Through September, 2023 CP receipts of \$19,644,004 are \$380,951 less than September 2022 and \$818,612 less than the prorated budget. The corresponding in-state CP under budget through September is \$368,376. In-state operating expenses through September are \$790,981 less than budget. Net operating budget income through September was \$410,319.

Lottie Moon contributions for the October 2022-September 2023 year totaled \$8,969,916, an increase of \$540,928 from the prior year. The Annie Armstrong offering for the October 2022-September 2023 year of \$3,374,970 was \$142,672 more than the prior year. The Reach Texas State Missions Offering for September 2022-August 2023 totaled \$1,673,560, an increase of \$171,362 over the prior year.

As of September 2023, the convention employs 22 full-time ministry staff, 30 full-time support staff, 23 part-time ministry staff, and three part-time support staff members.

## Statement of Financial Position

December 31, 2022

### ASSETS

Cash and cash equivalents	\$ 10,236,801
Accounts receivable	30,273
Prepaid expenses	417,042
Investments	11,475,016
Deferred compensation plan investments	433,641
Property and equipment, net	<u>3,538,297</u>
Total Assets	<u>\$ 26,131,070</u>

### LIABILITIES AND NET ASSETS

Liabilities	
Accounts payable	\$ 263,113
Outside ministry support payables	3,868,226
Accrued expenses	115,426
Contract liabilities	27,815
Grant payable	288,000
Deferred compensation plan liability	433,641
Postretirement benefits obligation	<u>551,360</u>
Total liabilities	<u>5,547,581</u>
Net Assets	
Without donor restrictions (see Notes 3 and 10)	15,350,625
With donor restrictions (See Notes 3 and 11)	<u>5,232,864</u>
Total net assets	<u>20,583,489</u>
Total Liabilities and Net Assets	<u>\$ 26,131,070</u>

# Statement of Activities

Year Ended December 31, 2022

	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total
<b>Support and Revenues</b>			
Cooperative Program	\$ 26,920,740	\$ -	\$ 26,920,740
Support from national organizations	150,000	379,940	529,940
Support from SBT Foundation	250,000	-	250,000
Support from churches	288,365	-	288,365
Donor-restricted support	-	337,031	337,031
State missions	-	1,628,726	1,628,726
Net investment return	(58,476)	-	(58,476)
Event registrations	1,212,659	-	1,212,659
Other income	116,464	12,977	129,441
Postretirement benefit actuarial gain	200,343	-	200,343
Net assets released from restrictions	1,478,384	(1,478,384)	-
<b>Total support and revenues</b>	<b>30,558,479</b>	<b>880,290</b>	<b>31,438,769</b>
<b>Expenses</b>			
<b>Program expenses</b>			
Church health and leadership	3,455,670	-	3,455,670
Cooperative ministries	3,351,760	-	3,351,760
Cooperative program	14,806,407	-	14,806,407
Digital ministries and communications	1,738,782	-	1,738,782
Missional ministries	6,402,973	-	6,402,973
Outside minister and staff benefits	242,997	-	242,997
<b>Total program expenses</b>	<b>29,998,589</b>	<b>-</b>	<b>29,998,589</b>
<b>Supporting Services</b>			
Business and operations	1,374,865	-	1,374,865
Fundraising	52,709	-	52,709
<b>Total supporting services</b>	<b>1,427,574</b>	<b>-</b>	<b>1,427,574</b>
<b>Total expenses</b>	<b>31,426,163</b>	<b>-</b>	<b>31,426,163</b>
<b>Change in net assets</b>	<b>(867,684)</b>	<b>880,290</b>	<b>12,606</b>
<b>Net assets at beginning of year</b>	<b>16,218,309</b>	<b>4,352,574</b>	<b>20,570,883</b>
<b>Net assets at end of year</b>	<b>\$ 15,350,625</b>	<b>\$ 5,232,864</b>	<b>\$ 20,583,489</b>

# 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 Cooperative Ministries Department of the SBTC, indicating a desire for such relationship.
2. The Cooperative Ministries 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 Cooperative Ministries 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.

## TEXAS BAPTIST HOME FOR CHILDREN

Jason Curry, President

Texas Baptist Home for Children exists to glorify God by caring for children. Countless individuals, churches, and organizations like the SBTC have invested in the lives of children and the families that choose to adopt them. We are grateful for the investment in our work to meet the incredible need of children in Texas.

Because of these generous investments, we are excited to celebrate an incredible milestone—our 500th adoption! This milestone is more than just a number. It represents children who have been brought into forever families and experienced the transforming love of God. An official celebration will take place June 8, 2024, at our headquarters in Waxahachie, where our families will gather to celebrate how God has worked through our adoption ministry since it began in 2004. We will also use this gathering as an opportunity to look ahead to our next 500 adoptions.

### **Our heartbeat**

Milestones like this would not be possible without families that courageously follow God's call to become foster parents. These families are the heartbeat of our ministry. Though fostering often brings real challenges, it is an investment that opens up a new life of possibilities for a child's future.

One family's investment, in particular, has served as an inspiration to our staff. While fostering, this family learned that one of the children under their care has a sibling. Unfortunately, this family was already fostering the maximum number of children allowed in a home. Undeterred, they made significant additional investments—including a commitment to have an adult awake in the home 24 hours per day—to reunite the siblings. Though this was meant to be a short-term arrangement, they have continued this routine that ultimately opened the door for them to welcome an eighth foster child into their home. It's selfless, sacrificial examples such as these that demonstrate the love of Christ to children who need Him.

### **Our appeal**

We desperately need on-going investment to continue this calling to find forever homes for the next 500 children. We need families to rise to the challenge of fostering kids who need it most. We must be obedient to God's call for us to care for widows and orphans. He has given us all talents, gifts, and resources to invest in the lives of these amazing children and their futures. I invite you to join us in supporting the work of caring for children so they can be transformed by Jesus. Thank you for giving kids a chance for hope.



