

SOUTHERN BAPTISTS OF TEXAS CONVENTION
2021
BOOK OF REPORTS



Elected Convention Officers

Kie Bowman, President
Richard Lewis, Vice President
Frances Garcia, Secretary

Executive Board Officers

Mark Hogan, Chairman
Caleb Turner, Vice Chairman
Todd Kaunitz, Secretary

Future Annual Meeting Dates & Locations

November 14-15, 2022 - American Bank Center, Corpus Christi
November 13-14, 2023 - DFW Area

P. O. Box 1988 • Grapevine, Texas 76099-1988
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The Annual Meeting of the Southern Baptists of Texas Convention is funded by
the Cooperative Program gifts of SBTC churches.



SENIOR MINISTRY STAFF

Nathan Lorick, Executive Director

Lance Crowell, Senior Strategist of Digital Ministries & Communications

Joe Davis, Chief Financial Officer & Senior Strategist of Business & Operations

Jeff Lynn, Senior Strategist of Church Health & Leadership

Tony Mathews, Interim Senior Strategist of Missional Ministries

Tony Wolfe, Associate Executive Director & Senior Strategist of Cooperative Ministries

Jim Richards, Executive Director Emeritus

ASSOCIATE MINISTRY STAFF

Dan Acharya, People Groups

Chuy Avila, Church Planting & SBTC En Español

Brandon Bales, Student Ministries

Jesse Contreras, SBTC En Español

Chris Enright, IT & Special Projects

Alex Gonzales, Church Health & Leadership

Shane Kendrix, NWTX Regional Catalyst

Jayson Larson, Digital Ministries & Communications

Bruno Molina, Language & Interfaith Evangelism

Scottie Stice, Disaster Relief

Paul Stohler, WTX Regional Catalyst

Richard Taylor, DFW Regional Catalyst

Mitch Tidwell, Collegiate Ministries

MINISTRY FACILITATORS

(Part-time ministry staff employees)

Church Health & Leadership

Field Representative	Danny Bristow
Field Representative	Gilbert Chavez
Field Representative	Roy Ford
Field Representative	Willie Hernandez
Field Representative	Mitch Kolenovsky
Field Representative	Wayne Livingston
Field Representative	John McGuire
Field Representative	Dennis Parish
Field Representative	Glen Pearce
Field Representative	J.C. Rico
Preschool/Children's Ministry	Karen Kennemur
SBTC En Español	Mike Gonzales
Senior Adult Ministry	Billy Barnes
Women's Ministry	Laura Taylor

Cooperative Ministries

Texas Ethics and Religious Liberty Advisor	Cindy Asmussen
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Digital Ministries & Communications

Communications	Jane Rodgers
Editor	Gary Ledbetter

Missional Ministries

Church Planting	Kason Branch
Church Planting	Aaron Clayton
Church Planting - Lead	Jason Crandall
Church Planting	Shawn Kemp
Disaster Relief	Wally Leyerle
Disaster Relief	Daniel White
People Groups Strategist	Martin Gonzalez
Reach Austin Strategist	Steve Cochran
Reach Rio Grande Valley Strategist	David Ortega

CONSULTANTS & SPECIALISTS

(Independent contractors)

Business & Operations

Church Administration	Gary Waller
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Church Health & Leadership

Bible Drill/Speakers Tournament	Taylor Garmon
Church Health & Leadership	Mark Yoakum
Church Revitalization	Mike Landry
Church Revitalization	Leon Moore

CONSULTANTS & SPECIALISTS (continued)

Church Health & Leadership (continued)

Facilities/Architect	Lawrence Foxworth
Facilities/Architect	Mark Todd
Facilities/Construction Management	Bryce Greene
Worship Ministries	Ray Jones
Security	Mike Gurley
Security	Harvey Letcher
Special Needs	Sandra Peoples

Cooperative Ministries

Affiliations	T.C. Melton
Affiliations	Casey Perry
Asian Ministry	Michael Liga
Asian Ministry	Al Manigsaca
Asian Ministry	Jacob Vo
Cooperative Program	Michael Clayton
Korean Ministry	Hyoung Min Kim
Prayer Ministry	Keeney Dickenson
Special Assistant to the Executive Director	Ronnie Yarber
Young Pastors	Spencer Plumlee

Digital Ministries & Communications

Audio/Visual	Scott Brown
Audio/Visual	Koby Dickenson
Audio/Visual	Bryce Greene
Audio/Visual	Casey Hensley
Audio/Visual	Charles Roberds
Audio/Visual	William Schaefer
Editor	Amy Crider
Graphic Design Consultant	Russell Lightner
Korean Translation	Caleb Ann
Social Media	Kathryn Bilberry
Spanish Translation	Arlene Sanabria
TEXAN/Digital Advertising	Tammi Ledbetter

Missional Ministries

Chaplaincy	Russell McNamer
Church Planting	Russ Barksdale
Church Planting	Austin Cooper
Church Planting	Aaron Sanders
Church Planting & Missions Mobilization	Eric Perkins
Disaster Relief-Media Relations	Bill Bumpas
Empower Consultant	Ryan Fontenot

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CONSTITUTION AND BYLAWS

Constitution

Preamble

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

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

Article I. Name

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

Article II. Mission Statement

The Convention exists to facilitate, extend, and enlarge the Great Commission ministries of 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 Terry
Castro Foard Jones Oldham Throckmorton
Childress Gaines Kent Palo Pinto Wheeler
Cochran Garza King Parmer Wichita
Collinsworth Gray Knox Potter Wilbarger
Cottle Hale Lamb Randall Yoakum
Crosby Young

BUSINESS & FINANCIAL PLAN

Organization

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

Preliminary Provisions

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

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

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

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

Fiscal Period

The Convention shall be operated on a calendar year basis.

Disbursement of Monetary Funds

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

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

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

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

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

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

Special Solicitations

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

Capital Investments and Liabilities

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

Emergency Reserves

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

Financial Reports

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

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

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

Handling of Funds

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

Personnel

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

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

Additional Agencies and Institutions

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

Business Procedure

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

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

Professional Services

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

Amendments

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

CERTIFICATE OF FORMATION

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

Certificate of Formation and Bylaws.

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

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

EXECUTIVE DIRECTOR

Jim Richards, Executive Director Emeritus

It seems as if the first part of 2021 is a decade ago. So much has happened. Everyone thought we were coming out of the pandemic. Opportunities to minister in person were opening. The Empower Conference was held. Although only about one third of the number that had attended the last couple of years were present, the Spirit moved on hearts and changed lives. Another significant event took place in February. Dr. Nathan Lorick was elected to be the Executive Director of the Southern Baptists of Texas Convention.

Before 2020 ended, I announced my intention to transition from full-time employment with the SBTC. The Executive Board formed a search committee. They began with several seasons of prayer. After resumes were received, a narrowing down came under the leadership of the Holy Spirit. Nathan Lorick's name rose to the top. After a vetting process, the committee was ready to present Dr. Lorick to the Executive Board. An enthusiastic, unanimous vote followed.

From my perspective the transition has gone smoothly. I continued making the day-to-day decisions March through June. Any long-term issues were done in consultation with our new exec. He has been overly gracious to me. He has extended courtesies to me. He has asked my opinion. Starting July 1, Dr. Lorick assumed the total decision-making process for the role of Executive Director. I am completely supportive of his leadership. It is a joy to watch how God brought the right man for the right time to the SBTC.

In my emeritus role, I seek to be an ambassador for the Lord Jesus and the SBTC. My desire is to work for the advancement of the gospel across Texas, the nation and world. As we finish out 2021, we still face some daunting challenges. God can not only see us through but give us great victories.

As I conclude my last Book of Reports article, I want to thank the Lord Jesus for the privilege I have had to serve the churches of the SBTC. Thank you to the pastors who have been faithful to the inerrant, infallible, sufficient Word of God. Thank you to the SBTC staff, current and former, who labored often without notice for their invaluable contribution to God's kingdom. Thank you to my family, especially my incomparable wife, who sacrificed for the cause of Christ.

This is not farewell, but "see you in a different way of service to our Lord!"

MISSIONAL MINISTRIES

Tony Mathews, Interim Senior Strategist

Personal Evangelism Report

As part of the SBTC's organizational restructure, effective January 1, Tony Mathews assumed the role of Interim Senior Strategist for Missional Ministries for the purpose of supervising all areas pertaining to missional ministries and to cast vision for impacting evangelistic efforts in the churches of the SBTC. He will become full-time in March of 2022. Ryan Fontenot and Matt Queen have been engaged as Evangelism Consultants. Both will assist in various ways with evangelistic events, working directly with churches, and creating resources for personal evangelism. The Missional Ministries department looks forward to continuing to provide evangelistic resources to our SBTC churches for the advancement of the gospel.

Evangelism Roundtable Report

To help move the needle of personal evangelism, we have planned several virtual dialogues where pastors and leaders can be exposed to some fresh encouragement and ideas for reaching their communities with the gospel. Our goal is to have leading pastors and evangelists from around the country offer practical insights and to provide an online platform where people can ask specific questions related to reaching people. Ryan Fontenot hosted an Evangelism Roundtable in September.

F.I.R.E. Initiative - Forging Integrated Relationships in Evangelism

This project aims to connect our academic partners (SWBTS, Criswell and Jacksonville College) with our churches to increase collaboration in missional ministries in general and evangelism in particular. This will give our churches the ability to see their CP dollars in action, and experience what we can accomplish together as SBTC staff, seminary students and professors come alongside them in reaching their communities for Christ by:

- Helping them to mobilize to evangelize
- Utilizing resources such as the books *Mobilize to Evangelize* and *Everyday Evangelism*
- Teaching workshops on missions and evangelism
- Joining them in outreach events (revivals, evangelistic events, VBS, short-term mission trips, etc.)

At the first F.I.R.E. Initiative event in September (evangelistic basketball tournament coordinated by Willow River Church in Houston) there were 100 attendees and nine students from Criswell College who co-labored alongside two students from SWBTS. There were 10 professions of faith!

