



# BOOK OF REPORTS

2019



TEXAS BAPTISTS

*Annual Meeting*

NOVEMBER 17-19, 2019

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Hello Texas Baptists! Thank you for attending our Texas Baptists Annual Meeting! Our Committee on the Annual Meeting has prayed, met, and worked hard to plan a gathering that will benefit you and your Church. Next November we'll be back in Waco and, again, it will be an event worth your time.

This past year introduced a season of change to our Texas Baptist staff. We experienced several changes as individuals have either retired after many years of service or have been led of the Lord to new ministries and opportunities. It has been a genuine blessing during these almost eight years as your Executive Director to work with some truly wonderful and Godly men and women. It has been sad to see people who have served well move on yet at the same time we are grateful for the way God will use them in their new season of life or place of service.

As you probably know there are three on your BGCT Staff who are elected by your Executive Board; the Executive Director, the Associate Executive Director and the Chief Financial Officer. Until this past summer the same team had been in place since I began with Dr. Steve Vernon serving as the Associate Executive Director and Jill Larsen as our CFO. By the time you read this letter two new people will be leading and serving in these roles. At this Convention we'll properly introduce these new leaders. I know you'll receive them well and pray for them as they serve our Texas Baptist family.

However, before we move along allow me to write a special word of thanks to Jill and Steve. Jill served Texas Baptists for 15 years and is now the CFO of VisitDallas (The Dallas Convention and Visitors Bureau). It was a blessing to work alongside Jill. She brought financial expertise and was skillful, cooperative and always willing to help. Dr. Steve Vernon was a long time Texas Baptists Pastor when the Lord led him to join the Convention as Associate Executive Director. He even served for a time as the Acting Executive Director. Steve has served Texas Baptists in this role for almost 12 years. This past May at our Executive Board Meeting he announced his retirement and he and Donna have moved to Central Texas. It has been a true joy to serve alongside Steve. There were very few times when I made a decision without first asking his thoughts and opinions. He is a true man of integrity and responsibility. He loves the Lord, the Church and Texas Baptists.

A new day is dawning. God has brought new leaders who bring their own gifts, abilities and ideas. They too will work and serve to the best of their ability. These are exciting times and I'm anxious to work for the sake of the Kingdom with those the Lord has led our way. Of course, as time passes there will be other changes, both in personnel and in mission and ministry. As those days come we'll send off well those the Lord leads away and we'll welcome warmly those who will step into new positions. And, through all the change we'll continue to keep our hearts and minds firmly focused on the Lordship of Christ and the leadership of His Holy Spirit.

Thank you for your support of our collective, cooperative work. Texas Baptists are making a powerful and positive Kingdom impact in Texas and beyond. Join me and praying and believing that the best is yet to come. Please know you are always invited to visit your Texas Baptist offices in Dallas, in Waco or Austin. And, please invite me and others on our Staff to come and be a part of your Church on Sundays or Wednesdays or for any special event.

I continue to be honored and humbled by the privilege of serving such a great State Convention of Baptists! DWH



**DAVID  
HARDAGE**  
Executive  
Director

**BECKY  
BROWN**  
Executive  
Assistant



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS

## **MAJOR ACTIONS OF THE EXECUTIVE BOARD SINCE THE LAST SESSION OF THE ANNUAL MEETING INCLUDED:**

Approved the 2018 proceedings of the 133rd Annual Session of the Baptist General Convention of Texas that met July 29-31, 2018 in Arlington, Texas.

## **APPROVED THE FOLLOWING ACTIONS FROM THE COMMITTEE ON NOMINATIONS FOR BOARDS OF AFFILIATED MINISTRIES**

### **Recommendation for Nominations to The Baptist Standard Board of Trustees**

Approved the following nominations:

**2021 Term Re-nominated:** John Whitten, Pioneer Drive Baptist Church, Abilene, TX  
Taylor Sandlin, Sugar Land Baptist Church, Sugar Land, TX  
Jay Abernathy, First Baptist Church, Lubbock, TX

**New Nominations:** Joe Fields, New Beginnings Baptist Church, Lewisville, TX  
Scott Jones, First Baptist Church, Rockport, TX  
Jana Pinson, Windsor Park Baptist Church, Corpus Christi, TX

### **Recommendation for Nominations to Baptist University of the Americas Board of Trustees**

Approved the following nominations:

**2019 Term:** Dean Dickens, South Garland Baptist Church, Garland, TX  
**2020 Term:** Rhoda Gonzales, North Dallas Family Church, Dallas, TX  
Luis Campos, South Main Baptist Church, Houston, TX  
Van Christian, First Baptist Church, Comanche, TX  
**2021 Term:** Vinson Smith, South Main Baptist Church, Houston, TX

### **Recommendation for Nominations to Houston Baptist University Board of Trustees**

Approved the following nominations:

**2019 Term:** Clois Smith, Tallowood Baptist Church, Houston, TX

### **Recommendation for Nominations to San Marcos Baptist Academy Board of Trustees**

Approved the following nominations:

**2019 Term:** Danny Dawdy, First Baptist Church, Marble Falls, TX  
**2020 Term:** Dorothy Renfrow, First Baptist Church, San Marcos, TX  
**2021 Term:** Steven Gaither, First Baptist Church, Gonzales, TX

### **Recommendation for Nominations to Wayland Baptist University Board of Trustees**

Approved the following nominations:

**2019 Term:** Sarah (Sally) Eaves, First Baptist Church, Plainview, TX

### **Recommendation for Nominations to University of Mary Hardin-Baylor**

Approved the following nominations:

**2021 Term:** Betty Burns, First Baptist Church, Plano, TX

## **APPROVED THE FOLLOWING ACTIONS FROM THE COMMITTEE ON COMMITTEES**

### **Recommendation for Nominations to the Committee on Nominations for Boards of Affiliated Ministries**

Approved the following nominations:

**2021 Term:** Victoria (Vickey) Linn Thornton, Sector 23, Second Baptist Church, Corpus Christi,

David Koonce, Sector 14, First Baptist Church, Center, TX

## **APPROVED THE FOLLOWING ACTIONS FROM THE COMMITTEE TO NOMINATE EXECUTIVE BOARD DIRECTORS**

### **Recommendation to Elect Executive Board Directors**

Approved the following nominations to fill vacancies on the Executive Board:

**Sector 13:** Tommy Johnston, First Baptist Church – Sulphur Springs, TX

**Sector 14:** Bobby Bressman, First Baptist Church – Center, TX

**Sectors 19-22:** Chris Cook, Westbury Baptist Church – Houston, TX

**Sector 24:** Randy Bigbee, First Baptist Church – Chappell Hill, TX

**Sector 28:** Frank Urias, Living Stone Baptist Church – New Braunfels, TX

## **APPROVED THE FOLLOWING ACTIONS FROM THE INSTITUTIONAL RELATIONS**

### **Recommendation to Approve Change in the Certificate of Formation for the University of Mary Hardin-Baylor**

Approved the Restated Certificate of Formation with New Amendments of University of Mary Hardin-Baylor as stated in the attached document, pending approval of University of Mary Hardin-Baylor board in October.

## **APPROVED THE FOLLOWING ACTIONS FROM THE ADMINISTRATION SUPPORT COMMITTEE**

### **Recommendation to Unbundle Guidestone 403(b) Plan fees**

Approved an amendment to the BGCT 403(b) plan with Guidestone Financial Resources to unbundle the fees paid by participants in the plan.

## **APPROVED THE FOLLOWING ACTIONS FROM THE FINANCE COMMITTEE**

### **Recommendation for 2019 Proposed Budget**

1. Approved a budget for 2019 of \$35,968,634 from the following sources of revenue:

Texas Cooperative Program.....	\$ 28,350,000
Investment Income .....	4,900,000
Net Texas Budget .....	33,250,000
North American Mission Board .....	300,000
Conference and booth fees .....	1,583,594
Product sales .....	667,149
Other revenue .....	167,891
Total Texas Budget.....	\$35,968,634

2. Approved the percentage allotment of the adopted budget continue at 79% BGCT – 21% Worldwide, with each church selecting the recipient(s) of the Worldwide portion.

### **Recommendation for 2019 Texas World Mission Initiatives and Partnership Allocations**

We approved a 2019 proposed allocation of \$1,000,000 of Cooperative Program Texas Worldwide Missions Initiatives and Partnerships as follows:

## 2019 Proposed Missions and Partnerships

Missions Mobilization.....	325,000
River Ministry & Mexico Endeavors.....	196,000
Texas Partnerships.....	122,000
Baptist World Alliance.....	65,000
Intercultural International Initiatives.....	46,000
Go Now Missions.....	180,000

## Texas Baptist Initiatives

Hispanic Education Task Force.....	34,000
Chaplaincy .....	32,000
Total.....	\$ 1,000,000

## Recommendation for 2019 Church Start Funding

Approved that \$256,000 of the investment income from the J.K. Wadley Mission Fund be allocated as needed to fund church starts.

## Recommendation for 2019 Funding of Campus Missionary Interns

Approved \$100,000 of current income from the J.K. Wadley Mission Fund be used to fund Campus Missionary Interns in 2019.

## Recommendation to provide employee bonus

Approved the provision of a one-time bonus to BGCT staff on June 15, 2019 of up to \$1.2 million total in compensation and payroll taxes.

## Recommendation to invest Hale-Moore Education Fund

Approved the investment of the proceeds from the Hale-Moore Education Fund in the BGCT New Church Fund at HighGround advisors with the income from the fund being used to fund new church starts.

## Recommendation to reallocate 2018 JK Wadley Endowment Fund Earnings

Approved \$552 thousand of available JK Wadley endowment Fund earnings be allocated to 2019 needs as follows:

Ministry Safe programs .....	\$ 100,000
Collegiate Ministries for building maintenance .....	\$ 150,000
Campus Missionary Interns .....	\$ 150,000
Western Heritage .....	\$ 50,000
Missionary to Muslims .....	\$ 102,000
Total .....	\$ 552,000

## Recommendation to invest reserve fund in alternative HighGround allocation

Approved the following:

1. Invest the Reserve Fund in an index fund allocation through HighGround Advisors
2. Finance Committee will monitor results compared to HighGround Endowment Fund on at least an annual basis



**Recommendation to revise Victim of Clergy Sexual Abuse Quasi-Endowment Fund**

Approved the following:

1. Rename the quasi-endowment to “Counseling Subsidy for Survivors of Clergy Sexual Abuse Quasi-Endowment”
2. Grants from the fund will be agreed on by the Director of Counseling Services and the Treasurer/Chief Financial Officer based on the needs of the survivor, other resources the survivor has access to, and funds available from the quasi-endowment
3. Churches will be encouraged to provide matching funds for counseling to the survivor if possible

**Recommendation for expenditure from Capital Expenditures Fund for accounting system implementation**

Approved the expenditure of up to \$60,000 from the BGCT Capital Expenditures fund to implement new accounting software

**APPROVED THE FOLLOWING ACTIONS FROM THE AUDIT COMMITTEE****Recommendation to Secure 2018 Financial Auditor**

Approved the firm Weaver conduct the financial audit for the year 2018. Such audit is estimated to cost \$49,500 based on a one-year contract.





**PHIL MILLER**  
Acting Director

**DEBY MILLER**  
Administrative  
Assistant

“Transition” has been the password for the Great Commission Team during the 2018-2019 reporting period.

Our team saw the transition of our inaugural director, Delvin Atchison, during the spring of this year. Having served as the interim pastor of Westside Baptist Church in Lewisville for several months, the congregation felt led to call him as their pastor. We wish him God’s richest blessings in his new calling.

Following this change, I am excited to provide transitional leadership for the Great Commission Team, serving as Acting Director.

Our team also experienced significant change in personnel on the Evangelism Team.

- Victor Rodriguez, former pastor of Life Church, San Antonio, has agreed to serve as the Hispanic Evangelism/Discipleship Specialist. Even though he has only begun to serve in this new role, his impact is already being sensed around the state.
- Eric Hernandez has been called to serve as Apologist/Millennial Specialist in Evangelism. This role combines two new assignments not previously staffed. Eric has been warmly received, especially among some of our youth and college age students.
- Oza Jones was called to serve as African-American Evangelism/Church Revitalization Specialist rounding out the new staff in Evangelism. His leadership is already being felt as he begins preaching assignments, conference leading and conference planning in his area of specialization.

I would encourage you to read the individual reports of the ministries that comprise the Great Commission Team; namely, Discipleship, Evangelism and Music & Worship. It is my conviction that God has uniquely provided incredible leaders “for such a time as this” to greatly influence the ministries of Texas Baptist churches, and their leaders, through the ministries of Dr. David Adams (Director of Discipleship), Dr. Leighton Flowers (Director of Evangelism), and Tom Tillman (Director of Music & Worship).

None of what is done in the Great Commission Team is accomplished in isolation. While an individual’s name may grace a particular assignment, ministry, or event, rest assured that a host of other team members have added their giftedness and expertise to make each item successful. We are blessed with a host of servant leaders who seek to please the Lord by the work of their hands and hearts.

The Great Commission Team saw several transitions during this past reporting period. None more impactful than bringing Dr. David Adams back on to our Discipleship Team; first as the Adult Discipleship Specialist, then, transitioning to the role of Director of Discipleship.

We are especially grateful that God has provided his capable leadership in this important role in Texas Baptists life. You will see David's report on the overall work of Discipleship below; and, his additional work with Leadership Texas Baptists.

## Preschool and Children's Ministry

**KidsFaith** (and Mi Fe) went into its fourth printing in 2019. This BaptistWay Press publication is used in Texas and beyond to help parents and church leaders guide conversations with children as they explore what it means to follow Jesus.

Two **Special Friends Retreats** provided ministry to 409 mentally challenged youth and adults, their parents and chaperones, and workers with the mentally challenged. Information on next year's retreats may be found at [texasbaptists.org/specialfriends](http://texasbaptists.org/specialfriends).

**Bible Drill and Speakers' Tournament** saw nearly 500 elementary, middle school, and high school students participate in events in 2019. Each regional and state event celebrated the impressive Bible skills and speaking ability that will serve our students well over a lifetime.

The **Preschool and Children's Ministers Retreat, Summit 2018 and Preschool/Children's Ministry Certification** complete a robust offering that continues to have eternal impact on the lives of children and their leaders.

## Youth Ministry

Youth Ministry Conclave is now Youth+Family+NextGen Ministry Conclave. The addition of family and next generation conferences reflects changes in the ministries of our churches and adds value to this already popular event for training and encouraging ministry leaders. The 2018 edition of Conclave involved 431 ministry leaders from across Texas. In the words of three attendees, "Conclave allows me to recharge and reconnect," "the classes were very helpful in keeping my ministry exciting," and "our church has a great spark (as a result of Conclave)."

## Adult Ministry

Every year our Texas Baptist Educators Retreat allows ministers of education and discipleship, executive pastors, family ministers, and others, the time to network, fellowship, and interact with top leaders in their field. The 2019 retreat featured Bill Hull, a nationally-known pastor and speaker on discipleship. You can listen to his sessions at [texasbaptists.org/tberetreat](http://texasbaptists.org/tberetreat) and find information on next year's retreat.

Our Customized Sunday School leader training events continue to meet a great need in our churches across the state. By providing individual age-group conference leaders, via the partnership of a host church, we curate a training experience for multiple churches all at one time. We have the added blessing of communicating to our churches that they have already paid for the training via their Cooperative Program giving.

## Leadership Texas Baptists

Thirteen young adults from Texas Baptists churches made up our fourth cohort of Leadership Texas Baptists, a nine-month program designed to develop and inform emerging leaders. This group heard from leaders in education, business, and ministry, including our own Texas Baptists staff. They also developed new networks of colleagues and explored ways to lead their churches, institutions, and families more effectively. One cohort member stated, "I have grown in my leadership as well as feeling more resourced. Not to mention the great friends I have made." Cohort 5 is now underway, and applications for Cohort 6 will open next spring at [texasbaptists.org/leadershiptxb](http://texasbaptists.org/leadershiptxb).



**DAVID ADAMS**  
Discipleship  
Team Lead/Adult  
Specialist

**JANE WILSON**  
Youth Ministry  
Specialist

**DIANE LANE**  
Preschool/  
Children/Special  
Needs Specialist

**DEBY MILLER**  
Administrative  
Assistant

**SHERYL PAGE**  
Adult  
Discipleship  
Ministry  
Assistant

**SARAH JOHNSON**  
Preschool/  
Children  
Discipleship  
Ministry  
Assistant



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS



**LEIGHTON  
FLOWERS**  
Director of  
Evangelism

**DAVID  
GONZALEZ**  
Assistant  
Coordinator  
Evangelism

**ERIC  
HERNANDEZ**  
Apologist  
& Millennial  
Specialist

**OZA JONES**  
African-  
American &  
Revitalization  
Specialist

**VICTOR  
RODRIGUEZ**  
Hispanic  
Evangelism  
Specialist

**JASON  
RICHARDS**  
Super Summer  
Specialist

**CYNTHIA  
ATHERTON**  
Lead Ministry  
Assistant  
Evangelism

**LINDSEY  
BROWN**  
Youth  
Evangelism  
Ministry Program  
Coordinator

New to the Evangelism Team this year is our first Apologist & Millennial Specialist, Eric Hernandez. And our first African-American & Revitalization specialist, Oza Jones. Victor Rodriguez has also joined the team as the new Hispanic Evangelism & Discipleship Specialist. These new positions bring an exciting fresh focus on reaching an ever changing and diverse culture as Texas Baptists.

Jason Richards continues to provide leadership in Youth Evangelism and the thriving ministry of Super Summer. This story is indicative of the lives that are impacted through the work of Evangelism.

“As a 14-year-old student attending Super Summer, I never dreamed that I would be standing on stage leading worship years later. I knew God had placed a passion in my heart to truly see people have an encounter with Him through music.

Then last fall, I was asked to lead worship for Session 2 at Hardin Simmons. The ministry that shaped so much of my spiritual journey was asking me to come lead their students. It was truly a full circle moment for me.

Wednesday night of camp was focused on the resurrection. It was one of those nights as a worship leader you can’t explain; God’s presence was so thick in the room. The students were excited and singing so loud, it was unexplainable. The band walked off stage and we all just looked at each other speechless over the incredible encounter with God we were just a part of. We still had one more night, and, honestly, I thought, ‘How do we top that?’

The Thursday session began and the first half of songs went as planned, Matt Thigpen spoke, and we went back out for the second half. Never, in all my years of leading, have I forgotten a song...but I did. This threw off the rest of the worship set, and toward the end I felt like I just wanted to walk off stage, because in my mind it was a total train wreck. Out of nowhere I decided to go into “Oceans”, even though we had not rehearsed it or played it that week. We finished the song, students were dismissed, and I wanted to cry. Out of all the places for this to happen, it had to be here?

The next day, the director stopped me to share a story, he said “one of my students came up to me last night in tears, feeling that God has been calling her to missions and she has been resisting. She has her life planned out and wants to be a lawyer, but has been feeling like God is speaking and calling her to missions. She asked God for a sign yesterday and she said, ‘God, if the band plays ‘Oceans’ tonight, then I will know you are speaking to me.’ Tears started rolling down my face. What I thought was a huge fail is exactly what God was using in this student’s life. She didn’t know we had no intention of playing “Oceans”, I didn’t know she had asked God for this sign. It was only Him.

I will forever remember this moment. I became so emotional because I saw myself at fourteen seeking out the plan God had for me. He used this student to serve as a reminder for me of what He has done in my life and how faithful He has been. And now, she will forever remember that “moment” when God spoke to her so clearly. I’m so grateful for Super Summer and the impact it had on my life, and is still having on students’ lives now.”

The Music & Worship team is here to help and encourage Texas Baptist churches by offering consulting to the Worship Pastor, Senior Pastor and Music Search Committees. Our prayer and desire is to be an encouragement to the church and worship leadership. In addition to consultations, we offer several training events for the church music and worship leadership throughout the year. Some of these are:

### Children's Worship University (CWU)

Our premier children's choir/children's worship/children's week-day preschool music training event was held in January at First Baptist Richardson. Expert clinicians from all over the nation led and trained Texas Baptists from across our state with the theme, "Shaping the Future". Artie Almeida, from Florida was the keynote speaker and brought lots of creative, exciting ways to engage children in making music fun.

### Worship Summits

Worship Summits took place on the campuses of East Texas Baptist University, The University of Mary Hardin-Baylor and Wayland Baptist University. Summits offer a day of inspiration, fellowship and networking primarily for the Worship Pastor and Church Music major.

### Instrumental Convergence

In this one-day training event, church orchestra players come together for a time of inspiration with a nationally known clinician. Composer/Arranger, Robert Sterling, led our 2018 event at Tallowood Baptist Church in March.

### Everlasting

The last two years of Everlasting get recorded in this year's report (due to our Summer Annual meeting last year). 2018 and 2019 included locations in Amarillo, Lubbock, Richardson, Dallas, The Woodlands and Bryan. Both years had over 1,000 combined participants with Pepper Choplin as clinician and Dennis Swanberg evening feature in 2018 and Joseph Martin in 2019 as clinician and evening feature.

### Handbell Festival

This past year's festival was at South Main Baptist in Pasadena with almost 100 ringers from 14 churches; featuring the well-known arranger and clinician Hart Morris, from Oklahoma. Many are already looking forward to the next festival in Waco at Columbus Avenue Baptist in November.

### Singing Men of Texas

Six chapters and 604 men comprise the Singing Men of Texas. The Singing Men of Texas took over 300 people on a combined trip to New York City last October. They sang in historic Carnegie Hall. It was an incredible experience as all six SMOT directors and Director of Music & Worship, Tom Tillman got to direct on the Carnegie stage. Also on the stage was Dove Award winner, Steve Green. The men also partnered in mission activity on Sunday all over the city with the Metropolitan New York Baptist Association. Funds were raised to bring needed supplies such as keyboards and other things to some of the small congregations. An August retreat and concert at First Baptist Dallas, with the men and Steve Green had a packed house as they prepared for the Carnegie Hall event.

### Singing Women of Texas

Eight chapters and 363 ladies make up the Singing Women of Texas. A new logo was introduced and a Facebook page to help get the word out about this great ministry. The SWOT 25th anniversary recording and combined celebration concert took place in June of 2019 at the University of Mary Hardin-Baylor with over 225 ladies participating. A full house was in attendance for the concert. A recording will be available by CD and digital download Fall of 2019.

### Social Media Presence

Our social media presence in Texas Baptists Music & Worship continues to grow. As an example, the Facebook page for TXBmusicandworship has grown from 64 followers to over 1300. Thank you for your support and continuing to spread the word! Follow us on social media!

Follow us social media! **Facebook** TXBmusicandworship **Instagram** Txbmusicandworship **Twitter** TXBmusicworship



**TOM TILLMAN**  
Music &  
Worship Lead

**KAREN WITCHER**  
Ministry Program  
Coordinator



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS



**R. JOSUE VALERIO**  
Director

**PAUL ATKINSON**  
Director, Talent Development and New Products

**STACEY RICE**  
Lead Ministry Assistant

Missions is what we are about as God's people. So, we work with local churches, leaders, and organizations to develop a customized approach for God's people to respond to God's call faithfully in the places and communities where He is sending the church. God is at work today in ways that we might not understand. God is present amid a migration movement that represents opportunities for the church to share the gospel and meet human needs in His name and for His glory. God is bringing the world to our neighborhoods, so what we can do as a church? If we welcome them, share the gospel, offer a glass of water, food, clothes, etc. in His name; we are actually doing what He teaches in the gospel accounts. The Missions Team through the River Ministry and the collaboration of many churches from Texas, the U.S. and Mexico has been ministering to immigrants on the border. Many of them have chosen to follow Christ as their Lord and Savior, others have received hospitality in Christ's name, some of them have informed us that they reached their destination and connected with a local church and feel a sense of hope again. Some of the immigrants have returned to the border not to receive help but to provide financial and spiritual help to others. What is God calling you to do in your community, or somewhere else among the immigrants? We would love to partner with you if this is your call to missions.

One of the roles of the Missions Team is as connector. We are blessed in that we are serving to connect churches with God's calling through missions and ministries. The Missions Team connects church groups with people of different cultures, languages, ethnicities and nationalities with each other and with other conventions and organizations that seek to fulfill God's calling to missions. We have contacts and partnerships with sister churches, conventions, unions and mission's organizations around the world and would love for your church to partner with them.

Some of the programs that are part of the Missions Team include: Church Starting, River Ministry, Mexico Missions, Multi-Housing, House Churches, Philippi Churches (in the prison system), BOUNCE, Missionary Adoption Program, Urban Missions and Partnerships, Minister of Missions, Texas Baptists Missionaries, E-training, Talent, Product Development, Ministers' Peer Groups, Development of Younger Generation for Ministry, and Community Ministries. You will read a summary of some of these ministries as part of the Missions Team Report. We are so appreciative for your support to the Cooperative Program, Mary Hill Davis, and the Worldwide Offerings that makes all these programs possible.

During the 2018-19 ministry period, **BOUNCE Student Disaster Recovery** participants – **BOUNCERS** – continued to assist with long-term recovery efforts in the Harvey-Affected areas of Texas. Sixty-six churches from Texas, Oklahoma, Illinois, Georgia, and Tennessee partnered with BOUNCE to mobilize 1,356 **BOUNCERS** to **Restore HOPE, Rebuild COMMUNITIES**, and **Reflect CHRIST**.

Projects included drywall, decks, porches, painting, fences, siding, roofing, and much more. A total of ninety-eight families were served by **BOUNCE** during the summer and spring break ministry period of 2018-19. Approximately 42,581 man-hours were completed.

Guadalupe Mata of Victoria, Texas described her Harvey experience as the most frightening thing she had ever been through. For several hours 120 mile per hour winds battered her home. **BOUNCERS** served her by replacing her damaged roof. Through her tears, Mata said, “All these kids show up. They didn’t have to be here, it’s summer. They are my blessing. They are angels from the Good Lord.”

In addition to the hands-on mission service, **BOUNCERS** conducted 352 spiritual conversations, presented the gospel 115 times, saw 20 people trust Christ, and carried out 924 additional acts of kindness in the communities they served.

The **BOUNCE** Team is grateful for the support of Texas Baptists in mobilizing students for hands-on mission service. We are excited about opportunities to mobilize students to Puerto Rico in 2020 for disaster recovery efforts and Seattle, Washington to engage students in church planting in partnership with the Northwest Baptist Convention.



**DAVID SCOTT**  
Director

**GLORIA TILLMAN**  
Ministry  
Assistant



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**TOM HOWE**  
Associate  
Director Missions

**JOHN SILVA**  
West Texas

**NOE TREVINO**  
South Texas

**MATEO  
RENDON**  
North Central  
Texas

**CLAY  
JACOBSON**  
Northeast Texas

**THOMAS  
REVILLA**  
Central Texas

**DUSTIN  
PAYNE**  
Southeast Texas

**TERRY LYNCH**  
Ministry  
Assistant

**SHANNON  
HASKINS**  
Ministry  
Assistant

Church Starting is currently working with 340 churches who are within our 5 year process; We have a 94% success rate. Combined these churches have had 22,017 Professions of Faith and 5,353 Baptisms. They have given \$2,720,456.00 to the Cooperative Program. One such church is Daybreak Church in Tyler.

“What Daybreak Church is designed to do is engage those in the community who have not been engaged,” Pastor Jason Rhodes said. “We have to put some boots on the ground, get out there, and engage those that feel like outcasts to the church at large.”

With a unique community, Rhodes knew they would need a unique ministry for outreach. And after being introduced to Gospel hip-hop artist Lecrae, the idea of a hip-hop ministry was birthed. He often listened to Gospel hip-hop in his home and car and soon his children requested that above other secular music. Rhodes knew that if this music could change his children, it could infiltrate the community of West Tyler.

Since beginning the ministry, Rhodes has seen people come to the church he never imagined. The impact has been great, and time and time again, they seen the altar filled with people crying out to the Lord.

This is but one example of how all our new church plants communicate to us, God’s call by telling us their visions, values and goals. In Daybreak Church’s case God has blessed in some very specific and wonderful ways. They have ministered to their community, they’ve learned what it means to personally dig into God’s Word, they’ve started small group Bible studies.

In support of church starting, we are working throughout Texas with local associations and key churches in developing Church Planting Centers (CPCs). We are currently working with CPCs in El Paso, Lubbock, Fort Worth, Tyler, a Hispanic CPC in Tyler, Houston, Dallas and Belton. These centers are residency programs that work to coordinate training in Assessment, Formation, Leadership, Strategy and Support to prepare future Church Planters to start successful Church Plants.

A new phase of Church Starting will be Church Replanting. 90% of churches in Texas are plateaued, declining or dying. Working with our partners, we will replant churches throughout Texas, by assessing each church’s leadership, discipleship, community connection, and cultural relevance.

Church Starting is also joining with the Northwest Baptist Convention. We are helping Texas Baptist Churches to assist churches in the Washington, Oregon, and Idaho.

More than 4 million people live in the Greater Seattle area. The city is home to national corporations including Amazon, Starbucks, UPS, and Microsoft. It’s a land of great opportunity and wealth, yet an undercurrent of spiritual poverty exists.

Gary Irby, director of Church Planting for Northwest Baptist Convention, extended an invitation for the church leaders, and broader Texas Baptists family, to join the work God is doing in the Northwest.

“We’ve got a lot of work to do and we need help,” said Irby. “We need church planters to be raised up and church planters to come. This is international missions without a passport...God is at work here – the question is whether you are supposed to join us.” Likewise, we are working with the Baptist State Convention of Michigan to plant and replant churches in Michigan.



MAP – Missionary Adoption Program (TM) has entered its 3rd year. Our partnership with the Brazilian Baptist Convention has been expanding and new Conventions, Associations, and Unions in 10 different countries have signed partnership agreements with Texas Baptists.

The Missionary Adoption Program partners churches in the US with churches in a host country to jointly sponsor a missionary. These missionaries focus on evangelism, discipleship, and church planting. Local Baptist conventions, associations, and fellowships provide training, support, and regular check-ins. With MAP, Texas Baptists participate directly in planting churches among the nations. Any Texas Baptist can pray for a missionary by name, give directly to that missionary, engage the field by going and working alongside the missionary, and mobilize others by sharing about MAP with family, friends, and their church. All proceeds from you or your church will go to the missionary and the new church plant you adopt as your own.

One of the most exciting things about MAP is that it makes adopting a missionary possible to churches of any size, financial capacity, or church age. The Greater Houston Burmese Baptist Church adopts 1 missionary in the Amazon and 5 in Southeast Asia. Pedro, a single man, adopts Sarah Lane, MAP Missionary to the Amazon. He was able to serve with her last year, ministering to children in need of the Gospel.

Tallowood Baptist Church decided last year to include MAP in their annual budget. This year the church, their adult Sunday School, as well as an individual couple, have adopted 22 missionaries who are serving in the Amazon, South Asia, and Southeast Asia.

Cornerstone Mid-County, Nederland is just 2 years old, but has already adopted 2 missionaries; 1 in the Amazon and 1 in Vancouver, Canada. Their story amazes us to see that what Paul wrote in Philippians 4:19 is still true today.

Because of you, Texas Baptists, people are being disciplined daily in 10 different countries located on 5 different continents. Because of you, communities are being reached, and many more indigenous missionaries are being called and feeling encouraged by the support of their brothers and sisters in Texas.

Together and through MAP, you, Texas Baptists, are already reaching Brazil, Canada, Mexico, North Africa, Peru, Portugal, South Asia, Southeast Asia, Southern Africa, and Spain.

Through MAP, you, your small group, church, or even business can have a direct impact on what God is doing across the world. Thank you, Texas Baptists, for putting your faith in God's hands to share the Gospel and plant churches in these places. Will you adopt a missionary today?

To find out how you or your church can join in this new partnership, visit [texasbaptists.org/map](http://texasbaptists.org/map) or Gloria Tillman at [MissionaryAdoptionProgram@texasbaptists.org](mailto:MissionaryAdoptionProgram@texasbaptists.org) or 214-828-5124.



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**MARIO  
ALBERTO  
GONZALEZ**  
Director

**SHANNON  
HASKINS**  
Ministry  
Assistant

## Nontraditional churches

In the Multi-housing/House congregation office, we work to start new small groups that have the DNA of a church. They are simple congregations that have their meeting in homes, student dorms, restaurants, and even in jails and prisons. Our churches in the penitentiary system of Texas are called Philippi Churches, or Iglesias Filipos, in Spanish.

### Two stories from these churches.

Jerry Joule is one of our catalysts in The Valley; He is working with a new church planter named Praveen Kumar from India. Praveen was reached with the Gospel a year ago, and now he is leading a house congregation. He sent this report:

“Praveen led his coworker Martha to Christ. She is wanting to be baptized but comes from a Catholic background, and her family is opposing her. Please pray for this situation. Praveen also met a single mom working at Chick-fil-A. She is a Christian and had been praying to find a church home. Now, she is happy that she found a church in a home. They are meeting in Harlingen at Starbucks and are at the beginning stages of turning this ministry into an organic church.”

Bobby Herring told another story. He serves in Houston-Katy area. Bobby is always using many creative ways to reach out to his community for Christ.

“Jason Nava was plucked up directly from a dope house where he was a drug dealer and user. With much hesitation, he wrestled with leaving behind all of his possessions and everything he has ever known to trust our ministry. After surrendering his life to Christ, he followed in baptism at Out the Box Church NW. For five weeks, we assisted Jason by securing him a hotel room in Brookshire, TX. Today Jason, is the first resident in a new transition house in Brookshire. Eyes on Me created a permanent job position for him at The Hangar Community Center, and he has been doing a phenomenal job of bringing youth into the ministry. Please continue to pray for Jason’s journey as a man learning to renew his mind and walk in the likeness of Jesus at “Out the Box” Church Brookshire.”

There are hundreds of stories like these. So, we give glory to God, and we extend our gratitude to the churches in Texas that contributed through the cooperative program.

### Multi-Housing and House Churches are a big opportunity to expand the Kingdom

The Lord is giving several opportunities for us to fulfill the Great Commission. One opportunity is to start a house congregation to developing a multi-housing ministry. Due to our collaboration, we were able to obtain good results:

We have 672 ongoing congregations. This past year God gave us a good outcome: 5,412 Professions of faith and 434 people obeyed the Lord with baptism. The office was able to provide 21 Great Commission Grants for churches that are developing outreach events or programs to reach people for Jesus outside church buildings. Another blessing was the opportunity to start 62 new house congregations.

We appreciate the support that the BGCT churches are giving to our ministry and pray for the Lord to continue blessing all the efforts that you have made for His Kingdom.

## River Ministry/Mexico Missions:

For over 50 years, River Ministry/Mexico Missions has helped Texas Baptist Churches connect to specific Missions Projects on both sides of the Texas/Mexico Border. For the past 5 years we have been consistent in our ministry participants. We have average about 5000 mission volunteers a year. These volunteers usually touch the lives of 35-40,000 people per year. The volunteers participated in ministries such as VBS, sports camps, adult crafts, food distribution, feeding centers, family conferences, leadership training, youth events, personal evangelism, medical/dental clinics. The result of all these ministers is usually a yearly number of 2,500 professions of faith. These numbers have been consistent for the past 5 years.