## **SOUTHERN BAPTISTS OF TEXAS FOUNDATION**

Bart McDonald, Executive Director

The SBTF exists to support the mission of the SBTC by providing financial products and services to Texas churches and ministries. This vision statement drives the Foundation's mission of helping Southern Baptists maximize kingdom impact through bequests, planned gifts, church loans, fund management, and trust services. The SBTF also offers value-added, revenue-based services in the areas of financial and stewardship consulting, contract accounting, and distressed real estate alternatives through its Jubilee Property Fund.

Foundation operations produced a \$907,808 surplus on revenues of \$5.7 million for the twelve months ending 2022. Interim performance for the first six months of 2023 reflects continued growth with operations yielding an operating surplus of \$1.2 million on six-month revenues of \$3.7 million. Both the 2022 and 2023 budgets include a \$250,000 grant to support the SBTC's general in-state budget and that same allocation has been approved by the Foundation's board for the upcoming 2024 budget presented to messengers.

Church lending continues to fuel much of the Foundation's normative ongoing expansion. To date, over \$130 million in loans have been approved enabling churches to acquire, expand, and improve their physical facilities. 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 competitive returns on Church Expansion Term Investments (CET's). Churches and individuals 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 competitive returns as when compared to those offered by conventional commercial banks. The SBTF currently manages more than \$120 million in CET investments for churches, individuals, and ministries across the state.

Planned giving remains an area of priority. Assisting churches through the establishment of Legacy Initiatives and planned giving seminars, the Foundation's staff is available to work with congregants in dedicating a portion of their estate to fund kingdom causes. Planning a "House in Order" seminar is a great way to educate and assist believers in leaving a legacy through effective estate planning. Over the last seven years over 260 seminars have been conducted which produced over \$70 million in planned gifts which will someday fund ministry efforts.

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 competitive returns. With \$150 million in assets under management, the Foundation is well-positioned to serve the church in multiple areas. Please contact us for assistance in any of the ministry areas listed above. We would be honored to serve you and your church.

## EXECUTIVE BOARD MINUTE EXCERPTS NOVEMBER 16, 2022 – APRIL 25, 2023 – AUGUST 15, 2023

### SBTC Executive Board Meeting – November 16, 2022

1. A motion was made to read into the minutes the following motion approved by email ballot. The motion carried.  
     September 29, 2022 Email Ballot re: SWBTS Grant – The Administrative Committee recommends to the Executive Board a reserves funding grant of \$250,000 to Southwestern Baptist Theological Seminary for the purpose of funding faculty benefits or other purposes as determined by the seminary.
2. The Credentials Committee presented a list of churches requesting affiliation (17) and a list of churches to be removed from affiliation (18). The motion carried. (The new church count is 2,709)
3. The Administrative Committee recommended the approval of the motions shown below. The motions carried.
  - a) A reserves funding grant of up to \$35,000 for Year End/Christmas bonuses to all SBTC staff who are employed by the Convention prior to the beginning of the Annual Meeting.
  - b) A reserves funding grant of up to \$100,000 to be used for the convention's 25-year anniversary celebration.
  - c) A reserves funding grant of up to \$95,000 for the purpose of funding the 2024 Breathe Deep Conference.
  - d) A reserves funding grant of up to \$100,000 to the Convention of Southern Baptist Churches in Puerto Rico for their general use, to be funded as follows: up to \$25,000 per year in annual grants over a 3-year period, with an option of up to an additional \$25,000 in year 4 at the discretion of the SBTC's Executive Director; and a reserves funding allocation of up to \$25,000 to be held by the SBTC and used to fund a pastors conference/retreat for the Convention of Southern Baptist Churches in Puerto Rico.
4. The Executive Committee presented the following reports:
  - a) The Executive Committee approved three churches requesting affiliation with the Southern Baptists of Texas Convention.
  - b) The Executive Committee approved the employment of Joe Lightner as Interim Senior Strategist for Digital Ministries and Communications.
5. Caleb Turner was nominated to serve as chairman and was elected by acclamation.
6. Steven Gaither was nominated to serve as vice chairman and was elected by acclamation.
7. Leslie Bradley was nominated to serve as secretary and was elected by acclamation.

## **SBTC Executive Board Meeting – April 25, 2023**

1. The Credentials Committee presented a list of churches requesting affiliation (28) and a list of churches for removal (17) from affiliation. The motion carried. (The new church count is 2,719.)
2. Rodney Smith from the audit firm of PSK LLP to present the 2022 audit. 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 generally accepted accounting principles. The Chairman asked for a motion to approve the 2022 audit of the SBTC. The motion carried.
3. Bart McDonald brought a report on the Southern Baptists of Texas Foundation.
4. The Ministry Relationships Committee made a motion that a reserves funding grant for Jacksonville College be funded on January 1, 2024 with the amount to be determined at the November 15<sup>th</sup> SBTC Executive Board Meeting. The committee further recommends terminating the formal Cooperative Ministry Relationship with Jacksonville College, effective December 31, 2023. The motion carried.
5. The Executive Committee made a motion to approve the following 2024 SBTC Executive Board meeting dates: April 22 & 23; August 13; and November 13. The motion carried.
6. The Executive Committee recommended that the SBTC engage a registered lobbyist for the purpose of advocating for Christian principles during the legislative process in Austin. The motion carried.
7. The Executive Committee recommended the approval of the employment of Joe Lightner as Associate Executive Director. The motion carried.
8. The Administrative Committee recommended the approval of a reserves funding grant of \$500,000 to be placed in the Convention Endowment Fund. The motion carried.
9. The Administrative Committee recommended the approval of a reserve funds allocation of \$500,000 for the purpose of funding expenses related to church planting. The motion carried.

