

A group of people are gathered in a meeting, looking at a tablet. A hand is resting on a shoulder, suggesting support or encouragement. The background is blurred, focusing on the people in the foreground.

ANNUAL 2024 MEETING

# SIDE **BY** SIDE

PHILIPPIANS 1:27

**Book of Reports**

# SOUTHERN BAPTISTS OF TEXAS CONVENTION

## 2024 BOOK OF REPORTS



### **Elected Convention Officers**

Danny Forshee, 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**

October 27-28, 2025 - Southcrest Baptist Church, Lubbock  
October 26-27, 2026 - First Baptist Church, Forney

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

Mitch Tidwell, Senior Strategist of Digital Ministries & Communications

Jim Richards, Executive Director Emeritus

## **ASSOCIATE MINISTRY STAFF**

Dan Acharya, People Groups

Grant Byrd, Student Ministries

Steve Cochran, NETX Regional Catalyst

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

Phil Todd, Spiritual Formations

# MINISTRY FACILITATORS

(Part-time ministry staff employees)

## Church Health & Leadership

Field Representative	Charles Boswell
Field Representative	Wayne Frazier
Field Representative	Willie Hernandez
Field Representative	Mitch Kolenovsky
Field Representative	John McGuire
Field Representative	Glen Pearce
Field Representative	J.C. Rico
Preschool/Children's Ministry	Karen Kennemur
Senior Adult Ministry	Billy Barnes
Women's Ministry	Laura Taylor

## Digital Ministries & Communications

Communications	Gary Ledbetter
----------------	----------------

## Missional Ministries

Church Planting Catalyst - Austin	Michael Sawyer
Church Planting Catalyst - DFW	Kason Branch
Church Planting Catalyst - DFW	Aaron Clayton
Church Planting Catalyst - Houston (Spanish)	Esteban Vazquez
Church Planting Catalyst - Houston	Cameron Whitley
Church Planting Catalyst - North DFW	Ryan Ross
Church Planting Catalyst - Rio Grande Valley	James Martinez
Church Planting Catalyst - San Antonio	Edward Beltran
Church Planting Catalyst - West	Daniel Moreno
Disaster Relief	Wally Leyerle
Disaster Relief	Daniel White
People Groups	Martin Gonzalez
SBTC En Español	Julio Arriola

# CONSULTANTS & SPECIALISTS

(Independent contractors)

## Business & Operations

Business Administration	Gary Waller
-------------------------	-------------

## Church Health & Leadership

Bible Drill/Speakers Tournament	Taylor Garmon
Church Revitalization	Leon Moore
Disability Ministry	Sandra Peoples
Facilities/Architect	Lawrence Foxworth
Facilities/Architect	Mark Todd
Facilities/Construction Management	Bryce Greene
Security	Mike Gurley
Security	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

Korean Ministry

Hyoung Min Kim

Prayer Ministry

Keeney Dickenson

Sexual Abuse and Survivor Care

Joyce McKinley

Special Assistant to the Executive Director

Ronnie Yarber

Texas Legislative

Cindy Asmussen

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

Spanish Translation/Writer

Arlene Sanabria

*Texan*/Digital Advertising

Tammi Ledbetter

Videographer

Chad Kirchoff

Worship Tech

Koby Dickenson

Worship Tech

Bryce Greene

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

Collegiate Ministry

Kelsey Barnhill

Disaster Relief - Media Relations

Bill Bumpas

Evangelism

Carl Bradford

Evangelism - Empower

Ryan Fontenot

Prayer & Evangelism

Todd Kaunitz

Prayer & Evangelism

Nathan Lino

Missions Mobilization

Chandler Snyder

Student Ministry

Brandon Bales

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. 2024 Staff Reports.....</b>	<b>22</b>
Executive Director . . .	22
Missional Ministries . . .	23
Church Health and Leadership . . .	27
Cooperative Ministries . . .	29
Digital Ministries and Communications . . .	30
Business and Operations . . .	31
<b>V. Financial Reports.....</b>	<b>33</b>
<b>VI. Policy for Ministry Relationships.....</b>	<b>35</b>
<b>VII. Ministry Relationship Reports.....</b>	<b>39</b>
Texas Baptist Home for Children . . .	39
Southern Baptists of Texas Foundation . . .	40
<b>VIII. Executive Board Minute Excerpts.....</b>	<b>41</b>
<b>IX. 2024-2025 Committee Members.....</b>	<b>44</b>
Committee on Nominations Report . . .	44
Committee Appointments . . .	54
Committee Replacement Summary . . .	56
<b>X. Proposed 2024 Budget.....</b>	<b>57</b>
Missional Ministries . . .	57
Church Health and Leadership . . .	58
Cooperative Ministries . . .	59
Digital Ministries and Communications . . .	61
Business and Operations . . .	62
Budget Summary . . .	63
Cooperative Program Budget Percentages . . .	63
<b>XI. 2025 Calendar.....</b>	<b>64</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 Senior 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

It is a joy and a humbling experience to serve the churches and pastors of the Southern Baptists of Texas Convention. My time in this position has been full of incredible opportunities for us to work together to exhaust our lives for the gospel. What a blessing this has been.

We hit the ground running in 2024 with our Empower Conference. It was a great time of encouragement and equipping of pastors and church leaders. It was our largest conference ever with over 4,000 registered. We are always evaluating how to make this event the best it can possibly be for our churches. The Equip Conference in July was outstanding. Many lay leaders and church staff from across Texas came together with us at Prestonwood Baptist Church for a day of practical ministry training. It is one of my favorite events. I love being with the lay people of SBTC churches.

We had a summer full of ministry highlights including our M3 camps. Over 6,600 students were involved in SBTC student ministries. We celebrated 940 students responding to the gospel with professions of faith and commitments to be baptized and serve.

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

Our partnership with Send Network SBTC is exceeding all expectations. We are seeing more interest in church planting than we ever have. In fact, we are having one of our best years in church planting. We believe we will finish 2024 with at least 55 new church plants! This would be our highest number of churches planted through SBTC churches since 2005. God is bringing the world to Texas, and we want to be prepared to facilitate more church plants in Texas than ever before.

This year, we have started implementing the new vision focus we launched at the 2023 SBTC Annual Meeting. We are honored to **"Mobilize churches to multiply disciple-making movements in Texas and around the world."** We will accomplish this through our strategic pathways of resourcing churches, networking leaders, and advancing mission.

As you know, prayer is 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 doing well. I have a 20-year-old, a junior and sophomore in high school, and one in middle school. We are constantly chasing kids around. My family is 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 booked into mid-year 2025. It is a privilege to serve our churches through the ministry of preaching.

Thank you for attending this year's annual meeting. I also want to thank you for your support and partnership through the Cooperative Program, which enables us to do everything mentioned in my report. 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. We are excited to mobilize churches to multiply disciple-making movements in Texas and around the world. Additionally, 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 through our SBTC churches.

### Personal Evangelism

Our personal evangelism team continues to encourage pastors and leaders to prioritize evangelism in their churches. We have four evangelism consultants who encourage and equip pastors through Zoom meetings, evangelism training, and conference breakout sessions. Online sessions focus on effective ways to share the gospel in everyday conversations. A recent training focused on creating a culture of evangelism in the church. Fifteen pastors attended, including a few from out of state. Participants were trained how to guide people from conversion to baptism and how to preach evangelistically. We also provided multiple churches with evangelism grants for community outreach events where the gospel was shared. Through personal evangelism and interfaith and language evangelism grants, we have distributed nearly 2,000 Bibles, and churches have celebrated over 500 professions of faith among children and adults. Prior to this year's annual meeting, we held an evangelistic event to share the gospel in the Houston area.

### Empower Conference

On Feb. 26-27, we hosted the annual Empower Conference at the Irving Convention Center with over 4,300 in attendance including our Hispanic and Asian evangelism conferences, the Student Rally, and virtual participants. Planning for 2025 is well underway, and we anticipate another great turnout, powerful messages, informative breakout sessions, and inspiring music.