This year something different is happening. For the first 5 months of the year we have already served 28,000 people. Last year during the first 5 months of the year we served 18,000. The number of professions of faith have also grown since last year. Last year over the first 5 months of the year we had 669 professions of faith. This number may seem a little low, but we usually get over a third of the professions of faith during the 3 summer months. The first 5 months of this year we have recorded 1,905 professions of faith. If this trend continues, we should reach 60,000 people served and 4,500 professions of faith for this ministry year. These are both significant increases compared to the past 5 years. In my ten years of servicing as the Director of River Ministry/Mexico Mission, we have never had ministry numbers this high. What has made the difference. The difference has been the tremendous increase in immigrant/deportee ministry on the border.

River Ministry has been directly involved in immigrant/deportee ministry for the past 5 years. Starting with the Children's Border Crisis in 2014 to now. We are currently working to support the local church's immigrant/deportee ministry in 4 different areas on the border. We would like to share with you the names, contact informant and the locations of the 4 River Ministry Missionaries that are coordinating resources and volunteers for these ministries. These 4 River Ministry Missionaries are supported by the Mary Hill Davis Missions offerings given by your church.

Ruth Ortiz- Laredo and Nuevo Laredo  
cell: 956-999-0001  
email: ruthortiz150@gmail.com

Vanessa Lerma- McAllen  
cell: 956-279-5515  
email: rgv.riverministry@gmail.com

Shon Young- Del Rio and Ciudad Acuña  
cell: 830-469-7832  
email: shonyoung@live.com

Jesus Galarza- El Paso  
cell: 915-202-5636  
email: chuy.galarza6@gmail.com

Juarez is another place where River Ministry has recently had success. Your Mary Hill Davis offerings help support 16 children's feeding centers and a very successful Medical Ministry program. This year they feed over 1000 children weekly and attend 100 medical/dental patients every month.

All this was possible because Texas Baptist churches were not only willing to give of their time and talents but were also willing to give to the Cooperative Program and the Mary Hill Davis Texas Missions Offering.

Your church can make a difference in the spiritual, physical, and emotional lives of the people they serve, while also fulfilling the great Commission by committing to serve River Ministry/Mexico Missions. Come Help Us Share the Hope of Christ on the Border.

For more information about River Ministry/Mexico Missions, contact:  
Daniel.Rangel@texasbaptists.org or Gloria.Tillman@texasbaptists.org or call 214-828-5182.



**DANIEL RANGEL**  
Director

**GLORIA TILLMAN**  
Ministry Assistant



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**TOM HOWE**  
Director

**TERRY LYNCH**  
Ministry  
Assistant

**SHANNON  
HASKINS**  
Ministry  
Assistant

1. **Texas Baptists Missionaries.** This ministry is a unique way for Texas Baptists to support Texas Baptists in making an impact in Texas. Currently we have 16 Texas Baptists missionaries. They are serving in Dallas, Houston, in Seattle, in Wiesbaden, Germany, in Vancouver BC, Paris France and many other places. These Missionaries are making a difference in Texas by mobilizing teams to serve from Texas, training teams to do missions in Texas, or reaching out to the lost in their own Texas city or different parts of the world. They speak your language, "Texas," and can show you how to speak another, "Missions." Texas Baptists will partner with churches to give them one more avenue to help them accomplish their missional goals, whether local, national or even international. We can assist missionaries in raising funds without any fees. We facilitated \$341,509 from churches and missional partners into the work of our Texas Baptists Missionaries.
2. **Pastoral health through peer groups.** As budgets have reduced, communities have changed, culture has become challenging, many pastors are discouraged or need assistance and training. The Pastor Peer Groups exist to offer collaboration, encouragement and training to those serving in similar contexts. There are peer groups for senior pastors, women in ministry, and other staff positions throughout Texas. By encouraging and strengthening staffs, we will continue to encourage and strengthen the effectiveness of local churches, and therefore also the Kingdom of God.
3. **Replanting. 80-90% of churches are plateaued or declining.** We had five regional replant conferences called Cultivate, which were in Plano, Dallas, San Antonio, Angleton and Harlingen. Two hundred pastors, associational leaders and lay leaders attended. We are starting the process of replanting churches in Texas.
4. **Missional Partnerships.** We will assist pastors, minister of missions, and other missions-minded people and churches to accomplish their missional goals through our current partnerships in Texas (like our River Ministry along the Rio Grande) and in developing partnerships throughout the world (like our growing partnership with Brazilian Baptists). Churches will be able to reach their Jerusalem, Judea, Samaria and the ends of the earth. We have established partnerships with Baptist State Convention of Michigan and Northwest Baptist Convention in focus areas; Church Starting, College Ministries, Leadership development and Cooperative Missions.

Thank you, Texas Baptists for making all this possible! Urban Missions is here to offer pragmatic assistance for those seeking how to make a lasting impact in their cities, state, nation and throughout the world. Call Tom Howe at 214-828-5278 to discover more about reaching the cities of Texas and beyond.

The Texas Baptists Connections Team exists to help support Pastors and Churches whatever the need or the situation. We care about Pastors and Churches and are here to serve you!

What does a church do when they have just lost their pastor? How do they begin the process of finding a new one? Who fills their pulpit in the weeks ahead? How can they find a good Interim Pastor? Would the church benefit from an Intentional Interim Pastor or a more traditional Interim Pastor? What's the difference? Interim Church Services will walk with your church and help you find the answers to these questions.

There is a lot of pressure on pastors and their families in our world today. What happens when a pastor and his family need help? Where can a pastor's family turn when in need of confidential counseling services? The Texas Baptists Counseling Services is a safe place for pastors and their families to turn for help.

Over 60% of Texas Baptist Pastors are Bi-Vocational. Where can a Bi-Vocational Pastor find support, encouragement, and training that is geared to his ministry and available on his schedule? Texas Baptists Bi-Vocational Pastors Ministry understands the special needs of Bi-Vocational pastors and exists to support and enhance their ministries.

What happens when a minister has unexpected expenses or is hit with costly medical bills that result in financial difficulties? Where can that minister turn for help? The Texas Baptist Center for Financial Health (formerly The Center for Ministerial Excellence) provides access to personal financial advisors; financial education for ministers and churches; and personal grants provided by a Grant from the Lilly Foundation of Indianapolis, Indiana.

Some of Texas Baptists most exciting new congregations are Western Heritage or Cowboy Churches. The Texas Baptist Western Heritage Ministry understands the Cowboy culture and supports and encourages it's Pastors and Churches through retreats, training events, and working with Cowboy Church Associations.

Being the pastor of a local church is a wonderful calling but it can sometimes feel like a lonely place. Who can a pastor call when he just needs to talk to someone? The Texas Baptist Connections Team has nine men who serve as Area Representatives scattered throughout the state. These Area Representatives live in their service areas and provide encouragement and support to the Pastors and Churches in their area. They also help Pastors and Churches connect to the vast array of ministries and resources of the BGCT.

### **WELCOME PASTOR DAY**

Welcome Pastor Days are held around the state, throughout the year. These luncheons give Pastors the opportunity to hear a brief word from our Executive Director, Dr. David Hardage, and to have an informal question and answer time with him. Be on the lookout for a Welcome Pastor Day near you.

### **BAPTIST HEALTH INITIATIVE OF SAN ANTONIO**

The Baptist Health Initiative of San Antonio is a new ministry of the Texas Baptist Connections Team funded by a very generous grant from the Baptist Health Foundation of San Antonio. This ministry takes a holistic approach to the health of the minister and employs Health Conferences, Retreats, Support Groups, and Mentoring.

### **MINISTER CONNECTION**

Minister Connection is a simple tool to help churches and ministers find one another. Churches can submit their open ministry positions and view resumes of potential ministry candidates from around the state and beyond. Ministers can submit their resume and the church position in which they feel led to serve. This year Minister Connection provided services to over 252 churches and 381 potential candidates. If you have any questions about Minister Connection, please email [ministerconnection@txb.org](mailto:ministerconnection@txb.org) or call (214) 828-5111.



**DOWELL  
LOFTIS**  
Director

**JULIE  
GALINDO**  
Lead Ministry  
Assistant



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**TIM WATSON**  
Director  
Area 7  
Representative  
(903) 261-1929

**CHARLES DAVENPORT**  
Area 1  
(806) 290-4087

**ROBERT CUELLAR**  
Area 2  
(325) 201-6153

**DANIEL DELEON**  
Area 3  
(956) 340-6814

**FRED ATER**  
Area 4  
(210) 913-1891

**ERNEST DAGOHY**  
Area 5  
(832) 646-4965

**TIM MARROW**  
Area 6  
(254) 315-2667

**STEVE DOMINY**  
Area 8  
(405) 765-7880

**DAN CURRY**  
Area 9  
Representative  
(817) 781-2440

Texas Baptists employ nine Area Representatives who serve pastors, churches, associations and BGCT institutions across 264,000 square miles of the Lone Star State. Area Representatives serve as first responders to meet the myriad of needs of our Texas Baptists constituents. Our mission, as defined by our Executive Director, is two-fold:

1. Build Relationships- As Area Representatives we are to build meaningful relationships with pastors, staff members, church members, Director of Missions, and BGCT institutional staff.
2. Communicate- Area Representatives are to each day communicate pertinent information that is relevant to our constituents. We are also challenged to continually be in "listening mode" to hear the questions and concerns of Texas Baptists and in turn communicate these questions and concerns to the appropriate personnel in the organization.

A prime example of the Area Representatives daily ministry occurred on Mother's Day, May 12, 2019. A pastor's widow lost her home due to a fast sweeping fire. This faithful Sunday School teacher and servant found herself with nothing but the clothes on her back. Her home church and family around her did what they could to provide physical, spiritual, and emotional support in the face of this devastating tragedy. The ministry assistant of this Texas Baptist congregation reached out to one of our Area Representatives to see if the BGCT could assist this dear lady. Within just a few days of the fire, the Area Representative was able to present a check to this widow on behalf of the Texas Baptists family. He was also able to give this widow information about a Southern Baptist Convention program named Mission Dignity. Mission Dignity is a ministry to Southern Baptist pastors and their families who may need financial assistance with basic needs such as food, housing, and vital medications. This faithful pastor's wife was ministered to on many levels because of her participation in a cooperating Texas Baptist congregation.

In addition to the regular day to day duties of the Area Representatives, this experienced team of ministry leaders have recently put new systems in place to help pastor less churches receive resumes for supply preachers, interim pastors, and pastoral candidates who are supportive of the BGCT.

The Area Representatives documented approximately 9,100 contacts between April of 2018 and May of 2019 to Texas Baptists churches and constituents.

Our Area Representatives covet your prayers as we serve you and the greater Texas Baptist Family.



Trends suggest more churches are calling individuals who can serve as Bivocational pastors than ever before. Many of these pastors have little formal theological training. The churches have limited human and financial resources for the work of ministry and are stretched thin doing ministry. This is where the Bivocational Pastors Ministry comes in. Our purpose is to encourage, equip and engage those who serve in a Bivocational capacity or in a small membership church. We walk alongside these hardworking servants and their churches to awaken them to fulfill their God-given vision. This past year we had the opportunity to coordinate pastor and spouse retreats, facilitate training opportunities, and work with Bivocational pastors in Texas and abroad. Out of this, three wonderful things occurred.

**To Sleep or To Nap.** In partnership with a local association, twenty-five ministry couples spent Valentine's weekend relaxing and rekindling their relationships at our Mark 6 Retreat. This retreat was designed to allow Bivocational ministry couples to come away from their ministry context and rest. One couple that has been married for eighteen years, have three children, and busy careers, expressed how appreciative they were to be with other adults enjoying a weekend of fellowship and fun. The wife said, "I am not sure what to do first, 'Sleep or take a nap.'" She is a schoolteacher who helps with the church work after school and home responsibilities before work. This retreat encouraged them in their work and walk with Christ.

**Cynic turn Cheerleader.** Helping pastors and leaders become well equipped is a part of our purpose. God has allowed us to provide training for over 200 pastors and lay leaders. During a training event in South Central Texas, pastors and leaders came from over 40 miles to be equipped and encouraged in their work. One of the lay leaders shared their cynicism about coming to an all-day training with people from the State Convention. At the end of the day, they said, "I thought the State Convention was going to come here and tell us a bunch of stuff to do that big churches do. But you came and shared things that make sense to us small, rural churches."

**Macedonian Call.** One of the exciting things we experienced this year was connecting with pastors and churches beyond Texas. Texas Baptists had the opportunity to engage and equip Bivocational pastors and church leaders in Mexico and Africa. The Bivocational Pastors Ministry was contacted by fellowships and Conventions in these places to assist them in equipping pastors and key leaders in leadership development, sound doctrine and ministry strategies.

The Bivocational Pastors Ministry continues to serve Texas Baptists churches in Awakening them to the God-given vision to fulfill God's Mission.



**IRA  
ANTOINE**  
Director

**JULIE  
GALINDO**  
Ministry  
Assistant



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**TAMMY  
TERVOOREN**  
Director

**CLARA  
MORALES**  
Ministry  
Assistant

**The Center for Ministerial Excellence** is dedicated to identifying and addressing economic challenges facing pastoral leaders and increasing financial literacy among ministerial and church leaders. To better communicate the work of the Center and its chief aims, the name of the Center is being changed to **The Center for Financial Health**.

**We do this work because** financial literacy is an integral part of discipleship and poor financial management can greatly impact a church's ability to spread the gospel. Texas Baptists have dedicated this ministry to help churches and pastors be better fiscal leaders so they can be more effective in their ministry. The Center also educates church leaders on how to set up a pastor's compensation package to encourage and equip churches in being generous to their pastors to help alleviate some of the challenging economic realities of being a pastor or minister.

**We increase financial literacy by** offering financial seminars for pastoral and church leaders that cover personal and church budgeting, offering direct aid in the form of a matching grant for pastors that are experiencing financial challenges, and providing free personal financial counseling for pastoral leaders.

**What happens when we increase the financial literacy of pastors?** We surveyed pastors who had received financial literacy training through the grant and learned of the positive differences the training makes:

- 93% said the grant made a positive difference in their ability to help church members with financial issues.
- 93% said the grant made a positive difference in their own confidence level when handling financial issues.
- 86% said the grant made a positive difference in their understanding of biblical truths regarding finances.
- 68% said the grant made a positive difference in their ability to give or tithe regularly.
- 68% said the grant made a positive difference in how often they preach on financial or giving issues.
- 100% of grantees said the grant made a positive difference in their personal financial habits.
- Every participant said the grant made a positive difference in providing hope for their financial future.

Pastors and ministers participating in the program also saw improvement in their household finances, increased total savings, decreased non-mortgage debt, increased non-retirement savings, and experienced a decrease in their financial stress.

**What happens when we increase the financial literacy of church leaders?** Churches that were trained had lay leaders volunteer to be finance committee members and churches adjusted their budgets to reflect the mission and vision of the church. Churches also reviewed their pastor and minister compensation packages and made appropriate adjustments to ensure that the church was complying with federal tax laws. Churches also began discipling their members in personal stewardship and financial management.

In total, the Center for Financial Health has served over 120 pastors and churches, awarded over \$460,000 in direct aid and brought Texas Baptists pastors and ministers hope for their financial future.

Counseling Services receives a variety of calls related to mental health issues and we are honored to assist ministers and their families with counseling resources. Here are a few examples of the calls we receive and situations that we can assist ministry families with:

A minister contacted our offices because his child was having trouble in school and seemed to be exhibiting symptoms of depression. The child had recently expressed suicidal thoughts as well. We connected this minister and his family to a counselor in their area. After a few sessions meeting with the counselor, it was discovered that the child had experienced sexual abuse from a church member. The family was shocked and devastated to learn this information. Appropriate reports were made to law enforcement and the family continued counseling to help the child cope with the abuse and subsequent criminal investigations. The family expressed gratitude for the connection to counseling resources and stated that it continued to help them work toward healing for their family.

Another minister contacted Counseling Services with concerns of depression and anxiety. The minister had been trying to handle things without outside help but had realized that the struggle was becoming overwhelming and would need outside help to turn things around. We connected this minister to a counselor to walk alongside the minister in learning new coping skills and addressing other issues as appropriate. After some time, the minister contacted us to let us know things had improved and he/she was feeling healthier in both personal and ministry life.

Additional calls we received: a minister needing help for a teenage daughter struggling with an eating disorder; a minister seeking counseling for a teenage son struggling with gender identity concerns; a minister and spouse seeking marriage counseling; a church struggling in the aftermath of their pastor's resignation due to sexual misconduct; sexual abuse survivors seeking counseling; and a host of other counseling and mental health related issues including burnout, substance abuse, pornography addictions, and a desire for personal growth to be a better ministry leader.

Regardless of the struggle Texas Baptists find themselves walking through, we are here as a resource to help connect you to the mental health assistance you may need.

Our prayer in Counseling Services is that you do not encounter circumstances in your life that prompt you to need our assistance. However, should you find yourself facing one of life's storms head on, know that we are glad to help you find the mental health resources you need and count it a privilege to come alongside you in a difficult time.



**KATIE SWAFFORD**  
Director of  
Counseling  
Services  
M.A., L.P.C.-S.,  
Ph.D. in  
Leadership

**CLARA MORALES**  
Ministry  
Assistant



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**KARL  
FICKLING**  
Director

**JULIE  
GALINDO**  
Ministry  
Assistant

We have a saying in my area: “Every pastor is really an interim.” That simply means that all pastors will eventually move on. Right? And this last year has seen pastors move in many ways:

- Some moved to other churches
- Some took denominational or teaching positions
- Some retired
- A few passed away

Most pastors leave in these “normal” ways. Of course, there are other types of departures, too:

- A pastor secretly and unilaterally redirected Cooperative Program donations to his own ministries. Goodbye, pastor.
- A teenage girl shared her pastor's late-night text messages with the deacons. So long, “reverend.”
- A pastor announced that he wasn't honest with the search committee, and that he really planned to move the congregation to become Reformed, even though they weren't and never have been. Adios, padre.
- A pastor announced that he wasn't honest with the search committee, and that he really planned to move the church out of the Texas Baptists state convention. Hit the road, Jack.
- A pastor, apparently burned out, left a note and a forwarding address in the church office, stating that he resigned—effective immediately—and would never return. God speed, brother.

Actually, it doesn't matter if a pastor leaves normally or abnormally—interim churches needs special assistance. This is what our office provides. We have a search committee manual, trained interims pastors, seasoned consultants, and other resources for pastorless churches. Our goal is to make these resources available to every one of our pastorless churches, so they will have a “successful” interim time that culminates in calling a pastor who is a match for a church's culture, the current needs, and God's will.

Our ministry is working, and apparently our churches are not the only ones who have discovered this. We are now partnering, or collaborating, with Baptists in New England, Virginia, and Arkansas, as well as B. H. Carroll Theological Institute, Wayland Baptist University, and various associations.

And what about you, pastor? Are you willing to help your church, when you leave, by connecting them to our Interim Church Services office? It might be one of the most important things you ever do for your church. In fact, if you have the heart to do this, you might also have the heart for doing interim pastoring, and I'd like to talk with you about our training and referral network. It's a great opportunity to continue in local church ministry for retirees, para-church ministers, and bi-vocational pastors.

#### **Assisting Churches in the Interim Period/Equipping Pastors for Interim Ministry**

Karl F. Fickling, PhD  
Coordinator  
Interim Church Services  
214/828-5191 office  
karl.fickling@txb.org

Texas Baptists partnered on the 188th new cowboy church start in March 2019. Willis Cowboy Fellowship in Willis, Texas, sponsor churches are First Baptist Church of Conroe and Burleson County Cowboy Church, was approved in the March Missions Funding Council Meeting as the newest cowboy church to partner with Texas Baptists. Since the first cowboy church start was approved in January 2000, High Mesa Cowboy Church in Brownwood, Texas, Texas Baptists have partnered with local churches to help start these new cowboy churches and because of the cooperative program over \$5,960,000.00 has been invested in these new cowboy church starts! Congratulations and THANK YOU Texas Baptists!

Texas Baptists Western Heritage Ministries partnered with Cross Brand Cowboy Church in Tyler, Texas to help put on two cowboy church training events this past year. One was in September 2018 and one in February 2019. These two training events saw over 1,000 cowboy church leaders in attendance and the events were both simulcast to other locations where a few hundred more cowboy church leaders were able to benefit from the training.

Texas Baptists Western Heritage Ministries through the many miles traveled and cowboy churches visited each year strives to encourage cowboy church pastors as they face day to day challenges, give insight to pastorless cowboy churches as they navigate the search for a new pastor, and help men who feel called by God to start new cowboy churches. Thank you Texas Baptists for helping to pioneer this work 19 years ago and partnering to make a momentous impact for the Kingdom!

Again, thank you Texas Baptists for your support and partnership!



**JASON BRYANT**  
Western  
Heritage  
Consultant/  
Starter

**JULLIE GALINO**  
Ministry  
Assistant,



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**GUS REYES**  
Director

**MARILYN DAVIS**  
Congregational  
and Commission  
Specialist

**REBECCA TREVINO**  
Ministry  
Assistant

The CLC continues to lift up the importance of “Doing Justice, Loving Kindness, and Walking Humbly before our God.” (Micah 6:8) The CLC speaks to Baptists on current issues and raises funds through the Texas Baptist Hunger Offering to help with feeding strategies and poverty alleviation. I am thankful to God for the opportunity to serve Him through the ministry of the Christian Life Commission. Here are a few highlights:

- Dr. Ferrell Foster, Director of the Ethics and Justice, has developed “A Wheel for Christian Living” training. He is leading Wheel training sessions at Texas Baptist churches, associations, and institutions at no cost during this development stage.
- The CLC Public Policy Director, Kathryn Freeman, led the CLC team in the planning of the biannual Texas Baptist Advocacy Day at the state capitol in Austin. This year, a little over 200 attendees from across the state came to learn about the most pressing public policy issues in Austin and to meet with their elected officials. She also gave leadership to our public policy agenda during the 86th Legislative Session. We scored numerous victories on pro-life issues, criminal justice reform, and public education.
- Ali Corona, our Hunger & Care Ministries Specialist for four years, left the CLC staff to pursue her long-term plan of becoming a Licensed Clinical Social Worker. Her loss has been felt on the staff and around the state, but we rejoice as she pursues God’s calling on her life. Hunger & Care Ministries continue under the specialist’s supervisor, Dr. Foster.
- Texas Baptists gave \$551,116 through the Texas Baptist Hunger Offering in 2018. One hundred percent of these funds are used to fund hunger and anti-poverty efforts in Texas and around the world. The CLC also is disbursing \$123,372 in 2019 Community Care funds to support ministries engaged in restorative justice, community development, deaf and special needs, community health, and hunger ministry across the state.
- The CLC said goodbye to its relationship with Literacy Connexus and its valued leader, Dr. Lester Meriwether. Literacy Connexus is still doing its great and important work but has secured funding sources other than the CLC. We can still help churches get in contact with Dr. Meriwether and Literacy Connexus.
- Dr. Jesús Romero serves as ISAAC Director. He gave legal counsel to 120 individuals and represented 92 of them before the U.S. Citizenship and Immigration Services. ISAAC provided services related to family-based visa petitions, citizenship applications, religious worker visas, and DACA .
- Thanks to Marilyn Davis and Rebecca Trevino for excellent ministry and service through administrative support.

## CHRISTIAN LIFE COMMISSION MEMBERS FOR 2017-2018

**Jacob West**, Plainview (Chair)\*  
**Randy Anderson**, Salado\*  
**D.K. Bakhshodeh**, Plano\*  
**Delcia Chisolm**, Kingsville  
**Daniel (Tiny) Dominguez**, Lubbock  
**Jim Edwards**, Azle\*  
**Michael Evans**, Mansfield\*  
**Chuck Gartman**, Brownwood  
**Les Hollon**, San Antonio  
**Elmo Johnson**, Houston

**Bryant Lee**, Humble  
**Brenda Rincones**, San Antonio  
**Moises Rodriguez**, San Antonio  
**Dwaina Six**, El Paso  
**Mile Werntz**, Abilene  
**Tedrick Woods**, Grand Prairie  
**Jorge Zayasbazan**, San Antonio\*

Christians live a specific historical time and cultural place. Each historical and cultural place presents specific ethical challenges regarding both personal choices and societal issues. The CLC provides resources to help Christians think through an appropriate response in today's circumstances.

### "A Wheel for Christian Living"

To provide a foundation for an overarching Christian ethic, the CLC has developed A Wheel for Christian Living. It is designed primarily for young adult or newer Christians. It is about placing God at the center — the hub — of life and then developing good, biblical "spokes" to connect with the outer wheel — the tire — of daily experience. The Wheel can be taught by Dr. Ferrell Foster to small groups or larger gatherings in any church, association, or institution associated with Texas Baptists. The training can be merely a one or two-hour introduction, or it can deal with more details in a multi-hour setting at no cost.

College students have said the Wheel image helped give them a mental picture to hold onto in thinking about the different aspects of Christian living.

The Wheel includes eight "spokes," which can be taught separately or as a whole. The spokes are:

- |  |   |
|--|---|
| 1. <b>Listening to God</b> —The Bible and the Holy Spirit          | 5. <b>Developing Character</b> —Virtues & Vices                         |
| 2. <b>Continuing Conversion</b> —Not a One-Time Event              | 6. <b>Providing Care</b> —Help, Especially for the Least of These       |
| 3. <b>Shaping Our Spirit</b> —Spiritual Formation                  | 7. <b>Pursuing Justice</b> —Fairness, Especially for the Least of These |
| 4. <b>Living in Community</b> —Church, But Not That Local Building | 8. <b>Making Decisions</b> —Big Ones and Small Ones Add Up to a Life    |

The director of ethics and justice will present this material in churches, associations, schools, or other groups. Contact him at [ferrell.foster@texasbaptists.org](mailto:ferrell.foster@texasbaptists.org).

The Ethics & Justice web site ([texasbaptists.org/EthicsJustice](http://texasbaptists.org/EthicsJustice)) is the primary means of obtaining other resources for ministers and church members who want more information on varied ethical and justice issues from a biblical and informed perspective. The issues are:

Christian Living (basic principles, civility in communication, ethical decision-making)	Human Trafficking	Minister Ethics
Church & State (citizenship, religious liberty)	Hunger & Poverty	Money & Work (economics, work, gambling)
Creation Care	Immigration & Refugees	Race Relations
Education	Justice (criminal justice, death penalty, restorative justice)	Sex & Gender Issues (harassment, pornography, same-sex marriage, transgender)
Family (marriage, parenting, divorce)	Life, Health & Dying (abortion, aging and dying, health and medicine)	Terrorism, War & Peace

### Biblical Perspective

One specific resource available online and which may be printed for distribution free is the CLC's Biblical Perspective series. This series offers concise overviews of varied ethical and social issues. It does not seek to be comprehensive; it seeks to provide quickly accessible information for church leaders and inquiring Christians.

The series currently includes the following issues:

- |                            |                             |
|----------------------------|-----------------------------|
| • On Christian Citizenship | • On Justice                |
| • On Civility              | • On Pornography            |
| • On Human Trafficking     | • On Race                   |
| • On Hunger & Poverty      | • On Terrorism, War & Peace |
| • On Immigration           |                             |

The web address for these resources is <http://texasbaptists.org/ministries/clc/ethicsjustice/resources>.

All of the information is provided as a resource to help Texas Baptists think through issues from a Christian perspective. Texas Baptists are a diverse people and may come to differing positions on contemporary issues. The CLC seeks to explain the issues and to provide relevant Scripture.

The director of ethics and justice also leads workshops on ethical issues at various conferences and churches. He also joins other staff members in writing regular blog posts.



**FERRELL FOSTER**  
Director



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**KATHRYN  
FREEMAN**  
Director

“Christians gain influence in our culture — real lasting influence — when we act like Jesus,”  
Michael Gerson, CLC Advocacy Day Keynote

The Director of Public Policy gave leadership to the bi-annual Texas Baptist Advocacy Day at the state capitol in Austin. This year, a little over 200 attendees from across the state came to learn about the most pressing public policy issues in Austin and to meet with their elected officials.

This year’s keynote speaker was Washington Post columnist and George W. Bush adviser Michael Gerson. We also had workshops led by World Relief’s Matt Soerens, CCCU Shirley Hoogstra, former NHCLC Education adviser Andrea Ramirez, and former Focus on the Family Vice President of Advocacy Kelly Rosati.

The Director of Public Policy also gave leadership to our public policy agenda during the 86th Legislative Session. We scored numerous victories on pro-life issues, criminal justice reform, and public education. The state of Texas will inject \$6 billion into Texas public schools, increase access to re-entry programs for incarcerated women, and prohibit local governments from contracting with abortion providers.



The Christian Life Commission's Hunger & Care Ministries equips and empowers Texas Baptists to practically apply Christian faith to life through community ministries.

## Texas Baptist Hunger Offering

Texas Baptists gave \$551,116 through the Texas Baptist Hunger Offering in 2018. One hundred percent of these funds are used to fund hunger and anti-poverty efforts in Texas and around the world.

The Hunger Offering is supporting 117 ministries in 2019. The ministry budget for the year is \$400,554, which means the CLC has already committed those resources to ministries throughout the year. Additional funds will be allocated as funds are received.

One Hunger Offering ministry funding recipient is proVISION ASIA, which is supported through The Community at Lake Ridge Church in Mansfield. Offering funds are used to purchase food for families affected by disability; to provide meals during mobility aids distribution; to support PlayGroups and friendship circle; to provide quality training for women with disabilities focusing on spoken English, basic computer skills and personality development; and to provide partial sponsorships for children touched by disability from pre-K to college.

This ministry shared this comment in its first quarter 2019 report:

"Kavitha is a visually impaired woman who has been a beneficiary with proVISION ASIA for years. We provide her with Groceries and Educational Sponsorship for her Children. Kavitha has 2 daughters and they live in her brother's house after her husband chose to leave the family. Kavitha strives to educate her children. . . . When she approached us and we learnt of her story, proVISION ASIA decided to support her by providing her with Groceries on a monthly basis and Education Sponsorship for her children annually."

## Community Care

The CLC has awarded \$123,372 in 2019 Community Care funds to support ministries engaged in restorative justice, community development, deaf and special needs, community health, and hunger ministry across the state.

Hospitality House in Huntsville is one recipient of the funds. The money is used to purchase fresh meat, fruits, vegetables and dairy products and other food staples so the ministry can provide hot, healthy meals for families visiting incarcerated loved ones or for families coming for the execution of a loved one. Funds also are being used to alleviate hardships of their economic struggles by providing them bags of groceries to take home for their families. Elderly parents of the incarcerated are under great financial hardship and in need of bags of groceries as well as the hot healthy meals provided here. Alleviating their financial struggles (by providing groceries) for a short time helps bring hope, encouragement and courage that things will get better and there are people who care.

## Immigration Service and Aid Center/ISAAC Project

Dr. Jesús Romero leads the CLC's Immigration Service and Aid Center, which provides immigration law training and immigration service ministry.

ISAAC gave legal counsel to 120 individuals and represented 92 of them before the U.S. Citizenship and Immigration Services. We provided services related to family-based visa petitions, citizenship applications, religious worker visas, and DACA .

ISAAC also serves churches that wish to start immigrant ministries by providing training and assistance in the federal recognition and accreditation process. In 2018, Azle Avenue Baptist Church in Fort Worth provided legal counsel to 320 individuals and represented 218 of them before the U.S. Citizenship and Immigration Services.

Finally, ISAAC's 8th Summer Institute on Basic Immigration Law was held in San Antonio June 3-7, 2019. We had 32 participants. Twenty-two of them took the final test and 80 percent passed. Passing the test is a significant first step toward future recognition and accreditation with the Department of Justice.

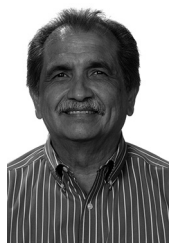


**FERRELL  
FOSTER**  
Director

**JESÚS  
ROMERO**  
Director,  
Immigration  
Services



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**LORENZO  
PEÑA**  
Director

**SONJA EVANS**  
Administrative  
Assistant

Texas Baptists continue to collaborate with the 98 associations of churches across our diverse state to do what they cannot do alone. Examples of how we collaborated with associational leadership in providing funding opportunities for their churches to do ministry are:

**Collaborating with the BSM:** One Border association used their funding to assist the local BSM in starting a mentoring program for freshmen students. The goal was to provide a place where valley college students have an opportunity to learn to how to succeed in college and how to live out their faith on campus. They were able to mentor 34 freshmen who met with upper classmen as well as were trained by campus missionaries on how to share the Gospel as they went to campus and held a campus outreach on a weekly basis. These freshmen were able to be on campus on a weekly basis sharing the Gospel and started a Bible study. During this project these students were also encouraged to go to their valley local churches and train high school kids on how to share the Gospel as well.

**Church School Partnerships:** As part of a Mega associations strategy two churches were enlisted to begin the What's for Lunch? program to help schools maintain literacy growth during the summer months. One church took the program to an apartment complex and another used it during their summer programming for local students. Students check out books for the summer from mobile library. They also receive t-shirt bags and prizes to encourage reading.

**Infant Safe Sleep Environment Initiative:** Another Mega association assisted churches in securing fifty-two (52) Graco pack 'n plays and placing them in twenty-six (26) strategic locations in Tarrant County to reduce the infant mortality rate. These locations encompass churches, hospitals, city offices, and non-profits such as pregnancy centers, refugee agencies, homeless and victim assistance agencies.

**Kingdom Ministry Collaboration:** There are untold people still without adequate housing more than a year following Hurricane Harvey. An associational team met this woman, living by herself, in a home without adequate roofing. Several months after the hurricane someone came to her home proposing to replace her roof. After tearing her roof off, they were not seen again. The roof had been tarped to keep things inside from becoming worse. Rains since the hurricane brought much water into her home. Our team was able to have her re-roofed and finish out her home with new sheetrock with monies from the Mary Hill Davis Fund and funds from Padre Island Baptist Church.

**Evangelistic Focus:** In this Rural association church members and invited guests from 20 churches gathered to hear the Heaven's Gate/Hell's Flames Presentation. After seeing the presentation many were so convicted that they had to come forward and give their life to the Lord. There were over 200 salvations and over 100 rededications.

The Office of African American Ministries is privileged to serve almost 1000 predominantly African American churches affiliated with Texas Baptists. This Office works specifically with the African American Fellowship of Texas in reaching out to pastors, leaders and members of the churches. I hope you will enjoy reading about some highlights of events that were sponsored to assist our churches in their fulfillment of the Great Commission and the Great Commandment.