## **SBTC Executive Board Meeting – August 15, 2023**

1. Jason Curry brought a report on behalf of Texas Baptist Home for Children.
2. David Dockery brought a report on behalf of Southwestern Baptist Theological Seminary.
3. Bart McDonald brought a report on behalf of the Southern Baptists of Texas Foundation.
4. Bart Barber brought a report on behalf of the Southern Baptist Convention.
5. The Credentials Committee presented a list of churches requesting affiliation (24) and a list of churches for removal (15) from affiliation. The motion

carried. (The new church count is 2,728.)

6. The Ministry Relationships Committee made a recommendation to approve the continuance of a “Fraternal Ministry Relationship” with the Conference of Texas Baptist Evangelists and the Korean Baptist Fellowship of Texas. The motion carried.
7. The Executive Committee made a motion to approve Mike Lawson as the recipient of the 2023 Leaders Legacy Award. The motion carried.
8. The Executive Committee made a motion to approve the SBTC Conflicts of Interest Policy; the Executive Committee further recommended that the Annual Reporting Statement be completed and signed annually by Executive Board members and Senior Staff. The motion carried.
9. Based on ECFA recommendations the Executive Committee brought a report on annual review of the top leaders expenses and compensation and board approval of the annual audit.
10. The Executive Committee made a motion that all current and future Executive Board members be required to complete forms authorizing the completion of individual criminal background checks. The motion carried.
11. The Executive Committee made a motion to recommend to the 2023 SBTC messenger body amending the motion below from the SBTC’s 2022 Annual Meeting by striking 2024 and inserting 2025. The motion carried.

“the SBTC, for purposes of affiliation, interpret the language in the SBTC Constitution, Article IV, Section 1 ‘affirms the office of pastor be limited to men’ to refer not only to the titles of senior pastor or lead pastor but to any role designated by the noun ‘pastor’ with the proviso that this new interpretation take effect regarding existing churches January 1, 2024 2025.”

12. The Executive Committee brought reports from their July 13th meeting on having named Barry Arrington as the SBTC’s new general legal counsel, approval of relocation related expenses for associate executive director Joe Lightner, and naming Ruth James to temporarily fill the vacancy on the Credentials Committee vacancy.
15. In response to the Sexual Abuse Task force report at the 2022 Annual Meeting, the Administrative Committee and Executive Committee made a motion to approve a reserves funding grant in the amount of \$100,000 to be used for grants of up to \$200 per church to assist with the costs related to engage in sexual abuse prevention training. Any funds remaining in this allocation as of December 31, 2024 will be returned to reserves. The motion carried. Staff also reported that a licensed therapist specializing in trauma and sexual abuse has been engaged by the Convention, and all full-time staff have been certified through MinistrySafe sexual abuse awareness training, as well as abuse reporting requirements.
16. The Administrative Committee made a motion to approve and recommend that the 2024 budget, as presented, be presented to the messengers constituting the 2023 Southern Baptists of Texas Convention. The motion carried.

## COMMITTEE ON NOMINATIONS

### 2023-2024 Proposed Committees Recommendation

Aaron Kahler, Chairman

(Names listed under Texas Baptist Home for Children are individuals who are willing to serve on their board of trustees, however their nomination and election to the board 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 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

**Miles Arnold**, Prestonwood Baptist Church  
6801 W Park Blvd, Plano 75093

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

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

*Jordan Rogers, Hillcrest Baptist Church  
3324 Park Dr, Nederland 77627*

**Rebekah Powers**, Glen Meadows Baptist Church  
6002 Knickerbocker Rd, San Angelo 76904

Term Expiring 2025

**Byron McWilliams**, First Baptist Church, Odessa  
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

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

**C.W. Faulkner**, First Baptist Church, Wolfforth  
PO Box 740, Wolfforth 79382

*Jason Gray, Redeemer Church  
PO Box 7328, Abilene 79608*

**Drew Rogers**, Cedar Pointe Baptist Church  
100 E Whitestone Blvd Ste 148-222, Cedar Park 78613

**Dusty Smith**, Waddill Street Baptist Church  
1401 N Waddill St, McKinney 75069

*Brad Patterson, First Baptist Church, Lavon  
PO Box 291, Lavon 75166*

Term Expiring 2026

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

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

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

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

**Ryan Napier**, Freedom Hill Church  
3950 Eisenhower Rd, San Antonio 78128

**Brett Hoyle**, First Baptist Church, Friona  
404 W 5th St, Friona 79035

**David Wilson**, Southcrest Baptist Church  
3801 S Loop 289, Lubbock 79423

**Ed Johnson III**, Harvest Fellowship Baptist Church  
PO Box 2079, Desoto 75123

*Denny Autrey, Sagemont Church  
11300 S Sam Houston Pkwy E, Houston 77089*

**Moises Gomez**, First Baptist Church, Irving  
403 S Main St, Irving 75060

**Marissa Payne**, First Baptist Church, Burkburnett  
PO Box 355, Burkburnett 76354

Term Expiring 2027

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

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

*David Mai, Kirkwood Church  
7602 S Kirkwood Rd, Houston 77072*

*AJ Rassi, Legacy Hills Church  
2750 S Preston Rd Ste 116138, Celina 75009*

*Abigail Criner, Rock Hill Baptist Church  
20022 State Hwy 31 E, Brownsboro 75756*

*Jay Johnson, First Baptist Church, Malakoff  
PO Box 408, Malakoff 75148*

*Deron Biles, Sunnyvale First Baptist Church  
3018 N Belt Line Rd, Sunnyvale 75182*

*Wes Hinote, Old River Baptist Church  
12948 FM 1409, Winfree 77535*

*Coleman Philley, Northeast Houston Baptist Church  
18000 W Lake Houston Pkwy, Humble 77346*