### Church Planting

Send Network SBTC began our most successful church planting year yet with 21 days of prayer and fasting to seek God's guidance and anticipate His mighty work. We have assessed 66 church planters, and in October, 34 more are scheduled in Houston (18 English and 16 Spanish). This comprehensive assessment is crucial in identifying and equipping new leaders to expand our ministry. We've also hosted five sending labs across Texas, encouraging supporting churches to become sending churches. These labs gathered 70 participants from 36 churches, fostering a spirit of collaboration and inspiring renewed commitments to church planting.

### Disaster Relief

Our SBTC Disaster Relief team responded to 34 disasters from September 1, 2023 through August 31, 2024 in Texas, Florida, Tennessee, Arkansas, and New Mexico. God continues to bless our statewide volunteers as they minister to spiritual and physical needs of disaster survivors. The statistics outlined below reflect ministry for migrants, tornados, hurricanes, floods, and wildfires:

- Number of deployments in Texas – 29
- Out of state deployments – 5
- Volunteer days – 4,478

- Volunteer hours – 44,478
- Gospel contacts – 9,555
- Professions of faith – 4,221
- Recovery jobs completed – 205
- Additional recovery jobs handled – 348
- Meals prepared – 106,961
- Meals served directly to public by SBTC – 52,399
- Showers provided – 2,339
- Loads of laundry – 1,620

### **Language & Interfaith Evangelism**

Our diverse Texas population includes 400 people groups that speak over 300 languages. The 1Cross App, designed to assist people in sharing the gospel in their own language, has been expanded to include 69 languages. The Spanish Session of the Empower Conference had 430 in attendance, which was our highest attendance ever.

We are significantly upgrading our Stand Firm online apologetics course. This video series equips believers to share the gospel with biblical instruction on culturally relevant issues such as human sexuality, atheism, and world religions. Group study questions and suggestions are available on every topic in English and Spanish.

Through the B.L.E.S.S. app, SBTC churches can pray for every home in our state by name and address. So far, 460,913 prayers have been offered for 36,038 homes. The gospel has been shared more than 1,600 times resulting in 300 professions of faith. We continue to train more than 1,500 Texans a year and resource evangelistic events throughout the state with funding, Bibles, and other tools where the gospel is penetrating the darkness and transforming lives.

### **Missions Mobilization**

We are effectively advancing mission through multiple sending opportunities. We are pleased to launch a five-week biblical missiology course and missions assessment system to develop dedicated mission leaders and identify unique church capacities for long-term missional partnerships. This new “M-Link” service will connect churches with missions teams that are compatible in theology, philosophy, and practice.

This year, we guided 26 churches on three vision trips across Puerto Rico and Nevada. We also provided 21 financial grants and scholarships for missional opportunities in four states and 14 countries. Seven Southwestern Seminary students were funded through SWBTS’ World Missions Center, and SBTC churches sent 72 missionary units to IMB pre-field training to be deployed to unreached people groups around the world.

In March 2024, we hosted Send Relief’s Serve Dallas Tour in partnership with the Dallas Baptist Association. Over 600 SBC volunteers from eight states completed more than 40 compassion and evangelistic-based projects. Serve Tour encompassed 2,000 construction man-hours resulting in over 500 gospel conversations and 34 salvations in Dallas County.

New partnerships with the Nevada Baptist Convention and the Convention of Southern Baptist Churches in Puerto Rico have provided opportunities for us to share our resources through financial support, development of promotional and educational materials, and even personnel. The Church Health and Revitalization Conference collaborates with SBTC’s Regenes process in Guayama, Puerto

Rico. An exclusive partnership between the SBTC and the IMB's European affinity targets hundreds of the world's most unreached people groups. Another vision trip in May 2025 will coordinate dozens of SBTC churches to reach the 800 million residents across Europe who have little to no opportunity to engage with the gospel. More vision trips are planned for Puerto Rico, Nevada, and Europe. All-new missionary care and sustainment programs will serve Texas-based IMB missionaries around the world.

### **Students**

Linking arms with amazing churches across Texas makes it possible to reach a generation of teenagers. In 2024, our collective effort reached 6,607 teens through M3 WKND, the Empower Student Rally, and M3 Camp. Of those, 940 made public professions of faith, expressed a desire to be baptized, or openly acknowledged a call to ministry, missions, or leadership in a local church. Special thanks to our M3 WKND host sites: Cross City Church in Euless, Great Hills Baptist in Austin, The Church at Quail Creek in Amarillo, and Emmanuel Baptist in Marshall.

SBTC Students networked with over 250 churches between M3 WKND, the Empower Student Rally, and M3 Camp. The SBTC Student app is a valuable resource for student pastors, volunteers, parents, and students, with over 300,000 views thus far in 2024. Our Student Minister Getaway connected and encouraged over 100 student pastors and wives in their labor to reach a generation searching.

### **Collegiate**

The collegiate network continues to grow and adapt to the ever-changing college campus. We rebranded our student conference to Commons and saw God bring almost 300 students from 20 churches together to worship and learn to reach their campus. Roundup was another success, helping connect and equip over 250 college ministers from over 60 churches in Texas and beyond. Regionally, we hosted luncheons to help college ministers connect with other local ministers, and build relationships with SBTC Collegiate. We discovered that ministers who attended those luncheons were more likely to attend our Commons and Roundup events.

### **People Groups**

Thank you for your commitment to the diverse international people who call Texas home. These include those from Hindu, Buddhist, and Muslim backgrounds, as well as international students and refugees. Our Going Beyond Network trains churches how to strategically engage the diasporas and how to form Bible study groups to disciple new believers in evangelism among their family and friends. We provide cross-cultural practices for field evangelism and tools addressing barriers and bridges of other faiths. Other highlights include:

- More than 520 churches across the state have been trained with more than 6,500 in attendance.
- Two domestic mission trips included six churches and approximately 100 in attendance.
- Twenty-two students trained and received an ESL teacher's certificate through NAMB's literacy ministry.
- The People Group Prayer Network for focused prayer and encouragement has been initiated.
- The 2025 Beyond Conference will feature strategic training on a variety of topics relevant to people group outreach for local churches.

The ESL teacher's certification training allows SBTC churches to engage with



internationals who would not typically enter a church. We also serve alongside new church planters with SEND Network, as well as help resource those planters to share the gospel with unreached people groups throughout the state. We encourage SBTC churches to join us in reaching the nations, adopting a people group, going on mission trips, and connecting with international churches in their local ministries.

### **En Español**

Our En Español ministry trained more than 500 lay leaders and pastors in discipleship, leadership, technology, church planting, evangelism and age-appropriate ministries through the Apoderados evangelism conference and Equip en Español. This ministry coordinated the Spanish language She Stands Conference that had over 500 in attendance.

We also experienced a dynamic increase in attendance at Youth Week student camp with over 650 campers.

New ministries that were implemented include aa pastor and wife date night, a regional concert of prayer, and retreats for senior adults as well as for pastors' wives—the latter of which had more than 300 participants. We are excited to report that we also held men's and women's conferences that had a combined attendance of over 1,200 people.

### **Asian Fellowship**

The DFW Area SBTC Asian Pastor's Family Christmas Banquet was held on Dec. 18 at New Song Church in Carrollton with 175 in attendance. The Korean Baptist Fellowship of Texas North Association Pastors and Wives Banquet was held at Rejoice the Lord Church in Lewisville on Jan. 22 with 63 participating. On Feb. 25, the Asian Evangelism Conference at Semihan Church hosted 208 Asian pastors and church members from 35 Asian churches in the DFW area. On March 18-19, the KBFT Mission Seminar was held at The Church of Light and Salt in Hurst. The KBFT Youth Retreat was held on June 26-29 at North Texas Conference Center in Denton involving 206 students and youth leaders who were blessed by the fellowship in Christ. The 42nd Annual Meeting of the Korean Baptist Fellowship of Texas was held at San Antonio Korean Baptist Church on Aug. 5-7, 2024, including 75 pastors and wives.