### **Camp Exalted**

Camp Exalted is a youth evangelism camp for predominantly African American students (7th grade through high school seniors). Latham Springs Encampment was the host venue in July 2018. “Unashamed” was the week’s theme based on Romans 1:16. This was a record attendance year with 480 total campers from 32 churches. Nine of these churches sent youth for the first time. The success of the high attendance may have been that there were three preview “Youth Rally” worship services during the previous spring in Mansfield, Garland and El Paso. The young people were hyped and ready by the time the July venue approached. The Lord blessed us to have 32 decisions for Christ during the week. Many wonderful testimonies were shared by the campers of ways the theme impacted their walk with Christ. One young co-ed shared a moving story of how she was affected. After hearing one of the group instructors teaching on forgiveness, the Lord spoke to her to call her own father and “forgive him” for the abuse she and her family had suffered. She made up her mind to put this behind her and “live in her new relationship with Christ who loves her unconditionally.” Her walk with the Lord now has new meaning for her.

### **25th Annual Dr. Jim Culp Banquet**

The annual banquet was a very special occasion during the Family Gathering of Texas Baptists, for two reasons: (1) It was the silver jubilee, and (2) the Lord called his servant, James W. Culp Sr. home to be with him a couple of days prior to the banquet. Dr. Culp, who was in declining health, had been planning for months to be at the celebration with his family. The family still came, occupying about four tables of ten each. They passionately expressed gratefulness to African American Ministries and the African American Fellowship of Texas. The banquet attendance of more than 500 individuals, was the largest we have ever had in 25 years.

### **African American Leadership Workshop**

“Strengthening Leaders, Multiplying Ministry Together” was the theme of the annual AALW at Truett Theological Seminary. Four hundred and fifty pastors and leaders participated from around the state in the two-day session. Relationship building is a key component of leadership under the leading of the Holy Spirit. This was a primary purpose of the AALW. Leaders were given the opportunity to hear and interact with facilitators and other church leaders. The Workshop was also a conducive venue for new church orientation with about forty leaders from newly affiliating churches with Texas Baptists. Dr. Michael Evans, BGCT president, facilitated the orientation.



**ROY  
COTTON**  
Director

**SHARRON  
BRADLEY**  
Ministry  
Assistant



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**ROLANDO RODRIGUEZ**  
Director

**MARLON RIOS**  
Assistant

www.  
texasbaptists.  
org/espanol

The Office of Hispanic Ministries exists to encourage, inform, and help Hispanic Baptist churches aligned with the Baptist General Convention of Texas reach the goals the Lord has given them. Our goal is to assist these congregations in their ministry, utilizing the wide variety of services and ministries available through our office by Connecting, Collaborating, Contextualizing and Celebrating.

#### Office of Hispanic Ministries: Visited, Trained and Equipped

- 850 pastors
- 920 churches
- 6,500 leaders
- 3,500 students
- 35 of the 40 Hispanic Fellowships

We accomplished this by:

#### Ongoing Ministries

Entrena-T - The Entrena-T School of Leadership. This training takes place in

La Visión Magazine -Communicate news/information related to Texas Baptist Hispanic work. Church Consultations -

#### Events

- Hispanic Leadership Conference - This unique event focuses on expanding the impact of our leadership development efforts.
- CAMPamento - Youth Camp, more than 400 students attended last year's camp and participated in the closing session of the Family Gathering in Arlington.
- Hispanic Preaching Conference - Our focus is on train and equip. At the end of the event pastors and leaders received all the conference material.
- Compañerismo (Hispanic Fellowship) President's Meeting - This group represents the 1100 + churches affiliated with BGCT. The meeting is about informing of all the resources, trainings BGCT has available for all our churches.
- Hispanic Rally - Prior to the BGCT annual meeting, we hold a Hispanic Rally in the same town. This is our end of the year celebration.
- Hispanic Men's Retreats - Every year, we work with Hispanic fellowships (Compañerismos) to support their Hispanic men's retreats held in Glen Rose and Woodlake.
- Pastors and Wives Retreat
- Texas Baptists, we couldn't do what we do without your prayers and generous support! Your gifts of finances and intercession are bearing fruit for the glory of G

Thank you, Texas Baptists, for your many gifts that empower us to help others reach their God-given educational potential!

**Hispanic Education Initiative's** core purpose is to help by providing training, resources, and opportunities to Hispanic students across the state of Texas with potential in academia. HEI firmly believes that God has created every single person in His image and as a result every individual has the capacity and the means to go to, and through college. Our passion is to see that both parents and students gain the knowledge needed to continue their way to greatness. Our main pathways to success and how we strive to make this happen is through the public sector education but also the local church. HEI exists to provide the local church with the following tools:

**Raising Highly Capable Kids.** This parenting program is 13 weeks in length, designed in partnering with local public schools and the local church. Through the present program, there have been 11 new sites in the last year where the awareness to raising and awarding money to make college a possibility for many Hispanic students to attend the university of their dreams. Such a program has been successful across the state wherein South Texas in one site in the Rio Grande Valley there were over 80 parents that attended the training. Not only did these parents go through the training but graduated as well. The end goal is to challenge parent to be there for their children in every aspect of life.

**Raising Money for College.** Many Hispanic students are not going to college due to the lack of financial information. HEI has had the privilege of raising over \$120,000 in the last eight years, where 120 students receive different amounts of scholarships. Such economic opportunities have made the student's awareness of education positive. Our goal is to educate parents and student that money should never be an issue to attend the university that fits their desires

**Hispanic Education Fairs.** The "Educate Texas Hispanic Education Fair," exists in setting aside a specific date in different parts of the state to provide both parents and student with information vital for college. Here, HEI provides practical information through workshops; grants a specific number of students with \$1,000 in scholarships. It is the goal in every Hispanic Education Fair that every student understands the importance of receiving a college education. It is a desire that in each fair, students are made aware of malleable intelligence and that college can be for everyone if the circumstances, possibilities, and desires are at place.

**Hispanic Summer Missionary Program.** This summer program's funds mainly come from the Mary Hill Davis Mission State Offering. For seven consecutive years, HEI has assigned 12-15 Hispanic university students to the local church in a ten-week program. The goal if this program is for current college students to equip both parents and high school students in the local church for future endeavors.

**Bilingual GED Online Prep Course.** HEI provides this community service opportunity through the local church at no cost. The program is available in both English, and Spanish providing opportunities to do who have seem to think they have lost a valuable chance to succeed.

**English Youth track at Hispanic Leadership Conference.** At the HEI, we have recognized the need to reach out to the younger generations who enjoy the Hispanic culture in the English-speaking language. The tracks provide the necessity in younger people whose preferred language might be English. Through this program, every person within the Hispanic community is welcomed to participate.



**ROLANDO RODRIGUEZ**  
Acting Director

**MARLON RIOS**  
Assistant

[educatetexas.org](http://educatetexas.org)



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**PATTY LANE**  
Director

**MARK HEAVENER**  
Intercultural Specialist

**LEONID REGHETA**  
Project: Start, Director

**JEANETTE NICHOLS**  
Ministry Assistant

Texas is ever-changing. People move here, new businesses start or relocate here, churches start new communities are developed and there is a flow of people from rural to urban. These changes we have seen for decades but what we may not have seen is that in this flow of people we have had thousands come from other countries. We know we have a large Hispanic and African American population, but did you know that we also have a growing number of residents from Myanmar? Just as an example, Texas Baptists have churches with 11 different people groups all from that one country. Each has their own language or dialect, culture and history. These new Texas Baptists are part of how Texas Baptists keep changing as we continue to share Christ and embrace those that God is bringing into our state.

Intercultural Ministries is on a mission to make sure that everyone hears the gospel in their own language and cultural context, so we assist congregations and individuals who are reaching out to the unreached people groups of our state.

We connect churches and leaders from all around the world who now find themselves in Texas with the Texas Baptist family and we help the Texas Baptist Family know who some of our newest Texans are. It is exciting and challenging ministry where no two days are alike and the cultures and people we serve are always teaching and sharing with us in a mutual relationship of respect and friendship.

Part of how we do this is through the 8 ethnic fellowships that are part of Texas Baptist life. Two of these are officially recognized by the convention, Chinese and Vietnamese. The other 6 include: Laotian, Korean, Eastern and Central African, JAEBECOT (Joint African Evangelical Baptist Churches of Texas), Japanese and Cambodian. Each of these and other informal collaborations with different language churches creates a great network of leaders committed to the Great Commission. Through these networks we offer contextualized training that both enhances the leadership and promotes peer learning that result in new churches and leaders.

One of the backbones of our ministry is our Intercultural Advisory Council. Through this dedicated group of leaders from countries including Lebanon, Iran, Vietnam, Myanmar, Laos, Philippines, Cambodia, Japan, India, Korea, Hong Kong, and Malaysia, we prioritize our ministry and develop mutual communication of needs and goals. This team has grown over the years to be a support network for each other and for Texas Baptists.

Ministering to the second and third generation immigrant and refugee is a priority. Through our Leadership Training Institute and Camp Fusion we are training the next generation of leaders. The youth who have been involved in both training opportunities have gone on to serve on church staffs and as leaders in their churches in college and after. We see the strong value in investing in youth in ways that acknowledge their unique life experiences so that their faith journey is authentic and transformational.

We are continuing two special emphasis through refugee outreach at Project: Start. This ministry increases capacity for refugee churches and other ministries in the areas where refugee population is high. In addition, the cross-cultural mobilizer is training and modeling effective ways to share Christ with those who come from other religious backgrounds. Through these ministries we see Christ impacting individual lives.

With over 300 churches and 70 languages God has blessed us with a unique diversity of cultures that makes us a strong family of churches.



Thanks to Texas Baptists, Texas BSM exists to engage the 1.6 million college students in Texas to follow Christ and transform the world. Your BSM Missionaries are on approximately 115 campuses, incarnationally engaging the collegiate culture by making and multiplying disciples of Jesus. It is both exciting and challenging at Texas universities where over 300 exist in almost every community, with many having multi-site campuses throughout a region of the state.

**Hub Campuses:** Texas BSM has labeled Hub campuses from which the gospel is multiplied to campuses within driving distance. **Tarleton** has now opened a campus in Fort Worth with a new BSM Director as well. **UTD** has planned new work at Collin College Wylie campus.

**Missions:** in 2019 Go Now Missions will send 428 students out as missionaries to 26 countries and in 14 states. Below is the type of missionaries divided:

- Christmas missionaries - 100
- Semester missionaries - 7
- Semester CMI's in Texas - 87
- Summer and Impact Missionaries - 167
- Special Impact (campus teams) - 67

At Beach Reach South Padre Island this past Spring break, there were 19,552 rides given, 11,327 people prayed with, 10,239 Gospel conversations, 112 professions of faith, 52 commitments to Christ and 11,495 pancake breakfasts. Tarleton BSM shared this story from Beach Reach, "For many campuses, this is a catalyst for Gospel sharing back on their own campuses. We tell our students, 'If Beach Reach ends on Friday then Tarleton Reach starts on Saturday.' Each year we have students come to know Christ on our campus as a result of students going on Beach Reach and becoming bold in sharing the Gospel. This year, one of our students drove to his hometown the Saturday after we got back, called all his high friends together and shared the Gospel with them. One of them prayed to receive Christ!" - Clayton Bullion, BSM director at Tarleton State University.

**Campus Outreach:** Amazing opportunities exist on college campuses across Texas to share the gospel with non-believers as well as many Christian students who struggle with their beliefs. From Baylor University in the Spring is this story. From March 31-April 3, more than 12 Waco college ministries came together and organized a 72-hour prayer revival on Baylor University's campus called FM72. FM stands for "Fountain Mall" the location where the revival took place and for 72 hours there were people in the prayer tents praying for a breakthrough in our students and throughout the world. Each evening, Sunday-Wednesday, there were 8 pm worship gatherings with approximately 2,000 students right at the heart of campus. These gatherings went well over two hours and were filled with worship, prayers, and teaching. There were many incredible testimonies from the prayer tents and worship gatherings. Students experienced incredible breakthroughs and the Spirit was doing a supernatural work in individuals and on our campus as a whole. The movement of God continues! New BSM work at Laredo TAMIU (International Univ.) has begun with amazing stories. The work at TAMIU started last year as 2 churches reached out to us separately to inquire about work on the campus. The BSM is now a registered student organization and several local Baptist churches have also come together to partner and support the work of the BSM. Every week 20-25 students meet on campus for worship and Bible study. Small groups for men and women have been started and student leaders are discipling other students. Most of the students have never been disciplined. Many are new believers.

Luke 10:2- The Harvest is plentiful, but the laborers are few, beseech the Lord of the Harvest to send out laborers into His Harvest!



**MARK JONES**  
State Director

**JOYCE ASHCRAFT**  
Associate State Director

**CLAYTON BULLION**  
Campus Consultant

**BETH SMITH**  
Campus Consultant

**BRENDA SANDERS**  
Missions Consultant

**ROBERT HOOKER**  
Evangelism Consultant

**GINGER BOWMAN**  
College Church Specialist

**PEGGY MOULDEN**  
Administrative Assistant

**BECKY BARNES**  
Ministry Assistant- Communications/ Data Management

**CINDY ZOLLER**  
Ministry Assistant- Receptionist/ Finances

**147 BSM STAFF MEMBERS**  
(employed and volunteer)



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**BRUCE  
MCCOY**  
Director

**ANNA  
CRITTENDON**  
Ministry  
Assistant

**The Ambassador Program** for Texas Baptists is a state-wide initiative that enlists volunteers to reach out to affiliated churches and build that sense of family we enjoy together. As a result, we have opportunities to encourage many faithful pastors and churches to a greater level of cooperative ministry with Texas Baptists. We remind our friends of how Texas Baptists can help and how we can do more together than we can do alone.

You will want to know that the Lord is bringing back to us a gradual increase of interest and cooperation from other churches that were previously affiliated with us years ago. Through this new Ambassador Program, “God...has given us the ministry of reconciliation... and has committed to us the word of reconciliation. Therefore, we are ambassadors for Christ” (2 Corinthians 5:19-20a).

If the Lord is calling you to join us in the Ambassador Program, please email Bruce. [McCoy@TexasBaptists.org](mailto:McCoy@TexasBaptists.org).

Another way we serve as Ambassadors for Christ and Texas Baptists is through our Heritage of Hymns Concerts: You can help secure the financial heritage of your church by hosting a Heritage of Hymns concert with Bruce McCoy and Don Wyrzten. For over 40 years Bruce has sung on Christian Television programs and around the world; songwriter and pianist, Don Wyrzten, is known as “The Poet of the Piano.” Through these concerts, believers will be encouraged, and Bruce will call their attention to the wisdom of planned giving for the Kingdom work of Texas Baptists.

Nearly two out of three people do not have a will. If that trend is consistent in our churches, our members leave behind untold financial assets that get taxed heavily by the government. Texas Baptists have a significant opportunity to generate legacy gifts that could strengthen the heritage of your church. Bruce’s legacy giving challenge, “Ostriches, Turkeys, and Eagles,” is only 2-minutes in length and has been acclaimed by [PlannedGiving.com](http://PlannedGiving.com) for being warm-hearted and innovative. The Heritage of Hymns Concert is a grand hour of music, solos and sing along, inspirational stories, a touch of country, operatic heroics, Irish Tenor phrasings, remarkable piano stylings, and spiritual enrichment. Contact [Bruce.McCoy@TexasBaptists.org](mailto:Bruce.McCoy@TexasBaptists.org).

Use the words from the box to fill in the blanks below.  
Each word will be used one time only.\*

52 ANNUAL BAPTISTS CHRIST CELEBRATING COOPERATION  
FACTS FAST LOVE REPORT SUNDAYS TEXAS VIDEOS



**CHRIS LIEBRUM**  
Director

**BARBARA FORBIS**  
CP Specialist

**SHARE** \_\_\_\_\_, **SHOW** \_\_\_\_\_. That's our message as Texas Baptists. The purpose of this office is to help churches see how much farther they can reach with the love of Christ by joining together in missions giving. **To accomplish that in 2018-2019, we:**

**Produced our 2018 CP** \_\_\_\_\_ - a concise yet comprehensive report on how Texas Baptists dollars are used. The report is available in print (*English only*) or online (*English and Spanish*) at [texasbaptists.org/cpannualreport](http://texasbaptists.org/cpannualreport).

**Hosted four** \_\_\_\_\_ **Luncheons** - events designed to express our appreciation to churches who have demonstrated continued support for the Cooperative Program. We've held a total of seven so far with plans for several more over the next few years.

**Published** \_\_\_\_\_ - a free downloadable collection of 52 stories about lives changed through missions supported by CP. They are ideal for missionary prayer moments in a worship service or any other gathering of your congregation. **52 Sundays** is available at [texasbaptists.org/sundays](http://texasbaptists.org/sundays).

**Expanded our library of CP** \_\_\_\_\_ - short videos, two to three minutes in length, about people whose spiritual and physical needs have been met as result of CP-supported ministry. They are free to download and use however best increases your church's mission awareness.

**Offered free downloadable resources** - informational pieces provided to help you communicate to your church the reach and scope of mission dollars given through the Cooperative Program. All resources are free to download and print in any quantity. Whether you need something as simple as a card with a few **CP** \_\_\_\_\_, or something more detailed such as the 2018 CP Annual Report or 2019 Budget Summary, you will find it on our webpage. We frequently add new pieces to the page, so please check back often.

**THANK YOU!** I welcome every opportunity to visit our churches and share what God is doing through Texas Baptists missions and ministries. Thousands are coming to Christ and experiencing changed lives, all because you give generously through the \_\_\_\_\_ Cooperative Program.

\*Answers can be found at: [texasbaptists.org/cp](http://texasbaptists.org/cp)



**TEXAS BAPTISTS**  
BAPTIST GENERAL CONVENTION OF TEXAS



**JOSHUA  
MINATREA**  
Director

**BRITTANY  
THOMAS**  
Assistant

**KALIE  
LOWRIE**  
News Director

**BONNIE SIESS**  
News Writer

**NEIL  
WILLIAMS**  
Multimedia  
Specialist

**BRANDI  
JONES**  
Social Media  
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**JEREMY  
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**CALEB ARNDT**  
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SOLANO**  
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Designer

**SONYA  
JOHNSON**  
Print Center  
Operator

**JOHANN  
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Web Content  
Manager

**JILLIAN  
SANDERS**  
Web Content  
Specialist

**NIGEL  
ROBINSON**  
Marketing  
Consultant

**AARON  
COBBS**  
Marketing  
Consultant

The Communications Department is the award-winning, full-service, in-house creative team of Texas Baptists. The department bears witness to the awesome work and ministry taking place through the churches, missionaries, ministries and institutions of the Convention, and tells the story of what God is doing in and through Texas Baptists.

This story is published to the convention's website at [texasbaptists.org](http://texasbaptists.org), and shared daily through our corporate Facebook, Twitter, Instagram, and LinkedIn accounts, monthly through email newsletters, and quarterly through our flagship print publication *Texas Baptists Life* magazine. This ministry is capably led by Kalie Lowrie, news director.

In addition to telling the Texas Baptists story, the department also designs digital and print materials to brand and promote about 150 ministry events produced by about 35 ministry clients each year. Designs include logos and themes, save-the-date cards and programs, and stage signage and parking signs. This ministry is capably led by Jeremy Honea, art director.

Throughout this past year, we have sought to strive for excellence in news and media, design and print, and promotion. We were pleased to attend the 65th Annual Baptist Communicators Association Workshop and 55th Annual Wilmer C. Fields Awards, and receive seven awards for graphic design, web design, print collateral, advertising, and promotion. In addition, I am happy to have been given the opportunity to chair the 2020 awards banquet in New Orleans.

We have also sought to improve storytelling and promotion around affiliation, giving, and ministry impact. We want every congregation to understand why it is important to engage in cooperative missions and ministries, and what happens when they do. For that reason, we've teamed up with our Office of Cooperative Program Ministry to produce a number of resources including 52 Sundays and the CP Annual Report to better highlight that when you and your church give to the Texas Baptists Cooperative Program, people meet Jesus.

We also redesigned our *Missions and Ministries* booklet to include new stories and stats, as well as information on history and mission, budget and giving, and benefits of affiliation. This has become an ideal resource for anyone looking to engage, or re-engage with convention ministries. Learn more about these and other resources, and request additional copies, at [texasbaptists.org](http://texasbaptists.org), or by emailing [subscriptions@texasbaptists.org](mailto:subscriptions@texasbaptists.org).

Thank you for sharing Christ, showing love, and helping us to tell the good story of what God is doing in Texas and around the world. It is good to be near God, and tell of all His deeds!

LOS BAUTISTAS: CREENCIAS, PRÁCTICAS, Y HERENCIA...a new resource in Spanish providing information and inspiration about Baptist distinctives and heritage was premiered at the June meeting of the Hispanic Baptist Convention in McAllen! The book was prepared by the Texas Baptist Heritage Center and is another example of the cooperation of the Center with others of the Baptist family to pass along our biblically based beliefs and heritage to following generations.

The book puts in print form some of the material found on the website [www.distintivos.bautistas.org](http://www.distintivos.bautistas.org), a website prepared and maintained by the Center. The book contains a summary of the history of Hispanic Baptists, twenty-seven articles on Baptist beliefs, and a brief account of Baptist history and heritage. In cooperation with Rolando Rodriguez, Director of Hispanic Ministries, it is being distributed to churches, directors of missions, Baptist schools, BGCT leaders, and others and is also being used in various meetings sponsored by Hispanic Ministries.

Copies of LOS BAUTISTAS: CREENCIAS, PRÁCTICAS, Y HERENCIA are being offered free of charge/postage paid to churches, institutions, and individuals. It can be ordered using an order card or order information on [www.distintivosbautistas.org](http://www.distintivosbautistas.org). The website is utilized worldwide and the first request for the book came from Santiago, Chile. The website is consistently visited by persons in many nations around the world as well as the USA.

Another resource prepared and maintained by the staff, the website [www.baptistdistinctives.org](http://www.baptistdistinctives.org), is visited daily by persons throughout the world and contains a wealth of information and resources on Baptist beliefs and heritage in English and Spanish as well as how to order the *Baptist Identity Series*. The *Series* was prepared by the staff and includes the book *Baptist Beliefs and Heritage* with nineteen articles on Baptist beliefs, a summary history of Baptists, heritage tidbits, a set of nineteen colorful leaflets on Baptist beliefs, a study guide for individuals and groups, and a resource for leaders of group studies. The *Series* has been mailed to each church in Texas, directors of missions, and BGCT-related schools.

The staff also participates in conferences, classes, and other meetings to share Baptist beliefs and heritage, such as with the Texas Baptist Missions Foundation, the Leadership Texas Baptists program, and Baptist universities. They also provide Baptist identity materials to BGCT ministry programs, such as Chaplaincy Relations and the Interim Ministry program. Last December the staff prepared a 30th Anniversary commemorative piece for the Baptist Building Retiree Fellowship Reunion Luncheon which met at the former Baptist Building at 333 N. Washington in Dallas.

The Texas Baptist Heritage Center functions as part of the Executive Director Emeritus Office of the Baptist General Convention of Texas with volunteer staff providing information and inspiration about Baptist distinctives and heritage in numerous ways. The Center relates to the Baptist Distinctives Council, elected by the Executive Board of the Baptist General Convention of Texas. The Council's members provide assistance periodically for projects carried out by the volunteer staff. The staff encourages Council members in Baptist heritage projects, such as a current project gathering histories of Texas Hispanic churches for the Texas Baptists archives.

We are grateful for the Baptists of Texas and beyond for utilizing materials on Baptist distinctives to strengthen the Baptist witness for Christ. We pray that these efforts will contribute to an ever-stronger Baptist family of Christians effectively fulfilling the Great Commandment and Great Commission of the Lord Jesus Christ. "Yea, I have a goodly heritage." Psalm 16:6 (KJV)



**WILLIAM M. PINSON, JR.**  
Executive  
Director  
Emeritus/  
Director TX  
Baptist Heritage  
Center  
(Volunteer)

**DORIS A. TINKER**  
Director  
Communications/  
Organization  
(Volunteer)



**TEXAS BAPTISTS®**  
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**ALAN J. LEFEVER**  
Director

**NAOMI TAPLIN**  
Associate  
Director

**PHIL HASSELL**  
Manager  
Texas Baptist  
Historical  
Museum

**AUTUMN HENDON**  
Ministry  
Assistant

**HEATHER MOONEY**  
Coordinator  
of Community  
Outreach and  
Research

The Texas Baptist Historical Collection marked its 86th year of operation by continuing to collect, preserve, and communicate the history of Texas Baptists. The TBHC is located at 209 N 8th Street and hosted numerous meetings including Truett classes, the Texas WMU, local churches, as well as committees from the Waco Baptist Association and the Baylor BSM. The conference room is available for use by BGCT churches. Please contact Autumn Hendon for further information ([autumn.hendon@texasbaptists.org](mailto:autumn.hendon@texasbaptists.org)).

The acquisitions of new material are critical to the growth and future of any historical collection. In 2018, 120 linear feet were added to the TBHC including additions to the Russell Dilday and James Landes papers. The personal papers of C.W. Brister, legendary professor of Christian Ministry at SWBTS, as well as original sermon notes from Jerold McBride, long-time pastor of FBC San Angelo, were also donated to the Collection. Gwin Morris, who has spent much of his life doing in-depth research into J. Frank Norris, gave his Norris material to the TBHC. Morris's notes contain some information unavailable to researchers in the past.

The TBHC museum continues to attract visitors as it tells the stories of Texas Baptists and the American Tract Society. A new exhibit on the family of E.E. King was unveiled. King served as pastor of FBC McKinney for 21 years. His daughter, Emma Corin King, was a beloved professor at the University of Mary Hardin-Baylor and one son, C.M. King, was a double silver medalist at the 1904 Olympics before serving as the business manager at SWBTS in 1915. One of C.M.'s medals is included in the exhibit. The George Whitfield pulpit, which spent a year on display at the Smithsonian Institute as part of its Religion in Early America exhibit, is now back on display at the TBHC. The pulpit, which was used by Whitefield during the First Great Awakening, is considered one of the most important religious artifacts of early America.

The Collection assisted numerous on-site researchers, examining such topics as Texas Baptist women, Hispanic work in Texas, and the Civil War. If you're interested in on-site research, please contact Autumn Hendon ([autumn.hendon@texasbaptists.org](mailto:autumn.hendon@texasbaptists.org)).

Many rural churches have played an important role in the development of the BGCT. In recent years some of these churches have closed their doors. The TBHC is actively seeking minutes and historical information on these churches so that their ministry and impact will not be lost. If you have any information on any of these types of churches, please contact the TBHC ([tbhc@texasbaptists.org](mailto:tbhc@texasbaptists.org)).

The church library ministry continues to be a vital component of the Collection's ministry. The 2019 Church Library Conference will be October 3-5. Please contact Naomi Taplin ([naomi.taplin@texasbaptists.org](mailto:naomi.taplin@texasbaptists.org)) for information.

The Texas Baptists are encouraged to visit the Texas Baptist Historical Museum at Independence. The permanent displays at the TBHM tell the stories of the beginnings of the Baptist denomination, Baptists in America, and Texas Baptists. Important Baptist Distinctives are also highlighted on an interactive wall. To arrange a tour of the museum please contact Phil Hassell ([phil.hassell@texasbaptists.org](mailto:phil.hassell@texasbaptists.org)).

The TBHC offers the following services:

- Research Assistance
- Photograph Reproductions
- Preservation
- Consultations
- Baptist History and Heritage Awareness

The Texas Baptist Missions Foundation helps individuals use their financial resources to change the world through present gifts, planned gifts, and estate gifts. From August 2018 through March of 2019, we assisted 3,503 donors who made 13,072 gifts for a total of \$4,865,853 in cash and gifts in kind, with an average gift amount of \$388. Here are some of the ways TBMF connected these donors with ministry needs in Texas:

### Lucille Barrett

The Texas Baptist Missions Foundation exists to help generous people fuel their passion for missions. Lucille Barrett of Dallas was able to do just that through her connection with TBMF. As a young girl, God gave her a vision to minister to Arab people in the Middle East. Though she never became a missionary, she always remembered the Lord's calling and pondered what she could do.

When Lucille's husband passed away a few years ago, he left a sum of money he had been saving for years. She saw this as an opportunity to fulfill the vision God had given her. However, she didn't know where to start and was nervous about sending money overseas. So, she contacted the Missions Foundation about giving to a school that would provide Christian education to Arab people. After some research, we made a connection with the Arab Baptist Theological Seminary in Beirut, Lebanon. She now gives to the seminary through TBMF regularly and receives monthly updates on what is going on at the school and in the lives of its students. The Kingdom of God is expanding in the Middle East because of Mrs. Barrett's generosity.

### Texas Tech BSM Capital Campaign Update

Construction of the new Baptist Student Ministry building at Texas Tech is finished. This new 9500 square foot facility will feature a large worship hall with seating for up to 350 students, a commercial kitchen, seating/gaming area for students, training and prayer rooms, and much more. Assisted by a generous lead gift from Dr. Robert Pinder, the Foundation has raised over \$3.8 million in pledges and gifts, exceeding our initial goal of \$3.3 million.

### TBMF Gives \$502,550 in Grants

Thanks to the generosity of donors like you, 31 grants totaling \$502,550 were approved by the Texas Baptist Missions Foundation Council on September 24, 2018. These grants are for use in the 2019 budget year and cover a variety of ministries including disaster recovery, minister education, chaplaincy ministry, and the Bible Drill and Speakers Tournament.

Texas Baptist Counseling Services is using the grant they received to help churches develop counseling ministries. Studies suggest that one out of five people experience mental health issues, and individuals struggling with mental health issues are just as likely to seek the counsel of the clergy/church as they are to meet with a physician. Counseling Services and the churches they serve see this as an opportunity to be a light in the darkness. They work together to develop curriculum/materials for support groups, train church lay leaders to lead mental health groups, provide education on crisis intervention, and purchase appropriate counseling-related therapy tools such as computer software, play therapy equipment, etc. TBMF is proud to be part of this important ministry project.

***If you would like some ideas on how to support missions in Texas or around the world, the Foundation staff will be happy to work with you.***



**BILL  
ARNOLD**  
President

**JERRY  
CARLISLE**  
Vice President

**STEVE  
MASSEY**  
Vice President

**LESLIE  
SNYDER**  
Donor Relations  
Coordinator

**RITA GRIFFITH**  
Administrative  
Assistant



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**STEVE VERNON**  
Associate Executive

**STEVE MULLEN**  
Director  
Theological Education

**BETHANY FRISCH**  
Executive Assistant

**LADONNA RENFRO**  
Texas Baptist Committee Specialist

One of the keys of any successful organization is the collaboration of those who lead in the work. One of the joys experienced in the office of the Associate Executive Director is to collaborate with so many in the Baptist family including staff, churches, associations, institutions and individuals.

Internally the staff in the office has the opportunity to work with the ministries of the BGCT. This includes the five teams of the BGCT organization, Christian Life Commission, Great Commission Team, The Connections Team, Collegiate Ministries Team, and the Missions Team. Cultural Engagement is a part of each of these ministries. These teams form the heart of ministry to churches across the state.

A Texas Baptist story is the growth of chaplaincy endorsement by the BGCT. There are now over 900 chaplains endorsed by Texas Baptists. There is a new relationship with the Baptist General Association of Virginia for endorsement. Each day chaplains serving in the military, in hospitals, at hospices, in industry, with first responders, in nursing homes, and in countless other ways make a difference in ministry where they serve. Chaplains of the BGCT are truly the presence of Christ across the world.

Educationally Texas Baptists have a relationship with 9 universities, one teaching center, and San Marcos Baptist Academy. Through that ministry Texas Baptists touch the lives of 35,467 undergraduates and 10,691 graduate students. There are 1,491 students who receive ministerial financial assistance scholarships through cooperative program giving.

Ministry is also done through 4 BGCT related hospital systems including Baylor Scott&White Health, Baylor Scott&White Hillcrest, Hendrick Medical Center, and Baptist Hospitals of Southeast Texas.

Work through Buckner International, BCFS, Children at Heart Ministries, and South Texas Children's Home reach many more. It is estimated that over any given year the BGCT touches the lives of 2 million plus people in the state and across the world

The Executive Board of the Convention is supported by the office of the AED. The Executive Board is charged to do the business of the convention when the convention is not in session at the Annual Meeting. The role of the office of the Associate Executive Director includes orientating directors, overseeing the registration process, and arranging for the meetings, working with agendas, and working with the business that the Executive Board will consider. The last two years have been particularly challenging for the board in dealing with churches and the ethical issues of the day.

The Associate Executive Director's office oversees the training and meeting facilitation of the committees of the BGCT. Hundreds of Texas Baptists fill elected positions in the governing bodies of institutions and entities related to the BGCT. The office of the AED facilitates the work of the Committee to Nominate Executive Board Directors, the Committee to Nominate Boards of Affiliated Ministries and the Committee on Committees. Other committees that the office coordinates are the Committee on Convention Business, the Committee on Memorials, the Committee on Credentials, and the Committee on Resolutions.

It is an honor and a privilege to represent Texas Baptists at churches, events, and at other meetings across the state and across the nation. The opportunities to share the Gospel through preaching and speaking in churches on a weekly basis gives the opportunity to know the heartbeat of churches as they seek to reach the state with the hope of the Gospel.

(Please note that Dr. Vernon will be retiring from this role with the BGCT on January 2, 2020.)



**God's Word Changes Lives!** Because this is true, the mission of BaptistWay Press® is to serve churches by helping connect people to God's word. As the publishing arm of the BGCT, BaptistWay Press® produces quality Bible studies and resources for the various ministries of the convention.

The Bible says, *"All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the servant of God may be thoroughly equipped for every good work."* - 2 Timothy 3:16-17 (NIV)

Thank you for boldly teaching God's Word and sharing that hope of Christ. Our goal is to continue to provide quality resources to assist you as you teach. Please check out our online catalog of both printed and digital resources at [www.baptistwaypress.org](http://www.baptistwaypress.org).

Here are some highlights from April 2018 through May 2019.

#### Published Quarterly In-Depth Bible Studies:

- Rescue and Redemption (Topical Study)
- Correction and Counsel (1 and 2 Corinthians)
- Grace and Truth (The Gospel of John)
- Triumphs & Troubles (2 Samuel)
- Pillars: Still Standing After Centuries of Change (Ten Commandments)

Each study in English includes a Study Guide, a Large Print Study Guide, and a Teaching Guide. Commentaries and Teaching Resource Items are also available. Kindle editions of the Study Guide were also produced. You can find these by searching for "BaptistWay Press" on Amazon.

#### Upcoming quarterly Bible studies for adults include:

- *Fullness of Christ (Colossians)* (Fall 2019)
- *Miracles (Matthew)* (Winter 2019)
- *Faith Under Fire (Daniel)* (Spring 2020)
- *The Holy Spirit* (Summer 2020)

The new name for our ongoing **BaptistWay Press®** curriculum line, **Connect 360: All the Bible for All of Life** has become more well known with our churches. Our goal continues to be for people to **Discover, Believe, and Live** the truths of the Bible.