*Jason Points, First Baptist Church, Trenton  
PO Box 157, Trenton 75490*

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



## TEXAS ETHICS and RELIGIOUS LIBERTY

John Aaron Matthew, Chairman

---

### Term Expiring 2024

**Jennifer Tutaness-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

### Term Expiring 2025

**Daniel Bollen**, Graceview Baptist Church  
1440 S Burleson Blvd, Burleson 76028

**John Aaron Matthew**, Clear Lake Baptist Church  
15700 Space Center Blvd, Houston 77062

**Eric Puente**, Bethany Baptist Church  
7300 Bruton Rd, Dallas 75217

### Term Expiring 2026

**Drake Osborn**, Grace Church  
4610 Bosque Blvd, Waco 76710

**Lee Peoples**, Heights Baptist Church  
PO Box 819, Alvin 77512

**David Sweet**, Hays Hills Baptist Church  
1401 N FM 1626, Buda 78610

### Term Expiring 2027

*Matt Bowles, Ovilla Road Baptist Church  
3250 Ovilla Rd, Ovilla 75154*

*Winston Hottman, Lake Highlands Baptist Church  
642 Brookhurst Dr, Dallas 75218*

*Charles Rickey, Greenwood Baptist Church  
1504 Greenwood Cut Off Rd, Weatherford 76088*

## CREDENTIALS COMMITTEE\*

Josh Hayward, Chairman

---

### Term Expiring 2024

**Shawn Paschal**, First Baptist Church  
522 West Main St, Gun Barrel City 75156

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

### Term Expiring 2025

**Marc Minter**, First Baptist Church, Diana  
PO Box 96, Diana 75640

### Term Expiring 2026

**Brian Aurelio**, The Fields Church  
PO Box 1160, Mansfield 76063

*Ruth James, Hyde Park Baptist Church  
3901 Speedway, Austin 78751*

### Term Expiring 2027

*Michael Cooper, Grace Community Church  
PO Box 266, Mabank 75147*

*Michael Criner, Rock Hill Baptist Church  
20022 State Hwy 31 E, Brownsboro 75756*

\*Convention Vice-President and Secretary serve on the Credentials Committee by virtue of office. (Bylaws Article V, Section 4A)

## COMMITTEE ON ORDER OF BUSINESS

Jose Arzate, Chairman

---

### Term Expiring 2024

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

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

### Term Expiring 2025

**Jose Arzate**, The Bridge Church  
1101 Custer Rd, Richardson 75080

**Joshua Fitchett**, Cornerstone Fellowship Baptist Church  
PO Box 3, Haskell 79521

### Term Expiring 2026

**Tommy Clark**, First Baptist Church, Gorman  
PO Box 160, Gorman 76454

**Ben Wilson**, Potosi Baptist Church  
2826 Potosi Rd, Abilene 79602

### Term Expiring 2027

*Matt Darby, New Beginnings Baptist Church  
2137 E George Richey Rd, Longview 75604*

*Kyle Ray, Journey Baptist Church  
525 Gilmer St PMB 102, Sulphur Springs 75482*

## TEXAS BAPTIST HOME FOR CHILDREN

---

### Term Expiring 2024

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

**Maurie Bratcher**, Mission Dorado Baptist Church  
4142 Faudree Rd, Odessa 79765

### Term Expiring 2025

*Darrell Orr, Stonegate Fellowship*  
*6000 W Wadley Ave, Midland 79707*

## SOUTHERN BAPTISTS OF TEXAS FOUNDATION

---

### Term Expiring 2024

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

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

**Randy Aly**, Bethany Baptist Church  
9250 FM 391, Hearne 77859

**Scott Petrencik**, Walnut Ridge Baptist Church  
1201 State Hwy 360, Mansfield 76063

### Term Expiring 2025

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

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

**Wes Dingler**, Rock Hill Baptist Church  
20022 State Hwy 31 E, Brownsboro 75756

**Jason Green**, The Key Church  
6224 Sandshell Dr, Fort Worth 76137

**David Steverson**, North Richland Hills Baptist Church  
6955 Blvd 26, North Richland Hills 76180

### Term Expiring 2025

**Kent Jennings**, Epic Life  
301 Main Plaza 140, New Braunfels 78130

*Craig Holcomb, The Church at Quail Creek*  
*801 Tascosa Rd, Amarillo 79124*

*Loree Watson, Sugar Creek Baptist Church*  
*13333 Southwest Fwy Ste 200, Sugar Land 77478*

*Jaron Barrington, StoneWater Church*  
*911 E HWY 377, #4, Granbury 76048*

## COMMITTEE ON COMMITTEES RECOMMENDATIONS

Andy Hill, Chairman

### COMMITTEE ON NOMINATIONS

\_\_\_\_\_, Chairman  
(presented at the convention)

#### Term Expiring 2024

**Julia Copeland**, Southcrest Baptist Church  
3801 S Loop 289, Lubbock 79423

**Moises Molina**, Iglesia Bautista Jerico  
3000 Central Blvd Unit 1, Brownsville 78520

**Audra Terry**, Broadview Baptist Church  
2500 S 27 St, Abilene 79605

#### Term Expiring 2025

**Jacob Grogan**, Indian Creek Baptist Church  
104 Indian Creek Rd, Mineral Wells 76067

**David Loyola**, First Baptist Church, McAllen  
1200 Beech Ave, McAllen 78501

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

#### Term Expiring 2026

**Steven Staten**, The Fellowship at Tomball  
PO Box 35, Tomball 77375

**Ed Fenton**, First Baptist Church, Malakoff  
PO Box 408 Malakoff 75148

**Jo McGuire**, Cornerstone Fellowship Baptist Church  
PO Box 3, Haskell 79521

#### Term Expiring 2027 (\*to be presented at convention)

*\*Vacant*

*\*Vacant*

*\*Vacant*

2023 COMMITTEE APPOINTMENTS

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

REGISTRATION

Regina Montgomery	CHAIRMAN Creekstone Church, Keller
Beca DeLoach	MacArthur Blvd Baptist Church, Irving
Jay Fannin	Shady Oaks Baptist Church, Hurst
Lindsey Kuhns	Church at the Cross, Grapevine
Sharon Smith	Cross City Church, Euless