### **Black Church Network (BCN)**

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. The second annual BCN dinner at Empower had over 180 guests, and the closing session featured a BCN choir. The 2nd annual Healthy Leaders Retreat was held in September for BCN pastors and church leaders. We had over 30 registered for the event.

### **Reach Texas Offering**

This annual state missions offering allows us to advance mission by reaching millions of people to reverse the growing rate of lostness in Texas. Our 2024 theme is "Advancing Mission Together." The Apostle Paul said, "But just as you excel in everything, in faith, speaking, knowledge, and in all earnestness and in the love we inspired in you, see that you also excel in this gracious work" (2 Corinthians 8:7). We are grateful to report that we raised over \$1.7 million, and 100% of the giving goes directly to missions and evangelism strategies.

## CHURCH HEALTH & LEADERSHIP

Jeff Lynn, Senior Strategist

The Church Health & Leadership team works to provide resources for all aspects of church life. SBTC staff, consultants, and specialists are mobilized through personal relationships, seminars, training events, workshops, clinics, conferences, webinars, retreats, consultations, and more. These mobilization efforts are completed in hopes that we continue to multiply disciple-making movements amongst our leaders through each and every church in the Lone Star State.

### Pastoral Care

Field representatives and regional catalysts completed over 15,000 personal contacts with pastors and churches from January through August. These contacts included encouragement for pastors and church staff, mentorship, providing access to SBTC resources, and assisting churches in transition. On the Road luncheons were held across the state resourcing over 150 pastors and church staff representing 52 churches.

### Discipleship

We continue to mobilize churches through our discipleship ministries by holding large equipping conferences and smaller discipleship-focused trainings. This year, we held the Equip Conference that trains, leads, and assists lay leaders and church members in multiple areas of ministry, church health, and growth. Equip consisted of 220 breakouts, 92 speakers reaching over 1,000 attendees representing 227 churches. We also conducted associational/church trainings to over 80 different churches in disciple-making topics and strategies. We provided much needed rest and networked over 130 church staff and spouses at the Breathe Deep retreat.

### Children & Family

We provide support to preschool, children, and family ministries through conferences, leadership training, expertise around children's education, consultations, curriculum evaluations, and safety and security measure evaluations. VBS trainings held in all regions of the state reached 480 attendees and focused on leader recruitment, curriculum, teacher training, and worship techniques. The Heart of the Child Conference, held in conjunction with multiple state conventions, reached over 900 lay leaders and church staff. Bible Drill, which teaches children how to search, understand, and memorize Scripture, had over 261 participants and 800 total attendees. Our family ministry hosted a highly successful breakfast event that attracted 400 attendees. The gathering provided an opportunity for families to deepen their understanding of identity and gender theory while receiving practical guidance on how to discuss these topics with their children. Disability ministry is a fast-growing need in many churches. We assisted and consulted 50 churches this year. We are continuing to encourage churches throughout Texas to participate in Disability Ministry Sunday on the second Sunday in July.

### Women & Pastor's Wives

Women's discipleship is also a focus for our department. We conducted lay leadership training and provided materials and resources to over 20 churches and 30 attendees at our Leadership Summit Training. We also conducted conferences and seminars with sessions focusing on discipling women,

reaching the community, and spiritual growth at our She Stands conferences and Women's Roundtable Conversations. Both events helped us reach over 500 women representing 75 churches. We also inspired and worshipped with over 500 women during sessions at Empower, Equip, and the annual meeting. Our pastor's wives ministry networked over 50 pastor's wives representing 48 churches through the Come Away retreat and Pastor Wife Connection Nights.

### **Revitalization**

Our department uses a revitalization process called RegenesiS to help churches identify their unique purpose and determine their God-given vision to multiply disciples. This process launched in 2022 and has continued to multiply throughout the state. In May 2024, 61 churches completed a nine-month RegenesiS process. These 61 churches represented more than 300 lay leaders. Several RegenesiS One-Day events were held in partnership with local associations, equipping 215 people representing 137 churches. In addition to our statewide efforts, we held a conference in Puerto Rico sharing our RegenesiS process to 150 pastors in hopes they will begin cohorts soon. The process was also shared with our ministry partners in Nevada who have begun two test cohorts with a plan to expand to multiple cohorts in 2025.

## COOPERATIVE MINISTRIES

Joe Lightner, Associate Executive Director and Senior Strategist

The Cooperative Ministries department's primary objectives are the (1) promotion of the Cooperative Program, (2) implementation of the SBTC's mission, and (3) execution of strategic initiatives.

### Cooperative Program Promotion

The Cooperative Program (CP) is our primary giving model. As churches give, 45% of undesignated receipts remain in Texas to mobilize SBTC churches, and 55% is forwarded to SBC entities for national and international ministry. CP giving supports international missionaries serving in some of the harshest mission fields on the planet, sends church planters across North America, trains students at our six SBC seminaries, and so much more. The Cooperative Ministries department promotes CP amongst our churches and ensures they have the resources to maximize giving. Churches can find CP promotional resources at [sbtexas.com/cp](http://sbtexas.com/cp).

### Mission Implementation

In 2023, we refocused our mission to mobilize churches to multiply disciple-making movements in Texas and around the world—with a vision of all SBTC churches mobilized in 10 years. Mobilization occurs on three pathways: resourcing churches, networking leaders, and advancing mission. The Cooperative Ministries department is facilitating the implementation of the new mission focus.

### Strategic Initiatives

The Cooperative Ministries department directs various strategic initiatives such as committee support. Highlights from a few of our committees are listed below.

The Credentials Committee reviews requests from churches for affiliation and removal and, upon review, makes recommendations to the Executive Board. This year, the Credentials Committee assisted 92 churches with affiliation. The committee recommended the removal of 42 churches: 33 disbanded, three merged with other churches, and six requested to disaffiliate. The number of affiliated churches has grown from 2,736 in November 2023 to 2,786.

The Ministry Relationships Committee cultivates relationships with like-minded Great Commission Baptist entities in Texas. The ministry relationship policy is on pages 35-38. We have a cooperative ministry relationship with the Texas Baptist Home for Children, whose report is on page 39. The convention has fraternal relationships with the Korean Baptist Fellowship of Texas and the Conference of Texas Baptist Evangelists.

The Texas Ethics and Religious Liberty Committee engages in the legislative process to mobilize our churches toward active involvement with issues that affect communities across our state. Before the 88<sup>th</sup> Regular Texas Legislative Session began in January 2023, the committee submitted a Legislative Priorities Statement to the governor, lieutenant governor, speaker of the house, and many representatives and senators. As the session concluded, there were several vital victories, but work still needs to be done. The committee is preparing for next year's 89<sup>th</sup> Regular Texas Legislative Session to ensure that elected officials know the priorities that matter to our churches. Throughout the legislative session, the committee works to keep our churches informed with text alerts and updates in the Sentinel publication, available for free at [sbtexas.com/ethics-religious-liberty](http://sbtexas.com/ethics-religious-liberty).

## DIGITAL MINISTRIES and COMMUNICATIONS

Mitch Tidwell, Senior Strategist

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

### **Comprehensive Media Approach**

The DMC team crafts and implements a wide-ranging media strategy, encompassing both print and digital platforms, to enhance church engagement in our collaborative efforts. At the heart of our digital presence is [sbtexas.com](http://sbtexas.com), our convention's website, been viewed 391,000 times this year through September. While our focus leans toward digital media, we maintain a robust print presence, headlined by the *Texan*, our monthly publication. With a combined print and digital readership exceeding 44,000, the *Texan* serves as a vessel for inspiring narratives from across Texas. Our ongoing "Jesus is Writing My Story" initiative encourages churches and individuals to share their experiences, which we then curate and publish. The *Texan's* digital footprint continues to expand, with its website, [texanonline.net](http://texanonline.net), attracting more than 100,000 views through September 2024.