Thanks to the generosity of Texas Baptists through their gifts to the Mary Hill Davis Offering and the Texas Baptist Missions Foundation, the Intercultural Ministry of BaptistWay continued to add new, free, downloadable Bible studies for several different language groups.

**Moving Toward the Future...**BaptistWay Press® will continue to seek to expand its reach in serving churches by connecting people to God through His Word. We will support the ministry teams of the BGCT as their publisher and leverage our new website to serve more churches.

#### MINISTRY STATISTICS FOR BAPTISTWAY PRESS® (April 2018 - May 2019)

# of units sold.....102,349  
 Gross Sales .....\$471,707.22  
 # of orders .....3424  
 # of customers .....1648

It is an honor to serve Texas Baptists as the new Publisher of BaptistWay Press®. Please feel free to contact me with your questions, suggestions, and comments. You can email me at [bob.billups@texasbaptists.org](mailto:bob.billups@texasbaptists.org) or call me at 214-887-5487 or 214-828-5263.

May God continue to bless you as you continue to serve Him.



**BOB BILLUPS**  
Publisher

**STAN GRANBERRY**  
BaptistWay  
Press, Specialist

**NANCY FEASTER**  
Ministry  
Assistant



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**BOBBY SMITH**  
Director

**ERIC WHITMORE**  
Associate Endorser for Calling and Endorsement

**JIM BROWN**  
Associate Endorser for Chaplain Training

**WILL BEARDEN**  
Associate Endorser for Pastoral Care and Support

**DAN FRANKLIN**  
Associate Endorser for Pastoral Care and Support

**DONALD LACY**  
Associate Endorser for Pastoral Care and Support

The Office of Chaplaincy Relations endorses, supports, and trains Texas Baptist chaplains. These ministers provide pastoral care in a variety of specialized ministry settings.

The office provides ecclesiastical endorsement through a process that affirms to an employer that a chaplain or pastoral counselor has met all the basic requirements of the denomination to practice ministry in a specialized setting. Basic requirements include personal, spiritual and professional accountability; educational, moral and ethical standards; ability to work in a pluralistic environment; doctrinal stability; and active membership in a local Baptist congregation.

The Chaplaincy Endorsement Council is elected by the BGCT Executive Board and serves as the endorsement agency on behalf of the BGCT. It reports its work to the Institutional Relations Committee of the Executive Board. The Council establishes guidelines for endorsement requirements. State and federal institutions require chaplains to be endorsed by an officially recognized faith group. The U.S. Armed Forces Chaplains Board on July 24, 2002, approved the BGCT as a recognized endorsement agency. Every major federal, state and civilian institution recognizes Texas Baptist chaplaincy endorsement.

The Office of Chaplaincy Relations continues to grow. Under the Director/Endorser are five Associate Endorsers directing three separate functions. The Associate for Calling and Endorsement coordinates communication with individuals interested in chaplaincy as they pursue their chaplaincy calling. The Associate manages the endorsement process, including new endorsements, updates, and transfers, and directs office staff and budget issues.

Three Associate Endorsers for Pastoral Care and Support maintain relationships with endorsed chaplains and provide timely and quality support to meet their needs. The Associates' primary responsibility is pastoral visitation and counseling support.

The Associate Endorser for Chaplain Training coordinates training to maintain chaplain certification and professional qualification to serve in various institutions. The office also manages contracts for local church volunteer chaplain training.

The BGCT Office of Chaplaincy Relations formally endorses chaplains for other Baptist state conventions, including the Baptist General Association of Virginia and the Minnesota-Wisconsin Convention. BGCT is partnering with other state conventions to share ministry resources, and the department is prepared to offer chaplain endorsement, support, and training to these conventions.

Latest efforts include a nationwide structure for pastoral care and support for endorsed chaplains and their families and other strategic planning to prepare for future expansion of chaplain ministry.

**Endorsement Totals (2002-2019):**

Chaplains Endorsed .....	968
New Chaplain Endorsements .....	761

**Effective Ministries** - Our desire in Texas Baptists Church Architecture is to help our Churches use and develop their buildings and property for more effective ministries. The role we play is not replacing the use of commercial architectural services. Rather, we are advocates to help churches with owner decision-making and owner responsibilities related to their facilities. We provide on-site building consultations, customized master site plan/floor plan drawing studies, funding assistance for smaller congregations and capital fund-raising through our United We Build program.

**Trending** - Justice and Evangelism - I am seeing a trend in the last 12 months among the churches I am meeting with, regardless of their size, location in the State or resources. It is the blending of Justice and Evangelism. Our churches have long focused only on evangelism. Now compassion for people is calling out in these same churches a desire to act justly. For example:

First Baptist Church, Lorena, has a large food pantry housed in one large closet. The church receives food from community organizations and from their own church members. One day each week team members of all ages spend most of the day taking over kitchen, classrooms and fellowship hall preparing fresh foods, canned goods and meat products. In the afternoon, people who need help supplying their lack of food line up outside, across the parking lot and down the street. Because the need has grown so large, the church is planning a 5,000 square foot building to house the ministry and provide room for growth and for more efficient function. Texas Baptists Church Architecture provided a conceptual floor plan and master site plan for this church's vision. *Pat Ekern, Texas Baptists Church Architecture Consultant*

**Cowboy Church of Orange County** - Pastor Dale Lee and I first met in 2007 when the church was getting started and trying to find a place to put down roots. After looking at several potential sites, the Lord led the church to their current site, and they constructed their first building. The church has grown to over 300 in Sunday worship. Last year, Dale contacted me about their need to add space for children's ministry, offices, and a store. We soon began a conceptual drawing for the new space. After numerous revisions were made, we finalized the concept drawing. The church was ready, but they were going to need help.

Meanwhile, I had been contacted several times by Wes Ratliff in Abilene. He represented a large group of volunteer builders that wanted to build a church in their home state. The Lord brought it to my attention that the Orange Country Cowboy Church and the Texas Baptist Church Builders group might be a good fit. I put Dale in contact with Wes and we had a match! The builders group showed up in June and got busy on the new building. *Ken Hunnicutt, Texas Baptists Church Architecture Consultant*

**Working Together** - This year Church Architecture Ministry has worked to serve our churches in collaboration with numerous other Ministries such as African American Ministries, Texas Baptists Area Reps, Hispanic Baptists Ministries, Intercultural Ministries, Discipleship, Missions Team/Church Starting, Western Heritage, Texas Baptist Missions Foundation, various Local Baptist Associations Directors of Missions, Women's Missionary Union of Texas.

**All Kinds of Churches** - Our team works with all kinds of churches all over Texas. We help them to be the Church in their own context. Congregations of all sizes, new churches and long-time churches, traditional, contemporary, language groups, cowboy churches, and vaquero churches are part of our ministry as we help them develop their space for more effective ministries.

RESOURCE PACKETS ISSUED	CONSULTATIONS	MASTER SITE PLANS	FLOOR PLAN STUDIES	TOTAL CHURCHES ASSISTED
79	458	56	106	1,108
SMALL CHURCH MATCHING GRANTS			SMALL CHURCH LOANS	
17 GRANTS TOTAL \$80,750			2 LOANS TOTAL \$50,000	



**KEITH CROUCH**

Team Leader;  
Director, Church  
Architecture

**KAREN YOUNG**

Loan & Grants  
Manager/Ministry  
Assistant to the  
Team Leader

**RUSSELL MADDOX**

Church  
Architecture  
Specialist

**PAT EKERN**

Church  
Architecture  
Specialist

**KEN HUNNICUTT**

Church  
Architecture  
Specialist

**FRANK PALOS**

United We Build  
Specialist



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BAPTIST GENERAL CONVENTION OF TEXAS



**KIM PATTON**  
Executive  
Assistant

The work of the Treasurer's Office includes overseeing endowments, legal coordination, financial matters, human resources, information technology, conference and events, and process improvement. You will see in the following reports how this staff responds to the needs of BGCT staff and to the needs of our churches.

The Treasurer's Office and related areas view our work as a ministry by helping BGCT ministry teams accomplish their work. This was a busy year throughout our team as we implemented new software and processes to help provide better information to BGCT staff and churches in a more efficient manner.

We continue to improve our use of technology to make our operations more efficient and more effective. Over the past few years, more of our payments are being made via Automated Clearing House (ACH) transactions through our bank. This is both a more efficient process timewise but also less expensive than producing and mailing a check. We received a record number of gifts electronically this year. Our new Church Relationship Management (CRM) system is allowing our staff to access needed information easily and efficiently as they visit and talk to churches.

All this work is provided with funding from the Cooperative Program (CP). When we look at our total CP gifts, our administrative costs are very low at 12%.

Thank you, Texas Baptists, for allowing us to serve the ministries of BGCT!



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THE EXECUTIVE BOARD OF THE BAPTIST GENERAL CONVENTION OF TEXAS

# STATEMENT OF FINANCIAL POSITION

Years ended December 31, 2018 and 2017

	2018	2017 AS RESTATED
<b>Assets</b>		
Cash and cash equivalents	\$ 7,536,517	\$ 3,280,958
Investments	140,554,999	140,507,123
Contribution receivable, net	729,236	928,090
Prepaid expenses and other assets	1,385,607	1,114,261
Loans receivable, net	1,014,847	1,262,376
Notes receivables, net	3,477,002	3,967,600
Other receivables	2,949,330	1,587,836
Beneficial interest in trusts	16,174,447	15,881,280
Property and equipment, net	9,349,662	10,450,411
<b>Total Assets</b>	<b>\$ 183,171,647</b>	<b>\$ 178,979,935</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts payable	\$ 1,953,105	\$ 1,730,389
Accrued liabilities	3,940,211	4,089,469
Due to WMU	3,617,872	3,706,335
Other liabilities	2,381,983	3,064,742
Notes payable	1,509,643	1,656,517
Accrued postretirement benefit	7,524,903	8,850,284
<b>Total Liabilities</b>	<b>20,927,717</b>	<b>23,097,736</b>
<b>Net Assets</b>		
Net Assets Without Donor Restrictions	42,527,056	44,384,733
Net Assets With Donor Restrictions	119,716,874	111,497,466
<b>Total Net Assets</b>	<b>162,243,930</b>	<b>155,882,199</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 183,171,647</b>	<b>\$ 178,979,935</b>

**STATEMENT OF ACTIVITIES**

Years ended December 31, 2018 and 2017

	2018	2017 AS RESTATED
<b>Church Support &amp; Revenue</b>		
Cooperative Program Income	\$ 29,510,530	\$ 29,633,383
Cooperative Program Expenses	<u>38,018,865</u>	<u>36,499,205</u>
Excess of Program Expenses over Program Revenues	(8,508,335)	(6,865,822)
<b>Other Program Support</b>		
Investment Income	12,646,408	9,251,455
Realized and Unrealized Gain (Loss) on Investments (Net)	(10,710,080)	11,565,381
Other Program Income	15,602,414	11,442,273
Other Program Expenses	(10,698,881)	(12,368,736)
Gain on sale of property and equipment	8,960,904	—
Depreciation	(1,061,521)	(1,067,197)
<b>Designated Gifts</b>		
Endowment Contributions	170,371	774,000
Worldwide Designated Revenues	10,669,019	10,897,107
Worldwide Designated Expenses	(10,669,019)	(10,897,107)
Mary Hill Davis State Missions Offering	1,878,455	2,070,605
Mary Hill Davis State Missions Expenses	<u>(1,918,004)</u>	<u>(2,392,430)</u>
Change in Net Assets	6,361,731	12,409,529
Net Assets, beginning of year	<u>155,882,199</u>	<u>143,472,670</u>
Net Assets, end of year	<u>\$ 162,243,930</u>	<u>\$ 155,882,199</u>







**ROLLIE  
RICHMOND**  
Director

**RUDY  
SANDERS**  
HR Benefits  
Coordinator

**LATAMRA  
SELLS**  
HR Generalist

The Human Resources Department is, foremost among our responsibilities, here to serve. In fact, our stated mission is: *To support the mission and ministries of the BGCT by helping leaders attract, train, and retain quality staff members.* We accomplish this through applying strategies and interventions in the areas of recruitment, benefit administration, employee relations, compensation, training and development, organizational design, coaching, and performance management. We have many statistics that help to measure and validate how well we accomplish our mission. If you'd like, please let us know and we'd be happy to share that statistical information with you.

But, we wanted to, instead of just listing statistics, share a few examples of things we've done and are working on this year that we feel better illustrates our commitment to our Human Resources ministry – which is – *to help the collective BGCT ministries happen.*

### **How Are We doing – an Inward Look**

This past year, we experienced some turnover in our HR staff. Anytime you lose a key member of your staff, you are presented with challenges. On the plus side, you are also presented with opportunities. We decided to embrace the opportunity to conduct an internal review of our HR processes and procedures. We evaluated the critical things we do to look for opportunities to improve our performance, and thus, our ability to serve our ministries. Among other outcomes, this effort led to process and performance improvement in key areas like recruiting and benefit administration.

### **Employee Health Benefits – The Challenge Grows Greater**

Everyone knows how challenging it is to provide good health benefits to individuals, families, and organizations in this very volatile health care environment. Two years ago, we went out to bids in an attempt to stabilize our health care costs while maintaining quality health care offerings for our employees and retirees. Since then, the health care environment has become even more unstable and costs continue to rise at an unsustainable rate. As a result, we have embarked on a detailed analysis of health care options in terms of plan design, cost containment interventions, and financing structure. Our goal remains to provide quality health care delivery options for our employees and retirees while being good stewards of the funds entrusted to us. Our analysis continues, and, with the help of some highly qualified health care experts, we are confident that for 2019 and beyond our stated goal will be accomplished.

### **Work in Progress – Looking to the Future**

In HR, we are always looking for ways to improve our employee's experience as they work daily to support Texas Baptists and the Kingdom. Before the year is out we will introduce a number of interventions that we are currently working on that will enhance the performance of HR, our organization and our employees. These new interventions include:

- **Updated Employee Handbook** that will put the answers to employee's questions regarding HR policies and practices at their fingertips.
- **Employee Recognition Program** that will recognize and reward the performance of both management and non-management staff.
- **Recruiting Enhancements** that will simplify the experience for our hiring managers and candidates.

These are but a few of the examples of the ways we have worked every day this year in service to our Texas Baptists staff and ministries. We in HR are blessed and we thank you for the opportunity that you give us to serve in His name. Please feel free to reach out to us with questions or if you need help in the HR arena – we are here to serve.

The Office of Finance & Accounting provides accurate and timely processing of receipts from voluntary contributions, mission gifts, event registration fees and BaptistWay Press product sales. The Office also provides assistance with budgeting and accounting information on the corporate and individual level.

The primary ministry emphases are cash receipts, accounts payable, general ledger and financial reporting. During the past year our ministry team:

- Received and recorded more than 90,000 contributions, mission gifts, product sales transactions and event registration payments.
- Processed over 14,000 cash disbursement checks and electronic payments.
- Recorded information into and prepared reports from more than 60,000 accounts in the general ledger subsidiary ledgers.
- Provided church tax information upon request.
- Continued to provide accurate financial reporting for the yearly audit.
- Coordinated the preparation of the 2018 budget.

The financial statements of Texas Baptists are audited annually by an independent certified public accounting firm. Also, the Controller insures proper internal controls are in place to avoid financial improprieties.

This office is also responsible for risk management. Responsibilities include determining levels of insurance coverage, negotiating rates and coordinating claims.

Upon request we assist churches affiliated with Texas Baptists by providing evidence of their exemption from Federal income tax.

All members of the Finance & Accounting Staff consider our work a ministry to Texas Baptists churches. Thank you for allowing us to serve you.



**JIM REED**  
Controller/  
Assistant  
Treasurer

**JEANNIE MILLER**  
Administrative  
Assistant



**TEXAS BAPTISTS®**  
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**DAVE  
LYONS**  
Director

Information Technology (IT) serves the many ministries of Texas Baptists and WMU through technology and logistics solutions. We are called to minister - just as all other Texas Baptists teams are - and our ministry is enabling and equipping those ministries.

## Significant Software Improvement Underway

We selected Salesforce as an easier to use, significantly less expensive, much easier to maintain, fully cloud-based replacement for our Touchpoint/Siebel **Church Relationship Management (CRM) system**. Implementation and migration expected to be complete in 2Q 2018.

## IT User Support

Our technology support team continues to provide technology solutions to accomplish the ministry goals of Texas Baptists by keeping our systems current and protected. This included:

- Google G Suite
- Key applications hosted in a stable cloud environment Cloud-based applications - Financial Edge, ShoreTel phone system and TouchPoint (Siebel CRM)
- Microsoft Office 365
- Wireless networking
- Managed printing
- Helpdesk
- Laptops, tablets, and desktops
- Active security testing and education
- Supporting 5 remote locations and dozens of mobile workers

## Information Management Team

Information Management Team (IMT) continues to serve Texas Baptists ministry teams to provide the most current and up to date information of churches and their respective staff and leaders. In the latest 12 months, IMT

- created 15,446 activities (or church touches) for Area Reps and ministry teams
- created 130 targeted mail lists
- answered 7,498 incoming calls
- processed 3,159 orders
- downloaded and processed 13,765 online donations.

IMT is committed to partnering with Texas Baptists ministries to support what they do in the local church by performing ministry data entry, evaluation reports and other custom data collection and reporting tools.

## Support Services

Our Support Services team provides these services to our staff:

- Facility Safety
- Warehousing
- Shipping and receiving
- Meeting Management
- Kitchen and meeting refreshments
- Repairs, maintenance, and adjustments at our Rambler office and warehouse
- Materials transportation
- Bank deposits

This group serves with a laser-like focus on customer service and doing whatever it can to best serve the varied needs of our Texas Baptist ministry teams.

Information Technology and Support Services focuses on and strives to continually better serve the ministries of Texas Baptists.

Conference & Events has had the opportunity to serve many of the various languages and culture groups of the Convention; from African American, Hispanic, Asian, Youth, Western Heritage, Children and on and on.

This last year, we supported over 95 + meetings and events of the Convention in various ways. We assist, plan and manage large scale conferences like Annual Meeting that have a few thousand attendees with full-scale worship production, large exhibit hall, meals, and workshops all the way to a 10-member committee meeting and everything in between: conferences, training events, camps and even retreats.

We support those events in various ways, from the beginning planning stages of a meeting, all the way through to when the lights are turned out at the end of the meeting. We might create, set up and manage an exhibit hall, schedule meals, be the liaison with bands and speakers, be a stage manager for worship sessions and even design a stage set. For some offices we serve as consultants by doing research and negotiating rates and contracts.

Last year we assisted in securing over 80 locations for various conventions, conferences, trainings, meetings and events. Long term we have encouraged ministry offices to plan current projects as well as events for future years. This allows the ability to negotiate multiple years, and potentially negotiate multiple events as a package benefiting our bargaining power and reducing costs. We walk ministry offices through a site visit of a church, convention center, university campus or hotel to discover the best use of space. We assisted in locating and negotiating rates for hotels and meeting venues. This last year our team assisted in securing over 30,000 sleeping room nights for various events and negotiating courtesy block hotel rates for travelers. Additionally, we have negotiated a national account with LaQuinta for a discounted rate that any of our churches and individuals can utilize.

To reduce overall convention cost related to events, we work with various ministry offices to develop requests for proposals to obtain competitive services related to production, decorators (pipe/drape), catering, transportation, transient hotel rates and event equipment.

Conference & Event team thrives by serving in the background. The Convention focus on the Great Commandment and the Great Commission, fuels our passion is that many will come to know the Savior, to grow deeper in their relationship with Him and to be assured of the Hope that is found only in a relationship with Christ.



**COLEEN WALL**  
Director

**WENDY MORRIS**  
Conference &  
Event Planning  
Coordinator



**TEXAS BAPTISTS®**  
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**ABRAHAM  
JAQUEZ**  
President

7838 Barlite  
Blvd.  
San Antonio, TX  
78224-1336

bua.edu

*Ask and it will be given to you; seek and you will find; knock and the door will be opened to you (Matthew 7:7).*

It has been two years since beginning my tenure as president of Baptist University of the Americas. It has been a wonderful adventure of seeing God work wonders. We have sought to address the challenges and opportunities of reaccreditation and certification, the budget, recruitment and expanding our educational offerings.

BUA completed a two-and-one-half-year self-study journey that culminated with our submitting the accreditation documentation in January and hosting the ABHE Evaluation Team. We were awarded a ten-year reaccreditation by ABHE until 2029. They noted seven commendations and three recommendations. The recommendations have been accomplished. The Texas Higher Education Coordinating Board (THECB) also recertified BUA until 2029. Both of these certificates reaffirm the high standard of education that BUA provides our students.

As in many ministries, having enough money is always a challenge. This is a challenge we face daily. However, our Lord has been answering our prayers. One of the most important victories our Lord has provided is trimming our budget of operations. When we started two years ago the BUA budget was \$4.4 million. It was an unrealistic and an unhealthy budget. We took a careful look at our contracts with our vendors and looked for opportunities to do more with less. We were able to renegotiate contracts with vendors and eliminate positions without compromising our services. We now have a \$2.6 million budget that is much more manageable, and we have not borrowed money to fulfill our financial obligations. This could not happen without the hard work of our administration, faculty and staff and the generous contributions of our stakeholders. Our Lord's faithfulness is shown through his people!

Recruitment is a challenge that we have taken on. With limited resources, our BUA team of administration, faculty and staff have mobilized to recruit students throughout the state. Our goal is to have 100 new students in the fall 2019 semester. It seems too big for a student enrollment of 200. We have worked hard and together for that goal. We will know in a couple of months if we have succeeded. What we do know is that we will have a large freshmen class thanks to our recruitment efforts.

We submitted a substantive change request to our accrediting agency, the Association of Biblical Higher Education (ABHE), to offer a B.A. in Biblical and Theological Studies online. This is an opportunity for providing higher education for men and women who want to fulfill their calling in ministry at BUA but due to circumstances are unable to do so. We will find out later this month if our request will be approved.

My time at BUA has grown my faith in an Almighty Loving God. We have emphasized praying at BUA. During the month of June, BUA provided one-half hour each morning for a time of prayer in the chapel for administration, faculty and staff. We believe that prayer is the key for God's success.

# BAPTIST UNIVERSITY OF THE AMERICAS STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	194	238
Enrollment, Spring	192	248
Number of students on full or partial scholarships funded by institution*	100	91
Number of students receiving BGCT Ministerial Tuition Grants*	178	117
Estimated total number of students preparing for ministry*	178	128
Approximate percentage of Baptist students	52%	69%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT

### Operating Revenue

Tuition and fees	\$	1,101,106	\$	1,433,436
BGCT appropriations		975,123		1,850,00
Auxiliary enterprises		357,025		346,692
All other sources		994,711		969,368
<b>Total operational revenue</b>	<b>\$</b>	<b>3,427,965</b>	<b>\$</b>	<b>4,599,496</b>

### Operating Expenses

Educational and general, not including scholarships	\$	1,887,544	\$	2,343,938
Institution funded scholarships & financial aid		869,677		920,125
Auxiliary enterprises		401,105		172,122
All other expenses		-		202,150
<b>Total operational expenses</b>	<b>\$</b>	<b>3,158,326</b>	<b>\$</b>	<b>3,638,335</b>

Excess revenue over expenses after transfers	\$	269,639	\$	961,161
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### Endowment and Net Assets

Total Endowment (Market Value)	\$	4,779,637	\$	4,895,384
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### Net Assets

Unrestricted	\$	7,972,998	\$	6,832,044
Temporarily Restricted		352,423		1,046,912
Permanently Restricted		4,779,637		4,855,384
<b>Total Net Assets</b>	<b>\$</b>	<b>13,105,058</b>	<b>\$</b>	<b>12,734,340</b>



**TEXAS BAPTISTS**  
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**LINDA A. LIVINGSTONE**  
President

One Bear Place  
#97096  
Waco, Texas  
76798

[www.baylor.edu](http://www.baylor.edu)

Baylor University is a private Baptist university and a nationally ranked research institution. Chartered in 1845 by the Republic of Texas and affiliated with the BGCT, Baylor is the oldest continually operating university in Texas. Baylor's mission is to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community.

Baylor's 15th president, Dr. Linda A. Livingstone – a distinguished scholar, academic leader and strong voice for the role of faith-based institutions in American higher education – has set Baylor on a course to becoming a top-tier Christian research university through the development of the *Illuminate* strategic plan. Undergirded by the \$1.1 billion Give Light comprehensive campaign, *Illuminate* integrates academic, teaching and research excellence with an uncompromising Christian identity and positions the University to have a transformative impact on students, higher education and the world.

In fall 2018, Baylor enrolled 17,217 students, including 3,366 freshmen, while Truett Seminary welcomed 323 students. Truett hosted several conferences and lectures, including the Dobbs Endowed Lectureship, Drumwright Lectures, Parchman Endowed Lectures and Willson-Addis Lecture. Truett Seminary and Texas Baptists also announced agreements to offer a joint Advanced Certificate of Ministry in Children's Ministry and a Certificate of Chaplaincy Ministry.

In fall 2018, 26.4 percent of Baylor students were Baptist. More than 1,500 students indicated an interest in vocational Christian ministry, including preaching, missions, music and education.

In 2018-2019, Baylor's department of religion enrolled 6,175 students in religion courses, with approximately 239 undergraduate students majoring or minoring in religion and 54 students in the graduate program. Four students earned the Ph.D. in religion. Baylor had 245 undergraduates who received the BGCT Ministry Scholarship.

From Oct. 1-2, 2018, Baylor hosted Missions Week, during which 32 international and domestic missions and ministry organizations shared about their work and helped students find ways to use their skills and passions to serve Christ around the world.

For the 11th consecutive year, Baylor and Waco hosted Congreso April 18-20, 2019, which included worship, missions and small-group training, equipping young people for impactful living as disciples of Jesus.

Baylor Missions lived out its purpose in 2018-2019 by focusing on discipline-specific missions in which groups of students integrated their faith with service and learning. Baylor sent out 37 teams of 611 students, faculty, staff and alumni to 16 countries – Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, Guatemala, India, Italy, Japan, Kenya, Peru, Romania, South Africa, Uganda, U.K. and Zambia – and the United States.

Working with missions partners here and abroad, Baylor students worked alongside teachers; served impoverished peoples through health, education and nutrition initiatives; set up medical clinics and provided health assessments; empowered pastors and young entrepreneurs; addressed hunger and immigration; provided the joy of music; served with deaf communities, sports ministries and an animal welfare organization; and built a basic utility vehicle (BUV) for use in rural Uganda.

Over spring break, Baylor Missions partnered with Baylor's First in Line program on a new missions experience for first-generation students, who worked with Casas Por Cristo to build a home for a family in Santiago, D.R. In the summer, a team of incoming freshmen, student leaders and staff served with One More Child Global in Antigua, Guatemala, as part of a combined summer mission trip and Baylor Line Camp experience. Freshmen learned about Baylor's core values while growing their faith through international service.

Baylor's multiple urban missions teams contributed more than 3,000 hours of local service through children's ministries and recreation, eldercare, special-needs ministries, education and tutorials, and special interest teams.



# BAYLOR UNIVERSITY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	17,217	17,059
Enrollment, Spring	17,059	16,186
Number of students on full or partial scholarships funded by institution*	14,397	14,462
Number of students receiving BGCT Ministerial Tuition Grants*	242	253
Estimated total number of students preparing for ministry*	1,972	2,284
Approximate percentage of Baptist students	26.5%	27.6%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT<sup>(1)</sup> UNAUDITED

### Operating Revenue

Tuition and fees	\$	757,947,000	\$	720,218,000
BGCT appropriations		1,577,000		1,581,000
Auxiliary enterprises		54,761,000		54,041,000
All other sources		221,294,000		209,152,000
<b>Total operational revenue</b>	<b>\$</b>	<b>1,035,579,000</b>	<b>\$</b>	<b>984,992,000</b>

### Operating Expenses

Educational and general, not including scholarships	\$	668,946,000	\$	623,581,000
Institution funded scholarships & financial aid		325,274,000		310,316,000
Auxiliary enterprises		41,145,000		41,176,000
All other expenses		-		-
<b>Total operational expenses</b>	<b>\$</b>	<b>1,035,365,000</b>	<b>\$</b>	<b>975,073,000</b>

Excess revenue over expenses after transfers	\$	214,000	\$	9,919,000
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### Endowment and Net Assets

Total Endowment (Market Value)	\$	1,322,821,000	\$	1,310,781,000
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### Net Assets

Without Donor Restrictions		802,832,000		796,657,000
With Donor Restrictions		1,164,633,000		1,150,988,000
<b>Total Net Assets</b>	<b>\$</b>	<b>1,967,465,000</b>	<b>\$</b>	<b>1,947,645,000</b>

(1) Audited financial reports are published annually in September, following the University's May 31 fiscal year-end. The May 31, 2019 financial information above is presented based on unaudited financial statements.



**DR. ADAM  
WRIGHT**  
President

3000 Mountain  
Creek Parkway  
Dallas, Texas  
75211-9299  
dbu.edu

Dallas Baptist University remains the college of choice among students seeking an excellent Christ-centered education with a mission of producing servant leaders. The 2018-2019 academic year has brought about another year of growth and development. Recognized as a nationally ranked, comprehensive, liberal arts university by the U.S. News and World Report, DBU continues to expand academic program offerings, open new campus facilities, attract new faculty, and increase its global reach.

With nearly 30,000 graduates serving around the world and enrolling more than 4,700 students, DBU welcomed the largest class of incoming first-year and international students in school history. DBU has expanded on-campus housing facilities with two additional brownstone units this year, bringing the total number of on-campus residents to just over 2,100 traditional-age students, which is a record number of students living on campus. Additionally, following the completion of a recent land acquisition, the DBU main campus has grown from 292 acres to now 368 acres, providing for future campus expansion.

DBU was recognized once again as #1 among the “50 Most Beautiful Christian Colleges and Universities” list by Christian Universities Online. Not only recognized for its colonial architecture and landscaping, DBU was honored among the top colleges in the nation according to Colleges of Distinction, an organization whose goal is to identify top-tier schools across the United States. The University joined 14 other Texas schools who made the organization’s list for 2018-19. In addition, the National Council on Teacher Quality again recognized DBU in the top 1% among elementary education programs, and Christian Universities Online ranked DBU as having a top ten Christian University Music Program.

Developed by distinguished faculty, new academic programs and concentration offerings have been launched, including a new minor in legal studies and new concentration areas in cybersecurity and supply chain management in the Master of Science in Information Technology and Master of Science in Management programs.

DBU continues to expand its influence by sending students to all corners of the world as part of academic studies and Christian mission experiences. Just this year, hundreds of students traveled to Boston, Chicago, New York City, Washington, D.C., Hungary, Chile, Ecuador, England, Spain, Germany, Israel, Italy, and Peru.

In the spring of 2018, DBU broke ground on Phase I of Ford Village and DBU’s first Residential College that will bring the capacity of on-campus housing beyond 2,200. The Pedersen Residential College will be home to future students seeking an intense exploration of the concept of Christian servant leadership and its impact in a variety of vocational contexts.

DBU’s Institute for Global Engagement (IGE), a Christian think tank with a focus on connecting scholars and practitioners in order to become catalysts for moral and spiritual renewal, continues to attract thought leaders each fall and spring to provide inspiring lectures. Individuals such as Eric Metaxas, Dr. Jim Denison, Dr. Jim Broaddus, Dale Petroskey, Keith and Kristyn Getty, Matthew Dowd, Dr. Peter Dysert, Michael Gerson, and U.S. Ambassador Sam Brownback are among recent thought leaders that have participated in IGE lectures.

In February 2019, DBU hosted former U.S. President George W. Bush at the 27th annual Patriot Baseball Banquet, and a few weeks later, former First Lady Laura Bush served as the keynote speaker for the 2019 DFW Movement Day, which was held on the DBU campus.

The next five-year strategic plan for Dallas Baptist University includes a renewed focus on deepening Christian commitment, strengthening academic programs, and increasing visibility as the DBU Family seeks to build a great university that is pleasing to God. We are grateful to Texas Baptists for their generous support of Dallas Baptist University.

# DALLAS BAPTIST UNIVERSITY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	4,766	5,067
Enrollment, Spring	4,377	4,577
Number of students on full or partial scholarships funded by institution*	3,659	3,715
Number of students receiving BGCT Ministerial Tuition Grants*	488	495
Estimated total number of students preparing for ministry*	572	1,592
Approximate percentage of Baptist students	43%	42%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT

### Operating Revenue

Tuition and fees	\$ 102,114,329	\$ 98,390,458
BGCT appropriations	1,313,084	1,403,258
Auxiliary enterprises	13,026,201	12,250,152
All other sources	1,972,955	2,245,012
<b>Total operational revenue</b>	<b>\$ 118,426,569</b>	<b>\$ 114,288,880</b>

### Operating Expenses

Educational and general, not including scholarships	\$ 78,787,295	\$ 77,656,066
Institution funded scholarships & financial aid	23,885,003	22,113,721
Auxiliary enterprises	8,251,364	7,451,105
All other expenses	7,488,182	7,056,581
<b>Total operational expenses</b>	<b>\$ 118,411,844</b>	<b>\$ 114,277,473</b>

Excess revenue over expenses after transfers	\$ 14,725	\$ 11,407
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### Endowment and Net Assets

Total Endowment (Market Value)	\$ 51,425,956	\$ 47,235,277
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### Net Assets

Unrestricted	141,370,052	138,143,091
Temporarily Restricted	19,438,457	11,619,274
Permanently Restricted	34,949,245	32,692,421
<b>Total Net Assets</b>	<b>\$ 195,757,754</b>	<b>\$ 182,454,786</b>



**TEXAS BAPTISTS**  
BAPTIST GENERAL CONVENTION OF TEXAS



**J. BLAIR  
BLACKBURN**  
President

One Tiger Drive  
Marshall, Texas  
75670

[www.etbu.edu](http://www.etbu.edu)

### **As a Christ-centered institution...**

Founded in 1912, ETBU remains committed to Christ by empowering students to be grounded in their Christian faith and scholarship. With a record Fall 2018 enrollment of 1,613 students, the University continues to proclaim God's truths and equip His disciples.

"ETBU has the distinct responsibility of teaching and equipping the next generation of Godly leaders to engage our churches and communities," President J. Blair Blackburn said. "God is actively working through our University to build a legacy in His name."

### **East Texas Baptist University educates students by integrating biblical faith and learning...**

Taught by faculty pursuing excellence in Christ, students receive individualized instruction and the resources necessary to succeed. ETBU offers 11 graduate and 43 undergraduate programs with a student-to-faculty ratio of 15:1.

"Every course that Tigers take serves a purpose, preparing them for their future career and God's calling on their lives," Biology and Chemistry Chair Roy Darville said.