Missions Mobilization

We have established a commitment with the IMB to proclaim the gospel to all people in India and to accelerate the planting and development of self-supporting indigenous churches throughout the state of Karnataka. The SBTC aims to assist in leadership development of believers, to disciple new believers, to meet human needs where possible, and to encourage, equip and mobilize SBTC churches and associations toward this end. Tentatively, this commitment covers a three-year period beginning in 2022. Though the trips may be pushed back due to conditions on the ground, we still had our first virtual and in person vision casting meeting

with several pastors and leaders attending. Additionally, we have a goal of partnering with some non-south state conventions in the near future for missions mobilization.

Asian Ministry Fellowship

The Asian Pastors Fellowship strengthened their relationships by continuing to pray for one another and by receiving updates on each other's ministries. The primary platform for such communication is on Zoom which occurs nearly every month. Like many ministries, a lot of activities were either canceled or postponed due to the pandemic. However, in June, the fellowship did have the Asian Retreat at the Summers Mill Retreat Center in Belton which drew more than 100 participants. This was a huge blessing, and the families were excited and are looking to attend the next one in 2022. The Korean Baptist Fellowship of Texas held its 40th Annual Meeting at The Church of Salt and Light in Euless. There were approximately 140 people in attendance which included 65 pastors and 40 pastors' wives. The Asian Fellowship is strongly committed to reaching people for Christ.

African-American Fellowship

The proposed restructure to the African American Fellowship was presented in 2020 with a goal of implementing the restructure in 2021. Meetings have been scheduled with the Black pastors and leaders to discuss the restructure. As previously stated in 2020, "the proposal includes renaming the African-American Fellowship to the Black Church Network (BCN). This change will reflect more inclusivity and move away from merely fellowshiping together, to networking together for kingdom advancement. Changing the name will also better facilitate connections with others within the African Diaspora to include Africans, Haitians, Caribbeans, etc., who in the past expressed concern that they had no place because they did not identify with the term 'African-American.' The Black Church Network leadership structure will shift from a liaison to more direct planning and implementation in order to bring about better synergy and collaboration. The BCN will also broaden its targeted audience to include associate clergy, church staff and laity. The purpose of the Black Church Network remains to assist Black churches in their efforts in evangelism, making disciples, planting churches and mobilizing members in fulfilling the Great Commission."

Empower Report - Ryan Fontenot, Empower Consultant

In February, SBTC hosted the Empower Conference at the Irving Convention Center. The event was originally planned for an in-person only event with main sessions being streamed live. However, the conference switched gears and became a truly hybrid event allowing our churches the ability to attend the conference in person and remotely. Over 1,207 people registered for in-person attendance and 247 registered virtually.

With the use of our new registration platform, Bizzabo, we were able to stream all main sessions and the classics luncheon of the conference through this platform. This technology gave instant availability to watch and re-watch portions of the conference. As a bonus, audio sessions of all breakouts were uploaded into the event giving those who registered to attend both in-person and online access to audio of all breakouts, thus, adding to our growing amount of great educational material provided to our churches.

We look forward to hosting Empower 2022 again in Irving on February 28 – March 1, and we have begun securing speakers for 2023.

Language Evangelism Report - Bruno Molina

Our language evangelism ministry continues to encourage, equip and resource our churches to reach those from over 300 language groups and many worldviews in our state. We have provided hundreds of Bibles and evangelistic resources in other languages to aid our churches in reaching the lost in Texas. “Knowing and Sharing Your Faith Conferences” which combine evangelistic training and apologetics were held in Houston, Georgetown and Odessa. Other regional training conferences were held in Pittsburg, El Paso, Austin and Laredo with over 1,000 people in total attendance.

We were able to translate two key book resources for publication in Spanish: *Everyday Evangelism* and *Mobilize to Evangelize* by Dr. Matt Queen of SWBTS.

Collegiate Report - Mitch Tidwell

Roundup - This is a three-day equipping event for collegiate leaders from around Texas, and across the nation. Equipping church-based college ministries is a rarity, so we’ve been able to expand our help beyond the borders of Texas to states like Iowa, Missouri, Louisiana, Alabama, Mississippi, etc. This was our biggest event and surpassed our total attendance from the 2019 event by 100. It is believed this event will surpass 400 in attendance in 2022 and will be a great front door in cooperating with next generation churches in the future. One college student drove from Missouri all by himself to attend the event. He sent an email following the event to tell us he’s wrestling with feeling called to plant a church.

- 60 churches attended with over 250 in attendance
- 8 states represented

Send Summit - We launched a brand new event called Send Summit in 2020. It is designed to help churches develop into church planting churches in the collegiate context. It is also designed to help young people determine if they want to plant or be a part of a church planting church.

Roundup Blog and Podcasts - We developed a team of 19 featured writers for the Roundup Blog for the 2021-2022 school year. This will provide us with over 50 articles of relevant content for our churches. We also added an additional host to our podcast. With Roundup gaining a national audience, we added Chase Abner, collegiate church planting catalyst for NAMB, as a host. He has vast knowledge of college ministry nationwide. So while we will be Texas specific, we wanted to be kind to our national audience.

Local Church College Ministry Training Videos

- **Developing a Global Sending Ministry** - this series will help churches and their college ministries develop strategies to mobilize their college students for college missions.
- **Tradecraft on Campus** - this series helps churches think like missionaries as they engaged their local college campus with the gospel.

Collegiate Missionaries - We have 9 collegiate missionaries from 7 different churches that we are supporting via training for the 2021-2022 year.

Church Planting Report - Jason Crandall, Interim Church Planting Director

Church Planting - 2021 has been a bounce back year for church planting! Five full training events in both English and Spanish and three full assessments have resulted in many new plants throughout the state. We are hoping and praying for the Lord to continue to send out laborers in the form of church planters into the vast harvest of Texas to see disciples made, grown and sent on mission.

To this end we are thrilled for the SBTC's new collaboration with the SEND Network of the North American Mission Board. This will amplify our ability to identify, train, and send God-called, kingdom-minded church planters throughout the state of Texas. We are excited to see what SEND Network SBTC will do for the expansion of the kingdom through church planting in the state of Texas.

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

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

People Groups Report - Dan Acharya

The nations have come to Texas. Diverse international peoples from all religious backgrounds are found throughout our state — over 421 people groups and 300 languages. We continue to encourage, connect and provide multiple trainings and resources to our churches and associations to reach the nations in Texas.

The Going Beyond Network (PG church & PG focused church leaders equipped to go out together for the purpose of cross-cultural evangelism) has grown in DFW, Houston, McAllen, Brownsville, Amarillo and El Paso. The 'Reaching the Nations in Texas' training has also been held at multiple churches across the state. This is a specialized training teaching small groups how to engage, disciple and form a bible study group among people with specific religious backgrounds. 95 churches across the state have been trained with over 700 in attendance. 17 students received SEND teacher certification for ESL ministry in their locale.

A strategic focus on ministering to international students and refugees has been made as churches see the great harvest field and seek to minister to these groups. Befriending and helping them to settle into the American culture and meeting their household needs are important, but their greatest need is to hear the message of hope found in Jesus Christ. It's a great privilege for our churches to invest in this.

The need for harvest work is great. We want to encourage our churches to join us in adopting a people group, participating in local people group mission trips and connecting international churches in their local ministry.

Disaster Relief Report - Scottie Stice

Our Disaster Relief (DR) volunteers have been busy this past year with 31 separate deployments. DR teams responded to 8 out-of-state requests and 23 in Texas. COVID-19 continues to hinder our responses with lower-than-normal volunteers responding to call outs.

Our winter months are spent in response to ice storms, training and maintenance of equipment. During the February ice storm, we deployed shower units to Mountain Home and Leonard, Texas. Our recovery teams also lent a hand to homeowners and churches that suffered water damage due to burst pipes in Central and North Texas. Our quick response feeding units (QRU) deployed to McKinney in response to an evacuated nursing home and to Fruitvale to help with meals at the Fruitvale School District which had water damage to the school cafeteria's kitchen.

The immigration crisis on our southern border has created many opportunities for our churches and DR. We responded to several requests for help from churches in El Paso and Brownsville. We also provided a shower unit for the El Paso Baptist Association's migrant shelter. These ministries are very evangelistic and have reported over 4,000 professions of faith in the last year!

DR volunteers have served survivors of hurricane Hanna, Laura and Delta this past year. They are currently serving in Louisiana in response to Hurricane Ida. We praise God for the 243 professions of faith and the 6,013 spiritual contacts in the past year. Thank you for your support of the volunteers serving in SBTC Disaster Relief. Please see additional details of this past year's ministry below:

October 1, 2020 – September 30, 2021 SBTC DR Report:

• Number of disasters	31
○ In-state responses	23
○ Out of state responses	8
• Total volunteers deployed	3,144
○ Total of DR volunteers deployed	2,992
○ Total of TXR volunteers deployed	152
• Volunteer hours	31,440
• Meals prepared	258,210
• Total clean-up and recovery sites	642
○ Chainsaw jobs completed	568
○ Flood recovery sites completed	62
○ Temporary roofs installed	12
• Heavy equipment hours	632
• Showers	1,255
• Laundry	1,182
• Total spiritual contacts	6,013
○ Bibles distributed	219
○ Tracts distributed	639
○ Gospel presentations	3,436
○ Prayer	1,476
○ Professions of faith	243

CHURCH HEALTH & LEADERSHIP

Jeff Lynn, Senior Strategist

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

En Español

- Trained more than 800 lay leaders and pastors in discipleship, leadership and age-appropriate ministries through the Capacitate (Equipping) regional conferences.
- Coordinated a special Spanish language track for the She Stands Conference with 100 in attendance.
- Initiated Recurso de Ayuda Pastoral (Pastoral Crisis Resource) which seeks to help pastors and families in crisis with pastoral care.
- Published *Sinergia* (Synergy), a new book written by Dr. Jorge Diaz, which explains the importance of why local churches should support the Cooperative Program.
- Sponsored and coordinated Compañerismos (regional church fellowships) events in Georgetown and College Station.