### **Event Management & Resource Creation**

DMC's scope extends beyond media production to event planning and promotion. We design and produce a diverse array of media resources, including video content, artwork, event programs, signage, and direct mail materials. For instance, we captured and published online video content from the convention's Empower and Equip conferences, making it accessible to leaders unable to attend in person. Our team's responsibilities also encompass the comprehensive event planning for Empower, Equip, and the SBTC Annual Meeting.

### **Technical Support & Consultation**

In addition to our media and event roles, DMC provides crucial IT support for SBTC ministries. This encompasses hardware and software assistance, as well as systems support. We facilitate training sessions and events through live streaming, webinars, and video conferencing platforms. Furthermore, DMC offers valuable consultations to our churches in the areas of information technology and worship technology, helping them leverage modern tools for their ministries.

## BUSINESS & OPERATIONS

Joe Davis, Chief Financial Officer and Senior Strategist

The national certified public accounting firm of CapinCrouse completed an independent audit of the consolidated financial statements of Southern Baptists of Texas Convention Inc. and Southern Baptists of Texas Foundation (affiliate) as of Dec. 31, 2023. The audit firm reported an unqualified opinion on the consolidated financial statements, which were found to present fairly, in all material respects, the financial position and the changes in its net assets and its cash flows for the year then ended in accordance with generally accepted accounting principles.

Shown on the following pages are the 2023 Consolidated Statements of Financial Position and Statement of Activities. Although the Southern Baptists of Texas Foundation is a separate legal entity under the control of its board of directors, the financial statement for the convention and the foundation have been consolidated. The chart below separately identifies each entity's financial information.

	Convention	Foundation	Consolidated
Net assets, beginning of year	\$ 20,583,489	\$ -	\$ 20,583,489
Prior period adjustment (for consolidation)	-	10,537,608	10,537,608
Net assets, beginning of year (as restated)	20,583,489	10,537,608	31,121,097
Net assets, end of year	<u>21,141,961</u>	<u>12,489,030</u>	<u>33,630,991</u>
Change in net assets	558,472	1,951,422	2,509,894
<b>Net Assets</b>			
Net assets without donor restrictions			
Board designated	4,318,905	425,084	4,743,989
Receivables, prepaid expenses, and other assets	381,496	568,322	949,818
Invested in property and equipment	3,486,598	2,913,267	6,399,865
Property held for sale	-	2,342,900	2,342,900
Available for current operations	<u>7,961,858</u>	<u>5,496,153</u>	<u>13,458,011</u>
Total net assets without donor restrictions	16,148,857	11,745,726	27,894,583
Net assets with donor restrictions	<u>4,993,104</u>	<u>743,304</u>	<u>5,736,408</u>
Net assets, end of year	<u>\$ 21,141,961</u>	<u>\$ 12,489,030</u>	<u>\$ 33,630,991</u>

SBTC-affiliated churches and donors contributed \$26,311,237 through the Cooperative Program (CP) in 2023. This was \$609,503 less than in 2022 and \$972,251 under budget. The in-state budget was underspent by \$1,146,816, creating net budgeted operating income of \$695,374 and total net operating income, including investment income, of \$1,381,554. Other significant changes in net assets included Executive Board reserve net spending of \$768,114 and third-party net designation expenses of \$239,759. Net worth increased by \$558,472, for a total of \$21,141,961. Operating reserves of 7.45 months of the in-state budget were held at year end.

During this past year the Executive Board made allocations from reserve

funds including: \$200,000 for Southwestern Baptist Theological Seminary's undergraduate program; \$100,000 for assisting Midwestern Baptist Theological Seminary in the purchase of the Heritage Room Collection from Spurgeon's College in London; \$25,000 to Jacksonville College for general operations; and an additional \$32,000 for SBTC-sponsored engagement trips to bring the amount available for these trips back to \$75,000.

Through September 2024, CP receipts of \$20,069,002 are \$424,998 more than September 2023 and \$393,614 less than the prorated budget. The corresponding in-state CP under budget through September is \$177,126. In-state operating expenses through September are \$863,016 less than budget. Net operating budget income through September was \$679,499.

Lottie Moon contributions for the October 2023-September 2024 year totaled \$8,491,910 a decrease of \$478,006 from the prior year. The Annie Armstrong offering for the October 2023-September 2024 year of \$3,311,022 was \$63,948 less than the prior year. The Reach Texas State Missions Offering for September 2023-August 2024 totaled \$1,752,383, an increase of \$78,824 over the prior year.

As of September 2024, the convention employs 21 full-time ministry staff, 28 full-time support staff, 24 part-time ministry staff, and three part-time support staff members.

# Southern Baptists of Texas Convention, Inc. And Affiliate

## Consolidated Statement of Financial Position

December 31, 2023

### ASSETS:

Cash and cash equivalents	\$ 5,075,324
Investments	34,499,071
Accounts receivable	507,536
Prepaid expenses and other assets	439,902
Notes receivable (net of loan loss reserve of \$251,231)	114,738,192
Property held for sale	2,342,900
Deferred compensation plan investments	442,450
Property and equipment, net	<u>6,399,865</u>

Total Assets \$ 164,445,240

### LIABILITIES AND NET ASSETS

#### Liabilities:

Accounts payable and accrued expenses	\$ 407,670
Funds held for others: Outside ministry support payables	3,388,007
Contract liabilities	51,668
Grant payable	202,000
Funds administered by SBT Foundation	124,084,535
Split-interest obligations	1,717,637
Deferred compensation plan liability	442,450
Postretirement benefits obligation	<u>520,282</u>
Total liabilities	<u>130,814,249</u>

#### Net Assets:

Net assets without donor restrictions	27,894,583
Net assets with donor restrictions	<u>5,736,408</u>
Total net assets	<u>33,630,991</u>

Total Liabilities and Net Assets \$ 164,445,240



# Southern Baptists of Texas Convention, Inc. And Affiliate

## Consolidated Statement of Activities

Year Ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
Support, Revenue, and Reclassifications:			
Cooperative Program receipts	\$ 26,311,237	\$ -	\$ 26,311,237
Support from national organizations	-	231,651	231,651
Support from churches	138,266	-	138,266
Donor-restricted support	-	199,681	199,681
Noncash contribution of property	1,013,023	-	1,013,023
Church loan interest income and fees	5,406,689	-	5,406,689
State missions	-	1,620,565	1,620,565
Investment return, net	1,715,589	153,876	1,869,462
Event registrations	1,332,515	-	1,332,515
Gain on disposal of property held for sale	1,250,231	-	11,250,231
Postretirement benefit actuarial gain	18,549	-	18,549
Change in value of split-interest obligations	(44,493)	(69,230)	(113,723)
Fees and other income	438,410	-	438,410
Net assets released from restrictions	<u>2,234,221</u>	<u>(2,234,221)</u>	<u>-</u>
Total Support, Revenue, and Reclassifications	<u>39,814,237</u>	<u>(97,681)</u>	<u>39,716,556</u>
Expenses			
Program services:			
Church health and leadership	3,620,519	-	3,620,519
Cooperative ministries	1,893,602	-	1,893,602
Cooperative program	14,471,181	-	14,471,181
Digital ministries and communications	1,766,017	-	1,766,017
Missional ministries	7,040,165	-	7,040,165
Outside minister and staff benefits	237,657	-	237,657
SBT Foundation	<u>5,284,294</u>	<u>-</u>	<u>5,284,294</u>
	<u>34,313,435</u>	<u>-</u>	<u>34,313,435</u>
Supporting activities:			
Management and general	2,832,297	-	2,832,297
Fundraising	<u>60,930</u>	<u>-</u>	<u>60,930</u>
	<u>2,893,227</u>	<u>-</u>	<u>2,893,227</u>
Total Expenses	<u>37,206,662</u>	<u>-</u>	<u>37,206,662</u>
Change in net assets	<u>2,607,575</u>	<u>(97,681)</u>	<u>2,509,894</u>
Net assets at beginning of year	<u>15,530,625</u>	<u>5,232,864</u>	<u>20,583,489</u>
Prior period adjustment	<u>9,936,383</u>	<u>601,225</u>	<u>10,537,608</u>
Net Assets, Beginning of Year (as restated)	<u>25,287,008</u>	<u>5,834,089</u>	<u>31,121,097</u>
Net assets at end of year	<u>\$ 27,894,583</u>	<u>\$ 5,736,408</u>	<u>\$ 33,630,991</u>

*Page 4 from the 2023 audit report by CapinCrouse*

# 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

As we reflect on the past year and look toward the future, one thing stays constant—the need for purposeful change. At TBHC, we have made it our mission to care for children and families by offering stability, helping them discover self-worth and achieving true healing in Christ. We are committed to making purposeful changes to ensure we can reach even more individuals to help meet the needs of children!