Ranked sixth in Texas, ETBU Nursing achieved a 100 percent NCLEX pass rate for the fifth consecutive year. The program is developing further by opening a new campus in downtown Marshall, allowing the University capacity for Master of Science programs in nursing education and speech pathology.

"I would not be where I am today without my professors ministering to me," alumnus and Christus Trinity Mother Frances-Tyler Registered Nurse Joseph Earle ('19) shared. "I am doing what the Lord has called me to do."

### **To develop mind, body, and soul...**

The ETBU experience focuses on the development of the whole student. Through campus ministries, student organizations and academic honor societies, and athletics, students gain the knowledge and skills to pursue their God-directed vocations.

As part of the University's Quality Enhancement Plan, ETBU initiated "Thrive," a program that cultivates student success through one-on-one and small group mentoring.

"My ETBU mentors helped me navigate my way through life," alumnus and Student Success Specialist Jake Williams ('18) shared. "In my current role, I want to walk alongside our students, in the same way, to enhance their lives on all levels."

Tiger Athletics showcased award-winning seasons across 16 NCAA Division III sports. Women's Tennis won the ASC East Division for the first time in program history. Softball earned their ninth ASC Tournament championship, hosted the NCAA DIII Marshall Regional, and finished #12 in the final NFCA national poll. The Miami Marlins drafted ETBU Baseball player Casey Combs ('18) in the 27th round of the MLB Draft.

"I am undersized, received zero offers out of high school, and walked into a Division III program with no expectations," Combs said. "I cannot thank ETBU Athletics enough for what they did for me and the Miami Marlins for giving me a shot."

### **To prepare graduates to be Christian servant leaders in their calling to God and humanity.**

"The Tiger Family encouraged me to explore routes that led to where the Lord was calling me, be authentic with my faith, and put my confidence in Christ," alumna Haley Vasquez said ('18).

ETBU prepares students to embrace the Gospel and live out the Great Commission through programs such as Global Study and Serve, Tiger Athletic Mission Experience, Baptist Student Ministry, and other campus ministries. Tigers are empowered to glorify God both on and beyond campus from the neighborhoods in Marshall to the streets of Puerto Viejo, Costa Rica.

"This community is truly making a difference," alumna Strategic Initiatives Coordinator Katelyn Cooper ('18) said. "God works on our campus, transforming the hearts of students, faculty, and staff and allowing us to spread the Gospel."

ETBU is grateful for Texas Baptists' support in our shared ministry to reach students, communities, and the world for Christ Jesus.

# EAST TEXAS BAPTIST UNIVERSITY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	1,613	1,533
Enrollment, Spring	1,398	1,371
Number of students on full or partial scholarships funded by institution*	1,395	1,341
Number of students receiving BGCT Ministerial Tuition Grants*	53	42
Estimated total number of students preparing for ministry*	139	136
Approximate percentage of Baptist students	48%	48%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT

### Operating Revenue

Tuition and fees	\$	34,143,566	\$	31,342,627
BGCT appropriations		632,805		663,846
Auxiliary enterprises		9,132		8,294,995
All other sources		3,738,305		4,045,103
<b>Total operational revenue</b>	<b>\$</b>	<b>47,646,198</b>	<b>\$</b>	<b>44,346,571</b>

### Operating Expenses

Educational and general, not including scholarships	\$	8,324,948	\$	23,722,558
Institution funded scholarships & financial aid		14,471,444		13,228,793
Auxiliary enterprises		7,954,778		7,271,423
All other expenses		16,728,343		—
<b>Total operational expenses</b>	<b>\$</b>	<b>47,479,513</b>	<b>\$</b>	<b>44,222,774</b>

Excess revenue over expenses after transfers	\$	166,685	\$	123,797
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### Endowment and Net Assets

Total Endowment (Market Value)	\$	70,781,502	\$	74,677,478
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### Net Assets

Unrestricted		42,865,642		47,571,601
Temporarily Restricted		32,116,790		32,261,133
Permanently Restricted		33,895,130		33,185,483
<b>Total Net Assets</b>	<b>\$</b>	<b>108,877,562</b>	<b>\$</b>	<b>113,018,217</b>



**TEXAS BAPTISTS**  
BAPTIST GENERAL CONVENTION OF TEXAS



**ERIC  
BRUNTMYER**  
President

2200 Hickory  
Street  
Abilene, Texas  
79601  
hsutx.edu

In 1891, Hardin-Simmons University's foundational documents set the purpose of HSU as threefold: "To bring young men and women to Christ; to teach them of Christ; and to train them for Christ." Since its founding, HSU has continued to offer students a high quality education enlightened by Christian faith and values. Recognized by U.S. News and World Report in the Top Tier of its Best Universities in the Western Region, HSU offers a 12:1 student-to-faculty ratio where students enjoy personal attention in over 70 fields of undergraduate study and 20 fields of graduate study.

### Academic Highlights

- Trustees approved the creation of a new College of Health Professions.
  - New Programs, Majors, and Concentrations:
  - HSU's Doctorate of Leadership program (Ed.D.) was approved to offer a new concentration in Counseling Education and Supervision.
  - HSU's Master of Athletic Training degree program began and moved into a newly renovated facility.
  - A new online Master of Science in Criminal Justice degree was prepared for launch by the College of Liberal Arts.
  - A new masters' program in Higher Education and Student Affairs was prepared for launch by the College of Human Sciences and Educational Studies.
  - A unique major in Worship Ministry, offered through joint efforts of Logsdon School of Theology and the College of Fine Arts, was prepared for launch.
- The Patty Hanks Shelton School of Nursing (a consortium with McMurry University in Abilene, Texas) received full reaffirmation of accreditation from the Commission on Collegiate Education in Nursing (CCNE) for undergraduate and graduate nursing programs.
- Physician Assistant students, staff, and faculty conducted a mission trip to Dominican Republic to provide healthcare to impoverished families.
- Physical Therapy students, staff, and faculty conducted a mission trip to Peru to distribute wheelchairs, orthotic devices, and therapy to impoverished families.

### Ministry Preparation

- Ideally positioned to prepare students for ministry in the increasingly diverse state of Texas through campuses in Abilene and San Antonio, over 50% of Logsdon Seminary's students came from minoritized groups in 2018-19.
- Generous new scholarships for women in ministry and new student aid for international students and refugees were launched.
- The seminary began offering a new level of access to ministry preparation for students in underserved areas through live interactive video classrooms accessible at any location through a personal computer.
- Logsdon was selected by the Association of Theological Schools to participate in a new two-year project devoted to more effectively preparing minoritized students for ministry and for preparing all students to minister creatively in diverse contexts.
- Logsdon Seminary held its annual Texas Baptists Day at which Dr. David Hardage discussed the varied ministry opportunities available in and through Texas Baptists churches.
- Seminary faculty led students on international mission and travel courses to Israel and to Greece while Logsdon School of Theology offered a spiritual formation travel course in Ireland.

### Advancement

- HSU's Transformation 2020 Campaign ended, with generous alumni and friends contributing over \$56 million and adding more than \$26 million to the university's endowment and similar funds.
- Construction began on the Houston Lantrip Center for Autism & Dyslexia, a regional center designed to assist impacted individuals while also training teachers and educating and supporting families.
- Students were awarded more than \$25 million in scholarships and grants during academic year 2018-2019.

### Athletics

- HSU had a phenomenal run in the 2018-19 season with ASC titles in women's cross country, soccer and track and field. Cross country, football, and women's soccer along with Luke Smith in men's golf and eight track athletes, all competed in NCAA Championships.
- The cumulative GPA for HSU student-athletes was again over 3.0. HSU had 157 student-athletes named academic all-conference, more than any other university in the conference.

## HARDIN-SIMMONS UNIVERSITY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	2,343	2,252
Enrollment, Spring	2,062	
Number of students on full or partial scholarships funded by institution*	2,153	2,047
Number of students receiving BGCT Ministerial Tuition Grants*	142	176
Estimated total number of students preparing for ministry*	260	289
Approximate percentage of Baptist students	43.9%	44.7%

\*"Non duplicating" totals for the 2018-19 school year.

### SUMMARY FINANCIAL STATEMENT

#### Operating Revenue

Tuition and fees	\$ 49,370,000	\$ 45,500,000
BGCT appropriations	593,000	700,000
Auxiliary enterprises	7,848,000	6,000,000
All other sources	23,170,000	11,800,000
<b>Total operational revenue</b>	<b>\$ 80,981,000</b>	<b>\$ 64,000,000</b>

#### Operating Expenses

Educational and general, not including scholarships	\$ 22,435,000	\$ 20,500,000
Institution funded scholarships & financial aid	25,970,000	21,000,000
Auxiliary enterprises	4,425,000	5,700,000
All other expenses	30,645,000	19,800,888
<b>Total operational expenses</b>	<b>\$ 83,475,000</b>	<b>\$ 67,000,888</b>

Excess revenue over expenses after transfers	\$ (2,494,000)	\$ (3,000,888)
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#### Endowment and Net Assets

Total Endowment (Market Value)	\$ 214,000,000	\$ 165,000,000
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#### Net Assets

Unrestricted	80,316,000	38,000,000
Temporarily Restricted	53,117,000	52,000,000
Permanently Restricted	117,795,000	109,000,000

<b>Total Net Assets</b>	<b>\$ 251,228,000</b>	<b>\$ 199,000,000</b>
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**ROBERT B. SLOAN**  
President

7502 Fondren  
Houston, Texas  
77074-3298

hbu.edu

Houston Baptist University's placement as a Christian institution faithful to its mission within a vibrant, urban area is unmatched. Residentially and online, we are reaching learners with more than 70 undergraduate programs, 43 master's programs and three doctoral programs. The 2018-2019 school year was one of exceptional growth and much to celebrate in student achievement. In the fall of 2018, student enrollment reached 3,432, including 1,111 in graduate enrollment; both figures were the highest in University history. Launched in February 2017, the HBU Pampell Online Division surpassed 10,000 credit hours administered.

Created by internationally acclaimed figurative sculptor Steven Whyte, a life-sized bronze statue of Founding Father Stewart Morris was dedicated in Lawrence Park on HBU's campus.

## Growing Programs

The fall of 2018 marked the launch of the HBU College of Engineering. The initial class of students began studies in three majors: Electrical Engineering, Cyber Engineering and Computer Science. The College is preparing graduates who can meet the cyber security needs of organizations now and into the future.

HBU's College of Education and Behavioral Sciences announced the Global Center for Mental Healthcare and Ministry at HBU to equip mental health professionals in addressing the profound needs of our time.

Additionally, the Gideon Institute of Christian Psychology and Counseling at HBU began. Generously funded by the Gideon Charitable Foundation, the Institute trains care providers to reach the hurting through means that are Christ-centered, biblically rooted and clinically informed.

HBU celebrated the first graduates of the Doctor of Education in Executive Educational Leadership program, HBU's initial doctorate program. The 2018-2019 school year marked the start of seven new degree offerings at HBU, including the third doctoral program, the EdD in Executive Leadership in Mental Health & Human Services. In October 2018, the School of Nursing and Allied Health celebrated 50 years with a luncheon honoring Dr. Nancy Yuill, '72 and Nancy Schissler.

## Student Life

HBU received the Southland Conference Academic Award for having the best overall academic performance in the conference. The graduation rate for HBU student athletes is 87 percent – the highest in the Southland Conference.

During the 2018-2019 school year, 187 students committed their lives to Christ. More than 400 students participated in Bible study and discipleship programs. Students and staff served in mission outreaches in Houston, the nation and beyond.

In more than 50 clubs, organizations, and associations, students developed their strengths and explored their interests in areas ranging from law to sports.

The HBU Academic Success Center served students with nearly 6,000 sessions including tutoring, supplemental instruction, test reviews, academic coaching and more.

## Special Projects

In the fall of 2018, supporters of HBU witnessed the historic signing by Dr. Stewart Morris, Sr., for the donation of \$10 million for the establishment of the Morris Family Center for Law and Liberty to be housed in a building modeled after Independence Hall. The Center will promote the American guiding principles of liberty, the rule of law and free enterprise. In the largest single gift ever to HBU, Sherry and Jim Smith, Sr. donated \$20 million for STEM facilities. The future project will serve the College of Science and Engineering and the School of Nursing and Allied Health.

HBU continues to build momentum and to grow in influence as it fulfills the mission of instilling in students a passion for academic, spiritual and professional excellence as a result of the University's central confession, "Jesus Christ is Lord."

# HOUSTON BAPTIST UNIVERSITY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	3,570	3,325
Enrollment, Spring	3,383	3,121
Number of students on full or partial scholarships funded by institution*	2,477	2,356
Number of students receiving BGCT Ministerial Tuition Grants*	18	22
Estimated total number of students preparing for ministry*	301	239
Approximate percentage of Baptist students	20%	22%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT

### Operating Revenue

Tuition and fees	\$ 85,304,704	\$ 58,874,372
BGCT appropriations	332,269	243,673
Auxiliary enterprises	10,640,173	7,394,447
All other sources	22,157,364	18,345,250
<b>Total operational revenue</b>	<b>\$ 118,434,510</b>	<b>\$ 84,857,742</b>

### Operating Expenses

Educational and general, not including scholarships	\$ 56,858,441	\$ 40,711,993
Institution funded scholarships & financial aid	45,121,309	32,207,000
Auxiliary enterprises	17,549,438	12,997,926
All other expenses	1,427,021	1,752,375
<b>Total operational expenses</b>	<b>\$ 120,956,208</b>	<b>\$ 87,669,294</b>

Excess revenue over expenses after transfers	\$ (2,521,698)	\$ (2,811,552)
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### Endowment and Net Assets

Total Endowment (Market Value)	\$ 98,524,000	\$ 103,566,980
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### Net Assets

Unrestricted	78,466,805	74,451,356
Temporarily Restricted	34,288,159	35,432,456
Permanently Restricted	58,278,944	58,021,372
<b>Total Net Assets</b>	<b>\$ 171,033,908</b>	<b>\$ 167,905,184</b>

(1) Summary Financial Statement as of the end of the 4th quarter of the fiscal year, May 31, 2019 (unaudited)

(2) Summary Financial Statement as of the end of the 3rd quarter of the fiscal year, February 28, 2018



**CORY HINES,**  
**PH.D.**  
President

1000 Fisk Street  
Brownwood,  
Texas 76801  
hputx.edu

Howard Payne University is a Christ-centered, close-knit academic community located in the heart of Texas since 1889.

## New President

HPU named Dr. Cory Hines as the institution's new President, the 20th in the university's 130-year history. HPU's Board of Trustees voted unanimously in favor of Dr. Hines' appointment at a special meeting in March. He began work at HPU on April 1.

A 1997 HPU graduate, he has a broad range of experience in higher education administration. During his years of service as a vice president at Dallas Baptist University, he provided leadership in the areas of enrollment, advancement, graduate affairs, external affairs, and alumni and community relations. He taught at DBU and provided leadership in the creation of several graduate programs. Active in Baptist life, he also has experience in the ministry, having served as executive pastor and student pastor at Ferris Avenue Baptist Church (now The Avenue Church) in Waxahachie.

He earned the Bachelor of Arts degree in religious education from HPU, followed by the Master of Arts degree in Christian education from Southwestern Baptist Theological Seminary in 2000 and the Doctor of Philosophy degree in leadership studies – higher education from Dallas Baptist University in 2012.

## Academic Highlights

HPU students demonstrated servant leadership in a variety of ways during the 2018-2019 academic year. Ten new graduates of the Christian studies master's program are serving on the staff of Texas Baptist churches. Seven of our students participated in a faculty-led mission trip to Honduras with a recent HPU graduate who serves that mission field.

The School of Nursing received full program approval from the Texas Board of Nursing in July 2018 and began recruiting majors in August. There are 600 inquiries in this program for fall 2020, with 25 current students declaring a desire to major in nursing and the first group of graduates expected in spring 2021. HPU continues to attract students through majors in allied health science and biomedical science, capitalizing on newly renovated science labs.

Twenty-two students from criminal justice and social work departments participated in the BGCT Christian Life Commission's Advocacy Day in Austin. Eight Sumners Scholars from the Guy D. Newman Honors Academy attended the Texas Tribune Festival in Austin. Texas State Senator Dawn Buckingham authored Senate Proclamation No. 569 in honor of HPU's Moot Court program.

## Campus Ministries

HPU's Baptist Student Ministry was led by a team of 25 students who facilitated 10 ministries. BSM hosted Free Lunch through the generosity of local churches, student-led worship and discipleship/community groups. During Fall Break, BSM assisted the Hospitality House in Huntsville with the ongoing ministry of providing a weekend residence for families of incarcerated individuals. HPU BSM was one of many Texas BSMs to participate in the annual Beach Reach at South Padre Island. Fifteen students served through Go Now Missions during summer, Christmas break and semester missions.

## Student Life Highlights

Students participated in experiences that enhanced learning and community development including Homecoming, Residence Life Cookout, Christmas on the Plaza, HPU Fest, Spring Sing, Intramurals and local service projects. Twenty-five student organizations provided leadership opportunities, service experiences and campus events. Three new student organizations were established. Student leaders planned and facilitated the Christian Association of Student Leaders (CASL) Conference on campus with 252 participants from Texas and Louisiana Baptist universities. Student-athletes participated in 2,600 hours of volunteer service within the Brownwood community. Chapel provided a weekly time of community, worship and discipleship, and many spiritual commitments were made during Encounter Week including 10 professions of faith!

# HOWARD PAYNE UNIVERSITY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	1,022	1,043
Enrollment, Spring	873	913
Number of students on full or partial scholarships funded by institution*	919	962
Number of students receiving BGCT Ministerial Tuition Grants*	63	78
Estimated total number of students preparing for ministry*	105	128
Approximate percentage of Baptist students	34.26%	35.49%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT - UNAUDITED

### Operating Revenue

Tuition and fees	\$ 22,049,621	\$ 23,018,702
BGCT appropriations	686,064	676,210
Auxiliary enterprises	3,219,012	3,266,870
All other sources	5,980,471	6,904,765
<b>Total operational revenue</b>	<b>\$ 31,935,168</b>	<b>\$ 33,866,547</b>

### Operating Expenses

Educational and general, not including scholarships	\$ 21,007,578	\$ 20,568,916
Institution funded scholarships & financial aid	10,729,832	11,339,205
Auxiliary enterprises	2,634,944	2,826,627
All other expenses	—	—
<b>Total operational expenses</b>	<b>\$ 34,372,354</b>	<b>\$ 34,734,748</b>

Excess revenue over expenses after transfers	\$ (2,437,186)	\$ (868,201)
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### Endowment and Net Assets

Total Endowment (Market Value)	\$ 61,257,341	\$ 63,937,456
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### Net Assets

Unrestricted	23,243,019	74,451,356
Temporarily Restricted	24,326,773	35,432,456
Permanently Restricted	40,074,697	58,021,372

<b>Total Net Assets</b>	<b>\$ 87,644,489</b>	<b>\$ 93,644,952</b>
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**TEXAS BAPTISTS**  
BAPTIST GENERAL CONVENTION OF TEXAS



**RANDY  
O'REAR**  
President

900 College  
Street  
Belton, Texas  
76513  
[umhb.edu](http://umhb.edu)

The University of Mary Hardin-Baylor prepares students for lives of leadership, service, and faith-informed discernment in a global society. Academic excellence, personal attention, broad-based scholarship, and a Baptist vision for education distinguish our Christ-centered learning community.

### ACADEMICS

UMHB has been blessed with significant growth in its enrollment and academic degree programs while continuing to offer students the personal attention that has been a cornerstone of the UMHB experience for 174 years. This fall the university offers bachelor's degrees in 50 undergraduate majors, ten master's degree programs, and three doctoral degrees (Doctor of Education, Doctor of Nursing Practice, and Doctor of Physical Therapy).

The creation of the Mayborn College of Health Sciences in 2018 brought increased attention this year to UMHB's reputation for excellence in health science education. Named in honor of Mrs. Sue Mayborn, a longtime benefactor of the university, the college includes a wide variety of undergraduate and graduate programs organized into three schools: the Scott & White School of Nursing, the School of Exercise and Sport Science, and School of Health Professions.

### CAMPUS IMPROVEMENTS

In 2019, UMHB dedicated its newest residence hall, Lord Hall. The 46,000-square-foot facility offers attractive dormitory-style housing for up to 214 freshmen students.

This year the university has also expanded Hardy Hall to enable it to serve as headquarters for both the physical therapy and occupational therapy programs. The facility's new wing offers state-of-the-art learning spaces such as a driving simulation lab and a convenience store and Moe's Southwest Grill, where OT students can learn how to help patients master basic skills needed in work settings.

UMHB also completed construction of a new design lab this year for one of its fastest-growing programs, Engineering. The facility includes labs for the fabrication of electrical and mechanical engineering projects as well as design spaces and workshops where students can work in teams to brainstorm and create engineering solutions.

### STUDENT LIFE

UMHB students take active roles in spreading the good news of Jesus Christ across the world. In 2018-19 nearly 300 students, faculty, and staff members took part in mission activities in 33 countries. In addition, more than 500 students were regularly involved in missions and service projects in Central Texas.

In April, UMHB held its 80th Annual Easter Pageant, a student-led production depicting the crucifixion and resurrection of Jesus Christ. The performances, which drew a live audience of more than 6,000 spectators, were also streamed online, where they were watched by more than 11,000 people around the globe.

In January, Tiffany Horton became the university's first Director of Global Outreach. In this new role, Horton's goal is to continuously expand the number of student mission trips around the world sponsored by the university each year.

### ATHLETICS

The 2018-19 school year was one of the greatest in the history of UMHB athletics. For the second time in its 21-year history, the Crusader football program won the NCAA Division III National Championship. The team closed out the season with a perfect 15-0 record to tie school and American Southwest Conference records for single-season victories. Additionally, the university's men's soccer, volleyball, and women's golf teams also won American Southwest Conference (ASC) championships. Twelve of the Cru athletic programs went on to compete in postseason play during the year.

### MANY THANKS

The University of Mary Hardin-Baylor continues to move toward its vision of being the university of choice for Christian higher education in the Southwest through the support of Texas Baptists and others who share the university's commitment to helping students prepare for lives of Christian leadership. Together we are making a difference, both in students' lives and in our world!

# UNIVERSITY OF MARY HARDIN BAYLOR STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	3,888	3,914
Enrollment, Spring	3,496	3,459
Number of students on full or partial scholarships funded by institution*	3,511	3,392
Number of students receiving BGCT Ministerial Tuition Grants*	35	28
Estimated total number of students preparing for ministry*	72	70
Approximate percentage of Baptist students	37%	40%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT

### Operating Revenue

Tuition and fees	\$ 96,070,000	\$ 92,000,000
BGCT appropriations	650,000	700,000
Auxiliary enterprises	15,650,000	14,450,000
All other sources	2,220,000	2,000,000
<b>Total operational revenue</b>	<b>\$ 114,590,000</b>	<b>\$ 109,150,000</b>

### Operating Expenses

Educational and general, not including scholarships	\$ 64,432,000	\$ 61,913,362
Institution funded scholarships & financial aid	29,245,000	26,500,000
Auxiliary enterprises	4,900,000	4,900,000
All other expenses	15,933,000	15,756,638
<b>Total operational expenses</b>	<b>\$ 114,510,000</b>	<b>\$ 109,070,000</b>

Excess revenue over expenses after transfers	\$ 80,000	\$ 80,000
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### Endowment and Net Assets

Total Endowment (Market Value)	\$ 92,136,000	\$ 88,000,000
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### Net Assets

Unrestricted	163,000,000	156,000,000
Temporarily Restricted	40,000,000	40,000,000
Permanently Restricted	54,000,000	50,000,000
<b>Total Net Assets</b>	<b>\$ 257,000,000</b>	<b>\$ 250,000,000</b>



**TEXAS BAPTISTS**  
BAPTIST GENERAL CONVENTION OF TEXAS



**BOBBY L. HALL**  
President

1900 West  
Seventh Street  
Plainview, Texas  
79072  
wbu.edu

Wayland Baptist University's Board of Trustees approved a new comprehensive strategic plan in 2019 accomplishing important goals related to the creation of innovative academic programs, enrollment growth, process improvement, service to our community, and marketing and fundraising within a Christian environment.

The \$30 million Impact 2020 Campaign, our largest ever capital campaign, reached its goal ahead of schedule. These funds will enhance student scholarship support, facilities, infrastructure, and endowment and help continue to make Wayland's private, Christian education significantly less expensive than the national average. It will also help our students graduate with less debt than the national average.

Three Impact 2020 projects are underway, including three building projects – a new Athletic Training Center to serve WBU's student athletes, the renovation and addition to the Moody Science Building, and the preservation of Gates Hall. Funding should be completed and ground broken on all three projects in 2021.

Students and employees are benefiting from a \$2 million upgrade in computer technology. Portions of Caprock Hall were renovated in the spring. The renovated Llano Apartments will open for the fall semester and additional upgrades are planned soon. The Wayland Family is working hard to create the best possible university experience. The faculty and staff are dedicated, prepared and willing to accomplish this goal. Wayland's student population represents 50 states and 25 nations. The faculty has always delivered educational excellence across its 13 campuses and 50 teaching sites and just a year ago completed one of its most successful accreditation visits in university history.

Last fall, Wayland reignited its iconic flame logo, which had been dormant for almost a decade. Weather damaged the 3-story, backlit, faceted stained-glass structure that resides on the exterior wall of the Mabree Learning Resources Center. The flame was refitted with LED lights and protective covering. In an all-school ceremony complete with fireworks, the university reignited the flame and it now burns every night. The carillon bells, also a longtime feature of the Plainview Campus, were replaced and now chime on the half hour and play hymns at the top of each hour providing a pleasant sound across campus and throughout the community.

WBU finished 12th in the Learfield Director's Cup standings for overall success in NAIA athletics, and 143 athletes named to Sooner Athletic Conference Commissioner's Honor Roll for academics while 55 athletes were named All SAC Academic All-Conference.

And after many years of waiting, Wayland's Flying Queens women's basketball program was selected for induction into the Naismith Memorial Basketball Hall of Fame in Springfield, Massachusetts; the birthplace of basketball. The programs from 1948-1982 were selected not only for their many national championships and a record 131-game winning streak, but also for their contributions to changes in the game of basketball for women. Wayland was the first four-year university in the nation to offer full athletic scholarships to women, and the program's use of community sponsorships and advocacy in changing the game to full-court, 5-on-5 with unlimited dribble helped to put them at the forefront of women's basketball.

Wayland continues to be among most effective arms of Texas Baptists in spreading the Good News through its external campuses and missions programs. Through the Wayland Missions Center, students, faculty and staff have taken multiple trips both domestic and international. with trips scheduled to Israel, Haiti, the New Mexico Children's Home, New York City, Beach Reach on the Texas Gulf Coast, Buckner Children's Home, Rio de Janeiro, and Myanmar in the coming year. Wayland also continues to work closely with Texas Baptists with genuine appreciation and the sincere desire to grow both the Wayland and Texas Baptist presence in WBU's service areas.



# WAYLAND BAPTIST UNIVERSITY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	4,503	4,827
Enrollment, Spring	4,255	4,679
Number of students on full or partial scholarships funded by institution*	1,269	1,194
Number of students receiving BGCT Ministerial Tuition Grants*	24	37
Estimated total number of students preparing for ministry*	381	321
Approximate percentage of Baptist students	20.23%	21.93%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT

### Operating Revenue

Tuition and fees	\$ 47,121,104	\$ 47,918,354
BGCT appropriations	612,798	707,012
Auxiliary enterprises	6,250,354	5,826,446
All other sources	4,036,692	9,381,993
<b>Total operational revenue</b>	<b>\$ 58,020,948</b>	<b>\$ 63,833,805</b>

### Operating Expenses

Educational and general, not including scholarships	\$ 49,192,128	\$ 51,432,043
Institution funded scholarships & financial aid	6,228,155	6,162,282
Auxiliary enterprises	3,778,086	5,746,301
All other expenses	1,958,934	3,021,576
<b>Total operational expenses</b>	<b>\$ 61,157,303</b>	<b>\$ 66,362,202</b>

Excess revenue over expenses after transfers	\$ (3,136,355)	\$ (2,528,397)
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### Endowment and Net Assets

Total Endowment (Market Value)	\$ 84,539,393	\$ 85,015,689
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### Net Assets

Unrestricted	83,346,678	86,483,033
Temporarily Restricted	18,227,932	19,068,687
Permanently Restricted	26,555,612	22,698,663

<b>Total Net Assets</b>	<b>\$ 128,130,222</b>	<b>\$ 128,250,383</b>
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**TEXAS BAPTISTS**  
BAPTIST GENERAL CONVENTION OF TEXAS



**BRIAN N. GUENTHER**  
President

2801 Ranch  
Road 12  
San Marcos,  
Texas 78666

smabears.org

As the only secondary school among Texas Baptist institutions, San Marcos Baptist Academy has provided excellence in Christian education for boarding and day students since 1907. Nestled between Austin and San Antonio along the I-35 corridor, the Academy is situated on a beautiful 200-acre hill country campus in one of the fastest growing counties in the nation. Our dedicated staff and faculty are ever mindful of their mission “to educate young men and women in a nurturing community based upon Christian values.”

As indicated by the theme “Growing Together,” the 2018-19 school year was characterized by growth and transition. The Board of Trustees named Dr. Brian N. Guenther as the fifteenth President of the school July 17, 2018. Dr. Guenther succeeded Jimmie W. Scott, who was named President Emeritus upon his retirement from the Academy. In the spring of 2019, the Academy celebrated Dr. Guenther’s inauguration with several events, including a Convocation attended by numerous special guests and delegates of Baptist institutions.

“As I have stepped into this office, I am blessed to be standing on the foundation of fourteen presidents before me,” Dr. Guenther said during his inaugural address. “As the fifteenth president of this historic institution, it is my desire to remain committed to the values set forth by our founder, Dr. J.M. Carroll, and the Baptist men and women who wrote the original charter for the school. I will continually challenge the faculty, staff, students, and families to remain connected to the great mission of San Marcos Baptist Academy.”

Another significant sign of growth at the Academy was the completion of a two-year process of restoring the school’s elementary program. For the first time in several decades, the Academy began the fall 2018 semester with day students in Kindergarten through twelfth grade, enabling the Academy to better meet the needs of local families desiring to have all their children together on one campus.

With the addition of elementary grades, the Academy had the opportunity to reach out to another local Christian school, The Master’s School of San Marcos, which announced plans to close at the end of the Spring 2019 term. After successful negotiations, representatives from both schools made the decision to unite the two programs on the Academy campus beginning in the Fall of 2019.

“San Marcos Baptist Academy and the Master’s School have unique histories and identities, but we have chosen to unite together in order to maximize the opportunity and potential to educate students in a nurturing, Christ-centered environment,” said President Guenther, who served as Head of School at The Master’s School prior to joining the Academy’s administrative staff in August of 2015.

While the Lower School is open to day students only, SMBA continues to enroll both day and boarding students in grades 6-12. The residential life component of the school draws students from across Texas as well as other states and many foreign nations, giving the Academy a truly global ministry, satisfying the Great Commission. In the Class of 2019 alone, the 40 graduates represented ten countries. A highly qualified and successful class, the 2019 graduates received letters of acceptance to 80 different colleges and universities in 26 U.S. states and two Canadian provinces. These students also earned merit scholarships in excess of \$1.8 million to help them on their road to higher education.

The Academy’s partnership with the BGCT dates back to 1910, and our students have assisted as pages at the annual meeting for close to five decades. SMBA is grateful for the continued financial support and the prayers of Texas Baptists.

## SAN MARCOS BAPTIST ACADEMY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	259	260
Enrollment, Spring	271	260
Number of students on full or partial scholarships funded by institution*	87	115
Number of students receiving BGCT Ministerial Tuition Grants*		
Estimated total number of students preparing for ministry*		
Approximate percentage of Baptist students	14%	10%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT

### Operating Revenue

Tuition and fees	\$	5,088,726	\$	6,506,108
BGCT appropriations		180,637		192,195
Auxiliary enterprises		349,185		348,532
All other sources		908,745		1,480,289
<b>Total operational revenue</b>	<b>\$</b>	<b>6,527,293</b>	<b>\$</b>	<b>8,527,124</b>

### Operating Expenses

Educational and general, not including scholarships	\$	2,551,004	\$	2,919,610
Institution funded scholarships & financial aid		630,235		493,344
Auxiliary enterprises		1,589,780		2,284,428
All other expenses		2,477,986		2,463,079
<b>Total operational expenses</b>	<b>\$</b>	<b>7,249,006</b>	<b>\$</b>	<b>8,160,461</b>

Excess revenue over expenses after transfers	\$	(721,713)	\$	366,663
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### Endowment and Net Assets

Total Endowment (Market Value)	\$	7,873,280	\$	7,873,280
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### Net Assets

Unrestricted		13,197,558		12,483,534
Temporarily Restricted		1,277,472		1,277,472
Permanently Restricted		6,250,932		6,250,932
<b>Total Net Assets</b>	<b>\$</b>	<b>20,725,962</b>	<b>\$</b>	<b>20,011,938</b>

\* 2018-2019 amounts are UNAUDITED- will not have final numbers until September, 2019



**TEXAS BAPTISTS**  
BAPTIST GENERAL CONVENTION OF TEXAS



**TONY CELELI**  
President  
2801 Ranch  
Road 12  
San Marcos,  
Texas 78666  
smabears.org

Stark College & Seminary (SCS) exists to equip educationally under-served followers of Christ for service in the church and community. SCS embraces all who seek to answer God's call to ministry and desire to stay in the South Texas region where they live and serve. The college strives to make theological education affordable, applicable, and attainable.

## Explaining our Story

In 1945, several leading Baptists of South Texas considered the possibility of a local college to train ministers and soon after established the University of Corpus Christi (UCC) on Ward Island in 1947. UCC continued as an effective four-year university until 1972. Due to enormous financial pressure after Hurricane Celia, Texas Baptists voted to give Ward Island to the city of Corpus Christi. The city established Texas A & I at Corpus Christi in 1973, which later became Texas A&M University Corpus Christi. Texas Baptists, however, retained ten acres of land adjacent to the larger campus and began offering courses as the Baptist Learning Center (BLC) in partnership with Howard Payne University (HPU). Thanks to generous donors, BLC expanded to a full campus in 1980. In 1997 and later in 2011, SCS partnered with Hardin-Simmons University and Logsdon Seminary to offer Baccalaureate and graduate degrees. In 2010, the Baptist Learning Center changed its name to South Texas School of Christian Studies (SCS). In 2018, SCS obtained initial accreditation from the Association of Biblical Higher Education to offer the Certificate, Diploma, and Bachelor in Ministry degrees. Also that year, the Trustees changed the name to Stark College & Seminary to define the mission better. In 2019, SCS also obtained accreditation for the Master in Ministry.