Lay Leader Training

- Over 1,400 registered for this year's EQUIP Conference.
- 9 deacon trainings across Texas.
- 16 Pastor Search Team trainings.

Online Connections

- The SBTC Job Board had 108,578 jobs searched, 338 new jobs posted and 4,840 applications sent.
- The Job Board is free for churches & religious organizations to post position openings and for job seekers to browse and apply directly for ministry positions online.
- Family App had 8,691 total downloads with 195 in 2021 thus far.
- The new Church Health Survey tool has had 255 unique page views since its creation this year.
- The Church Health and Leadership Podcast launched and had 14 episodes with 126 listeners and over 1,300 plays across Apple and Spotify.

Women's Ministry

- 893 total attendees at women's ministry events and sessions from January-August.
- 48 Roundtable attendees.
- 194 She Stands Conference attendees.
- *She Stands Women's Ministry Model* was created as a guidebook and presentation to help churches launch and improve their women's ministries.

Children's and Family Ministry

- 108 attendees at VBS training in Spring.
- 192 Bible Drillers and 752 total attendees across three regional Bible Drills.
- 25 Bible drill participants and 100 total attendees at the State Finals Bible Drill and Speakers Tournament.
- 89 attendees in person and online at the Children and Family Luncheon Ministry Training.

Student Ministry

- Had five weeks of camp with a total of 2,751 students in attendance.
- 81 churches represented at camps.
- M3 Camps saw 318 first time professions of faith and 56 called to ministry.

Discipleship

- Over 8,000 copies of Rhythms, our disciple-making resource, has been given out in totality with over 351 physical copies given this year and many downloaded online.
- Held four regional Disciple-Making Forums in October in Colleyville, Lufkin, League City and Austin.

55+ Ministry

- Had one ministry conference in March with 24 attendees.
- Spoke at the Impact Conference in Lufkin for the luncheon and three sessions on 55+ adults with an average attendance of 18 attendees with a real desire to enhance their ministry.
- Held three 55+ Adults Ministry Training conferences in September around the state.

Administration Ministry

- 26 security and facilities consultations completed or in progress from January-August.
- 56 attendees at the Administrative Assistants' Retreat.
- 38 consultations with churches about financial, administrative or constitution/bylaws needs.

Bi-Vocational Pastors

- Encouraged 15 bi-vocational ministry couples at the Pause Retreat through speaker sessions, fellowship, an overnight hotel stay, delicious meals and giveaways.

Pastoral Care

- 118 couples attended the Pastor & Wife Retreat.
- Pastors Masters Golf Tournament had over 120 golfers and 14 sponsors.
- 13 individuals and ministry couples funded for Christian counseling to ministers and families in need across Texas.

Churches in Transition

- Trained 34 potential interim pastors through Interim Pastor Equipping.
- Referred trained interims to many churches for pulpit supply and interim pastor positions.

Church Revitalization

- 153 registered for online and in-person revitalization events throughout the year with over 50 churches represented.
- 142 churches interested or engaged in revitalization with the SBTC through training, events and consultations.

Field Ministry Strategy

- 11 field representatives and three regional catalysts served churches across 18 zones in Texas.
- Provided encouragement and access to SBTC resources for church leaders, while assisting many churches in transition and in the wake of the pandemic.
- Over 11,500 personal contacts made with pastors and churches.

COOPERATIVE MINISTRIES

Tony Wolfe, Associate Executive Director and Senior Strategist

The Cooperative Ministries department focuses on (1) ministry to and alongside local associations, (2) the Young Pastors Network, (3) ministry relationships, (4) affiliations and Credentials Committee consultation, (5) the Texas Ethics and Religious Liberty Committee, (6) the Annual Church Profile and (7) general promotion for the Southern Baptists of Texas Convention and the Cooperative Program.

Working with Local Associations

We believe that local associations can play a vital role in the health and Great Commission impact of local churches. For this reason, the Cooperative Ministries department coordinates with other SBTC departments to facilitate relationships and strategies with associational leaders in Texas for local church leadership trainings, church planting strategies, revitalization coaching, church leader care and much more. This year, in addition to regular consultations with associational leaders and attending associational meetings, we also hosted an associational leaders collective at the SBTC office in Grapevine, with 27 Texas associational leaders in attendance, to facilitate more detailed and timely collaboration on how to best work together moving forward. With an estimated 20 million lost Texans in the state, we are committed to working closely with local associations toward serving the churches most efficiently and equipping and resourcing them to reach their communities with the gospel of Jesus Christ.

Young Pastors Network

This network, under the direction of Spencer Plumlee, targets SBTC pastors 40 years old or younger for networking and strategic engagement. Its main goals are to encourage and equip young pastors and to get them actively engaged in the ministries and mission of the SBTC. The network involves a small leadership team that focuses on social media networking as well as event planning and preparation, a rolling blog featuring articles from young pastors, cohorts of young pastors who meet together for encouragement and enrichment, specialized skill-sharpening events with recognized church leaders, a web of interconnected relationships for idea-sharing and prayer exchange and regional gatherings throughout the year. The Young Pastors Network seeks to engage not only current pastors, but future pastors as well. In 2022, we will launch a three-year strategy for facilitating Young Pastors Network mentor groups across the state. For more information or to register for the Young Pastors Network, visit sbtexas.com/ypn.

Ministry Relationships

This year, we facilitated strategic ministry relationships with several like-minded, Great Commission focused Baptist entities in Texas. Our Policy for Ministry Relationships can be found on pages 38-41. You can find the individual entity reports for the Cooperative Ministry Relationships as follows:

Cooperative Ministry Relationships:

- Criswell College (pg. 42)
- Jacksonville College (pg. 43)

- Texas Baptist Home for Children (pg. 44)

Fraternal Relationships:

- Korean Baptist Fellowship of Texas
- Baptist Missionary Association of Texas
- Conference of Texas Baptist Evangelists

Affiliations and Credentials Committee Consultation

Your associate executive director serves as the liaison to the Credentials Committee. The Credentials Committee is populated by the messengers of the Convention each year. It reviews affiliation requests and removals then recommends them to the Executive Board for action. The Cooperative Ministries department receives affiliation requests at the Grapevine office, then assists churches in walking through the process of affiliation. We also research issues on behalf of the Credentials Committee, at their request, and assist them in discussions regarding church affiliations, removals and inquiries. This year, your Credentials Committee and SBTC Cooperative Ministries staff walked 47 churches through the process of affiliation, 17 through removal by disbandment, 5 through removal by merger, 9 through removal by request and 1 through removal by Credentials Committee recommendation. This brought the total SBTC church count from 2,669 in November 2020 to 2,684 today.

Texas Ethics and Religious Liberty Committee

Your Cooperative Ministries staff assists the Texas Ethics and Religious Liberty Committee (TERLC) in their work. With the 87th Texas State Legislature meeting in 2021, including a number of special-called sessions, the work of the TERLC has been both important and productive this year. Two major highlights from the TERLC this year are: (1) the passing of TXSB 8 ("The Heartbeat Bill") illegalizing abortions in the state after the detection of a preborn heartbeat, and (2) the creation and launch of pastoral persecution resources. For more on the TERLC's work in the 87th Legislature, visit sbtexas.com/terlc and be sure to click "subscribe to the sentinel" to keep up-to-date with the work of the TERLC in the future. For more on the TERLC's new pastor persecution resources, tune in to the main-stage panel discussion Tuesday morning of the Annual Meeting and look for the accompanying persecution journal that will be made available in print during the meeting and online afterward.

Annual Church Profile

The Annual Church Profile (ACP) is important to our cooperative work in many ways. Among other things, the ACP helps inform the narrative of what God is doing through the churches, assists SBTC staff in strategic planning for state-wide evangelism and discipleship strategies, helps us connect churches to other churches for wise counsel at their request and allows us to track trends in giving, baptism and worship attendance through the years. Regretfully, only about 50% of SBTC churches return an ACP most years. For the 2020 reporting year, only 23% of SBTC churches returned an ACP. For the 2021 reporting year we are praying for better participation than ever from cooperating SBTC churches. We believe we have much to celebrate together. For more information or to submit your ACP, visit sbcworkspace.com. If you have any questions, reach out to the Cooperative Ministries staff. It will be our joy to assist you.

SBTC and Cooperative Program Promotion

The Cooperative Program is the missions-funding mechanism of the SBTC. We populate our in-state budget on 45% of undesignated receipts and funnel 55% through the Southern Baptist Convention for the financial support of the International Mission Board, the North American Mission Board, the six Southern Baptist Seminaries and the Ethics and Religious Liberty Commission. Voluntarily pooling their resources together in this way, the churches of the SBTC are reaching Texas and impacting the world with the gospel of Jesus Christ.

In 2021, your SBTC staff created and distributed videos, social media graphics, presentation slides and printed brochures to promote Cooperative Program giving and the SBTC in general. These resources were distributed at regional events, SBTC conferences and trainings, associational meetings and by pastors and church leaders in their weekly promotion of our cooperative work. Part of our strategy for Cooperative Program and general SBTC promotion is to continually put resources in the hands of local church leaders so they can share them with their churches in the manner they best see fit.

For 2022, our theme for the year will be “Because We Give...” The theme will highlight the various Great Commission ministries funded by your local church’s giving through the Cooperative Program. Look for a digital resource pack coming soon at sbtexas.com/cp where you can find videos, bulletin inserts, PowerPoint slides, posters and more to help you promote the Cooperative Program in your congregation.

DIGITAL MINISTRIES and COMMUNICATIONS

Lance Crowell, Senior Strategist

The Digital Ministries and Communications (DMC) department functions as the mouthpiece for the SBTC, communicating the stories and work of the churches of the convention in Texas and beyond. The DMC team facilitates four primary functions for the convention office: communications, digital ministries, major event planning and SBTC IT and internal systems.