One of the key initiatives we are embarking on is our “For the Future 500” campaign. We have set a goal to see 500 more kids adopted into loving Christian homes. This is not just a number to us, but 500 lives that will be forever changed by the love and support of a family. We believe every child deserves a stable and loving home, and we are dedicated to making this a reality for the children.

In addition to our 500 campaign, we are also establishing services provided to families out of our future service center in Waxahachie. This center will be a hub of support and resources for families in need, providing them with the tools and help necessary to thrive. We are committed to helping families overcome challenges and achieve success through counseling services, educational programs, parenting support, and more.

Furthermore, we are preparing to open new offices across Texas within the Child Protective Services regions. By expanding our reach, we will be able to provide even more support to families in crisis and children in need of a safe and loving home. Our goal is to serve every community in Texas, ensuring no one is left behind.

But we cannot achieve these goals alone. We need the support of bodies of believers and leaders like you to pray, serve, and give of their heart alongside us. Your generosity and dedication will help us fulfill our mission and make a lasting impact on the lives of countless children and families. Together, we can make purposeful change a reality and bring hope and healing to those who need it most.

Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead, I press toward the goal for the prize of the upward call of God in Christ Jesus. (Philippians 3:13-14)

So, I urge you to join us on this journey toward purposeful change. Together, we can make a difference and bring about a brighter future. Thank you for your continued support and dedication to our mission. Let us share the gospel—one home at a time.

## SOUTHERN BAPTISTS OF TEXAS FOUNDATION

Bart McDonald, Executive Director

SBTF provides financial products and services to help Southern Baptists maximize their kingdom impact. Formed initially to promote legacy programs in churches, the foundation has worked with hundreds of families who have generously designated over \$80 million to fund future kingdom endeavors through their estate plans.

In 2015, the foundation expanded its services to provide secured-lending alternatives to Texas churches. Over \$150 million in loans have been approved and extended to churches enabling them to acquire, build, or renovate their facilities. Offering competitive and creative financing terms, many churches choose to partner with the foundation instead of commercial banks. Recognizing interest paid to the foundation is reinvested in kingdom causes is a compelling motivation and deciding factor to most congregations.

As a funding source, the foundation offers competitive rates on church expansion term investments (CETs) to attract excess liquidity from churches and individuals. Millions of dollars are either idle or invested in CDs which banks use as a funding source for loans. Investing those resources at the foundation keeps kingdom assets deployed in kingdom endeavors while earning attractive and competitive returns. The SBTF manages over \$120 million in CET investments for churches, individuals, and ministries across the state.

In 2017, the foundation launched contract accounting services and began providing outsourced support for state conventions and churches. Most clients realize significant cost savings and increased efficiencies by outsourcing this function compared to performing them in-house with employed staff.

In 2018, the foundation formed the Jubilee Property Program to offer alternatives to churches at a crisis point in their operating model or to churches that have made the difficult decision to close. This transitional real estate program is designed to preserve kingdom assets and redeploy those to the next generation.

Through the above, the foundation has experienced God's blessings and significant growth. Audit results for 2023 reflect a \$1,951,422 surplus on revenues of \$8,965,898. Interim financial performance for the first seven months of 2024 reflects continued growth, with operations yielding an operating surplus of \$887,554 on seven-month revenues of \$5,142,687. Surplus amounts are used to establish new ministry based funds, new products, and services, and fund an annual grant to the Southern Baptists of Texas Convention.

Stewardship development and financial consulting services are being developed with a planned launch in 2025. Providing outsourced operational support for peer foundations in other states is also offered and is an area of expanding opportunity. Like all foundations, SBTF offers a full complement of fund management and investment options to meet the church's needs through screened funds and attractive short-term liquidity options at competitive returns. With \$160 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 15, 2023 – APRIL 23, 2024 – AUGUST 13, 2024

### SBTC Executive Board Meeting – November 15, 2023

1. Based on a Credentials Committee Report a motion was made to approve a list of churches requesting affiliation (22) and a list of churches to be removed from affiliation (9). The motion carried. (The new church count is 2,749)
2. The Administrative Committee recommended the approval of the motions shown below. The motions carried.
  - a) A reserves funding grant to Jacksonville College of \$25,000 to be used for their general operations.
  - b) A reserves funding grant to Southwestern Baptist Theological Seminary of \$200,000 in support of the undergraduate program.
  - c) A reserves funding grant of \$100,000 to Midwestern Baptist Theological Seminary to assist in the purchase of the Heritage Collection Room from Spurgeon's College in London.
  - d) 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.
  - e) That a) the remaining reserve funds allocation from the Footsteps of Paul trip be reallocated for the purpose of funding pastor travel and other related expense for future SBTC sponsored engagement trips, b) any funds remaining in future SBTC sponsored engagement trips remain in a designated account for the purpose of funding similar future trips, c) reserve funds necessary to bring the balance in this fund to \$75,000 be allocated annually from reserves on an ongoing basis, and d) expenses from this board designation are to be reported to the Administrative Committee annually.
  - f) All existing information technology (IT) related Board designated funds be re-allocated into a general IT fund to be used for IT related projects and needs at staff discretion, the expenditures from which to be reported to the Administrative Committee annually.
3. The Executive Committee presented the following reports:
  - a) The Executive Committee approved eight churches requesting affiliation with the Southern Baptists of Texas Convention.
  - b) The Executive Committee approved the employment of Steve Cochran as a Regional Catalyst Associate in Church Health and Leadership.
4. Caleb Turner was nominated to serve as chairman and was elected by acclamation.
5. Steven Gaither was nominated to serve as vice chairman and was elected by acclamation.
6. Leslie Bradley was nominated to serve as secretary and was elected by acclamation.



## **SBTC Executive Board Meeting – April 23, 2024**

1. Based on a Credentials Committee Report a motion was made to approve a list of churches requesting affiliation (38) and a list of churches for removal (20) from affiliation. The motion carried. (The new church count is 2,767.)
2. Bart McDonald brought a report on the Southern Baptists of Texas Foundation.
3. The Executive Committee made a motion to approve the following 2025 SBTC Executive Board meeting dates: April 21 & 22; August 5; and October 29. The motion carried.