## Equipping Non-Traditional Students

The majority of SCS students are "non-traditional" students who possess one or more of the following traits: mature students who are older (average age is 42), work full-time, already serve in a church (bi-vocationally or in a volunteer capacity), have family dependents, and may not have a high school diploma/GED yet. Additionally, the SCS student population is ethnically diverse and reflects the demographics of our South Texas communities: 54% Hispanic, 34% Caucasian, 10% African-American, and 2% other. As for church affiliation, 68% of the students are Baptist and 32% are affiliated with other denominations. Overall, in 2018-19 SCS served 228 students who were connected to 131 different churches. The faculty consists of practitioner-scholars, who not only hold advanced degrees, but also who are actively involved in churches weekly. What they teach on Monday, they must put into action on Sunday. This first hand ministry participation provides a fuller and more meaningful classroom experience for the students who are in the trenches of ministry themselves.

## Expanding our Reach

In addition to its main campus in Corpus Christi, SCS has a campus in McAllen and teaching extension sites in Victoria and San Antonio. SCS offers various modalities for teaching courses including in-person and online classes. Additionally, SCS has several articulation agreements with other educational institutions across the state of Texas creating a pathway for students to graduate with their degrees, whether ministry related or not.

## Endorsed with Accredited Programs

Stark College & Seminary is accredited with the Association of Biblical Higher Education (ABHE) for all of its programs, including its Certificate in Ministry (19 hrs), Diploma in Ministry (60 hrs), BA in Ministry (120 hrs), and MA in Ministry (44 hrs).

## STARK COLLEGE & SEMINARY STATISTICAL INFORMATION

	2018-2019	2017-2018
Enrollment, Fall	127	110
Enrollment, Spring	95	97
Number of students on full or partial scholarships funded by institution*	103	79
Number of students receiving BGCT Ministerial Tuition Grants*	—	—
Estimated total number of students preparing for ministry*	166	166
Approximate percentage of Baptist students	50%	50%

\*"Non duplicating" totals for the 2018-19 school year.

## SUMMARY FINANCIAL STATEMENT

### Operating Revenue

Tuition and fees	\$	230,645	\$	172,487
BGCT appropriations		—		—
Auxiliary enterprises		63,093		65,306
All other sources		1,379,852		1,565,290
<b>Total operational revenue</b>	<b>\$</b>	<b>1,673,590</b>	<b>\$</b>	<b>1,803,083</b>

### Operating Expenses

Educational and general, not including scholarships	\$	1,545,449	\$	1,418,978
Institution funded scholarships & financial aid		70,327		47,306
Auxiliary enterprises		—		—
All other expenses		—		—
<b>Total operational expenses</b>	<b>\$</b>	<b>1,615,776</b>	<b>\$</b>	<b>1,466,284</b>

Excess revenue over expenses after transfers	\$	57,814	\$	336,799
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### Endowment and Net Assets

Total Endowment (Market Value)	\$	6,893,706	\$	6,703,317
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### Net Assets

Unrestricted		2,661,172		2,662,151
Temporarily Restricted		1,166,121		1,118,868
Permanently Restricted		5,323,013		5,283,341
<b>Total Net Assets</b>	<b>\$</b>	<b>9,150,306</b>	<b>\$</b>	<b>9,064,360</b>



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS



3700 E. Harrison  
Harlingen, Texas  
78550  
vbmec.org

## NO REPORT GIVEN THIS YEAR

The Center, located in deep South Texas, in an area just west of the coastal waters of the Gulf of Mexico bordered by the Nueces River to the north and the rolling Rio Grande to the south. This area has become one of the great crossroads of the world uniquely centered between two literal halves of the Western Hemisphere.

The Center is poised to serve the Christian community with our missions training and housing facilities. The Center has been a part of Baptist missions training since 1947. Educating and inspiring hundreds of young men and women for service was the original mission of this institution and that message is the same today.





NO  
PHOTO**STEVE  
DALRYMPLE**  
President/CEO &  
General Counsel701 Park Place  
Amarillo, Texas  
79101baptist  
community  
services.com

Baptist Community Services ("BCS") is a multi-organizational system that operates and provides a variety of facilities and services to the Panhandle region of Texas. BCS' primary focus is on the provision of quality, spiritual-based services to senior adults.

## Park Central Community

The Park Central campus near Downtown Amarillo is comprised currently of eight facilities which provide independent living services, assisted living services, memory care services, and long term care services to senior adults. Apartment facilities and services are provided at Park Place Towers, The Continental, The Talmage Apartments, and the Plemons Court Apartments. Park Place Towers and The Continental facilities provide a full array of services to their respective residents, including a Nurse Navigator program (health care access services), a chaplaincy program, dining services, housekeeping, and transportation services. The Talmage Apartments and the Plemons Court Apartments provide affordable housing facilities for lower income senior adults, with access to the services of the Park Central campus. A complete range of assisted living services are provided at The Harrington and the Winfred and Elizabeth Moore Assisted Living Center (which is currently being expanded to 72 units from 30).

As new additions to the Park Central campus, BCS has constructed a 32,000 square foot assisted living facility which provides specialized memory care/dementia services for up to 52 residents. The Sycamore opened in April of 2018. It has also constructed a 65,000 square foot long term care facility, The Ware, for up to 120 residents. It was completed in April of 2019.

## Roving Chaplaincy Program

This chaplaincy ministry consists of six chaplains provided by BCS, who provide spiritual care for residents and families, as well as the staff/employees of 16 senior living facilities (i.e. nursing homes, assisted living centers, etc.), a senior adult low-income housing complex, and a free health care clinic in the Amarillo area (each are not affiliated facilities of BCS).

## The Arbors

The Arbors is a 60-unit skilled nursing and rehabilitation facility located near the Harrington Regional Medical Center in Amarillo, Texas. This facility is Medicare certified, and provides a comprehensive level of skilled nursing/rehabilitation services in coordination with local acute health care facilities at the adjacent medical center.

## Snack Pak 4 Kids

This feeding ministry feeds some 10,000 children and teenagers in the Texas Panhandle, who are experiencing food insecurity on weekends (not only during the school year, but also when school is out). Nutritious food packs are delivered each week for weekend use for these children and their families.

## BAPTIST COMMUNITY SERVICES STATISTICAL INFORMATION

	2018-2019	2017-2018
Provided on-campus or residential care	644	644
Served in own homes and off-campus care		
Provided financial aid only		
Provided college education or special training		
Served through other ministries	7,986	7,986
Total number of served through ministries (non duplicate)	7,986	7,986
Number of employees:		
Full-Time	411	409
Part-Time	36	32

## SUMMARY FINANCIAL STATEMENT

BGCT appropriations	\$ 26,223	\$ 27,361
Contributions from churches	—	—
Residential support	24,466,944	23,942,258
Other Income	(9,799,859)	53,125,652
<b>Total income</b>	<b>\$ 14,693,308</b>	<b>\$ 77,095,271</b>
Total expenses	46,113,031	43,517,425
Funds available for continuing ministry	(31,419,723)	33,577,846
<b>Total Net Assets</b>	<b>\$ 524,406,170</b>	<b>\$ 555,800,072</b>





**ALBERT L. REYES**  
President/CEO

700 N. Pearl  
Street, Suite  
1200  
Dallas, Texas  
75201

buckner.org

A promise to say thank you

I made a promise to Aida Hernandez to pass along a sincere word of thanks to you, Texas Baptists, and I'm making good on that promise now. I met Aida this year during a review of our work in Mexico. She's an advocate for her community of Zegache, near Oaxaca. The village is in an impoverished agricultural area, located in a dry valley dependent on seasonal rains for crops.

As Lilibet Santiago, our Buckner regional director in Oaxaca, says of Zegache, "Most of their livelihood here is based on seasonal agriculture and it relies on the rains. When it rains, it's OK, but when it doesn't rain, they don't have any harvest."

So, hand-in-hand with you, we stepped in to provide hope for this community through our Family Hope Center, helping build greenhouses, putting in water collection and filtration systems, and poultry systems, as well as holding family strengthening classes, Bible studies, and economic development classes.

Your support of these efforts means new life and new opportunity for families learning new skills through the Family Hope Center. That support isn't lost on Aida and her community. As we talked last fall, she broke into a grin as she swept her hand across the scene in front of her that includes the opportunity now presented to them and said, "Thanks to Buckner, hope shines here." Then she asked me to "Please thank those who gave us all of these things."

So, on Aida's behalf, thank you. She's only one of thousands of people you helped in 2018 by shining hope. On your behalf, we shined hope not only through Buckner Family Hope Centers, but to single parents and their families through Buckner Family Pathways programs and by providing families for a time or forever for abandoned, neglected or abused children. And we also inspired happiness to senior adults through five Texas senior living communities (and we're opening a sixth, Ventana by Buckner in Dallas in August!).

Hope shines because in the eyes of our creator, every person is significant. The abused child hiding in a corner; the family on the verge of economic collapse and destitution; the parents trying to improve their lives so that no one takes their children from them; the senior adult who seeks happiness and community.

Hope shines because God knows them. He knows them by name. Hope shines because God has given you and me the task of representing hope. Thank you, Texas Baptists, for how you meant hope in 2018.

Thanks,

Albert L. Reyes  
President and CEO  
Buckner International

**BUCKNER INTERNATIONAL - ALL MINISTRIES STATISTICAL INFORMATION & SUMMARY FINANCIAL STATEMENTS BY MINISTRY (AS OF 12/18 AUDITED)**

	2018-2019	2017-2018
<b>BUCKNER CHILDREN AND FAMILY SERVICES, INC</b>		
Professions of Faith	1,106	
BGCT appropriations	\$ 304,000	\$ 293,000
Contributions from churches	650,000	540,000
Residential support	15,707,000	15,528,000
Other Income	35,252,000	23,113,000
<b>Total income</b>	<b>\$ 51,913,000</b>	<b>\$ 39,474,000</b>
Total expenses	44,728,000	43,102,000
Funds available for continuing ministry*	7,185,000	(3,628,000)
<b>Total Net Assets</b>	<b>\$ 51,060,000</b>	<b>\$ 44,536,000</b>

\* Includes non-operating cash contributions and pledges for capital campaigns.

**BUCKNER RETIREMENT SERVICES, INC**

BGCT appropriations	\$ 8,000	\$ 8,000
Contributions from churches	21,000	23,000
Residential support	50,960,000	47,944,000
Other Income	583,000	600,000
<b>Total income</b>	<b>\$ 51,572,000</b>	<b>\$ 48,575,000</b>
Total expenses	52,760,000	48,871,000
Funds available for continuing ministry	(1,188,000)	(296,000)
<b>Total Net Assets</b>	<b>\$ (9,899,000)</b>	<b>\$ (6,525,000)</b>

\* In 2016 and 2017, Buckner Retirement Services, Inc. issued tax exempt bonds totaling \$141,745,000. As part of the issuances, the Series 2007 tax exempt bond issuance was refinanced, resulting in a special charge for refunding of (\$2,828,701).

**BUCKNER MEMORIALS MINISTRIES, INC.**

BGCT appropriations	\$ 161,000	\$ 167,000
Client Support	12,555,000	14,058,000
Other Income	2,263,000	2,291,000
<b>Total income</b>	<b>\$ 14,979,000</b>	<b>\$ 16,516,000</b>
Total expenses	15,725,000	17,399,000
Funds available for continuing ministry	(746,000)	(883,000)
<b>Total Net Assets</b>	<b>\$ 33,663,000</b>	<b>\$ 37,021,000</b>

**BUCKNER ADOPTION AND MATERNITY SERVICES, INC.**

BGCT appropriations	\$ 8,000	\$ 16,000
Client Support	—	2,000
Other Income	143,000	584,000
<b>Total income</b>	<b>\$ 151,000</b>	<b>\$ 602,000</b>
Total expenses	307,000	586,000
Funds available for continuing ministry	(156,000)	16,000
<b>Total Net Assets</b>	<b>\$ —</b>	<b>\$ (326,000)</b>

\* Effective July 30, 2018, the Board of Trustees of Buckner International decided to dissolve Buckner Adoption and Maternity Services, Inc. (BAMS). Upon this dissolution, the assets of BAMS were distributed directly to Buckner Children and Family Services, Inc.



**TODD ROBERSON**  
President & CEO

1301 N. Mays  
Round Rock,  
Texas  
78664- 2945  
[www.cahm.org](http://www.cahm.org)

## Serving Children. Strengthening Families.

Across the state of Texas, there are children and families in need of the hope and restoration that comes from Jesus. Thanks to the support of Texas Baptists, Children At Heart Ministries is better able to share the love of Christ and to offer resources to meet additional needs. The individuals we serve are created in God's image and have a desire to be known by Him. We care about each person individually; where they've come from and how their pasts have shaped them into who they are today. As we seek to offer hope and help, we can't just fix their problems.

As we serve these children and families, we want to care for them well, which means transforming our approach to their care. With Trust-Based Relational Intervention® (TBRI®), we can take a trauma-informed approach to the problems and difficulties they face. To help the whole person heal and set them on a path to success, where they are equipped with good tools. Our entire family of direct-care ministries has employed this approach. In addition, each ministry has seen key markers of growth this year.

In Houston, **Gracewood** will soon be able to provide home, hope, and healing to more children and their single mothers than ever before. They have recently celebrated the completion of the first of many construction stages in The Next Step Capital Campaign. With this initial phase completed, four new duplexes were opened. Gracewood also opened a beautiful new volunteer center, warehouse, and boutique called Patti's Place. We are excited to see the next few phases of this expansion unfold!

Rooted in Christian faith and western heritage, **Miracle Farm** continues to forge young men of integrity and character through their residential program in Brenham. In 2018, five boys came to know Jesus as their Savior. Through the unique environment at Miracle Farm, teenage boys can heal from the difficulties of their pasts and be disciplined by Christian house parents who point them to the hope of the gospel. It is wonderful to see the impact that the Lord is making in the lives of these young men.

In 2018, **STARRY** continued to work toward their vision of ensuring that every child across Texas has a healthy, forever family. Through various partnerships and grants, they provided more than 18,800 professional counseling sessions to children and families in 31 counties – at no cost to them! In addition, STARRY continues to train foster families who want to open their hearts and homes to children in need of a safe place to live. This year, STARRY placed 126 foster children in loving homes and celebrated 22 children who were adopted into their forever families!

In Round Rock, **Texas Baptist Children's Home** (TBCH) embraced children and families who came to them in need. Through their Family Care and Campus Life programs, TBCH saw 28 individual professions of faith and celebrated five baptisms. The campus was also blessed by an army of volunteers who provided more than 11,500 hours of service in order to better serve children and families. These volunteers helped meet the physical needs around the TBCH campus in order to allow the staff to concentrate on serving children and families to the best of their abilities!

Together, our family of ministries works to serve children and strengthen families, but we couldn't do it without the support of Texas Baptists. We are thankful for the partnership of churches and individuals from all over the state as we link arms in the quest to honor God and build a better future. We are deeply grateful for you!

**CHILDREN AT HEART MINISTRIES -  
STATISTICS ALL MINISTRIES**

	<b>2018-2019</b>		<b>2017-2018</b>	
Children served through foster care		126		151
Adoptions		22		17
Counseling and other ministries		19,892		21,030
Provided on-campus or residential care		369		364
Served through community ministry and off-campus care		2,733		2,841
Assisted with college education or special training		19		13
Total number of individuals served through ministries (non duplicate)		23,087		24,403
Total known spiritual decisions		57		20
Number of employees:				
Full-Time		116		124
Part-Time		27		22
<b>GRACEWOOD</b>				
BGCT appropriations	\$	138,222	\$	138,389
Contributions from churches		88,577		93,524
Residential support		4,260		6,380
Other Income		882,070		1,135,754
<b>Total income</b>	<b>\$</b>	<b>1,135,754</b>	<b>\$</b>	<b>1,374,047</b>
Total expenses		1,059,984		1,149,982
Funds available for continuing ministry		53,145		224,065
<b>Total Net Assets</b>	<b>\$</b>	<b>1,991,962</b>	<b>\$</b>	<b>2,254,023</b>
<b>MIRACLE FARM</b>				
BGCT appropriations	\$	138,222	\$	138,389
Contributions from churches		40,386		54,528
Residential support		320		56
Other Income		1,710,315		1,887,865
<b>Total income</b>	<b>\$</b>	<b>1,889,243</b>	<b>\$</b>	<b>2,080,838</b>
Total expenses		2,037,967		2,240,815
Funds available for continuing ministry		(148,724)		(159,977)
<b>Total Net Assets</b>	<b>\$</b>	<b>925,099</b>	<b>\$</b>	<b>1,073,823</b>
<b>STARRY</b>				
BGCT appropriations	\$	8,000	\$	16,000
Contributions from churches		—		2,000
Residential support				
Other Income		143,000		584,000
<b>Total income</b>	<b>\$</b>	<b>151,000</b>	<b>\$</b>	<b>602,000</b>
Total expenses		307,000		586,000
Funds available for continuing ministry		(156,000)		16,000
<b>Total Net Assets</b>	<b>\$</b>	<b>—</b>	<b>\$</b>	<b>(326,000)</b>
<b>TEXAS BAPTIST CHILDREN'S HOME</b>				
BGCT appropriations	\$	138,222	\$	138,389
Contributions from churches		154,744		145,830
Residential support		42,331		33,212
Other Income		4,093,500		4,854,986
<b>Total income</b>	<b>\$</b>	<b>4,428,797</b>	<b>\$</b>	<b>5,172,417</b>
Total expenses		4,733,706		4,663,407
Funds available for continuing ministry		(304,909)		509,010
<b>Total Net Assets</b>	<b>\$</b>	<b>3,551,521</b>	<b>\$</b>	<b>3,856,430</b>



**ERON  
GREEN**  
President

PO Box 1210  
Beeville, Texas  
78104-1210  
stchm.org

## Weighing the Impact

Founded in 1952, STCH Ministries is able to impact the lives of those we serve through our nine distinct ministries. Whether it is a child in care, a mom seeking refuge, families in counseling, people looking for their purpose in their job, someone needing help with their finances or the individuals we reach beyond our borders, our goal is to build deep, meaningful and long-lasting relationships. Meaningful relationships are the key to meaningful impact.

From our Jobs for Life ministry, we were able to write a new curriculum and expand it into our new Faith & Work ministry in 2018. The new curriculum guides people to discover God's purpose for their lives and how to fulfill that purpose through their work. Through the new format, we are able to reach a wider audience and empower everyone. The curriculum helps them to become leaders, to become more confident in their ability to succeed at work and to positively influence their work environment.

Our International ministry expanded into Costa Rica and Peru this year allowing for a larger impact internationally. The process of going into these countries has been intentionally slow with a goal of building lasting relationships with schools, churches and orphanages. We want to develop an impact in these countries that will last through the relationships that we build, while still holding on to the relationships we have in the Dominican Republic.

Ephesians 5:15-17 says this: So, then, be careful how you live. Do not be unwise but wise, making the best use of your time because the times are evil. Therefore, do not be foolish, but understand what the Lord's will is. In 2018, we were able to serve over 15,000 people through our 9 ministries but those numbers would mean nothing if relationships were not being built. STCH Ministries is privileged to be a partner ministry of Texas Baptists as together we continue to impact Texas and beyond.

## Our Ministries

**Homes for Children** – A campus that provides a loving, family environment for children in need.

**Homes for Families** – A safe haven for mothers and their children whose families are in crisis.

**Family Counseling** – Professional counseling that is both clinically excellent and distinctively Christian.

**International Ministry** – Family-friendly mission trips where Americans can work side by side with local believers in churches, orphanages, and Christian schools to meet needs and advance the Gospel.

**Faith & Work** – Guiding people to discover God's purpose for their lives and how to fulfill that purpose through their work.

**Faith & Finances** – A twelve-week class that teaches biblical principles of money management.

**Pastor Care** – Ministering to ministers through confidential counseling and pulpit supply.

**Family Support** – Connecting people in need with resources and guidance.

**Ministry Consulting** – Sharing expertise and resources with other like-minded ministries.



**STCH MINISTRIES STATISTICAL INFORMATION****Directly Served in Ministries**

Homes for Children	207
<i>Children served in residential care, college, transitional, and after care</i>	
Homes for Families	59
<i>Mothers and children served in residential care</i>	
Family Counseling	4,360
<i>Counseling clients served and workshop participants</i>	
International Ministry	10,214
<i>Individuals served in churches, children's homes, schools, and medical clinics</i>	
Jobs for Life	85
<i>Participants in classes for job-training</i>	
Faith & Finances	222
<i>Participants in classes for biblical money management</i>	
Family Support	43
<i>Individuals who received assistance or referrals</i>	
Pastor Care	111
<i>Ministers served through counseling or other assistance</i>	

**TOTAL DIRECTLY SERVED IN MINISTRIES** **15,301**

**TOTAL PROFESSIONS OF FAITH** **500**

*Other Individuals Impacted (volunteers, referrals, etc.)* **2,072**

*Community Outreach (events, presentations, etc.)* **17,140**

	<b>2018-2019</b>	<b>2017-2018</b>
Provided on-campus or residential care	265	304
Served in own homes and off-campus care		
Provided financial aid only	43	240
Provided college education or special training	307	556
Served through other ministries	14,686	15,200
Total number of served through ministries (non duplicate)	15,301	16,300
Professions of Faith	500	278
Number of employees:		
Full-Time	90	91
Part-Time	8	11
Dominican Contract Individuals	5	

**SUMMARY FINANCIAL STATEMENT**

BGCT appropriations	\$	554,059	\$	571,146
Appropriations Supporting Corporations		7,229,167		
Residential support				
Other Income		8,023,572		7,161,283
<b>Total income</b>	<b>\$</b>	<b>8,577,631</b>	<b>\$</b>	<b>7,161,283</b>
Total expenses		8,271,242		7,709,956
Funds available for continuing ministry		306,389		(548,673)
<b>Total Net Assets</b>	<b>\$</b>	<b>1,792,030</b>	<b>\$</b>	<b>1,626,772</b>



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS



*Be joyful in hope, patient in affliction, faithful in prayer. Romans 12:12*

Physical, mental, and emotional affliction is all around us. Through the power of prayer and a commitment to Jesus Christ, the Baptist Health Foundation of San Antonio exists to meet the health needs of our community. In 2018, the Foundation recommitted itself to improve the health of the greater San Antonio community by fostering and funding clinical, educational, spiritual and scientific initiatives while honoring God and its Baptist heritage. The Foundation strives to be one of the Lord's conduits to provide spiritual and healthcare services to His people and be a reflection of His presence in the community.

With a firm resolve to the above mission and vision, the Lord greatly blessed the Foundation in 2018 through positive investment returns which enabled 88 organizations to be undergirded with \$7,273,500 in health related grants. The 2018 grants boosted total grants awarded since inception to 1,064 grants totaling \$75,158,493.

Highlights for the year included: 1.) the continued partnership with Trinity Baptist Church and the YMCA of Greater San Antonio to sponsor the National Day of Prayer Breakfast, 2.) the granting of \$1 million dollars to Texas Baptists for Church Health Initiatives, and 3.) the commitment of \$1 million dollars from the Tenet Healthcare Foundation for scholarships for area students pursuing a career in healthcare.

Ray Still, Pastor of the Oakwood Baptist Church in New Braunfels, Texas, received the Foundation's coveted Spirit of Health Award for 2018. Pastor Still demonstrates his deep commitment to health through leadership of a charitable health clinic, service on hospital boards, personal health accomplishments, and his leadership at church and in the wider community. Still encourages the congregation to actively care for all aspects of their health, and he has led the church to create several ministries that specifically promote physical, mental, and spiritual health.

Each year the Foundation recognizes someone who makes an outstanding contribution to improving community health. The award was given to Pastor Still at the Annual Grants Ceremony which was held in December at First Baptist Church of San Antonio and was attended by more than 400 nonprofit and community leaders. In addition to the uplifting musical piece, "Believe in the City," written and performed by Dr. Bryan Richardson, inspirational testimonies were heard from several grant recipients.

The Board of Trustees granted the following dollars: Community Impact Grants - \$165,000; Disaster Relief - \$60,000; Responsive Grants - \$3,214,500; Scholarship Grants - \$1,276,000; Spiritual Initiatives Grant - \$1,000,000; and Strategic Initiatives Grants - \$1,558,000.

In 2018, BHFSa awarded 7 Baptist-related grants. Grant recipients were: Baptist Temple - \$7,395; Canaan Missionary First Baptist Church - \$7,500; First Baptist Church of Sutherland Springs - \$7,500; New Braunfels Christian Ministries - \$48,500; Texas Baptist Men - \$50,000; Texas Baptists - \$1,000,000; and Wayland Baptist University - \$22,200.

The Foundation's Board of Trustees Officers for 2019 are Bill Wilson (Chair), Earl Cutler (Vice Chair), Bill Lee (Treasurer), and Dr. Dawn Stockton (Secretary).

Associate Trustees elected to serve for one year include: Sue Bielstein, Connie Jones, Donnie McCann, Dr. Jim Raddin, Dr. Mario Ramos, Marla Rushing, and Jorge Zayasbazan.

Praise the Lord for all things that He has accomplished in 2018 through the Baptist Health Foundation. Thanks to the nonprofit community and their good work, the Foundation remains focused on Christ as grants are awarded to improve the health of the City.



**CODY S. KNOWLTON**  
President

750 East  
Mulberry Avenue,  
Suite 325  
San Antonio,  
Texas 78212-  
3107

bhfsa.org



**TEXAS BAPTISTS®**  
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**KEITH  
BRUCE**  
Vice President,  
Mission and  
Ministry  
215 E. Quincy,  
Suite 200  
San Antonio,  
Texas 78215  
baptisthealth  
system.co

In 1903 a group of San Antonio businessmen and physicians established the Physicians and Surgeons Hospital of San Antonio, including a hospital-based nursing school. This hospital later merged with the nearby Medical and Surgical Hospital and in 1948 became an intentionally faith based ministry affiliated with the Southern Baptist Convention. In 1952 the ownership of the hospital transferred to the BGCT.

Today, what is Baptist Health System (BHS) consists of six acute care hospitals and a myriad of ancillary entities serving the health care needs of San Antonio and South Texas. Interestingly, Baptist Medical Center, somewhat of the flagship facility of the system, is still in the exact location where the original Physicians and Surgeons hospital stood! It could be said that Baptist Health System has grown but never left its historic roots. And though the system is today a part of the Tenet Healthcare family of hospitals, BHS remains committed to its historic faith based approach to serving the healthcare needs of South Texas in partnership with Texas Baptists.

This faith based approach is a personal commitment of BHS leadership, but specific accountability is also accomplished through partnership with the Baptist Health Foundation of San Antonio (BHFSa) which elects a portion of the health system's local board. Additionally, a Mission and Ministry Committee elected by BHFSa works with the Vice President of Mission and Ministry to oversee the integration of faith throughout the entire system.

A strong and vibrant Pastoral Care program is perhaps the most visible way that the faith based mission is fulfilled at BHS. A team of 13 full time, board certified (or eligible) chaplains serve the needs of patients, families, staff, and physicians. The Pastoral Care team also includes residents and interns who are in the BHS Clinical Pastoral Education program, a group of Associate Chaplains who assist with weekend and on-call pastoral care ministry, Catholic Eucharistic ministers, and other volunteers.

In addition to their primary role of direct spiritual care for patients and staff, BHS Chaplains serve in many other ways. Examples include facilitation of support groups, counsel and guidance in response to medical ethics concerns, participation in a physician wellness effort sponsored by the Medical Executive Board, and collaboration with clinical leaders to provide integrated patient care in such areas as oncology or neo-natal intensive care. The Pastoral Care Team also shares in writing a weekly spiritual refection called "Monday Morning Manna" that is distributed by email to all BHS associates.

Below are a few additional highlights from Baptist Health System over the past year or so:

- All six Baptist Health System hospitals received a grade of "A" in safety from the Leapfrog Group- a truly remarkable accomplishment!
- U.S. News and World Report named Baptist as the top regional health system
- In late summer, Baptist Medical Center (BMC) will complete a \$10 million renovation of the Emergency Department. BMC is the largest ED from downtown through south San Antonio
- BHS continues to lead all of South Texas in stroke care, receiving the Stroke Honor Roll Gold Plus Quality Award from the American Heart Association and American Stroke Association.
- At North Central Baptist Hospital a new ICU unit is nearing completion and Baptist Children's Hospital will be enjoying additional renovated space. An additional chapel is also being planned.

# BAPTIST HEALTH SYSTEM STATISTICAL INFORMATION

	2018-2019	2017-2018
Licensed Beds <sup>1</sup>	1,940	1,815
Patients Admitted	61,211	63,600
Outpatients Treated	273,853	274,881
Charity Patients Admitted	461	624
Charity Outpatients Treated	496	621
Estimated Value of Total Charity Care	38,763,719	40,531,145
Enrollment in Professional Educational Programs	976	1,055
Number of employees FTE	5,022	5,005
Amount of Discounts Allowed: <sup>2</sup>		
Medicare		
Other		
Number of Chaplains:		
Full-Time	15	17
Part-Time	8	6
Pastoral Care Volunteers <sup>3</sup>	92	9
<b>Total Number of chaplains and volunteers</b>	29	32
Professions of Faith	24	21
Rededications/Recommitments	51	45
Patient Visits by Chaplains	74,565	84,182
Worship Services Conducted	262	—

## SUMMARY FINANCIAL STATEMENT

Income from patients	\$ 1,097,601,517	\$ 993,024,636
BGCT appropriations	—	—
Other Income	—	—
<b>Total income</b>	<b>\$ 1,097,601,517</b>	<b>\$ 993,024,636</b>
Total expenses	951,237,323	869,894,923
Funds available for continuing ministry	146,364,194	123,129,713
<b>Total Net Assets<sup>4</sup></b>	<b>\$ 1,623,941,358</b>	<b>\$ 1,463,179,528</b>

<sup>1</sup> 2018 figure includes Resolute Health Hospital in New Braunfels

<sup>2</sup> Revenue reported is net of discounts

<sup>3</sup> 2018 figures include Eucharistic Ministers

<sup>4</sup> 2017 figure corrected from what was published due to typo



**DAVID  
PARMER**  
President/CEO  
3080 College  
Street  
Beaumont, Texas  
77701  
bhset.net

Since 1949, Baptist Hospitals of Southeast Texas have continuously invested in the latest medical instruments, equipment and technology to assure the quality healthcare for Southeast Texas is right here. In the hands of our highly-skilled Partners In Caring, our doctors, nurses and technicians, we bring new hope to countless cancer and heart patients, we assure that healthcare for kids is just the right size and we help safely deliver the next generation of sons and daughters and brothers and sisters.

During this past year, significant efforts have been initiated to increase national certifications, invest in the latest innovations and technology and continue to be a quality-focused faith based facility with exceptional patient approval ratings, excellent physicians and technologists.

As the only inpatient Behavioral Health Hospital, great efforts to expand services have resulted in the successful implementation of an Inpatient Detox Program for Veterans and their families as well as the creation of a Children's Inpatient and Transitional Outpatient Psychiatric Unit for children ages 6-12 years of age.

New technology for stroke patients with the addition of the Cerevast TRUST study for ischemic strokes will result in better outcomes for members of our community. The High-Risk Breast Clinic, the first of its kind in Southeast Texas, focuses on the early detection of breast cancer and associated diseases and conditions. New service lines for Baptist Hospitals of Southeast Texas include the LEAP Program (Lower Extremity Amputation Prevention) designed to address the needs of patients who suffer with chronic arterial and venous disease of the legs and the Heartburn Clinic focusing on Gastroesophageal Reflux Disease (GERD).

To extend the healing ministry of Baptist Hospitals of Southeast Texas into the secondary market, a second Infusion Clinic has been established within the Tyler County Hospital in Woodville. Partnered with the purchase of the China Community Clinic that provides primary care, we are covering the healthcare needs of a six county area.

Baptist Hospitals of Southeast Texas has earned ACR Lung Cancer Screening Center designation, Primary Level III Stroke designation and Full Accreditation from the Commission on Cancer for the Baptist Hospitals of Southeast Texas Cancer programs. The newly designed BHSET website was recognized by AIVA as the 2019 Award of Distinction Winner.

To ensure that the smallest members of our community receive care that is just the right size, the Neonatal Intensive Care Unit (NICU) has recently adopted an innovative webcam technology specifically designed for families to see their hospitalized infant whenever they wish, even if they are miles away. The technology called NICVIEW provides bedside cameras streaming live visual images of the baby through a secure and private closed system.

The mission of Baptist Hospitals of Southeast Texas has been and always will be dedicated to providing quality healthcare and Sacred Work in a Christian environment to all who need it. Our Partners in Caring – our physicians, our nurses and our staff, practice a philosophy that inspires an environment of teamwork, respect, encouragement, opportunity and trust. Our efforts continue each day as we strive to offer newer and better programs, services and technologies for the members of our community. Our dedicated staff provides their time and talent to perform life-changing education and community-focused programs and services that enable us to achieve our vision of improving the health of our community.

# BAPTIST HOSPITALS OF SOUTHEAST TEXAS STATISTICAL INFORMATION

	7/2018-6/2019	4/2018-6/2018
Licensed Beds	483	483
Patients Admitted	15,146	3,831
Outpatients Treated	98,580	23,573
Charity Patients Admitted	1,958	732
Charity Outpatients Treated	12,137	5,512
Estimated Value of Total Charity Care	133,320,694	24,783,829
Enrollment in Professional Educational Programs		
Number of employees FTE	1,522	1,509
Amount of Discounts Allowed:		
Medicare	859,855,572	200,696,025
Other	761,626,973	170,540,530
Number of Chaplains:		
Full-Time	4	4
Part-Time	—	—
Pastoral Care Volunteers	—	—
<b>Total Number of chaplains and volunteers</b>	4	
Professions of Faith	1	—
Rededications/Recommitments	25	2
Patient Visits by Chaplains	7,977	2,061
Worship Services Conducted	90	34

## SUMMARY FINANCIAL STATEMENT

Income from patients	\$ 262,956,678	\$ 68,485,142
BGCT appropriations	157,372	38,404
Other Income	13,931,893	5,304,016
<b>Total income</b>	<b>\$ 277,045,942.51</b>	<b>\$ 73,827,561.51</b>
Total expenses	263,323,756	68,920,117
Funds available for continuing ministry	13,722,187	4,907,445
<b>Total Net Assets</b>	<b>\$ 193,299,000</b>	<b>\$ 189,701,000</b>



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**JAMES H. HINTON**  
President/CEO

3500 Gaston  
Avenue  
Dallas, Texas  
75246

baylorhealth.  
com

As the largest not-for-profit health system in Texas, Baylor Scott & White Health promotes the health and well-being of every individual, family and community it serves. An integrated care delivery network, the system includes the Scott and White Health Plan, Baylor Scott & White Research Institute and Baylor Scott & White Quality Alliance. Through 50 hospitals and over 1,000 access points including flagship academic medical centers in Dallas and Temple, the system offers the full continuum of care, from primary to award-winning specialty care, throughout Texas, and via virtual touchpoints. If its service area were a state, it would be the eighth largest, providing care to a population larger than that of Georgia. Founded as a Christian ministry of healing, Baylor Scott & White is proud to honor its century-long legacy through its commitment to improving accessibility, affordability and the customer experience.