RESOLUTIONS

Madison Grace	CHAIRMAN First Baptist Church, Mansfield
Luis Gonzalez	Lamar Baptist Church, Arlington
Frank Harber	Sunnyvale First Baptist Church
Amy Hinote	First Baptist Church, Justin
Barry Jude	The Oaks Church, Grand Prairie
Ben Lacey	Trinity River Baptist Church, Fort Worth
Dexter Laureano	Redeemer Community Church, Crowley
George Willis	New Beginnings Baptist Church, Longview

TELLERS

John Paul McGee	CHAIRMAN First Baptist Church, Rio Vista
Ricky Fuchs	Lane Prairie Baptist Church, Joshua
Ronnie Ledbetter	First Baptist Church, Lorenzo
Jae Ho Lee	Benbrook Korean Baptist Church, Fort Worth
Arturo Malacara	South Euless Baptist Church, Euless
Glenn Melvin	International Baptist Church, Arlington
Linda Sims	Cross City Church, Euless
Jackie Yates	Westside Missionary Baptist Church, Nacogdoches

OTHER APPOINTMENTS

PARLIAMENTARIANS

Al Gage	Convention Parliamentarian
Terry Wright	First Baptist Church, Vidor

COMMITTEE ON COMMITTEES  
(Appointed by the President)

Term Expiring 2023

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

Term Expiring 2024

Beaux Hinote	First Baptist Church, Justin
Chris Kouba	United City Church, Humble
Roland Tureaud	Harvest Fellowship Baptist Church, DeSoto

Term Expiring 2025

Ken Holland	University Heights Baptist Church, Huntsville
Jerry Horine	Friendship Baptist Church, Montalba
Rela Manigsaca	Riverlife Church, Austin

Term Expiring 2026

Kyle Clayton	The Church at Quail Creek, Amarillo
Mason Miller	Normandale Baptist Church, Fort Worth
Paige Scarbrough	Graceview Baptist Church, Burleson



Committee Replacement Summary 2023

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
<b>Executive Board</b>				
Sam Little	2023	eligible	Sam Little	2027
Bob Pearle	2023	eligible	Bob Pearle	2027
John Meador	2023	eligible; declined	David Mai	2027
Christy Piles	2023	eligible; declined	AJ Rassi	2027
Matt Pitts	2023	eligible; declined	Abigail Criner	2027
Bryan Sloan	2023	eligible; declined	Jay Johnson	2027
Jay Evers	2023	ineligible	Deron Biles	2027
Damon Halliday	2023	ineligible	Wes Hinote	2027
Cole Hedgecock	2023	ineligible	Coleman Philley	2027
Courtney Wilcox	2023	ineligible	Jason Points	2027
Eric Shin	2023	resigned	Matt Surber	2027
Shawn Smith	2026	resigned	Denny Autrey	2026
James Jordan	2025	resigned	Jason Gray	2025
Drew Erickson	2025	resigned	Brad Patterson	2025
Ed Hancock	2024	resigned	Jordan Rogers	2024
<b>Texas Ethics and Religious Liberty Committee</b>				
Committee Chair	2023	N/A	John Aaron Matthew	2024
Adam Carrigan	2023	ineligible	Matt Bowles	2027
Nathan McCravey	2023	ineligible	Winston Hottman	2027
Leon Moore	2023	resigned	Charles Rickey	2027
<b>Credentials Committee</b>				
Committee Chair	2023	N/A	Josh Hayward	2024
Caleb Fleming	2023	ineligible	Michael Cooper	2027
Nancy Rivera	2023	ineligible	Michael Criner	2027
Elizabeth Moss	2026	resigned	Ruth James	2026
<b>Committee On Order of Business</b>				
Committee Chair	2023	N/A	Jose Arzate	2024
Blake White	2023	ineligible	Matt Darby	2027
Nikki Fannin	2023	ineligible	Kyle Ray	2027
<b>Texas Baptist Home for Children Board</b>				
Barry Calhoun	2025	resigned	Darrell Orr	2025
<b>Southern Baptists of Texas Foundation Board</b>				
Kent Jennings	2023	eligible	Kent Jennings	2026
Jance Floyd	2023	eligible; declined	Craig Holcomb	2026
Chet Haney	2023	ineligible	Loree Watson	2026
Bill Campbell	2023	ineligible	Jaron Barrington	2026

## PROPOSED 2024 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 helps churches plant new churches and mobilize for missions in Texas and beyond by focusing on leadership assessment, training, and discipleship. We encourage and train pastors and churches to equip believers of all ages to do the work of evangelism and train and mobilize volunteers in disaster relief and compassion ministry efforts.

*Church Planting	\$ 700,000
Missions Mobilization	25,000
Empower Evangelism Conference	275,000
Language Evangelism Ministry	53,000
Student Ministry	57,000
Student Camp	350,000
Student Evangelism	98,000
Collegiate Ministry	50,000
Disaster Relief	75,000
Chaplaincy Ministry	6,000
Compassion Ministry	15,000
State Missions Promotion	35,000
Printing/Postage/Promotion	22,000
General Ministry	7,000
Personnel Salary & Housing	1,387,117
Travel & Meals	111,375
Convention & Conference	15,000
Personnel Health Insurance	300,820
Personnel Retirement	109,456
Personnel Payroll Taxes	38,050
Office Occupation/Related Expenses	97,200
Phone/Internet	23,400
Office Supplies	9,000
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	32,100
Technology Maintenance & Development	37,500
Commercial Insurance	24,000
Board Meetings	25,500
Annual Meeting	78,000

\*Includes church plants and church planting initiatives.