## **SBTC Executive Board Meeting – August 13, 2024**

1. Jason Curry brought a report on behalf of Texas Baptist Home for Children.
2. Bart McDonald brought a report on behalf of the Southern Baptists of Texas Foundation.
3. CapinCrouse LLC presented an unqualified opinion on the 2023 audit of the consolidated financial statements of the SBTC and the SBT Foundation (affiliate). A motion was made to approve the 2023 financial audit. The motion carried.
4. Based on a Credentials Committee Report a motion was made to approve a list of churches requesting affiliation (26) and a list of churches for removal (13) from affiliation. The motion carried. (The new church count is 2,780.)
5. The Chairman expressed appreciation to Joe Davis for 25 years of service with the SBTC.
6. Nathan Lorick recognized six outgoing board members: Carlos Hinojos, Tracy Turner, Tony Sheffield, Michael Annas, Robert Slavens, and Caleb Turner.
7. The Ministry Relationships Committee made a motion for the Executive Board to approve the continuance of a “Fraternal Ministry Relationship” with the Conference of Texas Baptist Evangelists and the Korean Baptist Fellowship of Texas and a continuance of a “Cooperative Ministry Relationship” with the Texas Baptist Home for Children. The motion carried.
8. The Executive Committee made a motion to approve Mark Estep as the recipient of the 2024 Leaders Legacy Award. The motion carried.
9. The Executive Committee made a motion to approve the employment of Mitch Tidwell as the Digital Ministries and Communications Senior Strategist. The motion carried.
10. The Administrative Committee made a motion that beginning June 1, 2024 the amount the SBTC funds for an affiliated church’s one-year MinistrySafe membership be increased from \$200 to \$300 per church, and that the reserves allocation remain in place through December 31, 2025. The motion carried.
11. The Administrative Committee made a motion to approve and recommend that the 2025 budget, as presented, be presented to the messengers constituting the 2024 Southern Baptists of Texas Convention. The motion carried.
12. A motion was made to affirm the SBTC’s new partnership with Western Europe as mentioned in the Executive Director’s report. The motion carried.
13. The chair asked the board to consider presenting two resolutions at the

annual meeting from the Executive Board.

- a) Recognition of the Southern Baptists of Texas Foundation for their great success and ability to contribute financially to the SBTC
- b) Recognition of Joe Davis for 25 years of dedicated service to the Southern Baptists of Texas Convention

By common consent the recommendation was referred to the Executive Committee to write and present the resolutions.

## COMMITTEE ON NOMINATIONS

2024-2025 Proposed Committees Recommendation

Aaron Scarbrough, 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 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**, The Church at Jersey Village  
16900 Northwest Fwy, 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

*Tom Collier, Great Hills Baptist Church  
10500 Jollyville Rd, Austin 78759*

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**, First Baptist Church, Rockwall  
610 S Goliad St, Rockwall 75087

**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

Term Expiring 2028

**Miles Arnold**, Prestonwood Baptist Church North Campus  
1001 W Prosper Trail, Prosper 75078

**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

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

*Vacant*

*Glenn Faris, College Baptist Church  
1105 Birdwell Ln, Big Spring 79720*

*Ashley Cook, Houston's First Baptist Church  
7401 Katy Fwy, Houston 77024*

*Jeff Taylor, Church at the Cross  
3000 William D Tate Ave, Grapevine 76051*

*Tom Williams, Rock Hill Baptist Church  
20022 State Hwy 31 E, Brownsboro 75756*

## TEXAS ETHICS and RELIGIOUS LIBERTY

*Lee Peoples, Chairman*

---

### Term Expiring 2025

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

*Derrick Bledsoe, City on a Hill*  
*1140 Morrison Dr, Fort Worth 76120*

**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

### Term Expiring 2028

*Eric Patrick, Harvest Ministries of Denton County*  
*11450 US Hwy 380 Ste 130-286, Cross Roads 76227*

*Sam Webb, University Park Baptist Church*  
*7887 Beechnut St, Houston 77074*

*Jeff Dyke, Rocky Point Baptist Church*  
*PO Box 62, Stephenville 76401*

## CREDENTIALS COMMITTEE\*

*Michael Criner, Chairman*

---

### 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**, First Baptist Church, Rockwall  
610 S Goliad St, Rockwall 75087

### Term Expiring 2028

*Barry Calhoun, North Garland Baptist Fellowship  
5840 N Garland Ave, Garland 75044*

*Justin Dancer, Hope Church  
16430 FM 2854 Rd, Montgomery 77316*

\*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 2025

**Jose Arzate**, Northlake Church  
3610 Lohman Ford Rd, Lago Vista 78645

**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

Term Expiring 2028

*John Paul McGee, First Baptist Church, Rio Vista  
PO Box 40, Rio Vista 76093*

*Ivy Shelton, First Baptist Church, Waskom  
185 Colquitt St, Waskom 75692*

## TEXAS BAPTIST HOME FOR CHILDREN

---

### Term Expiring 2025

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

*Tim Morgan, Green Acres Baptist Church  
1607 Troup Hwy, Tyler 75701*

### Term Expiring 2026

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

## SOUTHERN BAPTISTS OF TEXAS FOUNDATION

---

### 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**, Cross Church DFW  
6955 Blvd 26, North Richland Hills 76180

### Term Expiring 2026

**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

### Term Expiring 2027

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

*Linda Gates, Bayou City Fellowship*  
*9597 Jones Rd Ste 351, Houston 77065*

*Toby Smith, Coastal Community Church*  
*PO Box 2100, Galveston 77553*

*Vacant*

## COMMITTEE ON COMMITTEES RECOMMENDATIONS

Jerry Horine, Chairman

### COMMITTEE ON NOMINATIONS

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

#### 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**, First Baptist Church, Forney  
PO Box 97, Forney 75126

#### 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

**Jeff Humphrey**, Parkside Baptist Church  
301 N Lillis Ln, Denison 75020

**Craig Lloyd**, Cornerstone Church  
2242 W Lucas Rd, Lucas 75002

**Jacob Vo**, Salvation Vietnamese Baptist Church  
2510 N Glenbrook Dr, Garland 75040

#### Term Expiring 2028 (\*to be presented at convention)

*\*Vacant*

*\*Vacant*

*\*Vacant*

## 2024 COMMITTEE APPOINTMENTS

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

### REGISTRATION

Rachel Montemayor	CHAIRPERSON
	Sagemont Church, Houston
Bill Black	Bay Area Church, League City
Diana Clark	Renovation City Church, Pasadena
John Kennedy	Nassau Bay Baptist Church, Houston
Mary Yount	Shadycrest Baptist Church, Pearland

### RESOLUTIONS

Caleb Fleming	CHAIRMAN
	Fairview Baptist Church, Sherman
Andrea Bradford	First Baptist Church, Mansfield
Joshua Crutchfield	Emmanuel Baptist Church, New Caney
Luis Gonzales	Lamar Baptist Church, Arlington
Frank Harber	Sunnyvale First Baptist Church
Michael Sheets	Abundant Faith Baptist Church, Humble
Charmaine Traffanstedt	Cross Community Church, Houston
Kevin Ueckert	First Baptist Church, Georgetown

### TELLERS

B.J. McCurdy	CHAIRMAN
	New Shores Church, Sweeny
Jacob Bigford	First Baptist Church of Alta Loma, Santa Fe
Terry Bunch	Calvary Baptist Church, Huntsville
Evan Christopherson	Clearpoint Baptist Church, Pasadena
Allen Crosby	First Baptist Church, Jewett
Jeremy Kraatz	Sublime Baptist Church, Hallettsville
Jonathan Leftwich	Hope Church, Rockport
Jeremy Walton	New Cherry Grove Baptist Church, Buna

## OTHER APPOINTMENTS

### PARLIAMENTARIANS

Al Gage	Convention Parliamentarian
Kyle Hamby	Secondary Parliamentarian

### COMMITTEE ON COMMITTEES (Appointed by the President)

#### Term Expiring 2024

Beaux Hinote	First Baptist Church, Justin
Chris Kouba	United City Church, Humble
Vacant	

#### Term Expiring 2025

Jerry Horine	CHAIRMAN
	Friendship Baptist Church, Montalba
Ken Holland	University Heights Baptist Church, Huntsville
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	First Baptist Church, Forney

#### Term Expiring 2027

Bill Coffey	Pinecrest Baptist Church, Silsbee
Gilbert Chavez	Fairview Baptist Church, Austin
Joe Ogletree	Image Church, Cypress