#### **TIME magazine names Dr. Testa among the world's 100 most influential people in 2018**

Giuliano Testa, MD, is the chief of abdominal transplantation at Baylor University Medical Center at Dallas and the principal investigator of the uterine transplant clinical trial, which successfully delivered the first two children by women who received a uterus transplant in the U.S. Baylor University Medical Center is among the first in the U.S. to explore uterus transplantation.

#### **Newsweek magazine lists three Baylor Scott & White hospitals in inaugural list of worlds' best**

Baylor University Medical Center in Dallas was ranked #39 in the U.S. and Baylor Scott & White Medical Center - Temple ranked #131. Baylor Scott & White The Heart Hospital - Plano was recognized as a top specialty hospital, one of 24 specialty hospitals included. The list included 250 hospitals. Hospitals were ranked based patient safety, quality data, patient experience surveys and peer recommendations.

#### **Office of Mission & Ministry**

Through the generous funds provided by the Human Welfare Coordinating Agency, Texas Baptists directly support Baylor Scott & White's Office of Mission & Ministry through its support of chaplains in North Texas and its direct support of BSWH's Hillcrest Baptist Medical Center.

OMM includes three divisions — **Pastoral Care, Pastoral Education** and **Faith in Action Initiatives** — to minister Christ's healing love to people whose lives have been disrupted by illness, injury, death and to enhance the quality of health through partnerships with North and Central Texas congregations. A summary of OMM's work is at <http://online.flipbuilder.com/BSWHCreative/ktzv>

During the year, Baylor Scott & White **chaplains** recorded 201,468 pastoral encounters, lower than in previous years as OMM has refocused its efforts to provide care in acute and complex care situations known as spiritual distress. Hillcrest Hospital recorded 11,186 and Baylor University Medical Center recorded 44,063 pastoral encounters. Faith in Action Initiatives (FAI) provided 78 **Fred Roach Scholarships** to BSWH employees to participate in international medical mission trips and provided \$3,911,347 in free repurposed medical supplies for struggling clinics and hospitals nationally and internationally through FAI's **Second Life Resources**. Clergy, seminarians and qualified laypersons earned 79 student units of **clinical pastoral education**.

OMM engages faith communities to improve access, provide needed patient and family education and enhance the health of congregations through its rapidly growing **Faith Community Health (FCH)** program in collaboration with BSWH's Department of Community Health. It has grown 50% in faith community partnerships, patients referred, and faith community caregiver volunteers systemwide. You can find additional information about FCH and its work at <http://online.flipbuilder.com/BSWHCreative/toft>

A documentary and series of brief videos were created to highlight the OMM's work. They are designed to share more information around the spiritual care offered to patients and families facing of medical challenges. They can be found at <https://www.bswhealth.com/about/spiritual-care/Pages/default.aspx#>

## BAYLOR SCOTT & WHITE HEALTH STATISTICAL INFORMATION

	7/2018-3/2019	2017-2018
Licensed Beds	5,181	5,091
Patients Admitted	166,327	178,626
Outpatients Treated	9,196,960	8,726,015
Charity Patients Admitted	29,481	14,797
Charity Outpatients Treated	359,909	179,933
Estimated Value of Total Charity Care	659,002,868	659,002,868
Enrollment in Professional Educational Programs	322 Enrollees/ 176,644 Hours	
Number of employees FTE	46,442	45,252
Amount of Discounts Allowed:		
Medicare	7,372,088,356	6,883,016,081
Other	7,585,167,825	7,868,570,259
Number of Chaplains:		
Full-Time	65	49
Part-Time	105	68
Pastoral Care Volunteers	820	118
<b>Total Number of chaplains and volunteers</b>	990	235
Professions of Faith	345	389
Rededications/Recommitments	131	1,518
Patient Visits by Chaplains	201,468	207,838
Worship Services Conducted	11,922	2,451

## SUMMARY FINANCIAL STATEMENT

Income from patients	\$ 6,330,412,000	\$ 6,120,475,000
BGCT appropriations	239,230	262,011
Other Income	1,108,768,770	994,243,989
<b>Total income</b>	<b>\$ 7,439,420,000</b>	<b>\$ 7,114,981,000</b>
Total expenses	6,855,131,000	6,621,432,000
Funds available for continuing ministry	584,289,000	493,549,000
<b>Total Net Assets</b>	<b>\$ 6,562,272,000</b>	<b>\$ 6,141,818,000</b>



**BRAD  
HOLLAND**  
President/CEO  
1900 Pine Street  
Abilene, Texas  
79601  
hendrickhealth.  
org

Hendrick Health System continues its tradition of delivering high quality healthcare services to residents of Abilene and the Big Country, with emphasis on excellence and Christian compassion. This goal, expressed in our mission statement, has remained constant since our founding. While meeting the challenges of 21st century healthcare, we maintain a timeless commitment to high quality service within the framework of financial stability. Our Baptist identity is a vital aspect of our profile and we value our relationship with Texas Baptists.

Our services range from a Level III Trauma Center and state-of-the-art surgical procedures, to advanced neuro, cardiac and cancer care. Hendrick is a Primary Stroke Center, and has been recognized with Joint Commission's Gold Seal of Approval® for Acute Myocardial Infarction. In addition, we operate Hendrick Center for Rehabilitation, a physical rehabilitation hospital; Hendrick Children's Hospital with a Pediatric Intensive Care Unit, a Level III Neonatal Intensive Care Unit; and a skilled nursing unit. Auxiliary services are provided by Hendrick Hospice Care, Hendrick Pathways Palliative Care, Hendrick Sleep Disorders Center and The BirthPlace© at Hendrick. A partnership with ContinueCare provides long-term acute care for patients requiring longer-than-average hospital stays.

In January 2019, Brad Holland was named Hendrick's newest President and Chief Executive Officer, the fifth in our nearly one hundred-year history.

In May 2019, Hendrick opened a new Medical Plaza in Brownwood as a complement to Hendrick Surgery Center, expanding our services to the Brownwood community and area.

Other highlights for 2018-19 include: groundbreaking for a new Pediatric Therapy Gym; launching of Hendrick StorkCare, a neonatal transport service that provides round-the-clock transfer by ground transportation to our Level III NICU for critically ill or premature newborns; and initiating a partnership with Day Nursery of Abilene and Hardin-Simmons University for a new daycare facility.

We partner with other institutions on or adjacent to our campus, to prepare healthcare personnel: Texas Tech University Health Sciences Center operates Schools of Pharmacy, Nursing, and Public Health. Nursing education is also offered through Patty Hanks Shelton School of Nursing, Angelo State University, Cisco College, and Texas State Technical College. Respiratory therapists train through Cisco College; and radiology techs learn in Hendrick's School of Radiography

With more than 3,500 employees, Hendrick received the 2019 Gallup Great Workplace Award for the 13th consecutive year, and also was awarded Modern Healthcare's 2019 Best Places to Work in Healthcare.

Hendrick personnel volunteer their talents and abilities to many civic and religious organizations. Employees may receive additional Paid Time Off to participate in approved mission projects. Last year, such trips were made to Ecuador, Brazil, Peru, Guatemala, Belize, Guyana, Dominican Republic, Rwanda, Zambia, Kenya, Tanzania, Philippines, and Israel, as well as to several homeland mission destinations.

Expressions of our Christian mission include spiritual care services. A chaplain ministry educational program is offered to students of the three Abilene faith-based universities. Chaplains conduct weekly chapel services and deliver daily inspirational messages through hospital media. Bible verses placed in the hallways remind us of our spiritual mooring.

A statue, located in our main entrance, represents the matrix of ministry and medicine that describes our heritage. It depicts a mother holding her child, who is being examined by a physician, while a minister with an open Bible compassionately observes. Hendrick strives to meet the physical, spiritual, and emotional needs of our patients and improve the health of people in West Central Texas, with a sense of Christian compassion and care. To that end, we are grateful for the gracious and prayerful support of Texas Baptists.

# HENDRICK HEALTH SYSTEM STATISTICAL INFORMATION

	2018-2019	2017-2018
Licensed Beds	556	564
Patients Admitted	26,115	24,666
Outpatients Treated	320,630	301,074
Charity Patients Admitted	1,677	1,414
Charity Outpatients Treated	16,730	13,400
Estimated Value of Total Charity Care	112,500,916	81,010,330
Enrollment in Professional Educational Programs		
Number of employees FTE	3,108	2,946
Amount of Discounts Allowed:		
Medicare	1,327,691,118	1,124,802,255
Other	1,110,272,795	922,351,601
Number of Chaplains:		
Full-Time	3	3
Part-Time	13	12
Pastoral Care Volunteers	18	11
<b>Total Number of chaplains and volunteers</b>	<b>34</b>	<b>26</b>
Professions of Faith	4	3
Rededications/Recommitments	17	28
Patient Visits by Chaplains	9,302	8,415
Worship Services Conducted	366	387

## SUMMARY FINANCIAL STATEMENT

Income from patients	\$ 456,553,340	\$ 431,608,197
BGCT appropriations	160,685	168,874
Other Income	40,786,244	39,614,788
<b>Total income</b>	<b>\$ 497,500,269</b>	<b>\$ 471,391,859</b>
Total expenses	474,661,753	448,239,307
Funds available for continuing ministry	22,838,516	23,152,552
<b>Total Net Assets</b>	<b>\$ 572,409,024</b>	<b>\$ 550,873,943</b>



**GERALD R. JAMES, JR.**  
President/CEO  
baptist  
churchloan.org

## The Talents and Shekels of Ministry

Dear Friends,

In the great Exodus, Moses led the Israelites out of Egypt, across the Red Sea, and into the wilderness. During their encampment at Mount Sinai, God gave Moses the Ten Commandments and specific instructions on how to build a portable tabernacle. The purpose of Moses' Tabernacle was to provide a meeting place for God and his people during their forty-year period of wandering.

The two main currencies mentioned in the Bible are talents and shekels. The most expensive materials used in the construction of Moses' Tabernacle were gold, silver, and bronze. The combined weight of these precious metals, as detailed in Exodus 38, totaled 199 talents and 4,905 shekels. In today's precious metal market, the value of the gold, silver, and bronze used for Moses' Tabernacle would be approximately \$47 million.

At the Baptist Church Loan Corporation ("BCLC"), we use our talents and shekels to support churches with wisdom, knowledge and affordable church loans to provide meeting places for God's people. During fiscal year 2019, God continued to financially bless our ministry with a strong equity position, cash flow and good paying churches.

Thank you to the many men and women who have volunteered their time to serve on BCLC's Board of Directors and to our lending partners who have provided loan funds to help support our ministry.

Blessings,

Gerald R. James, Jr.  
President / CEO

## BAPTIST CHURCH LOAN CORPORATION STATISTICAL INFORMATION FYE 6/30/19

Church Loan Requests.....	\$135,266,795
Assets per Employee.....	\$21,727,946
Average Church Loan Rate .....	4.38%
Equity / Assets.....	63%

*Founded in 1930, HighGround Advisors is a nonprofit investment and charitable giving firm with over \$2 billion in assets. As a nonprofit organization, our purpose is two-fold. First, we are committed to managing charitable gifts and financial assets for nonprofit organizations. A variety of investment services and expertise are offered to our clients including asset management, gift planning and account support services. Secondly, we strive to meet the needs of individuals who have the desire to financially support charitable organizations. HighGround offers customized and transparent solutions for endowment management and gift planning support designed to deliver the results our clients need to further their mission and life-transforming work. We have approximately 950 trusts, annuities and donor-advised funds and 6,700 client accounts currently under administration.*

HighGround has seen many changes in a short time including a new name, expanded client base, establishment of a client solutions team dedicated to serving you and development of our brand promise and core values. Throughout the last year, we have recognized the different approaches are needed in order to maintain our momentum and venture onto the next highest peak. While we are mindful of our past, it will not define our future. We remain committed to expanding our investment platform and will persistently look for opportunities to create efficiencies for our client institutions.

### GIVING TRENDS

During 2018, HighGround Advisors assisted donors in contributing \$20 million in new gifts and additions to existing gifts for charitable purposes. Once again, donor-advised funds (DAF) continue to be on the rise. Due to their growing popularity, we are developing an online platform for donor-advised funds which will simplify the giving process for organizations and their donors.

### INVESTMENT PERFORMANCE

HighGround's strategic allocations to risk reduction assets softened 2018 fourth quarter's market turbulence, while our growth investment assets were able to fully capture first quarter's recovery. As a result, HighGround's 6.8% first quarter return more than offset 2018's 3.5% decline, with one-year positive performance despite the market's extreme volatility.

In 2019, we will maintain endowment portfolios in strict compliance with their long-term strategic targets, remain focused on high-quality investment strategies for our stock and bond portfolio and continue developing our private equity investments to enhance long-term value. We will also offer additional commingled fund solutions to meet the needs of the client institutions we serve.

### FEE REVIEW

Driven by long-term endowment growth, we always seek opportunities to strengthen investment performance, including researching new and innovative investment strategies and managers. And, we continue to refine our investment and risk management processes, streamline investment operations and seek ways to reduce investment costs.

During the latest review of investment management fees, we obtained fee concessions from several of our investment managers, which resulted in fee savings. Based on this review, we are confident that our investment managers' fees are highly competitive and, in some cases, more competitive than the market.

### PROTECT. STRENGTHEN. GROW.

In 2018, HighGround distributed \$105.9 million to institutions, donors and income beneficiaries, working towards our vision to Protect, Strengthen and Grow our nonprofit client institutions. We believe there is no pursuit more important than this; because we believe the work we do now and, in the future, will not only shape our lives, but will empower the many organizations that truly transform lives. This vision forms an authentic pathway to our mission—to be an innovative and vigilant caretaker of the funds and assets entrusted to us by the nonprofits and generous individuals we serve through effective asset management, gift planning strategies and account support services.



**JEFF W. SMITH**

President/CEO

1717 Main Street,  
Suite 1400  
Dallas, Texas  
75201

[www.  
highground  
advisors  
.org](http://www.highgroundadvisors.org)



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS



**ERIC BLACK**

Executive  
Director/  
Publisher

P.O. Box 259019  
Plano, TX  
75025-9019

(214) 630-4571  
baptiststandard.  
com

**About the Baptist Standard**

We are an independent nonprofit partner of the Baptist General Convention of Texas tasked with informing, inspiring and challenging people to live like Jesus. We are committed to journalistic excellence, historic Baptist principles and the redemptive and reconciling work of Jesus Christ.

If we are missing the mark in any of the above, we need to hear from you. You can contact our executive director, Eric Black, at [eric.black@baptiststandard.com](mailto:eric.black@baptiststandard.com).

**We need you**

We are able to inform, inspire and challenge people to live like Jesus because of faithful readers like you, who are part of providing the funds necessary to accomplish such a high calling. Since we are not subsidized by the BGCT, your financial support is vital to us. You can support us by visiting [www.baptiststandard.com/donate/](http://www.baptiststandard.com/donate/) or contacting us at P.O. Box 259019, Plano, Texas 75025-9019.

**Where to find us**

Baptist Standard content is available on our website at [baptiststandard.com](http://baptiststandard.com), Facebook, Twitter and Instagram. Subscribers receive our weekly edition by email. Digital subscriptions are \$10.00 per year. Inspiring feature stories are available in *CommonCall*, our quarterly print magazine. *CommonCall* subscriptions are \$24.00 per year and include two free digital Baptist Standard subscriptions. You can sign up for a subscription at [www.baptiststandard.com/subscription/](http://www.baptiststandard.com/subscription/) or by calling 214-630-4571.

**News about Texas Baptists**

Managing Editor Ken Camp and Hispanic Beat Reporter Isa Torres provide news coverage of individuals, churches, ministries and institutions within Texas Baptist life and always are looking for stories to share with Baptists in Texas and beyond. If you or your ministry would like to be considered for an article in the Baptist Standard online or the *CommonCall* magazine, contact Ken Camp at [kencamp@baptiststandard.com](mailto:kencamp@baptiststandard.com).

**Opinion from Texas Baptists**

We added a new feature in Fall 2018 called Baptists Preaching, in which we publish one sermon each week from a pastor or preacher in a Texas Baptist church. We always are seeking new sermons.

Deep in the Hearts of Texans continues to feature leaders in Texas Baptist life. This year, we added interviews of Baptist leaders in the marketplace as a witness to what difference Jesus makes in business and public affairs. Texas Baptist Voices is your opportunity to make your opinion known to Texas Baptists and others. Send opinion submissions—including letters to the editor—to [eric.black@baptiststandard.com](mailto:eric.black@baptiststandard.com).

**Awards from our peers**

Our peers in the Associated Church Press recognized our commitment to journalistic excellence this year with the following Awards of Excellence.

- Ken Camp for in-depth coverage of Paige Patterson and Southwestern Seminary
- Scott Floyd (director of the Master of Arts in Counseling Program at B.H. Carroll Theological Institute) for his series on child sexual abuse and the church
- Meredith Stone (associate dean for academics and assistant professor of Scripture and ministry, Logsdon Seminary, Hardin-Simmons University) for two opinion articles in response to John Piper and Paige Patterson
- Zac Harrel for his Voices column titled “Is football good?”
- Jake Raabe for his Voices column titled “Signs of the times: The problem with ‘In God we Trust’”

**Advertising with the Baptist Standard**

For advertising in the *Baptist Standard* or *CommonCall*, contact Kayla Peltoma at [kayla.peltoma@baptiststandard.com](mailto:kayla.peltoma@baptiststandard.com) or 214-630-4571, ext. 1014.

To place a classified ad in the Baptist Standard or *CommonCall*, contact Julie Sorrels at [julie.sorrels@baptiststandard.com](mailto:julie.sorrels@baptiststandard.com) or 214-630-4571, ext. 1022.

The Baptist Standard specializes in news, features and opinion for you through our partnership with churches, institutions and individuals associated with the Baptist General Convention of Texas.

Please visit us at our booth in the exhibit hall or online at [www.baptiststandard.com](http://www.baptiststandard.com).



**DENISON MINISTRIES** was founded in Dallas, Texas, in 2009 by Dr. Jim Denison and Jeff Byrd to encourage spiritual awakening while equipping believers to engage with the issues and news of the day through their brand, Denison Forum.

To reach more believers with God's word, Denison Ministries also launched three partner ministries: First15, Christian Parenting, and Janet Denison's blog.

## 2018-2019 HIGHLIGHTS:

- **DENISON FORUM** reaches over 119,000 people on social media with over 31,000 minutes of content viewed on Facebook alone. More than 763,991 unique viewers visited denisonforum.org. Denison Forum also equipped 8,005 readers with biblical resources through four printed publications. Go to denisonforum.org/books to check out our latest publications.
- **THE DAILY ARTICLE** by Dr. Jim Denison is distributed via email, social media, and podcast to hundreds of thousands of culture-changing Christians daily. It was opened 8,238,167 times. Readership has increased by more than 27 percent, and the podcast was downloaded over 37,000 times each month. People in 215 countries and territories are subscribed.
- **FIRST15** empowers more than 130,000 believers across the world to experience God in a fresh way every day through meaningful worship, reading, and prayer. The Daily Devotional is available by email, podcast, app, and web each morning. Go to first15.org to subscribe, or search First15 in the app store to check it out.
- **CATALYST** is Craig Denison's twenty-eight-day devotional book, empowering believers to kickstart time alone with God in one month. Go to first15.org/resources to learn more.
- **CHRISTIAN PARENTING** launched a weekly blog and podcast, Pardon the Mess. The podcast features interviews with leaders like Bob Goff, Tony and Lauren Dungy, Michael W. Smith, and more. Listen by subscribing to Pardon the Mess in your podcast app. Christian Parenting's weekly blogs tackle important parenting issues, equipping readers to put Christ at the center of their family, even in the midst of our changing culture. Sign up at christianparenting.org.
- **JANETDENISON.ORG** contains Janet's teachings on biblical wisdom. Her blogs apply God's word to everyday life. Nearly 12,000 subscribers receive Janet's blog weekly.

We give God the glory for all he has accomplished through Denison Ministries. We know that none of this is possible without God's blessing of providing readers and donors whose support makes speaking biblical truth into culture-changing Christians a reality. We thank God for his provision and the encouragement and platform provided through Texas Baptists.



**JIM DENISON**  
CEO and  
Co-founder,  
Theologian in  
Residence for  
Texas Baptists

17304 Preston  
Road Suite 1060  
Dallas, TX 75252

www.  
denisonforum.  
org



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS



**O. S.  
HAWKINS**  
President

5005 LBJ  
Freeway,  
STE 220  
Dallas, TX 75244  
1-888-98-GUIDE  
(888-984-8433)  
GuideStone.org

2018 was the “Year of New Beginnings” for GuideStone. It was the year of a new building and a new century, along with new accomplishments. We challenged our people to Keep Attentive to Details, Keep Aimed in the Distance and Keep Alert to Distractions. Our team exceeded all expectations and are thankful for their efforts.

2018 witnessed our greatest day of giving ever in Mission:Dignity history. Mission:Dignity provides financial help to retired Southern Baptist pastors and, in most cases, their widows. On the nationwide #GivingTuesday, more than a half million dollars was given to assist these godly people. 2018 was a record year for Mission:Dignity, with almost \$8.4 million given by a record 8,000 individual donors. Seeing the generosity of God’s people is a joy for all of us who work alongside Mission:Dignity. We remain thankful that — due to an endowment established many years ago that covers administrative costs — every penny received by Mission:Dignity goes straight to a retired pastor or his widow near the poverty line.

Each major US stock index ended down in 2018, with the S&P 500 closing the year down -4.38 percent, the Dow Jones down -3.48 percent and the NASDAQ down -2.84 percent. The outlook for 2019 remains one of caution — U.S. equities are demonstrating clear signs of late cycle behavior, volatility is increasing and investor risk appetite is beginning to fall. With growing uncertainty across global financial markets, investors should be prudent and review their long-term asset allocation strategy.

GuideStone executed a successful move to new offices and now occupies the top five floors of the 24-story Pinnacle Tower. This sale and relocation are forecast to provide a significant cost savings annually. This prime location ensures easy access to our capable workforce.

GuideStone 100, the long-range plan for more than a decade ended in 2018. All the goals were successfully completed. Vision 20/20 is the long-range plan currently guiding GuideStone’s work.

GuideStone Funds lowered expenses for our MyDestination Funds Target Date Funds series in 2018. This represents a net expense reduction of 21 - 42 percent for investors in our retirement plans.

GuideStone also focused on improving its mobile capabilities. An updated *MyGuideStone* mobile app is now available for both iPhone and Android. In addition to account security features like biometric authentication using Touch ID and Face ID, the app offers the ability to review insurance coverages and keep track of retirement account balances, personal investment performance, quarterly statements and up to a year’s account activity.

GuideStone worked diligently throughout 2018 to find ways to make health plans available at a lower cost for the participants. Secure Health 3000 was launched as a lower-cost medical option. It offers Teladoc and physician co-pays for no out-of-pocket cost, among other features.

GuideStone initiated significant cost containment efforts. While medical inflation, claims experience and the continued uncertainty in the health care industry continue to impact rates, GuideStone worked to control health insurance rates — average rate increases for Personal Plans were 8.8% and for Group Plans were 7.5% — with more than half of all groups seeing rate increases of 2% or less.

The O. S. Hawkins Code series of devotional books continued its successful run in 2018 with the introduction of *The Nehemiah Code: It’s Never Too Late for a New Beginning*. The book joins seven other Code books. The Easter Code debuted at the end of December. Like The Christmas Code, it is designed for churches to use in outreach and evangelism and is available at a low cost when purchased in bulk. All author royalties and proceeds from the Code books benefit Mission:Dignity.

#### **Texas Statistics as of May 31, 2019:**

Number of active churches in the  
Church Retirement Plan: .....1,525

Number of persons receiving  
retirement benefits:.....5,761

Number helped by Mission:Dignity ministry:.....248



**MICKEY B. LENAMON**  
Executive  
Director

5351 Catron  
Dallas, Texas  
75227

texas  
baptistmen.org

The driving force of all we do is God's love. It is this love that compels us to share of ourselves and represent God's love for all people. purpose of TBM's work is singular: From Disaster Relief to Royal Ambassadors, these ministries are designed to point people to Christ through our work of loving people in times of need and in times of growth.

Disaster Relief responded in three states: North Carolina (Hurricane Florence), Florida (Hurricane Michael), and flooding in Sonora, Llano, Kingsland, and Marble Falls. Throughout these deployments, TBM provided the number of services outlined below which touched lives with the Gospel in every situation.

- 8,914 Chaplain contacts with 83 professions of faith,
- 98,810 volunteer hours
- 77,102 meals
- 11,322 showers
- 3,662 loads of laundry
- 632 chainsaw jobs
- 1,971 heavy equipment hours

**Water Ministry** partners with stateside churches to help churches in poverty-stricken areas bring clean water, good hygiene practices, and a means of self-reliance to communities.

**Wells:** 29 wells serving 4,750 people resulting in 60 professions of faith

**Purification:** 397 filters providing 2,480 people with clean water

**Health & Hygiene:** 683 people were instructed in basic health and hygiene practices which resulted in 60 professions of faith.

**Soap:** held workshops for 118 people, and three trainings to a group of Navajo women who are making and selling soap to supplement their meager income.

**Royal Ambassadors & Challengers** hosted the Camp Directors meeting in January with 76 attending. There were 23 Royal Ambassadors and Challengers Camps conducted across the state with a total of 3,086 campers and 295 decisions for Christ recorded. We trained 12 State Staffers and 10 Associational Staffers at Leadership Training Camp that served at camps this summer with the volunteer leaders. The Campout & Missions Mania event was held in November with 627 participants from 30 churches with 6 decisions recorded during the event. We had a total of 14 teams that participated in the State Basketball Tournament. The State Race was held in April with 174 registered participants from 26 churches with 88 event leaders for a total of 262 participants. The Lord is still working in the hearts of fathers. This year we conducted 28 Training Conferences for Royal Ambassadors and Challengers Leaders. Currently we are receiving numerous calls from churches interested in beginning Royal Ambassador Groups.

**Restorative Justice Ministry** consultations were expanded to provide assistance with churches involved in or wanting to start a ministry in their local county jail resulting in a County Jail Ministry Network to assist churches and Sheriff's in ministry to inmates and staff in four counties so far. The DR Rapid Response Feeding Unit assisted in the Terrell Unit Officer Appreciation event and served 650 officers and staff. Over 253 cases of Bibles, Christian books and study guys were distributed to 15 state and two federal prisons as well as five county jails.

**Builders** men and women worked in 11 different camps over 41 weeks. While some women were alongside men building, others were sewing and knitting for the camp and campers' needs. In addition, builders constructed cabinets in eight churches and camps. The Builders also held their first retreat in September as a time of fellowship and learning about the future.



**TEXAS BAPTISTS**  
BAPTIST GENERAL CONVENTION OF TEXAS



**TAMIKO JONES**  
Executive  
Director-  
Treasurer

10325  
Brockwood Rd,  
Dallas, TX  
75238  
wmutx.org

## In times like these.... **SHARE HOPE.**

Over the last year, WMU of Texas has engaged in local missions, established partnerships for missions and empowered others for worldwide missions. Each ministry under the umbrella of WMU of TX serves to assist churches and individuals as they make disciples who make disciples. Likewise, the Mary Hill Davis Offering supports missions and ministries for discipleship and church multiplication across the state of Texas. In 2018, your gifts to the offering assisted over 80 ministries in reaching the lost for Christ, in encouraging believers through financial support in their missions efforts and in developing pastors and lay leaders as they sought the harvest.

### Engage

In October 2018, two teams from WMU of Texas arrived in Penitas, Texas to assist the Luna Molina family as they built their new home. The family qualified for their home through their involvement with our partners, the Buckner Family Hope Center in Penitas. This was the eighth house WMU of Texas has built since 2011. The next Women's Build will occur in October 2019. Thanks to generous gifts to the Mary Hill Davis Offering, funds were available to purchase the building materials and to assist the family with new appliances.

Christian Women's Job Corps and Christian Men's Job Corps sites are changing lives in our state as they equip women and men, in a faith-based context, for life and employment. The 56 CWJC sites continue to offer high school equivalency diploma preparation, ESL and computer classes, bible study, mentoring and job readiness skills. In 2019, CMJC celebrates 15 years of ministry in Texas. Currently, there are 10 CMJC sites in Texas. As men help other men to sharpen their faith and develop their life/job skills, CMJC has proven to be an environment of empowerment where men can grow in their relationship with God and become Christian leaders for their families and community.

For 2019 and beyond, WMU of Texas has challenged women to blanket our state with the hope of Jesus Christ through the PASSPORT TO HOPE initiative. The passport encourages women and their churches to be on mission and share their efforts with our state so that it inspires others to do the same.

### Establish

The WMU of Texas staff had the joy of partnering with the International Mission Board (IMB) as we hosted the annual Missionary Kids (MKs) Re-entry Retreat at Highland Lakes Baptist Encampment in August of 2018. Children of international missionaries who were entering college in the United States for the first time had the opportunity to participate in this incredible retreat.

Through a partnership with First Woodway Baptist Church, WMU of Texas is in the initial stages of expanding the Light in the Gap (LITG) ministry. The women of First Woodway are joined by those from other local churches at the Waco bus station as they minister to women recently released from the state prison or jail. WMU of Texas will join in this effort by preparing women in other areas of the state to meet the women at bus stations in their community.

### Empower

Women in local churches continue to make a difference in the life of a woman or girl by getting involved with the Women Helping Women Pad Project. This project allows women in Texas to provide necessary items to women across the world. The sewn items are delivered by international missionaries or students of local universities on mission in foreign countries.

Join us in 2019 as we **SHARE HOPE** through our missions efforts and our giving!