## MISSIONAL MINISTRIES (continued)

Committee Meetings	\$ 7,500
Operations & Contingency	45,000
Total	\$ 4,133,918

## 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 practitioners 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. 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	85,000
Adult Ministry	43,000
Senior Adult Ministry	18,000
Women's Ministry	50,000
Disability Ministry	35,000
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	121,500
Church Revitalization	175,000
Church Interim Resources	32,500
Counsel/Conflict Resolution	10,000
Resources/Equipment	4,000
Printing/Postage/Promotion	37,000
General Ministry	7,000
Consultants/Specialists	65,000
Personnel Salary & Housing	1,409,338

## CHURCH HEALTH and LEADERSHIP (continued)

Travel & Meals	\$ 157,375
Convention & Conference	28,000
Personnel Health Insurance	407,591
Personnel Retirement	124,108
Personnel Payroll Taxes	34,698
Office Occupation/Related Expenses	97,200
Phone/Internet	23,400
Office Supplies	9,000
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	32,100
Technology Maintenance & Development	37,500
Commercial Insurance	24,000
Board Meetings	25,500
Annual Meeting	78,000
Committee Meetings	7,500
Operations & Contingency	45,000
Total	\$ 3,633,710

## COOPERATIVE MINISTRIES

The Cooperative Ministries department works with compatible institutions, fellowships, and organizations 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. 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.

Scholarships	\$ 65,000
Human Care & Family Ministry	5,000
Asian Ministry	85,000
Black Church Network	30,000
Young Pastors Network	66,500
Ministry to Associations	45,000
TX Ethics and Religious Liberty Committee	15,000
Prayer Ministry	35,000
Cooperative Program Promotion	55,000
Informational Meetings	7,500

**COOPERATIVE MINISTRIES (continued)**

Printing/Postage/Promotion	15,000
General Ministry	5,000
Consultants/Specialists	154,000
Personnel Salary & Housing	415,903
Travel & Meals	61,875
Convention & Conference	12,000
Personnel Health Insurance	81,023
Personnel Retirement	35,868
Personnel Payroll Taxes	11,141
Office Occupation/Related Expenses	43,200
Phone/Internet	10,400
Office Supplies	4,000
Furniture & Equipment	5,333
Equipment Upgrade & Maintenance	5,733
Computer Network Administration	14,267
Technology Maintenance & Development	16,667
Commercial Insurance	10,667
Board Meetings	11,333
Annual Meeting	34,667
Committee Meetings	3,333
Operations & Contingency	20,000
<b>Total</b>	<b>\$ 1,380,410</b>

## 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 ministry challenges faced across our state. Our ministry encourages affiliated churches as they partner together in the Great Commission. As Texas Southern Baptists see the needs and successes in our worldwide mission, we are able to participate and pray in a more strategic way. We employ a variety of information technology—print, web, and social media—to provide timely information aimed at unifying our convention around our mission. We are committed to encouraging churches by reporting the work of the convention, equipping churches with audio/visual tech support, and supporting our churches with online training and resources.

TEXAN Publications	\$ 420,000
Estimated Publication Ad Fees	(45,000)
General Promotion	55,000
Online Training	15,500
Technology Ministry	17,000
Ministry Development	25,000
Video Production Supplies	4,000
Resource Materials	2,800
Printing/Postage/Promotion	8,000
General Ministry	6,500
Consultants/Specialists	143,000
Personnel Salary & Housing	791,074
Travel & Meals	45,375
Convention & Conference	7,000
Personnel Health Insurance	167,553
Personnel Retirement	69,379
Personnel Payroll Taxes	34,816
Office Occupation/Related Expenses	43,200
Phone/Internet	10,400
Office Supplies	4,000
Furniture & Equipment	5,333
Equipment Upgrade & Maintenance	5,733
Computer Network Administration	14,267
Technology Maintenance & Development	16,667
Commercial Insurance	10,667
Board Meetings	11,333
Annual Meeting	34,667
Committee Meetings	3,333
Operations & Contingency	20,000
Total	\$ 1,946,597

## 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. We also assist churches in accomplishing their business functions through tax seminars, stewardship, and business administration consultations.

Audit & Outside Services	\$ 87,000
Legal Expense	40,000
Finance Management/Stewardship	20,000
Staff Meetings and Training	26,000
Staff Planning Retreat	20,000
Benefit Plan Services	4,500
Payroll Services	12,000
SBTC Staff Scholarship	2,000
Convention Vehicle Expense	25,000
Printing/Postage /Promotion	37,000
General Ministry	5,000
Personnel Salary & Housing	704,177
Personnel Salary Supplement	40,000
Travel & Meals	4,000
Convention & Conference	3,000
Personnel Health Insurance	129,323
Personnel Disability Insurance	16,500
Personnel Retirement	72,109
Personnel Payroll Taxes	50,726
Office Occupation/Related Expenses	43,200
Phone/Internet	10,400
Office Supplies	4,000
Furniture & Equipment	5,334
Equipment Upgrade & Maintenance	5,734
Computer Network Administration	14,266
Technology Maintenance & Development	16,666
Commercial Insurance	10,666
Board Meetings	11,334
Annual Meeting	34,666
Committee Meetings	3,334
Operations & Contingency	20,000
Total	\$ 1,477,935

Personnel and consulting/specialists related costs may be used interchangeably across the budget as duties or positions change. Personnel salary, housing and benefits represents 23.1% of the total budget.