## Committee Replacement Summary 2024

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
<b>Executive Board</b>				
Miles Arnold	2024	eligible	Miles Arnold	2028
Keith Collier	2024	eligible	Keith Collier	2028
Steven Gaither	2024	eligible	Steven Gaither	2028
Rebekah Powers	2024	eligible	Rebekah Powers	2028
Jordan Rogers	2024	eligible	Jordan Rogers	2028
Michael Annas	2024	ineligible	James Jordan	2028
Carlos Hinojos	2024	ineligible	Vacant	2028
Robert Slavens	2024	ineligible	Glenn Faris	2028
Tony Sheffield	2024	ineligible	Ashley Cook	2028
Caleb Turner	2024	ineligible	Jeff Taylor	2028
Tracy Turner	2024	ineligible	Tom Williams	2028
Marissa Payne	2026	resigned	Tom Collier	2026
<b>Texas Ethics and Religious Liberty Committee</b>				
Committee Chair	2024	N/A	Lee Peoples	2025
Jennifer Tutanes-McCuan	2024	ineligible	Eric Patrick	2028
Jonathan Coleman	2024	ineligible	Sam Webb	2028
Rob Collingsworth	2024	ineligible	Jeff Dyke	2028
John Aaron Matthew	2025	resigned	Derrick Bledsoe	2025
<b>Credentials Committee</b>				
Committee Chair	2024	N/A	Michael Criner	2025
Shawn Paschal	2024	ineligible	Barry Calhoun	2028
Josh Hayward	2024	ineligible	Justin Dancer	2028
<b>Committee On Order of Business</b>				
Committee Chair	2024	N/A	Jose Arzate	2025
Landon Coleman	2024	ineligible	Ivy Shelton	2028
Jeffrey Stachmus	2024	ineligible	John Paul McGee	2028
<b>Texas Baptist Home for Children Board</b>				
Maurie Bratcher	2025	resigned	Tim Morgan	2025
<b>Southern Baptists of Texas Foundation Board</b>				
Randy Aly	2024	resigned	Linda Gates	2027
Scott Petrencik	2024	eligible	Scott Petrencik	2027
Randy James	2024	ineligible	Vacant	2027
Ron Cornelius	2024	ineligible	Toby Smith	2027

## PROPOSED 2025 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
Empower Evangelism Conference	275,000
Language Evangelism Ministry	53,000
Student Ministry	57,000
Student Camp	350,000
Student Evangelism	98,000
Collegiate Ministry	40,000
Disaster Relief	75,000
Chaplaincy Ministry	6,000
SBTC En Español	150,000
State Missions Promotion	35,000
Printing/Postage/Promotion	15,000
General Ministry	7,000
Personnel Salary & Housing	1,595,772
Travel & Meals	134,250
Convention & Conference	19,000
Personnel Health Insurance	320,393
Personnel Retirement	114,083
Personnel Payroll Taxes	44,584
Office Occupation/Related Expenses	99,000
Phone/Internet	24,900
Office Supplies	9,000
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	34,500
Technology Maintenance & Development	40,500
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	\$ 4,501,882

## 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	\$ 20,000
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
Administration Ministries	15,000
Facilities Ministry	20,000
Church Grant Assistance	25,000
Minister Emergency Grants	7,500
Pastoral Leadership	121,500
Church Revitalization	150,000
Church Interim Resources	32,500
Counsel/Conflict Resolution	10,000
Resources/Equipment	4,000
Printing/Postage/Promotion	25,000
General Ministry	7,000
Consultants/Specialists	65,000
Personnel Salary & Housing	1,262,947

## CHURCH HEALTH and LEADERSHIP (continued)

Travel & Meals	\$ 153,250
Convention & Conference	24,000
Personnel Health Insurance	361,163
Personnel Retirement	109,427
Personnel Payroll Taxes	32,191
Office Occupation/Related Expenses	99,000
Phone/Internet	24,900
Office Supplies	9,000
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	34,500
Technology Maintenance & Development	40,500
Commercial Insurance	24,000
Board Meetings	25,500
Annual Meeting	78,000
Committee Meetings	7,500
Operations & Contingency	45,000
 Total	 \$ 3,184,278

## 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, kingdom pastors, young pastors, African-American and Asian leadership and development.

Scholarships	\$ 67,000
Asian Ministry	85,000
Black Church Network	47,000
Kingdom Pastors Network	55,000
Young Pastors Network	55,000
Ministry to Associations	40,000
TX Ethics and Religious Liberty Committee	15,000
Prayer Ministry	35,000
Cooperative Program Promotion	55,000
Informational Meetings	6,500

**COOPERATIVE MINISTRIES (continued)**

Printing/Postage/Promotion	15,000
General Ministry	6,000
Consultants/Specialists	142,000
Personnel Salary & Housing	434,768
Travel & Meals	64,750
Convention & Conference	12,000
Personnel Health Insurance	84,413
Personnel Retirement	37,720
Personnel Payroll Taxes	11,994
Office Occupation/Related Expenses	44,000
Phone/Internet	11,067
Office Supplies	4,000
Furniture & Equipment	5,333
Equipment Upgrade & Maintenance	5,733
Computer Network Administration	15,333
Technology Maintenance & Development	18,000
Commercial Insurance	10,667
Board Meetings	11,333
Annual Meeting	34,667
Committee Meetings	3,333
Operations & Contingency	20,000
<b>Total</b>	<b>\$ 1,452,611</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.

<i>Texan Publications</i>	\$	370,000
Estimated Publication Ad Fees		(45,000)
General Promotion		55,000
Online Training		15,500
Technology Ministry		17,000
Ministry Development		20,000
Video Production Supplies		4,000
Resource Materials		2,800
Printing/Postage/Promotion		8,000
General Ministry		6,500
Consultants/Specialists		158,000
Personnel Salary & Housing		790,951
Travel & Meals		50,250
Convention & Conference		9,000
Personnel Health Insurance		175,433
Personnel Retirement		69,528
Personnel Payroll Taxes		35,288
Office Occupation/Related Expenses		44,000
Phone/Internet		11,067
Office Supplies		4,000
Furniture & Equipment		5,333
Equipment Upgrade & Maintenance		5,733
Computer Network Administration		15,333
Technology Maintenance & Development		18,000
Commercial Insurance		10,667
Board Meetings		11,333
Annual Meeting		34,667
Committee Meetings		3,333
Operations & Contingency		20,000
<b>Total</b>	<b>\$</b>	<b>1,925,716</b>

## 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, and business administration consultations.

Audit & Outside Services	\$ 100,000
Legal Expense	40,000
Finance Management	15,000
Staff Meetings and Training	26,000
Staff Planning Retreat	20,000
Benefit Plan Services	4,500
Payroll Services	12,000
Convention Vehicle Expense	25,000
Printing/Postage /Promotion	37,000
General Ministry	5,000
Personnel Salary & Housing	718,120
Personnel Salary Supplement	40,000
Travel & Meals	4,000
Convention & Conference	3,000
Personnel Health Insurance	134,923
Personnel Disability Insurance	16,500
Personnel Retirement	73,513
Personnel Payroll Taxes	52,059
Office Occupation/Related Expenses	44,000
Phone/Internet	11,066
Office Supplies	4,000
Furniture & Equipment	5,334
Equipment Upgrade & Maintenance	5,734
Computer Network Administration	15,334
Technology Maintenance & Development	18,000
Commercial Insurance	10,666
Board Meetings	11,334
Annual Meeting	34,666
Committee Meetings	3,334
Operations & Contingency	20,000
<b>Total</b>	<b>\$ 1,508,083</b>

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 2025 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	4,501,882	35.10%
Church Health & Leadership	3,184,278	24.82%
Cooperative Ministries	1,452,611	11.32%
Digital Ministries & Communications	1,925,716	15.01%
Business & Operations	1,508,083	11.76%
<b>TOTAL IN STATE BUDGET</b>	<b>\$ 12,827,570</b>	<b>100.00%</b>

### 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:	
SBT Foundation	250,000
NAMB	150,000
SBTC Designated	150,000
<b>TOTAL BUDGET</b>	<b>\$ 27,833,488</b>

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 ministry partnership and we pledge our continued commitment to Kingdom work through the Cooperative Program.