Communications

With a circulation of nearly 47,000 monthly print subscribers and over 5,000 digital subscribers, the TEXAN newsjournal provides a concentration on current events, relevant topics and gospel stories that highlight the work of God through the churches of the SBTC. Since the beginning of 2021, the monthly print edition of the TEXAN has included over 115 original stories/features/columns produced by our staff and correspondents. Knowing the future must focus more on providing news through digital means, the TEXAN digital website saw a complete redesign that relaunched in June to prepare for the needs of the SBTC well into the future. The new site rests under the banner of Texan.digital with a desire to become the primary place where SBTC leaders find encouragement and news in the years to come.

Digital Ministries

Conferencing and training have taken on an entirely new component with the development of digital, hybrid and remote events. We have hosted 16 virtual or hybrid events to date this year. The use of Zoom calls and online conferencing generates more opportunities for church leaders to engage with the resources and events of the SBTC. So far this year, the SBTC has hosted over 550 Zoom meetings and is on track to complete more than 800 by the end of the year. These comprise 15 categories of ministry connecting and engaging with church staff and leaders across Texas.

The SBTC video team has produced 214 total videos, 120 constitute online training resources, with the remaining being made up of promotional, Reach Texas and various miscellaneous videos. Additionally, DMC assists churches in the area of worship technology troubleshooting and assistance. Our team has fielded 42 technology requests that have been or are in the process of being completed. The SBTC currently produces two active podcasts in Church Health & Leadership and Collegiate Ministry. Furthermore, we have produced over 1,700 unique images for events and ministries so far in 2021 to demonstrate the amount of artwork that proliferates from the graphics department.

Website and Social Media

Websites constitute a primary doorway for most individuals into the ministry and resources for an organization. The SBTC website boasts nearly 50,000 homepage hits this year and over 325,000 total views throughout the pages of the site in 2021. Additionally, as the SBTC works to grow our digital footprint we have over 10,000 combined Facebook and Twitter followers with a strategy to increase that over the next year.

God is moving in Texas and the Digital Ministries and Communications department is focused on telling the story of his work among the churches of the SBTC. It is our fervent desire to continue to encourage and empower church leaders and volunteers to reach Texas and impact the world for Christ.

BUSINESS & OPERATIONS

Joe Davis, Chief Financial Officer and Senior Strategist

The certified public accounting firm of PSK LLP completed an independent audit of the financial statements and condition of the convention, as of December 31, 2020. The convention's financial statements were found to present fairly the financial position and the changes in net assets and cash flows for the year in accordance with generally accepted accounting principles.

Shown on the following pages are the 2020 Statements of Financial Position and Statement of Activities. SBTC affiliated churches and donors contributed \$26,156,147 through the Cooperative Program (CP). This was \$805,760 less than in 2019 and \$2,372,957 less than budget. However, the in-state budget was underspent by \$3,026,289, creating net budgeted operating income of \$1,923,790 and total net operating income, including SBTC designated giving and investment income, of \$3,266,721. Other changes in net assets included Executive Board reserve net spending of \$382,180 and third party net designation income of \$237,750. Net worth increased by \$3,020,634, for a total of \$19,669,082. This increase was partially due to a transition to more remote and virtual events resulting from COVID-19 restrictions. SBTC also received the Paycheck Protection Program Loan and subsequent loan forgiveness of \$867,497 under the CARES Act.

During 2020 the Executive Board made allocations from reserve funds including: \$100,000 for COVID-19 response, \$200,000 from state missions for church and pastor COVID relief, \$50,000 for Louisiana Baptists disaster relief, \$50,000 SBC annual meeting 2021, \$10,000 for relocation committee and \$250,000 for 2021 budget augment. Operating reserves of 10.83 months were held at year end.

Through September 2021 CP receipts of \$20,265,205 are \$840,363 more than September 2020 and \$870,357 ahead of the prorated budget. The corresponding in-state CP ahead of budget through September is \$391,661. In-state operating expenses through September are \$1,312,536 less than budget. Net operating budget income through September was \$1,704,197.

Lottie Moon contributions for the October 2020-September 2021 year totaled \$8,693,669 which was an increase of \$525,333 from the prior year. The Annie Armstrong offering for the October 2020-September 2021 year of \$2,921,614 was \$523,055 more than the prior year. The Reach Texas State Missions offering for September 2020-August 2021 totaled \$1,527,696, and was an increase of \$239,809 over the prior year and the highest in our history!

As of September 2021, the Convention employs 18 full-time ministry staff, 28 full-time support staff, 27 part-time ministry staff and 2 part-time support staff members.

Statement of Financial Position

December 31, 2020

ASSETS

Cash and cash equivalents	\$ 6,602,238
Accounts receivable	26,314
Prepaid expenses	326,921
Investments	13,232,763
Deferred compensation plan investments	558,979
Property and equipment, net of accumulated depreciation	<u>3,790,362</u>
Total Assets	<u>\$ 24,537,577</u>

LIABILITIES AND NET ASSETS

Liabilities	
Accounts payable	\$ 261,273
Outside ministry support payables	3,405,318
Accrued expenses	115,225
Contract liabilities	47,615
Deferred compensation plan liability	558,979
Postretirement benefits obligation	<u>480,085</u>
Total liabilities	<u>4,868,495</u>
Net Assets	
Without donor restrictions (see Notes 3 and 10)	16,228,665
With donor restrictions (See Notes 3 and 12)	<u>3,440,417</u>
Total net assets	<u>19,669,082</u>
Total Liabilities and Net Assets	<u>\$ 24,537,577</u>

Statement of Activities

Year Ended December 31, 2020

	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total
Support and Revenues			
Cooperative Program	\$ 26,156,147	\$ -	\$ 26,156,147
Support from national organizations	317,332	36,980	354,312
Support from churches	223,508	-	223,508
Donor designated support	-	126,863	126,863
State Missions	-	1,234,848	1,234,848
Investment earnings	261,253	-	261,253
Event registrations	165,151	-	165,151
Paycheck Protection Program grant	867,497	-	867,497
Other income	66,138	10,368	76,506
Net assets released from restrictions	<u>1,171,309</u>	<u>(1,171,309)</u>	<u>-</u>
Total support and revenues	<u>29,228,335</u>	<u>237,750</u>	<u>29,466,085</u>
Expenses			
Program expenses			
Church ministries	1,385,568	-	1,385,568
Communications	899,945	-	899,945
Convention strategies	1,115,914	-	1,115,914
Cooperative program	14,385,881	-	14,385,881
Evangelism	2,551,080	-	2,551,080
Ministry relationships	855,768	-	855,768
Missions	2,391,309	-	2,391,309
Outside ministers' benefits	569,055	-	569,055
Pastor/church relations	<u>1,000,439</u>	<u>-</u>	<u>1,000,439</u>
Total program expenses	<u>25,154,959</u>	<u>-</u>	<u>25,154,959</u>
Supporting Services			
Financial Services	616,244	-	616,244
Fundraising	68,077	-	68,077
Operational	<u>606,171</u>	<u>-</u>	<u>606,171</u>
Total supporting services	<u>1,290,492</u>	<u>-</u>	<u>1,290,492</u>
Total expenses	<u>26,445,451</u>	<u>-</u>	<u>26,445,451</u>
Change in net assets	2,782,884	237,750	3,020,634
Net assets at beginning of year	<u>13,445,781</u>	<u>3,202,667</u>	<u>16,648,448</u>
Net assets at end of year	<u>\$ 16,228,665</u>	<u>\$ 3,440,417</u>	<u>\$ 19,669,082</u>

POLICY FOR MINISTRY RELATIONSHIPS

Southern Baptists of Texas Convention

Rationale for Ministry Relationships

Biblical Rationale

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

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

Theological Rationale

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

Missiological Rationale

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

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

Practical Aspects

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

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

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

Spiritual Understanding

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

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

Method for entering into a Ministry Relationship:

1. Any entity desiring a Ministry Relationship with the SBTC will petition the 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.

CRISWELL COLLEGE

Barry Creamer, President

As Criswell College begins its second 50 years, we celebrate what God has done in the past and look forward with anticipation to what he will do in the future. We are excited to update you on several key initiatives and events from this year.

The college continues to move forward with Criswell 360°, a sequence of classroom and campus activities crafted to ensure that every student develops within themselves the core values of the college: doctrinal integrity, academic engagement, service experience and cultural influence. We have successfully completed the first year of Criswell 360°, which focuses on integrating students into the college community through an orientation course and peer communities. This year, as we provide the first-year experience for a new cohort of freshman, we are also launching the second year of the program for our sophomores, which focuses on global community. These students will experience global and diversity issues first-hand through a three-week trip to Israel, while reflecting on what they are learning together in peer communities.

In year three, juniors serve in the local community, bringing their passion and learning closer to home. We are poised better than ever for students to take advantage of these opportunities through the opening of our first on-campus residential space: the Mary L.A. Stanton and Lance E. Ouellette Residence Hall. This state-of-the-art facility, which currently houses 38 students, serves as an extension of the classroom, and we look forward to the ways in which we will be able to steward this new resource for the good of our students.

Campus life was also boosted this fall by our first Homecoming, which provided alumni an opportunity to reconnect through an alumni-led chapel service, a shared meal and tours of the new residence hall. The fall semester also featured our fourth annual Criswell Legacy Awards Gala. Our keynote speaker this year was U.S. Senator James Lankford, and our Legacy Award Recipient was Mr. Jack Pogue. Our Alumni Award recipient was Dr. Barrett Duke, former Vice President for Public Policy and Research at the Ethics & Religious Liberty Commission and current executive director of the Montana Southern Baptist Convention.

We are thankful for the support of friends and donors, especially during these difficult times. We received \$4.5 million in donations over the last year and more than 8% of that came from the Southern Baptists of Texas Convention. We cherish our relationships with conventions, churches and individuals as they partner with us in providing additional opportunities for our students. Criswell College has grown over the past 50 years, but our mission has not changed. Over the next 50 years we aim to continue to do the work God has called us to do.