PROPOSED 2024 BUDGET SUMMARY

IN STATE BUDGET SUMMARY	Budget Per Ministry Area	% Total Budget
Minister’s Outside Retirement	\$ 100,000	0.78%
Protection Benefit	155,000	1.21%
Total In State Special Allocation	255,000	1.99%
Missional Ministries	4,133,918	32.22%
Church Health & Leadership	3,633,710	28.33%
Cooperative Ministries	1,380,410	10.76%
Digital Ministries & Communications	1,946,597	15.18%
Business & Operations	1,477,935	11.52%
TOTAL IN STATE BUDGET	\$ 12,827,570	100.00%

TOTAL BUDGET

SBC CP Budget (55%)	\$ 15,005,918
SBTC CP Budget (45%)	12,277,570
Total CP Budget	27,283,488
Ministry Grants and SBTC Designated	550,000
TOTAL BUDGET	\$ 27,833,488

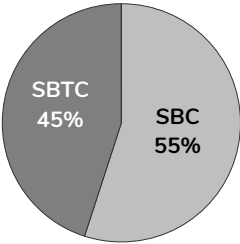
The ministry of the Southern Baptists of Texas Convention is an extension of the ministries of affiliated churches in the state. We thank you for your partnership and we pledge our continued commitment to Kingdom work through the Cooperative Program.

BUDGET HISTORY

Year	Total Budget	Change from Prior Year	Percentage Change
2018	\$ 28,880,178	\$ 720,368	2.56%
2019	28,881,116	938	0%
2020	28,881,104	(12)	0%
2021	26,159,798	(2,721,306)	(9.42%)
2022	26,555,573	395,775	1.51%
2023	27,833,488	1,277,915	4.81%
proposed for 2024	\$ 27,833,488	\$ -	0%

PROPOSED 2024  
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 2024.





## 2024 CALENDAR

For more information, please visit our website at [sbtexas.com](http://sbtexas.com)  
or call toll free 1-877-953-7282 or local 817-552-2500

### JANUARY

- 1 New Year's Day—SBTC office closed
- 4-6 College Discipleship Conference, Houston's First Baptist Church
- 8 Evangelism Connection – Carl Bradford, online
- 10 Chapel, SBTC office, Grapevine
- 12-13 M3 WKND, Cross City Church, Euless
- 15 Martin Luther King Jr. Day—SBTC office closed
- 22 Regenesi One-Day, Abilene
- 23 Tax Seminar, online
- 25 Tax Seminar, online
- 26-27 M3 WKND, Immanuel Baptist Church, Marshall
- 27 Women's Ministry Roundtable Conversations, multisite
- 29 Regenesi One-Day, Diboll
- 29 Bivo Pastors Network Regional Gathering (Dinner & Dialogue), Ennis

### FEBRUARY

- 2-3 M3 WKND, Great Hills Baptist Church, Austin
- 5 Bivo Pastors Network Remote Gathering, online
- 7 Chapel, SBTC office, Grapevine
- 9-10 M3 WKND, The Church at Quail Creek, Amarillo
- 12 Evangelism Connection – Carl Bradford, online
- 12 Regenesi One-Day, San Angelo
- 19 Regenesi One-Day, College Station
- 23-24 Apoderados, Cross City Church, Euless
- 25 Asian Evangelism Conference, DFW
- 25 Student Rally, Irving Convention Center, Las Colinas
- 26 Interim Pastor Equipping, Irving Convention Center, Las Colinas
- 26-27 Empower Conference, Irving Convention Center, Las Colinas

### MARCH

- 2 Concierto de Oración, Farwell
- 2 Intro to DR & Phase 1 Training, First Baptist Church, Pflugerville
- 2 VBS Training, Trinity Baptist Church, Longview
- 2 VBS Training, Spring Baptist Church, Spring
- 3-10 Annie Armstrong Easter Offering Week of Prayer
- 4 Bivo Pastors Network Remote Gathering, online
- 6 Chapel, SBTC office, Grapevine
- 9 VBS Training, Southcrest Baptist Church, Lubbock
- 11 Regenesi One-Day, San Antonio

## MARCH (continued)

- 14 55+ Ministry Training, First Baptist Church, New Braunfels
- 15-16 Send Relief Serve Tour, DFW
- 19-23 Puerto Rico Vision Trip
- 21 55+ Ministry Training, SBTC office, Grapevine
- 21-23 Bivo Pastor & Wife Retreat, San Antonio
- 23 VBS State Training, Austin
- 23 Evangelism Connection – Ryan Fontenot, online
- 25 Regenesi One-Day, Baytown
- 28 55+ Ministry Training, Southcrest Baptist Church, Lubbock
- 29 Good Friday—SBTC office closed

## APRIL

- 1 Bivo Pastors Network Remote Gathering, online
- 1 Regenesi One-Day, Fort Worth
- 4-6 Ven y Reposa, Retiro Para la Esposa del Pastor, Mt. Lebanon, Cedar Hill
- 5-6 Heart of the Child Conference, SWBTS, Fort Worth
- 6 Intro to DR & Phase 1 Training, First Baptist Church, Pampa
- 8 Evangelism Connection – Carl Bradford, online
- 10 Chapel, SBTC office, Grapevine
- 11 Kingdom-Building Roundtable, First Baptist Church, Beaumont
- 11-13 Come Away Pastor Wives Retreat, Belton
- 13 Regional Bible Drill & Speakers Tournament, North Oaks Baptist Church, Spring
- 15 Regenesi One-Day, Pittsburg
- 20 Regional Bible Drill & Speakers Tournament, SWBTS, Fort Worth
- 20 Who's Your One? Advancing the Movement Training, Champion Forest Baptist Church, Houston
- 22 Disciple-Making Forum, Southside Baptist Church, Abilene
- 24 Evangelism Training, First Baptist Church, Forney
- 25 Disciple-Making Forum, Immanuel Baptist Church, El Paso
- 25 Prayer Gathering (Student Ministry), Faith Family Baptist Church, Porter
- 25-26 Focus Initiative (Student Ministry), Faith Family Baptist Church, Porter
- 26-27 Women's Ministry Leadership Summit, First Baptist Church, Beaumont
- 27 Regional Bible Drill & Speakers Tournament, Flint Baptist Church, Flint
- 29 Bivo Pastors Network Regional Gathering (Dinner & Dialogue), Paris
- 29 Regenesi One-Day, McKinney