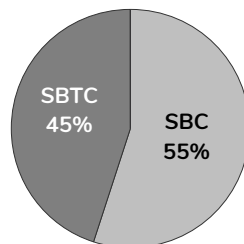
### BUDGET HISTORY

Year	Total Budget	Change from Prior Year	Percentage Change
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%
2024	27,833,488	-	0%
proposed for 2025	\$ 27,833,488	\$ -	0%

### PROPOSED 2025

#### COOPERATIVE PROGRAM PERCENTAGES

The budget continues to support ministries worldwide by forwarding 55% of all Cooperative Program funds to the Southern Baptist Convention in 2025.



## 2025 CALENDAR

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

### JANUARY

- 1 New Year's Day—SBTC office closed
- 7 Regenesis One-Day, Corpus Christi
- 7-9 Collegiate Commons, Houston's First Baptist Church
- 10-11 M3 WKND, Spring Baptist Church
- 13 Evangelism Connections—Carl Bradford (online)
- 15 Chapel, SBTC office, Grapevine
- 17-18 M3 WKND, Cross City Church, Euless
- 18 Equip West Texas en Español, Southcrest Baptist Church, Lubbock
- 18 Equip West Texas, Southcrest Baptist Church, Lubbock
- 20 Martin Luther King Jr. Day—SBTC office closed
- 21 Regenesis One-Day, Abilene
- 21 Tax Seminar (online)
- 23 Tax Seminar (online)
- 25 Women's Ministry Roundtable Conversations (multisite)
- 28 Regenesis One-Day, Diboll
- 31-2/1 Women's Leadership Summit, SBTC office, Grapevine

### FEBRUARY

- 5 Chapel, SBTC office, Grapevine
- 11 Regenesis One-Day, El Paso
- 10 Evangelism Connection—Carl Bradford (online)
- 18 Regenesis One-Day, College Station
- 21-22 Apoderados, DFW
- 23 Asian Evangelism Conference, DFW
- 23 Empower Student Rally, Irving Convention Center
- 24-25 Empower Conference, Irving Convention Center
- 28-3/1 M3 WKND, First Odessa

### MARCH

- 1 VBS Training, Spring Baptist Church
- 1 VBS Training, Anderson Mill Baptist Church, Austin
- 1 VBS Training, Immanuel Baptist Church, Marshall
- 1 Intro to DR & Phase 1 Training, Spring Baptist Church
- 2-9 Annie Armstrong Easter Offering Week of Prayer
- 5 Chapel, SBTC office, Grapevine
- 6 55+ Ministry Training, Broadview Baptist Church, Abilene
- 6 Pastor Wives Connection Night, DFW
- 6-8 Mujeres Firmes/Cumbre de Liderazgo, SBTC office, Grapevine
- 7-8 She Stands Women's Conference, DFW
- 20 55+ Ministry Training, SBTC office, Grapevine
- 25 Regenesis One-Day, Baytown

**MARCH (continued)**

- 26 Evangelism Connections—Equip to Tell Webinar
- 29 VBS Training, Southcrest Baptist Church, Lubbock
- 31 Make Disciples Like Jesus, Parkway Hills Baptist Church, Plano

**APRIL**

- 1 Make Disciples Like Jesus, First Baptist Church, Iowa Park
- 1 Regenesis One-Day, Crockett
- 5 Regional Bible Drill & Speakers Tournament, North Oaks Baptist Church, Spring
- 5 Intro to DR & Phase 1 Training, First Baptist Church, Alvarado
- 8 Regenesis One-Day, Fort Worth
- 10 Regenesis One-Day, Weatherford
- 10-12 Come Away Senior Pastor Wives Retreat, DFW
- 12 Regional Bible Drill & Speakers Tournament, Cross City Church, Euless
- 16 Chapel, SBTC office, Grapevine
- 18 Good Friday—SBTC office closed
- 22 Regenesis One-Day, Gonzales
- 26 Regional Bible Drill & Speakers Tournament, Flint Baptist Church
- 29 Regenesis One-Day, McKinney

**MAY**

- 1-3 Retiro Pastores y Esposas, San Antonio
- 1-9 Europe Vision Trip
- 2-3 She Stands Women's Conference, Lubbock
- 6 Regenesis One-Day, First Baptist Church, McAllen
- 6 Regenesis Online Interest Meeting
- 7 NextStep Resume Equipping, SBTC office, Grapevine
- 7 Pulpit Supply Equipping, SBTC office, Grapevine
- 14-16 Collegiate Roundup, Fort Worth
- 15-17 Pastor & Wife Retreat, Austin
- 17 NAMB Serve Tour, Corpus Christi
- 26 Memorial Day—SBTC office closed
- 27 Regenesis Online Interest Meeting
- 27 Evangelism Connection—Ryan Fontenot (online)
- 27-31 M3 Camp, Mount Lebanon

**JUNE**

- 6-7 SBC Crossover, Dallas
- 8-11 SBC Pastors Conference & Annual Meeting, Dallas
- 17 Regenesis One-Day, Cedar Park
- 23-25 Asian Pastors Family Retreat, Austin
- 30-7/4 M3 Camp, Highland Lakes

**JULY**

- 4 Independence Day—SBTC office closed
- 7-11 M3 Camp, Highland Lakes
- 13 Disability Ministry Sunday



**JULY (continued)**

- 16 Chapel, SBTC office, Grapevine
- 15-19 M3 Camp, Glorieta
- 15-19 Youth Week, Riverbend Retreat Center, Glen Rose
- 25 Interim Pastor Equipping, Houston's First Baptist Church
- 26 Equip en Español, Houston's First Baptist Church
- 26 Equip Conference, Houston's First Baptist Church

**AUGUST**

- 6 Pastor Wives Connection Night, Austin
- 7-8 She Stands Women's Conference, Austin
- 13 Chapel, SBTC office, Grapevine
- 26 Evangelism Connection—Ryan Fontenot (online)

**SEPTEMBER**

- 1 Labor Day—SBTC office closed
- 4 55+ Ministry Training, Heights Baptist Church, Alvin
- 10 Chapel, SBTC office, Grapevine
- 12-13 Hombres de Impacto, Riverbend Retreat Center, Glen Rose
- 13 Evangelism Connections—As You Go Training, North Garland Baptist Fellowship
- 15 Disciple-Making Leader Workshop, Harmony Hill Baptist Church, Lufkin
- 18 55+ Ministry Training, Parkhills Baptist Church, San Antonio
- 18 Disciple-Making Leader Workshop, The Church at Quail Creek, Amarillo
- 21-28 Reach Texas Offering Week of Prayer
- 23 Family Ministry Luncheon, SWBTS, Fort Worth
- 26-27 Florece, Riverbend Retreat Center, Glen Rose

**OCTOBER**

- 4 Beyond Conference, DFW
- 4 Intro to DR & Phase 1 Training, First Baptist Church, Kountze
- 5 Cooperative Program Sunday
- 6 Groups Matter, SBTC office, Grapevine
- 7 Pastors Masters Golf Tournament
- 7 Evangelism Connections—Ryan Fontenot (online)
- 8 Groups Matter, LifeBrook Church, Houston
- 15-22 South Asia Vision Trip
- 17-18 Women's Leadership Summit, Houston
- 26-27 Sesión en Español, de la Reunión Anual, Southcrest Baptist Church, Lubbock
- 27 Interim Pastor Equipping, Southcrest Baptist Church, Lubbock
- 27-28 Annual Meeting, Southcrest Baptist Church, Lubbock

**NOVEMBER**

- 12 Chapel, SBTC office, Grapevine
- 27-28 Thanksgiving—SBTC office closed
- 30-12/7 Lottie Moon Christmas Offering Week of Prayer

**DECEMBER**

4-6 Student Minister's Getaway, Austin  
24-1/1 Christmas Break—SBTC office closed