JACKSONVILLE COLLEGE

Joe Lightner, President

Jacksonville College was established in 1899 and is the only remaining Christian Junior College in the state of Texas. The college's mission is to provide a quality education from a biblical worldview that challenges minds, transforms lives and equips students for servant leadership and lifelong learning. Students earn Associate Degrees, Junior College Diplomas and Continuing Education Units that are accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Additionally, many students are athletes and play on one of the college's 12 sports teams that compete in the NJCAA. The student body consists of approximately five to six hundred students drawn by God from all over the state, nation and world.

On April 29, 2021, the Board of Trustees unanimously voted to elect Dr. Joe Lightner as the president of Jacksonville College. Dr. Lightner has a distinguished background in growing churches and serving as an executive leader in parachurch ministries. He holds a Master of Divinity from Southwestern Baptist Theological Seminary, a Doctor of Ministry from Liberty University and will complete a Doctor of Philosophy in Biblical Ministries from Midwestern Baptist Theological Seminary. He also has a Bachelor of Science in Business Administration from the University of Arkansas and business experience that has strengthened the ministries he has served. Joe is a gifted visionary, administrator, preacher and evangelist who brings valuable experience that will contribute to the advancement of Jacksonville College's future.

The nature of today's society indicates that unique challenges lie ahead for higher education, specifically Christian higher education. To overcome these challenges, Jacksonville College will develop programming, processes, people, partners and property accordingly. These developments will require the kind of faith and sacrifice demonstrated in the "52 Day Campaign" conducted this summer. The campaign was designed to prepare space for beds, classrooms and offices to accommodate the highest projected enrollment in recent history. Many staff, alumni, partners and churches participated in the campaign to help renovate the following buildings: Collins Hall, Gerald Orr Music Annex, Mary Nell and Summers A. Norman Library, Joe Wright Elementary and C. R. Meadows, as well as renovation to the majority of the residential houses. The gratitude expressed by returning students has been rewarding. Jacksonville College is a special place where a student can receive a quality education and experience spiritual transformation. Continued faith and sacrifice will keep Jacksonville College special for the years to come.

TEXAS BAPTIST HOME FOR CHILDREN

Jason Curry, President

As many of you know, TBHC has been around since 1910. Our mission and legacy has been caring for children of trauma. We began as an orphanage and have served almost 4000 children since our inception. Our adoption program began in 2004 and has seen over 400 children adopted. We have an incredible team of staff who equip and challenge our licensed parents to provide quality care for all the children we serve.

Isaiah 43:19 says, “Behold, I will do a new thing; now it shall spring forth; shall you not know it? I will even make a road in the wilderness, and rivers in the desert. “

There are four things that I want you to remember about this verse and how it applies to TBHC’s plans for the future. The first is the Lord is at work. He is doing something incredible and what’s amazing is he is personally doing that work. It’s also coming whether you’re ready or not, so we need to be watching out for it and be aware that it’s on its way. Finally, that God is going to do amazing things with scarcity from scarcity. He will bring abundance. God’s going to bless and if we want to be a part of what He’s doing we need to be consciously aware and join him in that work.

This year is a very special year for TBHC as we are launching two new facets of our ministry. The first being a brand-new office in Odessa and serving those in the Permian Basin. With only 14% children in foster care staying in their county, we feel there is a great need for churches to step up and care for children. This office will make our third satellite office: Waxahachie as headquarters, Bedford our longest satellite office, Richardson serving the north Dallas area and now Odessa.

We are also beginning a new work in Waxahachie called Teen Pregnancy Care. We’re excited for this ministry to serve teenagers who are caring for a beautiful baby and giving them both a hopeful future. For all the children we serve when their lives collide with God’s grace, that’s when beauty, hope and faith can happen.

Pray for our children in care, serving them is how we bring glory to God. We recently began a podcast called *Bringing Kids Home*. You can hear our latest episode by simply searching via the web or smartphone on any platform. It’s an honor to tell stories of what it means to truly belong to a family and the challenges and the joys of adoption.

Last year we served 213 children in foster care with the daily number close to 100 every day. We had what I call the climax of our ministry with 20 children finding forever families through adoption. And the best number of all had 8 kids accept Jesus Christ as their Savior and become a part of his eternal family.

Our plans are ambitious and will require God to provide immeasurably. If you’re looking around and seeing God at work in our ministry, why not be a part of it in a big way. Your support helps us expand our influence so more kids might come to know Jesus.

Your ministry is bearing fruit for the kingdom. If you’d like more information about our agency, our ministry, you can go to our website at tbhc.org. Thank you all for helping bring kids home.

SOUTHERN BAPTISTS OF TEXAS FOUNDATION

Bart McDonald, Executive Director

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

Having achieved financial and operational independence through growth and expansion, the Foundation's operations produce surplus funds for distribution to fund kingdom causes. In the Spring of 2021, the SBTF approved a total of \$525,000 of grants. In the coming 2022 financial cycle, the Foundation committed \$250,000 in resources to the SBTC to supplement their in-state budget. An additional \$250,000 was dedicated to the establishment of the Jim and June Richards Endowment, and a new Leaders Legacy endowment was established to honor exemplary service in memory of Dr. Jimmy Pritchard.

Church lending has fueled much of the Foundation's expansion. To date, over \$89 million in loans have been approved enabling churches across the state to acquire, expand and improve their physical facilities. The SBTF offers competitive financing alternatives for acquisition, renovation, expansion and new construction loans. One key element attractive to churches is the fact that all net interest earnings from the SBTF's portfolio are reinvested back into kingdom causes.

As a funding source for these loans, the Foundation offers above-market returns on Church Expansion Term Investments (CET's). Congregations with excess liquidity can maximize interest earnings by choosing CET investment options ranging from daily cash accounts to investments of longer duration (30 days all the way up to five years). CET rates are updated monthly and continue to offer returns well in excess of those offered by conventional commercial banks. At September 1, 2021 annual returns ranged from 1.50% to 2.50%. The SBTF currently manages more than \$100 million in CET investments for churches and ministries across the state.

Planned giving remains an area of priority. Assisting churches through the establishment of Legacy Initiatives and planned giving seminars, Foundation staff is available to work with congregants in leaving a portion of their estate to fund kingdom causes. Planning a "House in Order" seminar is a great way to educate and assist believers in leaving a legacy through effective estate planning. Over the last four years over 230 seminars have been conducted which produced over \$62 million in planned gifts which will someday fund ministry efforts.

The Foundation offers a full complement of fund management and investment options to meet the church's needs through screened funds and attractive short-term liquidity funds offering above-market returns. With over \$123 million in assets under management, the Foundation is well-positioned to serve the church in multiple areas. Please do not hesitate to contact your Foundation for assistance in any of the ministry areas listed above. We would be honored to serve you and your church.

**EXECUTIVE BOARD MINUTE EXCERPTS
NOVEMBER 11, 2020 – FEBRUARY 21, 2021
APRIL 20, 2021 – AUGUST 24, 2021**

SBTC Executive Board Meeting – November 11, 2020

1. The Credentials Committee presented a list of churches requesting affiliation (13) and a list of churches to be removed from affiliation (6). A motion was made and seconded to approve the lists. The motion carried. (The new church count is 2,676.)
2. Jimmy Pritchard brought a report from the Relocation Committee. A motion was made and seconded for the Executive Board to authorize the non-binding listing of the existing SBTC office building located at 4500 State Highway 360, Grapevine, Texas, for \$9,300,000. Any offer to purchase must be approved by the Executive Board. The motion carried.
3. The Executive Committee presented the following reports:
 - a) The Executive Committee approved a reserve funds grant of \$50,000 to Louisiana Baptists for the purpose of disaster relief ministry. This was in response to damage caused by Hurricane Laura.
 - b) The Executive Committee approved the employment of three new ministry staff on October 15, 2020. Paul Stohler will serve as Regional Catalyst for West Texas. Shane Kendrix will serve as Regional Catalyst for Northwest Texas. Jeff Lynn will serve as Church Health & Leadership Team Leader.
 - c) The Executive Committee approved a reserves funding grant to provide monetary gifts to Gary Ledbetter and Mark Yoakum in recognition of their retirement.
4. The Administrative Committee recommended the approval of a reserves funding grant of up to \$100,000 for line-item overages in the 2020 budget. The motion carried.
5. The Administrative Committee recommended the approval of a reserves funding grant of up to \$35,000 for Year End/Christmas bonuses to all SBTC staff who are employed by the Convention at the time of the beginning of the Annual Meeting. The motion carried.
6. Mark Hogan was nominated to serve as Executive Board chairman and was elected by acclamation.
7. Caleb Turner was nominated to serve as Executive Board vice chairman and was elected by acclamation.
8. Todd Kaunitz was nominated to serve as Executive Board secretary and was elected by acclamation.
9. Jim Richards announced his plans to transition from executive director of the Southern Baptists of Texas Convention, effective December 31, 2021. He read a statement and thanked the board for the privilege to serve the churches of the SBTC.
10. The chairman referenced the Executive Director Succession Plan, which was approved by the board in the summer meeting. The chairman announced the search committee members: Kie Bowman, Caleb Turner, Todd Kaunitz, Nathan Lino, Robert Slavens, Loui Canchola, Carol Yarber and himself. The

board members had a time of prayer for the search committee and the transition.

SBTC Executive Board Meeting – February 21, 2021

The Executive Director Search Committee recommended that the Executive Board approve the employment of Dr. Nathan Lorick as the Executive Director of the Southern Baptists of Texas Convention.

- a) Each member of the search committee spoke to the Board in favor of Nathan Lorick.
- b) Jim Richards spoke to the board and expressed his approval of the committee's recommendation.
- c) Nathan Lorick thanked the search committee and board for the opportunity. He shared his testimony and talked about his ministry calling and experience. Dr. Lorick took questions from the board members.
- d) Nathan Lorick was approved as the next Executive Director of the Southern Baptists of Texas Convention by a unanimous vote.