## MAY

- 2 Regenesi Online Interest Meeting, online
- 4 State Bible Drill & Speakers Tournament, SBTC office, Grapevine
- 4 Concierto de Oración, Redbud Baptist Church, Lubbock
- 4 Mujeres Firmes Conferencia, Primera Iglesia Bautista de Austin
- 6 Bivo Pastors Network Remote Gathering, online
- 6 Regenesi One-Day, First Baptist Church of McAllen

**MAY (continued)**

- 13 Regenesis One-Day, Conroe
- 15-17 Collegiate Roundup, CrossCreek Church, Colleyville
- 16 Regenesis Online Interest Meeting, online
- 16-18 Breathe Deep Retreat, The Domain (Lone Star Court), Austin
- 17-18 Retiro Para Adultos Mayores, Summers Mill Retreat and Conference Center, Belton
- 27 Memorial Day—SBTC office closed
- 28 Evangelism Connection – Ryan Fontenot, online
- 28-6/1 M3 Camp, Mt. Lebanon, Cedar Hill

**JUNE**

- 1 Conferencia Mujeres Firmes, Laredo
- 3 Regenesis One-Day, Mission Dorado Baptist Church, Odessa
- 9-12 SBC Pastors Conference & Annual Meeting, Indianapolis, IN
- 17 Kingdom-Building Roundtable, First Baptist Church, New Braunfels
- 21 Noche de Cita, SBTC office, Grapevine
- 24-26 Asian Pastors Family Retreat, Belton

**JULY**

- 1 Evangelism Connection – Carl Bradford, online
- 1-5 M3 Camp, Highland Lakes, Spicewood
- 4 Independence Day—SBTC office closed
- 8-12 M3 Camp, Highland Lakes, Spicewood
- 10 Chapel, SBTC office, Grapevine
- 11-15 M3 Camp, Glorieta, NM
- 14 Disability Ministry Sunday
- 16-20 Youth Week, Riverbend Retreat Center, Glen Rose
- 26 Interim Pastor Equipping, DFW
- 27 Equip Conference, DFW
- 27 Equip en Español, DFW
- 29 Bivo Pastors Network Regional Gathering (Dinner & Dialogue), McAllen

**AUGUST**

- 5 Bivo Pastors Network Remote Gathering, online
- 7 Chapel, SBTC office, Grapevine
- 27 Evangelism Connection – Ryan Fontenot, online
- 29 Prayer Gathering (Student Ministry), DFW
- 29-30 Focus Initiative (Student Ministry), DFW

**SEPTEMBER**

- 2 Labor Day—SBTC office closed
- 5 Pastor's Wife Connection Night, Champion Forest Baptist Church, Houston
- 5 55+ Ministry Training, Flint Baptist Church, Flint

## SEPTEMBER (continued)

- 6-7 She Stands Women's Conference, Champion Forest Baptist Church, Houston
- 9 Bivo Pastors Network Remote Gathering, online
- 11 Chapel, SBTC office, Grapevine
- 13-14 Retiro de Mujeres Florece, Riverbend Retreat Center, Glen Rose
- 19 55+ Ministry Training, First Baptist Church, Portland
- 22-29 Reach Texas Offering Week of Prayer
- 23 Disciple-Making Leader Workshop, Mobberly Baptist Church, Longview
- 23-24 Nevada Vision Trip
- 24 Disciple-Making Leader Workshop, Houston's First Baptist Church
- 26 Family Ministry Luncheon, SWBTS, Fort Worth
- 27-28 Retiro Hombres de Impacto, Riverbend Retreat Center, Glen Rose
- 30 Evangelism Connections – Carl Bradford, online

## OCTOBER

- 3 Pastor's Wife Connection Night, Mobberly Baptist Church, Longview
- 4-5 She Stands Women's Conference, Mobberly Baptist Church, Longview
- 6 Cooperative Program Sunday
- 7 Bivo Pastors Network Remote Gathering, online
- 8 Evangelism Connections – Ryan Fontenot, online
- 8 Pastors Masters Golf Tournament, Tour 18, Flower Mound
- 12 Intro to DR & Phase 1 Training, Flint Baptist Church, Flint
- 16 Chapel, SBTC office, Grapevine
- 17 Pastor's Wife Connection Night, Odessa
- 18-19 She Stands Women's Conference, Immanuel Baptist Church, Odessa
- 18-19 Conferencia Mujeres Firmes, Primera Iglesia Bautista Mexicana, Odessa
- 21 Bivo Pastors Network Regional Gathering (Dinner & Dialogue), San Angelo

## NOVEMBER

- 4 Bivo Pastors Network Remote Gathering, online
- 9 Crossover Evangelism, Houston
- 10 Sesión en Español, de la Reunión Anual, Sagemont Church, Houston
- 11 Interim Pastor Equipping, Sagemont Church, Houston
- 11-12 Annual Meeting, Sagemont Church, Houston
- 24-25 Focus: Called (Student Ministry), Highland Lakes, Spicewood
- 28-29 Thanksgiving—SBTC office closed

## DECEMBER

- 1-8 Lottie Moon Christmas Offering Week of Prayer
- 5-8 Student Minister's Getaway, The Domain (Lone Star Court), Austin
- 24-1/1 Christmas Break—SBTC office closed