SBTC Executive Board Meeting – April 20, 2021

1. The Credentials Committee presented a list of churches requesting affiliation (16) and a list of churches for removal from affiliation (10). A motion was made and seconded to approve the lists. The motion carried. (The new church count is 2,682.)
2. Jim Richards shared about SBTC ministries, including online church training opportunities, highlights from the Empower Conference and plans for CP Sunday. Dr. Richards thanked the board members for their support over the years and the opportunity to serve as executive director of the SBTC.
3. Nathan Lorick thanked the board members for their support and reported that the executive director transition is going very well. Nathan expressed his enthusiasm for the SBTC's successful past and his vision for the future. He closed by asking the Board to pray for his family as they make the transition to Texas.
4. Bart McDonald brought a report on the Southern Baptists of Texas Foundation.
5. A joint report was presented: The Administrative Committee and Executive Committee authorized a reserves funding grant of up to \$100,000 for the purpose of assisting affiliated churches and affiliated pastors' homes with damage caused by the winter storms in February.
6. The Administrative Committee recommended that the Executive Board approve a reserves funding grant of \$500,000 to the Executive Committee of the Southern Baptist Convention as a designated gift, to be allocated according to the Cooperative Program budget formula. The motion carried.
7. The Administrative Committee recommended that the Executive Board approve a reserves funding grant of \$300,000 to Jacksonville College for the purpose of campus renovation and improvement, subject to the approval of the SBTC's Chairman of the Ministry Relationships Committee and the Executive Director. The motion carried.
8. The Administrative Committee recommended that the Executive Board approve a reserves funding grant of \$100,000 to the Montana Southern

Baptist Convention for the purpose of making an undesignated grant to Yellowstone Christian College, subject to the approval of the SBTC's Executive Board Chairman and Executive Director. The motion carried.

9. The Administrative Committee recommended that the Executive Board approve a reserves funding grant of \$500,000 to be used for costs related to the SBTC office building, including air conditioning and roof repair or replacement. The motion carried.
10. The Administrative Committee recommended that the Executive Board approve a reserves funding grant of \$800,000 for the purpose of creating a revocable "State Convention Ministry Endowment," to be used to support the ministries of smaller non-south Southern Baptist state conventions and a reserves funding grant in the amount of \$200,000 for the purpose of funding ministry grants to smaller non-south Southern Baptist State Conventions. The motion carried.
11. The Executive Committee recommended that the Executive Board approve the following 2022 SBTC Executive Board meeting dates: April 25 & 26; August 9; and November 16. The motion carried.
12. The Executive Committee recommended that the Convention decline pursuit of the dba "Great Commission Baptists" and encouraged the Executive Director to explore options for DBAs in the future. The motion carried.
13. The Executive Committee recommended that the Executive Board approve the employment of Calvin Wittman as an associate in Church Health and Leadership. The motion carried.
14. The Executive Committee recommended that the Executive Board approve the Resolution of Appreciation & Executive Director Emeritus Status. The motion carried.
15. The Executive Committee and Administrative Committee recommended that the Executive Board approve a) expenses associated with Dr. Richards' ongoing ministry as Executive Director Emeritus be funded from appropriate line items in the budget, and that beginning in 2022 a \$10,000 budget line item be included in the budget recommended to the messengers to cover travel related costs associated with Dr. Richards preaching at SBTC churches, attending the SBTC and SBC Annual Meetings and other denominational meetings, as well as other unanticipated ministry costs that may exceed or fall outside of specific budget line items, b) various amendments to the Post Retirement Benefit Policy and c) that the Convention owned 2018 Chrysler 300 be gifted to Dr. Richards upon his retirement. The motion carried.

SBTC Executive Board Meeting – August 24, 2021

1. The chair called on each cooperative ministry entity to bring a report to the board.
 - a) Jason Curry brought a report on behalf of Texas Baptist Home for Children.
 - b) Joe Lightner brought a report on behalf of Jacksonville College.
 - c) Barry Creamer brought a report on behalf of Criswell College.
2. Tony Mathews brought a report on the India Ministry and SBTC's involvement. He showed a video from an in-country missionary sharing about the work in Karnataka.

3. Cindy Asmussen brought a report to the Board about state legislative work, including efforts by the Texas Ethics and Religious Liberty Committee to promote religious liberty and pro-family issue in Texas.
4. Bart McDonald brought a report on the Southern Baptists of Texas Foundation.
5. The Credentials Committee presented a list of churches requesting affiliation (16) and a list of churches for removal from affiliation (16). A motion was made and seconded to approve the lists. The motion carried. (After voting, the new church count is 2,682.)
6. The Ministry Relationships Committee recommended the continuance of a "Cooperative Ministry Relationship" with Texas Baptist Home for Children and the continuance of a "Fraternal Ministry Relationship" with the Conference of Texas Baptist Evangelists, the Korean Baptist Fellowship of Texas, and the Baptist Missionary Association of Texas. The motion carried.
7. The Executive Committee recommended the approval of church planting collaboration between NAMB and the SBTC and approve the NAMB/SBTC Church Planter Guidelines. The motion carried.
8. The Executive Committee recommended Jimmy Pritchard as the first recipient of the Leaders Legacy Award. The motion carried. The award will be presented to the Pritchard family in his honor at the 2021 SBTC Annual Meeting.
9. The Executive Committee recommended the employment of Jayson Larson as Digital Ministries and Communications Associate. The motion carried.
10. The Executive Committee and the Administrative Committee recommended a reserves funding grant to the SBC Executive Committee in the amount of \$100,000 as a designated gift in support of the new assignment to assist churches through elevating the ministry of prayer. The motion carried.
11. The Executive Committee and the Administrative Committee recommended a reserves funding allocation in the amount of \$300,000 for the purpose of engaging Future Church Company as a consultant for the convention. Future Church consulting functions are to include general consulting, training, tool development, process development and implementation. All such allocations to be reported to the Administrative Committee. The motion carried.
12. The Executive Committee recommended the employment of Tony Mathews as Senior Strategist for Missional Ministries. The motion carried.
13. The Administrative Committee recommended and the Executive Board approved the following motions:
 - a) a reserves funding grant of \$100,000 to be used for one-time grants to pastors in SBTC affiliated churches for the purpose of funding mission trip expenses.
 - b) a reserves funding grant in the amount of \$118,000 in support of the NAMB approved church plant in Longmont, Colorado and church planter Doug Hixson.
 - c) a reserves funding grant of \$100,000 for the purpose of funding pastor travel to Israel.
 - d) a reserves funding grant of up to \$40,000 in reserve funds for the purpose of augmenting the 2021 Annual Meeting line item.
 - e) a reserves funding grant of \$150,000 for the purposes of establishing a SBTC Student Scholarship Endowment at the Southern Baptists of Texas Foundation. The purpose of the endowment will be to make scholarship awards to students at Southwestern Baptist Theological

Seminary, with priority given to non-Anglo students. The creation of the endowment document is subject to review and approval by the SBTC Executive Director and SBTC legal counsel.

14. The Administrative Committee recommended that half of the net proceeds from the sale of the former Dellwood Baptist Church property be retained by South Jefferson Baptist Church for their general purposes and that the remaining half of the net proceeds be delivered to the SBTC as a designated gift for Hispanic Ministries. The motion carried.
15. The Administrative Committee recommended the approval of the 2022 budget as submitted and moved that the budget be presented to the messengers constituting the 2021 Southern Baptists of Texas Convention. The motion carried.

COMMITTEE ON NOMINATIONS

2021-2022 Proposed Committees Recommendation

Coleman Philley, Chairman

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

Underlined names indicate those who are being re-nominated to serve.

Those names in *italics* are proposed nominations.

Recommended chairman nominations are as shown.

EXECUTIVE BOARD

Term Expiring 2022

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

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

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

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

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

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

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

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

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

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

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

Term Expiring 2023

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

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

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

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

Eric Shin, New Life Fellowship Church
7777 Fairbanks N Houston Rd, Houston 77040

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

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

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

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

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

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

Term Expiring 2024

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

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

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

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

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

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

*Miles Arnold, First Baptist Church, Prosper
601 S Church St, 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

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

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

Term Expiring 2025

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

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

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

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

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

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

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

James Jordan, Northeast Houston Baptist Church
18000 W Lake Houston Pkwy, Humble 77346

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

Anthony Svajda, Harvey Baptist Church
PO Box 981, Stephenville 76401

TEXAS ETHICS and RELIGIOUS LIBERTY

Nathan Loudin, Chairman

Term Expiring 2022

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

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

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

Term Expiring 2023

*Adam Carrigan, First Baptist Church, Pineland
PO Box 216, Pineland 75968*

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

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

Term Expiring 2024

Jennifer Tutanés-McCuan, Riverlife Church
PO Box 150774, Austin 78715

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

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

Term Expiring 2025

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

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

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

CREDENTIALS COMMITTEE

Rudy Valdes, Chairman

Term Expiring 2022

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

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

Term Expiring 2023

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

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

Term Expiring 2024

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

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

Term Expiring 2025

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

COMMITTEE ON ORDER OF BUSINESS

Blake White, Chairman

Term Expiring 2022

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

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

Term Expiring 2023

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

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

Term Expiring 2024

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

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

Term Expiring 2025

*Brandon Carreon, First Baptist Church, Roby
PO Box 460, Roby 79543*

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

CRISWELL COLLEGE

Term Expiring 2022

Joshua Crutchfield, Emmanuel Baptist Church
20842 US-59 Unit H, New Caney 77357

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

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

Term Expiring 2023

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

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

Barbara Norris, Southside Baptist Church
PO Box 1243, Bowie 76230

Term Expiring 2024

*Joe DeLeon, Crosswalk Church
8650 Country Rd 110, Round Rock 78665*

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

JACKSONVILLE COLLEGE

Term Expiring 2022

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

Term Expiring 2023

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

Term Expiring 2024

Bart Barber, First Baptist Church, Farmersville
PO Box 681, Farmersville 75442

Term Expiring 2025

Sam DeVille, Flint Baptist Church
PO Box 182, Flint 75762

TEXAS BAPTIST HOME FOR CHILDREN

Term Expiring 2022

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

Term Expiring 2024

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

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

SOUTHERN BAPTISTS OF TEXAS FOUNDATION

Term Expiring 2022

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

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

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

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

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

Term Expiring 2023

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

Bill Campbell, Northeast Houston Baptist Church
18000 W Lake Houston Pkwy, Humble 77346

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

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

Term Expiring 2024

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

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

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

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

COMMITTEE ON COMMITTEES RECOMMENDATIONS

Andy Hill, Chairman

COMMITTEE ON NOMINATIONS

_____, Chairman
(presented at the convention)

Term Expiring 2022

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

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

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

Term Expiring 2023

Del Traffanstedt, Northeast Houston Baptist Church
18000 W Lake Houston Pkwy, Humble 77346

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

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

Term Expiring 2024

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

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

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

Term Expiring 2025 (*to be presented at convention)

**Vacant*

**Vacant*

**Vacant*

2021 COMMITTEE APPOINTMENTS

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

REGISTRATION

LaRue Monsivais	CHAIRPERSON
	Grace Community Church, Mabank
Darla Britt	West Lake Baptist Church, Chandler
Brandon Cochran	Hillview Baptist Church, Henderson
Beth Davis	Flint Baptist Church, Flint
Ame Thompson	First Baptist Church, Fruitvale

RESOLUTIONS

John Turner	CHAIRMAN
	Hyde Park Baptist Church, Austin
Michael Cooper	Grace Community Church Mabank
Ken Holland	University Heights Baptist Church, Huntsville
Travis Kerns	Lane Prairie Baptist Church, Joshua
Clara Molina	Hillcrest Baptist Church, Cedar Hill
Sherrell Ogletree	Image Church, Houston
Mac Saydometov	Lamar Baptist Church, Arlington
Terry Turner	Mesquite Friendship Baptist Church, Mesquite

TELLERS

Daniel Stone	CHAIRMAN
	First Baptist Church, Murchison
Andy Barlow	Coastal Oaks Baptist Church, Rockport
Amy Collier	First Baptist Church, Groesbeck
Cameron Crow	College Baptist Church, Big Spring
Judson Frazier	First Baptist Church, Fruitvale
Tara Kimball	First Baptist Church, Colmesneil
Charlie Robinson	Fellowship Baptist Church, Athens
Darrell Vang	Unity Point Church, Plano

OTHER APPOINTMENTS

PARLIAMENTARIANS

Al Gage	Convention Parliamentarian
Terry Wright	First Baptist Church, Vidor

COMMITTEE ON COMMITTEES (Appointed by the President)

Term Expiring 2021

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

Term Expiring 2022

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

Term Expiring 2023

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

Term Expiring 2024

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

Committee Replacement Summary 2021

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
Executive Board				
Leah Green	2021	eligible	Leah Green	2025
Charles Lee	2021	eligible	Charles Lee	2025
Byron McWilliams	2021	eligible	Byron McWilliams	2025
John Muzyka	2021	eligible	John Muzyka	2025
Steve Ramirez	2021	eligible	Steve Ramirez	2025
Donald Schmidt	2021	eligible	Donald Schmidt	2025
John Greene	2021	resigned	C.W. Faulkner	2025
Nathan Lino	2021	ineligible	James Jordan	2025
Matthew McCurley	2021	ineligible	Drew Rogers	2025
Russ Ponder	2021	ineligible	Dusty Smith	2025
Joe Rivera	2021	ineligible	Anthony Svajda	2025
Delia Rogers	2024	resigned	Miles Arnold	2024
Texas Ethics and Religious Liberty				
Committee Chair	2021	N/A	Nathan Loudin	2022
Casey Blair	2021	ineligible	Daniel Bollen	2025
Joshua Hebert	2021	ineligible	John Matthew	2025
B.J. McCurdy	2021	ineligible	Eric Puente	2025
Trey Dimsdale	2023	resigned	Adam Carrigan	2023
Credentials Committee				
Committee Chair	2021	N/A	Rudy Valdes	2022
Bill Coffey	2021	ineligible	Marc Minter	2025
Committee On Order of Business				
Committee Chair	2021	N/A	Blake White	2022
Jay Gross	2021	ineligible	Brandon Carreon	2025
Susan Smith	2021	ineligible	Joshua Fitchett	2025
Criswell College				
Ann Hettinger	2021	ineligible	Joe DeLeon	2024
Mack Roller	2021	ineligible	Jason Gray	2024
Jacksonville College				
JoEd Anderson	2021	ineligible	Sam DeVille	2025
Texas Baptist Home for Children				
Dustin Guidry	2021	eligible	Dustin Guidry	2025
Kristen Morgan	2021	resigned	Maurie Bratcher	2025

**Committee Replacement Summary 2021
(Continued)**

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
Southern Baptists of Texas Foundation				
Randy James	2021	eligible	Randy James	2024
Ron Cornelius	2021	eligible	Ron Cornelius	2024
Gary Aylor	2021	ineligible	Randy Aly	2024
Brandon Lackey	2021	ineligible	Scott Petrencik	2024

PROPOSED 2022 BUDGET

MISSIONAL MINISTRIES

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

*Church Planting	\$ 700,000
Missions Mobilization	25,000
Empower Evangelism Conference	275,000
Language Evangelism Ministry	53,000
Student Ministry	57,000
Student Camp	275,000
Student Evangelism	98,000
Collegiate Ministry	50,000
Disaster Relief	75,000
Chaplaincy Ministry	6,000
Compassion Ministry	15,000
State Missions Promotion	30,000
Printing/Postage/Promotion	22,000
General Ministry	7,000
Personnel Salary & Housing	1,278,452
Travel & Meals	116,000
Convention & Conference	17,000
Personnel Health Insurance	282,762
Personnel Retirement	94,065
Personnel Payroll Taxes	26,012
Office Occupation/Related Expenses	88,500
Phone/Internet	18,600
Office Supplies	10,500
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	28,500
Technology Maintenance & Development	36,000
Commercial Insurance	19,500
Board Meetings	25,500
Committee Meetings	7,500

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

MISSIONAL MINISTRIES (continued)

Annual Meeting	\$ 63,000
Operations & Contingency	45,000
Total	\$ 3,869,791

CHURCH HEALTH and LEADERSHIP

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

Worship/Music Education	\$ 40,000
Children's Ministries	95,000
Adult Ministry	43,000
Senior Adult Ministry	15,000
Women's Ministry	60,000
Special Needs Ministry	30,000
Discipleship	95,000
SBTC En Español	150,000
Administration Ministries	43,000
Facilities Ministry	25,000
Church Grant Assistance	25,000
Minister Emergency Grants	7,500
Pastoral Leadership	81,500
Church Revitalization	240,000
Church Interim Resources	32,500
Counsel/Conflict Resolution	7,500
Resources/Equipment	4,000
Printing/Postage/Promotion	37,000
General Ministry	7,000
Consultants/Specialists	37,500
Personnel Salary & Housing	1,221,427

CHURCH HEALTH and LEADERSHIP (continued)

Travel & Meals	\$ 152,000
Convention & Conference	26,000
Personnel Health Insurance	324,988
Personnel Retirement	101,945
Personnel Payroll Taxes	24,735
Office Occupation/Related Expenses	88,500
Phone/Internet	18,600
Office Supplies	10,500
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	28,500
Technology Maintenance & Development	36,000
Commercial Insurance	19,500
Board Meetings	25,500
Committee Meetings	7,500
Annual Meeting	63,000
Operations & Contingency	45,000
Total	\$ 3,294,095

COOPERATIVE MINISTRIES

The Cooperative Ministries department works with compatible, already existing institutions to provide strengthening resources to our convention's affiliated churches. Our relationship with educational institutions addresses the need for leadership training and preparation for church leaders. Some of our related institutions employ experts in discipleship, missions, preaching, ethics and a wide variety of useful ministry knowledge. Our convention has from the start committed to using expertise already available in our state to meet the needs of the churches. Every major ministry of our convention is magnified by the relationships we have built with sister ministries. Focus is being given to Cooperative Program promotion, associations, prayer ministry, young pastors, African-American and Asian leadership and development.

Criswell College	\$ 323,675
Jacksonville College	117,700
Scholarships	30,000
Human Care & Family Ministry	5,000
Asian Ministry	85,000
African-American Ministry	30,000
Young Pastors Network	56,500
Ministry to Associations	35,000
TX Ethics and Religious Liberty Committee	15,000

COOPERATIVE MINISTRIES (continued)

Prayer Ministry	40,000
Cooperative Program Promotion	80,000
Informational Meetings	7,500
Printing/Postage/Promotion	15,000
General Ministry	5,000
Consultants/Specialists	84,000
Personnel Salary & Housing	412,619
Travel & Meals	55,500
Convention & Conference	10,500
Personnel Health Insurance	59,700
Personnel Retirement	27,734
Personnel Payroll Taxes	11,381
Office Occupation/Related Expenses	39,333
Phone/Internet	8,267
Office Supplies	4,667
Furniture & Equipment	5,333
Equipment Upgrade & Maintenance	5,733
Computer Network Administration	12,667
Technology Maintenance & Development	15,996
Commercial Insurance	8,667
Board Meetings	11,333
Committee Meetings	3,333
Annual Meeting	28,000
Operations & Contingency	20,000
Total	\$ 1,670,138

DIGITAL MINISTRIES and COMMUNICATIONS

Digital Ministries and Communications supports all aspects of our convention's ministry by sharing the good news of successful ministries and the challenges faced in other places to draw those who have needs together with those who have solutions. Our ministry can also encourage affiliated churches as they partner together in the Great Commission. As Texas Southern Baptists see the needs and successes in our worldwide mission, we will be able to participate and pray in a more strategic way. We employ a variety of information technology—print, web, and social media—to provide timely information aimed at unifying our convention around the mission we've all joined. We remain committed to telling the good story in as many ways as possible, equipping our churches with audio/visual tech support and supporting our churches with online training and resources.

TEXAN Publications	\$ 365,000
Estimated Publication Ad Fees	(35,000)
Online Training	15,500
Technology Ministry	12,000
General Promotion	33,000
Research & Development	35,000
Video Production Supplies	2,500
Annual Printing & Distribution	5,000
Printing/Postage/Promotion	3,000
Resource Materials	2,800
General Ministry	5,000
Consultants/Specialists	113,000
Personnel Salary & Housing	704,936
Travel & Meals	50,000
Convention & Conference	7,000
Personnel Health Insurance	146,150
Personnel Retirement	59,934
Personnel Payroll Taxes	35,733
Office Occupation/Related Expenses	39,333
Phone/Internet	8,267
Office Supplies	4,667
Furniture & Equipment	5,333
Equipment Upgrade & Maintenance	5,733
Computer Network Administration	12,667
Technology Maintenance & Development	15,996
Commercial Insurance	8,667
Board Meetings	11,333
Committee Meetings	3,333
Annual Meeting	28,000
Operations & Contingency	20,000
Total	\$ 1,723,882

BUSINESS and OPERATIONS

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

Audit & Outside Services	\$ 69,000
Legal Expense	30,000
Finance Management/Stewardship	30,000
Staff Meetings and Training	24,000
Staff Planning Retreat	35,000
Benefit Plan Services	4,500
Payroll Services	12,000
SBTC Staff Scholarship	2,000
Convention Vehicle Expense	25,000
Printing/Postage /Promotion	40,000
General Ministry	5,000
Personnel Salary & Housing	615,797
Personnel Salary Supplement	25,000
Travel & Meals	4,000
Convention & Conference	3,000
Personnel Health Insurance	114,500
Personnel Disability Insurance	16,500
Personnel Retirement	64,316
Personnel Payroll Taxes	44,147
Office Occupation/Related Expenses	39,334
Phone/Internet	8,266
Office Supplies	4,666
Furniture & Equipment	5,334
Equipment Upgrade & Maintenance	5,734
Computer Network Administration	12,666
Technology Maintenance & Development	16,008
Commercial Insurance	8,666
Board Meetings	11,334
Committee Meetings	3,334
Annual Meeting	28,000
Operations & Contingency	20,000
Total	\$ 1,327,102

Personnel and consulting/specialists related costs may be used interchangeably across the budget as duties or positions change. Personnel salary, housing and benefits represents 21% of the total budget.

PROPOSED 2022 BUDGET SUMMARY

IN STATE BUDGET SUMMARY	Budget Per Ministry Area	% Total Budget
Minister's Outside Retirement	\$ 100,000	0.82%
Protection Benefit	185,000	1.52%
Total IN STATE SPECIAL ALLOCATION	285,000	2.34%
Missional Ministries	3,869,791	31.80%
Church Health & Leadership	3,294,095	27.07%
Cooperative Ministries	1,670,138	13.72%
Digital Ministries & Communications	1,723,882	14.17%
Business & Operations	1,327,102	10.90%
TOTAL IN STATE BUDGET	\$ 12,170,008	100.00%

TOTAL BUDGET

SBC CP Budget (55%)	\$ 14,385,565
SBTC CP Budget (45%)	11,770,008
TOTAL CP BUDGET	26,155,573
Ministry Grants	400,000
TOTAL BUDGET	\$ 26,555,573

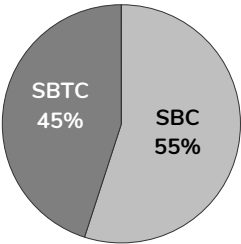
The ministry of the Southern Baptists of Texas Convention is an extension of the ministries of affiliated churches in the state. We thank you for your partnership and we pledge our continued commitment to Kingdom work through the Cooperative Program.

BUDGET HISTORY

Year	Total Budget	Change from Prior Year	Percentage Change
2016	\$ 27,743,629	\$ 255,570	0.93%
2017	28,159,810	416,181	1.50%
2018	28,880,178	720,368	2.56%
2019	28,881,116	938	0%
2020	28,881,104	(12)	0%
2021	26,159,798	(2,721,306)	(9.42%)
Proposed for 2022	\$ 26,555,573	\$ 395,775	1.51%

PROPOSED 2022 COOPERATIVE PROGRAM PERCENTAGES

The budget continues to support ministries worldwide by forwarding an unprecedented 55% of all Cooperative Program funds to the Southern Baptist Convention in 2022.



2022 CALENDAR

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

JANUARY

- 3 New Year's Holiday (observed)—SBTC office closed
- 12 Chapel, SBTC, sbtexas.com/live
- 17 Martin Luther King, Jr. Day—SBTC office closed
- 18 Tax Seminar, Online Event
- 19 Tax Seminar, Online Event
- 21 Pastor+Wife Date Night, Rockpointe Church, Flower Mound
- 22 Bible Drill/Speakers Retreat, SWBTS, Fort Worth
- 25 Tax Seminar, Online Event
- 27 Tax Seminar, Online Event

FEBRUARY

- 4 Pastor+Wife Date Night, First Baptist Church McAllen
- 16 Chapel, SBTC, sbtexas.com/live
- 25-26 Spanish Session of Empower Conference, Fielder Church, Arlington
- 28-1 Empower Conference, Irving Convention Center, Las Colinas

MARCH

- 3 55+ Adults Ministry Training, Calvary Baptist Church, San Marcos
- 5 VBS State Training, Trinity Baptist Church, Longview
- 5 VBS State Training, Spring Baptist Church
- 5 Intro to Disaster Relief & Phase 1 Training, Spring Baptist Church
- 6-13 Annie Armstrong Easter Offering Week of Prayer
- 10 55+ Adults Ministry Training, SBTC, Grapevine
- 11 Pastor+Wife Date Night, Spring Baptist Church
- 17 55+ Adults Ministry Training, Denman Avenue Baptist Church, Lufkin
- 18-19 Capacitarte, Brownsville
- 18-19 Pause Retreat, Amarillo
- 23 Chapel, SBTC, sbtexas.com/live
- 26 State VBS Training, University Baptist Church, San Antonio
- 26 State VBS Training, Southcrest Baptist Church, Lubbock
- 29 Evangelism Roundtable, DFW

APRIL

- 1-2 Heart of the Child Conference, Oklahoma City
- 2 Introduction to DR and Phase I Ministry Areas Training Event, First Baptist Church Linden
- 3 Cooperative Program Sunday
- 8-9 Capacitarte, Austin
- 9 Regional Bible Drill, First Baptist Church Odessa
- 13 Chapel, SBTC, sbtexas.com/live

APRIL (continued)

- 15 Good Friday—SBTC office closed
- 19 Racial Harmony Panel Discussion, SBTC, Grapevine
- 21 Role of the Pastor Conference, SBTC, Grapevine
- 23 Regional Bible Drill, Spring Baptist Church
- 23 She Stands/En Español Women's Conference, First Baptist Church
Mansfield
- 30 Regional Bible Drill, SWBTS, Fort Worth

MAY

- 5-7 Breathe Deep Retreat, Marriott Dallas Allen Hotel and Convention Center Allen
- 9-11 Administrative Assistants Retreat, Calvary Baptist Church, San Marcos
- 11-13 Texas Roundup, DFW
- 13-14 Capacitarte, El Paso
- 14 Bible Drill Finals, SBTC, Grapevine
- 30 Memorial Day—SBTC office closed

JUNE

- 12-15 Southern Baptist Convention, Anaheim, CA
- 20-24 Student M3 Camp Highland Lakes Camp & Conference Center, Spicewood
- 24-25 Capacitarte, Odessa
- 27- 7/1 Student M3 Camp Highland Lakes Camp & Conference Center, Spicewood
- 27- 7/1 Student M3 Camp, Camp Zephyr, Sandia

JULY

- 4 Independence Day—SBTC office closed
- 10 Special Needs Sunday
- 12-21 Israel Trip
- 14-18 Student M3 Camp, Glorieta Conference Center, Glorieta, NM
- 19-23 Youth Week, Riverbend Retreat Center, Glen Rose
- 20 Chapel—Look Like Heaven emphasis, SBTC, sbtexas.com/live

AUGUST

- 12 Interim Pastor Equipping, DFW
- 13 EQUIP, SWBTS, Fort Worth
- 17 Chapel, SBTC, sbtexas.com/live
- 27 She Stands Women's Conference, West Conroe Baptist Church

SEPTEMBER

- 1 55+ Adults Ministry Training, West Conroe Baptist Church
- 5 Labor Day—SBTC office closed
- 8 55+ Adults Ministry Training, Yorktown Baptist Church, Corpus Christi
- 9 Pastor+Wife Date Night, Paramount Baptist Church, Amarillo
- 14 SBTC Chapel, sbtexas.com/live

SEPTEMBER (continued)

- 15 55+ Adults Ministry Training, First Baptist Church Odessa
- 16-17 Florecé Women's Retreat, Riverbend Retreat Center, Glen Rose
- 16-17 She Stands Women's Conference, New Beginnings, Longview
- 18-25 Reach Texas State Missions Offering
- 20 Racial Harmony Panel Discussion, SBTC, Grapevine
- 27 Family Ministry Luncheon, SWBTS, Fort Worth
- 30-10/1 Hombres de Impacto Men's Retreat, Riverbend Retreat Center, Glen Rose

OCTOBER

- 3-4 Pastors Masters Golf Tournament, Tour 18, Flower Mound
- 8 She Stands/En Español Women's Conference, Southcrest Baptist Church, Lubbock
- 11-13 Send Summit, Redeemer Church, Lubbock
- 14-15 Capacitarte, Laredo
- 19 SBTC Chapel, sbtexas.com/live
- 22 Intro to DR and Phase 1 Ministry Areas Training Event, Calvary Baptist Church, Beaumont

NOVEMBER

- 13 Spanish Session, Corpus Christi
- 14 Interim Pastor Equipping, American Bank Center, Corpus Christi
- 14-15 Annual Meeting, American Bank Center, Corpus Christi
- 24-25 Thanksgiving—SBTC office closed

DECEMBER

- 2-3 Student Ministers Getaway, Lonestar Court, Austin
- 4-11 Lottie Moon Christmas Offering Week of Prayer
- 9 Pastor+Wife Date Night, Mission City Church, San Antonio
- 23-1/2 Christmas Break—SBTC office closed