**Abilene Callahan Baptist Association**

Larry Tarver  
PO Box 5228  
Abilene, TX 79608-5228  
325-673-8349  
marsha.langford.acba@suddenlinkmail.com

**Amarillo Area Baptist Association**

Bryan Houser  
2123 S Van Buren St  
Amarillo, TX 79109-2404  
806-372-6566  
aabacherrie@gmail.com

**Asociacion Bautista Hispana Norte Central De Texas**

Zenon Garcia  
PO Box 87  
Denison, TX 75021-0087  
(903) 815-6598

**Asociacion Bautista Latino Americana**

Bulmaro Luna  
P.O. Box 111698  
Houston, TX 77293  
713-851-8550

**Austin Baptist Association**

David Smith  
PO Box 4978  
Austin, TX 78765-4978  
512-454-2558  
david@austinbaptist.org

**Basin Baptist Network**

Donny Cortimilla  
PO Box 60180  
Midland, TX 79711-0180  
432-563-3700  
coordinator@basinbaptist.org

**Bell Baptist Association**

Tom Henderson  
PO Box 1447  
Belton, TX 76513-5447  
254-939-0761  
bba9129@sbcglobal.net

**Bi Stone Baptist Association**

Olin Boles  
500 E Carthage St  
Mexia, TX 76667-2814  
903-288-9669  
dom@bistonebaptist.org

**BiFork Baptist Association**

Robert Wheat  
PO Box 2125  
Vernon, TX 76385-2125  
940-552-2500  
haley@bifork.org

**Big Bend Baptist Association**

Edward Jennings  
PO Box 1488  
Marfa, TX 79843-1488  
432-729-4349  
ambigbend@gmail.com

**Blanco Baptist Association**

Rafael Murillo  
3901 Charco Rd  
Beeville, TX 78102-2111  
361-358-9420  
blancobaptist@sbcglobal.net

**Bluebonnet Baptist Association**

Robby Partain  
PO Box 312257  
New Braunfels, TX 78130-3241  
830-629-7674  
bbasn@bluebonnetbaptist.org

**Bosque Baptist Association**

Jim Houser  
PO Box 391  
Clifton, TX 76634-0391  
254-675-8381  
bba@fbccclifton.com

**Bowie Baptist Association**

Paul Burkhalter  
PO Box 7740  
Texarkana, TX 75505-7740  
903-831-0194  
receptionist@bowiebaptist.org

**Burnet Llano Baptist Association**

Dale Hill  
325 Ancient Oaks Dr.  
Marble Falls, TX 78654  
830-693-0934  
burnetllanoba@hotmail.com

**Caprock Baptist Association**

Lester Griffin  
2301 Utica St  
Plainview, TX 79072-2063  
806-296-2751  
caprockplains@nts-online.net

**Caprock Plains Baptist Area**

Lester Griffin  
2301 Utica St  
Plainview, TX 79072-2063  
806-296-2751  
caprockplains@nts-online.net

**Castle Gap Association**

Troy Strickland  
PO Box 485  
Rankin, TX 79778-0485  
432-693-2385

**Central Texas Baptist Association**

Floyd Petersen  
PO Box 1518  
Corsicana, TX 75151-1518  
903-872-2331  
fp\_2004tbc@outlook.com

**Coastal Bend Baptist Association**

Michael O'Neill  
712 W D Ave  
Kingsville, TX 78363-3632  
361-522-5523  
cbba361@gmail.com

**Collin Baptist Association**

Vince Smith  
970 S Highway 5  
Fairview, TX 75069-9461  
972-529-5222  
vince.smith@cbachurchnetwork.org

**Colorado Baptist Association**

Barry Barnet  
1515 Briar Ln  
Wharton, TX 77488-4309  
903-227-9019  
coloradobaptistassociation@gmail.com

**Concho Valley Baptist Association**

Jeff Box  
825 N Main St  
San Angelo, TX 76903-4056  
325-653-4898  
jeff@cvba.org

**Cooke County Baptist Association**

Hollis Parsons  
PO Box 842  
Gainesville, TX 76241-0842  
940-665-4082  
lori.geojcarroll@gmail.com

**Corpus Christi Baptist Association**

Anson Nash  
3115 Ocean Dr  
Corp Christi, TX 78404-1614  
361-853-2555  
anash@ccbaptistassociation.org

**Coryell Baptist Association**

Richard Ray  
PO Box 45  
Gatesville, TX 76528-0045  
254-865-1299  
tri-rivers@htcomp.net

**Creath Brazos Baptist Association**

Susan Holcombe  
410 Tarrow St Ste 101  
College Sta, TX 77840-7892  
979-846-1788  
info@cbba.org



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS

**Crossroads Baptist Association**

John McCullough  
1311 Goliad St  
Big Spring, TX 79720-4639  
432-263-1673  
contact@xroadsba.org

**Dallas Baptist Association**

Bob Dean  
8001 E R L Thornton Fwy  
Dallas, TX 75228-7001  
214-324-2803  
cindyburr@dba.net

**Del Rio Uvalde Baptist Association**

Tommy Lerner  
117 E Commerce St  
Uvalde, TX 78801-3713  
830-278-5351  
delriouvalde@sbcglobal.net

**Denton Baptist Association**

Morgan Malone  
1406 N Corinth St Ste 408  
Corinth, TX 76208-5449  
940-498-5200  
rochelle@dentonbaptist.org

**Dogwood Trails Baptist Association**

Lee Welch  
PO Box 949  
Jacksonville, TX 75766-0949  
903-586-5156  
dtba@suddenlinkmail.com

**Double Mountain Baptist Association**

Joe Walton  
PO Box 112  
Stamford, TX 79553  
325-773-2462  
joewdmba@att.net

**East Texas Baptist Area**

Lewis Edwards  
PO Box 546  
Mt Enterprise, TX 75681-0546  
903-822-3474  
etba@eastex.net

**El Paso Baptist Association**

Gayle Hogg  
2012 Grant Ave  
El Paso, TX 79930-1017  
915-544-8671  
agonzales@elpasoba.org

**Ellis Baptist Association**

Richard Cody  
3080 W Highway 287 Byp  
Waxahachie, TX 75167-5000  
972-937-9320  
richard@ellisbaptist.org

**Emmanuel Baptist Association**

Jimmie Neel  
PO Box 159  
Kirbyville, TX 75956-0159  
409-423-2224  
info@snabarea.org

**Enon Baptist Association**

Timothy Ellis  
PO Box 928  
Linden, TX 75563-0928  
903-756-7331  
enondom@valornet.com

**Erath Baptist Association**

Richard Ray  
401 N McIlhaney St  
Stephenville, TX 76401-5624  
254-965-5940  
brother\_ray@juno.com

**Falls Baptist Association**

Patrick Knowlton  
PO Box 192  
Cameron, TX 76520-0192  
254-697-6505  
firmarea@sbcglobal.net

**Fannin Baptist Association**

Jerry Christopher  
1505 Silo Rd  
Bonham, TX 75418-2864  
903-583-2210  
jacnabi@verizon.net

**FIRM Baptist Area**

Patrick Knowlton  
PO Box 192  
Cameron, TX 76520-0192  
254-697-6505  
firmarea@sbcglobal.net

**Frio River Baptist Association**

Loren Fast  
PO Box P  
Pearsall, TX 78061-1415  
830-334-2061  
frioriverbaptist@outlook.com

**Galveston Baptist Association**

413 8th St  
Galveston, TX 77550-5205  
409-938-8942  
office@galvestonbaptist.org

**Gambrell Baptist Association**

Steven Gaither  
PO Box 603  
Gonzales, TX 78629-0603  
830-672-3830  
scba@southcentralarea.org

**Golden Triangle Baptist Network**

Jim Turnbo  
555 N 10th St  
Beaumont, TX 77702-1615  
409-832-1110  
office@gtbn.us

**Gonzales Baptist Association**

Steven Gaither  
PO Box 603  
Gonzales, TX 78629-0603  
830-672-3830  
scba@southcentralarea.org

**Grayson Baptist Association**

Bobby Fletcher  
PO Box 1806  
Sherman, TX 75091-1806  
903-868-9361  
thegbaoffice@gmail.com

**Gregg Baptist Association**

Chris Robeson  
121 Gilmer Rd  
Longview, TX 75604-4616  
903-753-9900  
greggba@gmail.com

**Guadalupe Baptist Association**

Walter Jackson  
2601 N Ben Jordan St  
Victoria, TX 77901-5611  
361-575-5281  
jfiveplus@gmail.com

**Gulf Coast Baptist Association**

Chuck Beem  
2700 E Highway 35  
Angleton, TX 77515-2904  
979-849-2477  
mail@gulfcoastbaptist.org

**Hamilton Baptist Association**

Richard Ray  
PO Box 45  
Gatesville, TX 76528-0045

**Harmony Pittsburg Baptist Association**

Randel Trull  
403 Daingerfield St  
Pittsburg, TX 75686-1405  
903-856-6696  
hpbadam@gmail.com

**Harvest Baptist Association**

Gerry Lewis  
PO Box 1735  
Decatur, TX 76234-6150  
940-627-0723  
hba@harvestba.com



**Heart of Texas Baptist Network**

Don Fawcett  
PO Box 1646  
Brownwood, TX 76804-1646  
325-643-1348  
don.texasmissions@gmail.com

**Hill Baptist Association**

Kenneth Coleman  
PO Box 1606  
Hillsboro, TX 76645-1606  
254-582-5551  
broken22@windstream.net

**Hill Country Baptist Association**

Mike Watson  
PO Box 294718  
Kerrville, TX 78029  
830-928-2878  
mikewatsonwv@gmail.com

**Hunt Baptist Association**

Jim Gatliff  
2900 Eastland St  
Greenville, TX 75402-8914  
903-454-2690  
khunt@argontech.net

**Independence Baptist Association**

Patrick Knowlton  
PO Box 192  
Cameron, TX 76520-0192  
254-697-6505

**KaufVan Baptist Association**

Ernest Mccoulskey  
PO Box 708  
Terrell, TX 75160-0013  
972-563-8023  
npope@skybeam.com

**Lake Ivie Baptist Association**

Keith Simpson  
PO Box 639  
Ballinger, TX 76821-0639  
325-365-2585  
lakeiviebaptist@yahoo.com

**Lamesa Baptist Association**

Dennis Adams  
PO Box 1373  
Lamesa, TX 79331-1373  
806-201-0595  
dradams1164@gmail.com

**Lampasas Baptist Association**

Richard Ray  
PO Box 45  
Gatesville, TX 76528-0045  
254-865-1299

**Laredo Baptist Association**

Hector Almanza  
PO Box 1634  
Laredo, TX 78044-1634  
956-523-0703  
vivid7112000@yahoo.com

**Leon Baptist Association**

Tuffy Loftin  
8153 FM 3178  
Centerville, TX 75833-3116  
979-412-1484  
tuffyloftin@gmail.com

**Llanos Altos Baptist Association**

Lester Griffin  
2301 Utica St  
Plainview, TX 79072-2063  
806-296-2751  
caprockplains@nts-online.com

**Lubbock Area Baptist Association**

Jerry Joplin  
4207 34th St  
Lubbock, TX 79410-2641  
806-791-4442  
candy@lubbockbaptist.com

**Milam Baptist Association**

Patrick Knowlton  
PO Box 192  
Cameron, TX 76520-0192  
254-697-6505

**Neches River Baptist Association**

William Jones  
PO Box 995  
Crockett, TX 75835-0995  
936-544-3754  
nrbaoffice11@gmail.com

**New Bethel Baptist Association**

Jimmie Neel  
PO Box 159  
Kirbyville, TX 75956-0159  
409-423-2224  
info@snbarea.org

**Palo Pinto Baptist Association**

Ferel Gage  
PO Box C  
Mineral Wells, TX 76068-0079  
940-452-1336  
palopintobaptist@gmail.com

**Paluxy Baptist Association**

Glenn Ward  
1844 Acton Hwy  
Granbury, TX 76049-5900  
817-579-5111  
gwarddom.pba@gmail.com

**Parker Baptist Association**

John Thielepape  
118 E Park Ave  
Weatherford, TX 76086-5614  
817-599-6586  
john@parkerbaptist.org

**Pecos Valley Baptist Association**

Dudley Mullins  
PO Box 1105  
Kermit, TX 79745-1105  
432-586-6601  
edmullins1952@att.net

**Permian Baptist Association**

Phillip Golden  
519 W 4th St  
Denver City, TX 79323-3014  
432-758-3291

**Red River Valley Baptist Association**

Mike Fortenberry  
2320 Clarksville St  
Paris, TX 75460-6260  
903-785-2890  
redrivervalleybaptist@gmail.com

**Rehoboth Baptist Association**

Kent Pate  
1139 Industrial Dr E  
Sulphur Springs, TX 75482-3326  
903-885-2868  
info@rehobothonline.org

**Rio Grande Valley Baptist Association**

617 W Expressway 83  
Weslaco, TX 78596-4326  
956-968-3161  
acct.rgvba@gmail.com

**Robertson Baptist Association**

Patrick Knowlton  
PO Box 192  
Cameron, TX 76520-0192  
254-697-6505  
firmarea@sbcglobal.net

**Rolling Plains Baptist Network**

Clay Giddens  
P.O. Box 214  
Snyder, TX 79550  
325-573-1803  
smsba@suddenlinkmail.com

**Rusk Panola Baptist Association**

PO Box 546  
Mt Enterprise, TX 75681-0546  
903-822-3474  
etba@eastex.net



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS



**Sabine Neches Baptist Area**

Jimmie Neel  
PO Box 159  
Kirbyville, TX 75956-0159  
409-423-2224  
info@snbarea.org

**Sabine Valley Baptist Association**

Jimmie Neel  
PO Box 159  
Kirbyville, TX 75956-0159  
409-423-2224  
theresa@snbarea.org

**San Antonio Baptist Association**

Darrell Horn  
5807 W IH 10  
San Antonio, TX 78201-2800  
210-525-9954  
darrellh@sanantoniobaptist.org

**San Felipe Baptist Association**

Sam Waltman  
1105 San Jacinto St  
Rosenberg, TX 77471-3641  
281-232-8556  
info@sanfelipeba.org

**San Jacinto Baptist Association**

Randell Gilchrist  
PO Box 1533  
Baytown, TX 77522-1533  
281-422-3604  
sjba@sanjacintobaptist.com

**Shelby Doches Baptist Association**

PO Box 546  
Mt Enterprise, TX 75681-0546  
903-822-3474  
etba@eastex.net

**Smith Baptist Association**

Danny Pickens  
3226 Old Jacksonville Rd  
Tyler, TX 75701-7503  
903-581-6139  
danny@smithbaptist.org

**Soda Lake Baptist Association**

Randall Babin  
PO Box 1088  
Marshall, TX 75671-1088  
903-938-0756  
sodalake@sbcglobal.net

**South Central Baptist Area**

Steven Gaither  
PO Box 603  
Gonzales, TX 78629-0603  
830-672-3830  
scba@southcentralarea.org

**South Plains Baptist Association**

Steven Gaither  
PO Box 185  
Smyer, TX 79367-0185  
spba.1@netzero.com

**Southwest Metroplex Baptist Assoc**

Scott Whitson  
601 N Nolan River Rd  
Cleburne, TX 76033-7007  
817-645-8222  
dom@swmba.net

**Staked Plains Baptist Association**

Lester Griffin  
2301 Utica St  
Plainview, TX 79072-2063  
806-296-2751  
caprockplains@nts-online.com

**Strategic Church Solutions**

Travis Bundrick  
918 S Interstate 35  
Georgetown, TX 78628-4127  
512-930-0965  
mandy@wbates.org

**Tarrant Baptist Association**

David Bowman  
4520 James Ave  
Fort Worth, TX 76115-2117  
817-927-1911  
frontdesk@tarrantbaptist.org

**Top O Texas Baptist Association**

James Greer  
PO Box 300  
Pampa, TX 79066-0300  
806-665-3152  
topotx@yahoo.com

**Tri County Baptist Association**

Genoa Goad  
PO Box 1151  
Cisco, TX 76437-1151  
254-442-4568  
tricitybaptist@suddenlinkmail.com

**Tri Rivers Baptist Area**

Richard Ray  
502 E Main St  
Gatesville, TX 76528-1317  
254-865-1299  
tririversdom@gmail.com

**Trinity River Baptist Association**

David Williams  
PO Box 1269  
Liberty, TX 77575-1269  
936-336-9232  
david@trbatexas.org

**Tryon Evergreen Baptist Association**

Roger Yancey  
PO Box 2408  
Conroe, TX 77305-2408  
936-856-2001  
efrazier@teba.org

**Union Baptist Association**

Josh Ellis  
2916 W T C Jester Blvd Ste 200  
Houston, TX 77018-7051  
713-957-2000  
diankidd@ubahouston.org

**Unity Baptist Association**

Stephen Brazzel  
PO BOX 154510  
Lufkin, TX 75904  
936-634-3734  
unityba@gmail.com

**Waco Regional Baptist Association**

Timothy Randolph  
PO Box 1848  
Waco, TX 76703-1848  
254-753-2408  
admin@wacobaptists.org

**Wichita Archer Clay Baptist Association**

Darrell Brown  
PO Box 4110  
Wichita Falls, TX 76308-0110  
940-691-0911  
wacmissions@yahoo.com

**Alto Frio Baptist Encampment**

1385 FM 1120  
Leakey, TX 78873  
Ph: (830) 232-5271  
Fax: (830) 232-5274  
[www.altofrio.com](http://www.altofrio.com)

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Cloudcroft, NM 88317  
Ph: (800) 959-2605  
Fax: (575) 682-2608  
[www.aspendale.org](http://www.aspendale.org)

**Big Country Camp**

201 FM 142  
Lueders, TX 79533  
Ph: (325) 228-4542  
Fax: (325) 228-4586  
[www.bigcountrycamp.com](http://www.bigcountrycamp.com)

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Burnet, TX 78611  
Ph: (512) 756-7540  
Fax: (512) 756-6121  
[www.campbuckner.org](http://www.campbuckner.org)

**Camp Chaparral**

3784 Church Camp Rd.  
Iowa Park, TX 76367  
Ph: (940) 855-4182  
Fax: (940) 852-0602  
[www.campchaparral.org](http://www.campchaparral.org)

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8200 E McKinney St.  
Denton, TX 76208  
Ph: (940) 565-0050  
Fax: (940) 382-9984  
[www.campcopass.com](http://www.campcopass.com)

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Menard, TX 76859  
Ph: (915) 396-2162  
Fax: (915) 396-4427  
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**Circle Six Ranch**

2784 HWY 137  
Lenorah, TX 79749  
Ph: (432) 458-3467  
Fax: (432) 458-3320  
[www.circle6ranch.net](http://www.circle6ranch.net)

**Cone Oasis**

23921 N. Parker  
La Feria, TX 78579  
Ph: (956) 797-2050  
Fax: (956) 797-5142  
[www.coneoasis.org](http://www.coneoasis.org)  
[www.coneoasis.org](http://www.coneoasis.org)

**East Texas Baptist Camp**

178 Private Rd. 7005  
Newton, TX 75966  
Ph: (409) 379-2737  
Fax: (409) 379-2737  
[www.etbe.org](http://www.etbe.org)

**Heart of Texas Baptist Camp & Conference Center**

8025 North FM 2125  
Brownwood, TX 76801  
Ph: (325) 784-5821  
Fax: (325) 784-6293  
[www.heartoftexascamp.com](http://www.heartoftexascamp.com)

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18511 City Lake Rd  
Canyon, TX 79015  
Ph: (806) 499-3429  
Fax: (806) 499-3429  
<http://hpretreatcenter.org>

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5902 Pace Bend Rd. N  
Spicewood, TX 78669  
Ph: (888) 222-3482  
Fax: (512) 264-2794  
[www.highlandlakescamp.org](http://www.highlandlakescamp.org)

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8050 COUNTY ROAD 735  
Princeton, TX 75407  
Ph: (972) 736-2273  
Fax: (972) 736-6670  
[www.lakelavoncamp.com](http://www.lakelavoncamp.com)

**Lake Tomahawk Baptist Encampment**

408 Lake Tomahawk  
LIVINGSTON, TX 77351  
Ph: (936) 563-4644  
Fax: (936) 563-4630  
[www.laketomahawk.org](http://www.laketomahawk.org)

**Lakeview Baptist Assembly & Conference Center**

PO BOX 130  
Lone Star, TX 75668  
Ph: (903) 656-3871  
Fax: (903) 656-2993  
[www.lba1948.com](http://www.lba1948.com)

**Latham Springs Camp and Retreat Center**

134 Private Rd 223  
Aquilla, TX 76622  
Ph: (254) 694-3689  
Fax: (254) 694-4174  
<http://lathamsprings.com/>

**Mt. Lebanon Retreat & Conference Center**

1701 Texas Plume Rd.  
Cedar Hill, TX 75104  
Ph: (972) 291-7156  
Fax: (972) 291-4958  
[www.mtlebanoncamp.com](http://www.mtlebanoncamp.com)

**Paisano Baptist Encampment**

91872 W HWY 90  
Alpine, TX 79830  
Ph: (432) 837-3074  
Fax: (432) 837-3074  
[www.paisanoencampment.org](http://www.paisanoencampment.org)

**Panfork Baptist Encampment**

4530 County Rd 210  
Wellington, TX 79095  
Ph: (806) 447-2627  
Fax: (806) 447-5558  
[www.panfork.org](http://www.panfork.org)

**Pineywoods Baptist Camp**

6272 East US 287  
Woodlake, TX 75865  
Ph: (936) 642-1723  
Fax: (936) 642-2608  
[www.pineywoodscamp.com](http://www.pineywoodscamp.com)

**Plains Baptist Camp**

& Retreat Center  
3001 Love Rd.  
Floydada, TX 79235  
Ph: (800) 581-3954  
Fax: (806) 983-2008  
[www.pbcamp.org](http://www.pbcamp.org)

**Riverbend Retreat Center**

1232 County Rd 411B UNIT C  
Glen Rose, TX 76043  
Ph: (254) 897-4011  
Fax: (254) 897-3960  
[www.riverbendretreat.org](http://www.riverbendretreat.org)



**TEXAS BAPTISTS®**  
BAPTIST GENERAL CONVENTION OF TEXAS

**Texas Baptist Encampment**

100 1ST ST  
Palacios, TX 77465  
Ph: (361) 972-2717  
Fax: (361) 972-2939  
[www.texasbaptistencampment.org](http://www.texasbaptistencampment.org)

**Tejas Camp & Retreat Center**

1038 P.R. 2191  
Giddings, TX 78942  
Phone (979) 366-2422  
Fax (979) 366-9206  
[www.camptejas.org](http://www.camptejas.org)  
[camptejas@camptejas.org](mailto:camptejas@camptejas.org)

**Timberline Baptist Camp & Conference Center**

15363 FM 849  
Lindale, TX 75771  
Ph: (903) 882-3183  
Fax: (903) 882-3184

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4341 FM 356  
TRINITY, TX 75862  
Ph: (936) 594-5011  
Fax: (936) 594-5085  
[www.trinitypines.org](http://www.trinitypines.org)

**Valley Baptist Missions and Education Center**

3700 E Harrison Ave.  
Harlingen, TX 78550  
Ph: (956) 423-0632  
Fax: (956) 423-7913  
[www.vbmec.org](http://www.vbmec.org)

**Zephyr Baptist Encampment**

151 FM 3162  
Sandia, TX 78383  
Ph: (361) 547-2448  
Fax: (361) 547-6351  
[www.zbcamp.org](http://www.zbcamp.org)

## Article I – Name and Nature

**Section 1.** The name of this corporate body shall be The Baptist General Convention of Texas, hereafter Convention.

**Section 2.** This Convention is and always shall remain, only and solely a medium through which Baptist churches may work harmoniously in cooperation with each other, promoting the work and objects set forth in this constitution. It has not, to any degree, and shall never have any ecclesiastical authority. It shall not have and shall never attempt to exercise a single attribute of power or authority over any church, or over the messengers of the churches in such wise as to limit the sovereignty of the churches, but shall recognize the sovereignty of the churches under the one Sovereign, Jesus Christ our Lord.

## Article II – Object

The object of this Convention shall be to awaken and stimulate among the churches the greatest possible activity in evangelism, missions, Christian education and benevolent work and enterprises; to cultivate a closer cooperation among the churches and promote harmony of feeling and concert of action in advancing all the interests of the Redeemer's Kingdom.

## Article III – Membership

**Section 1.** This Convention in session in all its meetings shall be composed of messengers elected by Baptist churches that shall voluntarily cooperate with the Convention. All messengers must be members of the church by which they are elected. A messenger must be enrolled at the Convention in session to be qualified to vote. The messengers have no right to act except for annual or special meetings constituting the Convention in session for which they have been elected by their cooperating churches.

**Section 2.** Each church cooperating with this Convention shall be entitled to:

- A** Two messengers for the first one hundred (100) members or fractional part thereof. Two additional messengers for the first two hundred fifty dollars (\$250) given during the previous fiscal year to the Texas budget as adopted by The Baptist General Convention of Texas in annual session, and
- B.** One additional messenger for each additional hundred members and each additional one thousand dollars (\$1,000) given during the previous fiscal year to the Texas budget as adopted by The Baptist General Convention of Texas in annual session, and
- C.** If, as calculated under B above, a church's giving surpasses its membership, then one additional messenger for each two thousand dollars (\$2000) given during the previous fiscal year to the Texas budget as adopted by The Baptist General Convention of Texas in annual session, not to exceed six additional messengers, provided, however, that
- D.** No church shall be entitled to more than twenty-five messengers.
- E.** A mission church shall be considered a church under the Constitution solely for the limited purpose of electing messengers to the Annual Meeting if it is identified as a body of believers separate from its sponsoring church; it contributes to the BGCT in an identifiable way either directly or through the sponsoring church from its own resources; it exists to address some specific mission need, such as language, culture or location, it regularly practices baptism and the Lord's Supper separate from its sponsoring church; and it identifies itself with, aligns itself with, and endorses, generally, the purposes and work of the Convention. The total number of messengers a mission may qualify for is four (4) as specified in Article III, Section 2.A.



## Article IV – Meetings

**Section 1.** The Convention shall meet annually at such a time and place, based on Convention site guidelines, as determined by the messengers at least two years prior to the annual meeting.

In case of emergency, the Executive Board is empowered to change the time and place of the meeting. The minutes of the annual meeting of The Baptist General Convention of Texas are to be approved by the Executive Board of the Convention at the first meeting of the Executive Board following the Convention.

**Section 2.** No notice of annual or regular meetings of The Baptist General Convention of Texas shall be required. Notice of a special meeting shall be given at least 10 days prior to such meeting by publication in any newspaper of general circulation in the community in which the principal office is located.

**Section 3.** The right to vote is limited to the duly elected and enrolled messengers who are actually present in the session at the time the vote is taken. There will be no proxy or absentee voting.

**Section 4.** The quorum for conducting business during any session of the annual meeting of The Baptist General Convention of Texas shall be a minimum of 25% of the enrolled messengers.

**Section 5.** Special meetings of the Convention may be called by the Executive Board by a two-thirds vote of the votes entitled to be cast by directors of the Board. The call for a special meeting shall state the purpose of the meeting and the date, time and place for the meeting. The special meeting shall be limited to the purpose stated.

## Article V – Officers

**Section 1.** The officers of this Convention shall be a president, a first vice president, a second vice president, a secretary of the Corporation, a recording secretary and a registration secretary. With the exception of the recording secretary who serves by virtue of serving as Treasurer, these shall be elected annually by ballot not later than the second day of the annual meeting. By unanimous consent any officer of this Convention may be elected by acclamation. Officers shall hold their offices until the end of the last session of the Convention meeting at which their successors are elected. In case of the death, resignation, or disability of the president, or if the president is no longer a member of a cooperating church, the vice presidents shall automatically succeed to the office of president in the order of their election.

**Section 2.** In any election for office, the nominee who receives the vote of a majority of the enrolled messengers present in the session shall be elected. If on the first ballot no nominee is elected, there shall be a run-off election between the two nominees who received the greatest number of votes on the first ballot.

**Section 3.** No one shall be eligible for the office of president or eligible for the same vice president's office for more than two successive years.

## Article VI – Committees

**Section 1.** The committees of the Convention shall be: (1) Committee on the Annual Meeting, (2) Committee on Credentials, (3) Committee on Committees, (4) Committee on Resolutions, (5) Committee on Memorials, (6) Committee to Nominate Executive Board Directors, (7) Committee on Nominations for Boards of Affiliated Ministries. The duties of the committees are included in the Convention Bylaws.

**Section 2.** Special committees may be established by action of the Convention to serve for specified periods of time to perform specific duties that in the judgment of the Convention cannot be effectively performed by one of the regular committees of the Convention or by the Executive Board.

The Convention shall specify the number of members to be appointed to each special committee and the method to be followed in selecting members. In the absence of other provisions, the president and the two vice presidents shall jointly appoint the members.

**Article VII – Executive Board****Section 1. Functions**

The Executive Board speaks for the interest of the Convention and has authority and accountability over the work of the Convention in the interim between annual meetings, except for that which is reserved for the Convention in session as noted in the Articles of Incorporation, the Constitution and the Bylaws.

- A. The Executive Board shall have charge and control, except when otherwise directed by the Convention, of all of the work of the Convention, including missions, education, and beneficence, in the interim between its sessions.
- B. The Executive Board has authority to elect and employ, to evaluate performance and set compensation for the Executive Director who shall serve as chief executive officer of The Baptist General Convention of Texas and its Executive Board.
- C. The Executive Board also has authority to elect an Associate Executive Director and a Treasurer/ Chief Financial Officer, both of whom shall serve under the direct supervision of the Executive Director. The Executive Director is authorized to employ other staff as provided by the plan of work and the financial plan of the Convention. The Board shall approve a compensation plan for Convention employees.
- D. The Executive Board shall hold in trust and shall administer all the properties, annuities, trusts, and invested funds of this body except as otherwise provided for by the Convention, and the Board shall report annually to the Convention the state of all funds which the Board administers.
- E. The Executive Board provides the Convention annually with a report of its work and with a complete financial accounting of all funds received and disbursed, including properties, trusts, and invested funds which the Board administers.
- F. The Executive Board determines the organization, functions, responsibilities and working relationships of the Executive Board committees.
- G. The Executive Board maintains an official organization manual setting forth the plan and organization of the Convention and its programs. It shall also maintain a policy manual (including business, financial and personnel) for those policies adopted by the Convention in session and by the Executive Board.

**Section 2. Membership**

- A. The authorized number of elected directors shall be 90 directors from 30 sectors in the Convention. The sectors are based on resident church membership in counties, and such sector criteria will be included in the Bylaws upon recommendation of the Executive Board.

A minimum of three directors will be elected from each sector. The number of elected directors of the Executive Board will exceed ninety (90) until expiration of the terms of directors elected prior to the effective date of adoption of this amended Constitution.

- B. One-third of the number of directors is elected each year to serve a three-year term. Directors are eligible for election to a second three-year term but are not eligible to serve more than six consecutive years.
- C. Voting directors of the Executive Board shall be the elected directors, the convention president, and the two convention vice presidents, and the presidents of the Convention-recognized fellowships, provided that these presidents are members of churches supportive of the BGCT. Non-voting directors of the Executive Board shall be the executive director, recording secretary, and the presidents of Woman's Missionary Union of Texas, Texas Baptist Men and Baptist Student Ministry.



- D. All Executive Board directors, including the ex officio directors, must be members of churches that are supportive of The Baptist General Convention of Texas.
- E. No one who is an employee of the Convention or member of the immediate family of an employee, except an ex officio director of the Board, shall be eligible for membership on the Executive Board.
- F. The membership of the Executive Board shall be generally representative of the Baptist membership in the Convention and shall include men and women, Anglo and non-Anglo persons, persons who are members of larger membership churches and smaller membership churches, and those who have abilities and experience needed by the Board. There shall be a minimum of forty percent (40%) of the persons elected each year who are church/denominational employees and a minimum of forty (40%) who are non-church/denominational employees.

### Section 3. Officers

- A. Officers shall be chairperson, vice chairperson, recording secretary and other such officers as the Executive Board may determine needed from time to time.
- B. Term of service for elected officers is one year. A person is limited to a maximum service of two consecutive years in the same office. The exception to these provisions is the recording secretary who serves by virtue of serving as Treasurer.
- C. Nominations for election of officers are from the floor. A person must be elected by majority vote.

If on the first ballot no nominee is elected, there shall be a run-off election between the two nominees who received the greatest number of votes on the first ballot.

### Section 4. Committees

The Executive Board has the authority to establish and dissolve committees as required to carry out their responsibilities. Duties of the committees will be included in the Executive Board Policy Manual.

- A. The Executive Committee plans, coordinates and monitors the general progress of the Executive Board, including the budget and financial affairs. The Executive Committee will be composed of the chairperson and vice chairperson of the Executive Board, the president and vice presidents of the Convention, and the chairperson of each Executive Board committee. The chairperson of the Executive Board will serve as chairperson of the Executive Committee. The executive director and the recording secretary will serve as ex officio members, without vote.
- B. The Audit Committee is to oversee the financial audit function.
- C. The Institutional Relations Committee is to give broad oversight of the institutions related to the Convention, recognizing that the institutions are managed by a separate board of trustees according to their articles of incorporation and bylaws.
- D. The Church Ministries Committee shall set the direction for the operation of core ministries of the Convention.
- E. The Administration Support Committee shall set direction and recommend general policies for the administrative functions of the Convention. The committee shall include a finance subcommittee for budget development and general financial oversight.



**Article VIII – Affiliated and Related Ministries****Section 1. General Provisions**

- A. Institutions or agencies which associate with this Convention in compliance with this Article are affiliated. Institutions or agencies which associate with this Convention pursuant to an adopted Special Agreement are related.
- B. A new agency or institution may be established or a change in relationship with an agency or institution may be approved by a majority vote of the votes entitled to be cast by the messengers when the vote is taken without regard to the total enrollment at any meeting of the Convention upon the recommendation of the Executive Board, and must be considered by the Executive Board not later than a September meeting of the Board preceding the annual meeting of the Convention. In the case of a new agency or institution, the recommendation must include a comprehensive plan of development, a set of proposed articles and bylaws, and a proposed annual budget.
- C. An affiliation or relationship with an agency or institution may be discontinued by the Convention upon recommendation by the Executive Board and by majority vote of the votes entitled to be cast by the messengers present when the vote is taken without regard to the total enrollment at any meeting of the Convention.

**Section 2. Affiliated Ministries**

- A. Trustee Membership of Boards
  - 1. Each institution affiliated with this Convention shall have a board consisting of thirteen (13) or more trustees of which at least a simple majority shall be elected by this Convention in its annual meetings. When the charter of such institution provides for a specific number of trustees, the number so provided for shall be elected. Those persons elected by the Convention to serve as members of these boards shall be active members of cooperating churches of The Baptist General Convention of Texas.
  - 2. No person shall be eligible for concurrent membership on more than one affiliated board or board of related institutions or agencies.
  - 3. Each institution affiliated with this Convention shall be eligible to elect those members of its trustee board not elected by the Convention in accordance with criteria adopted by its board. All trustees so elected shall be active members of a Baptist church and shall meet other criteria established by the Executive Board.
  - 4. Trustees of affiliated institutions shall be elected in classes so that the terms of one class only shall expire with each Convention year. The term of office of each member of the boards of affiliated institutions shall be three years. A member who has served three full successive terms shall not be eligible for re-election until he or she shall have been out of office for one Convention year.
  - 5. The board of trustees and the administrator of an institution may request that a trustee, whose continued service is considered imperative to meet an emergency or a special need, be elected for an additional year. Such an exception must be approved by the Committee on Nominations for Boards of Affiliated Ministries. No more than two exceptions may be made for any given term for any one institution. In the event of such an exception, the position filled by that trustee shall revert to its previous class at the completion of the extra year.
  - 6. No Trustee shall be allowed to name his or her successor by resigning in favor of another person.

7. No elected trustee of the board of an affiliated institution who resigns from that board before the expiration of his or her current term shall be eligible for nomination to another board of the Convention until one year after such resignation is filed. A trustee elected by the Convention who no longer meets the qualifications for service set forth by the Convention as determined by the Executive Board, shall cease to be a trustee and that place shall be deemed vacant, or the Executive Board upon a 75 percent vote of those present may recommend to the Convention the removal of a trustee.

A vote of 75 percent of the votes entitled to be cast by the messengers when the vote is taken without regard to the total enrollment at any annual meeting of the Convention is necessary for removal. The Articles of Incorporation and bylaws of affiliated institutions shall not contain provision inconsistent with this Section 2 (A)(7).

8. The Recording Secretary of the Convention shall be notified immediately of vacancies that occur on an institutional board for any cause. Should a trustee position elected by the Convention become vacant for any cause, the Convention shall name a replacement trustee for that position through its adopted processes
- B. The board of each institution affiliated with this Convention shall submit any and all changes or amendments to the institution's charter to the Executive Board for approval. Any changes that significantly alter the mission of the institution or the institution's relationship to The Baptist General Convention of Texas shall be referred to the Convention for approval.

### **Section 3. Related Ministries**

- A. The institution's Articles of Incorporation and Special Agreements with the Convention shall guide the election and terms of trustees.
- B. No person shall be eligible to concurrently serve on more than one related ministry board or affiliated ministry board.
- C. The board of an institution may request, with a 75 percent vote of its board, that the institution relate to the Convention through a contractual Special Agreement rather than as an affiliated institution. Such agreements must be approved by the Convention at its annual meeting and may be considered only after favorable action by the Executive Board. Special Agreements must be negotiated in accordance with policies established by the Executive Board.

### **Section 4. Reports and Reviews to the Convention**

- A. The board of each agency or institution affiliated with or related by Special Agreement to this Convention shall submit to the Convention at each annual meeting such written reports as will keep the Convention fully informed concerning the activities, plans, resources, financial condition, and legal status of the institution.
- B. The board of each agency or institution, except general acute care hospitals and health care systems, affiliated with this Convention shall submit for review and approval to this Convention, or to a committee designated by this Convention, each and every project or policy that involves a level of indebtedness of the institution beyond the policies of The Baptist General Convention of Texas.

## Article IX – Contributions and Funds

**Section 1.** The Cooperative Program shall be the chief means through which this Convention shall support its missionary endeavors. The mission causes shall be reviewed and the Cooperative Program Budget through which they are supported shall be adopted annually.

Annual adoption of the budget shall be voted at the Annual Meeting held in the fall. The Executive Board will be responsible for budget adoption at its fall meeting in years when a summer Annual Meeting is held.

**Section 2.** All funds of this Convention shall be raised by voluntary contributions provided this does not prevent acquiring funds, or property, by bequest or use of any income on property that may be bequeathed to or purchased by the institutions or agencies hereof.

**Section 3.** All designated offerings or special gifts shall be strictly applied according to the expressed will and direction of the contributor.

## Article X – Offices

The Convention shall maintain a principal office within the State of Texas and shall continuously maintain in the State of Texas a registered office which is identical with the principal office and a registered agent who is the recording secretary of the Convention as required by the Texas Non-Profit Corporation Act. The Executive Board shall, from time to time, amend the Articles of Incorporation of the Convention as necessary to reflect the then current address of the registered office and the registered agent.

## Article XI – Amendments

Any alterations may be made in these Articles by two-thirds of the votes entitled to be cast by the messengers present when the vote is taken without regard to total enrollment at any annual meeting of the Convention, provided (1) no amendment may be considered after the second day of the Convention and (2) that an amendment shall be so approved by two successive Conventions.

## Article I – General Provisions

**Section 1.** For purposes of usage in the Constitution and these Bylaws, a church is deemed to be affiliated with the Convention if such church (1) identifies itself with, aligns itself with, and endorses, generally, the purposes and work of the Convention, and (2) is otherwise eligible to send messengers to the annual meeting of the Convention. For purposes of usage in the Constitution and the Bylaws, “supportive” and “cooperating” shall have the same meaning as “affiliated” has in these Bylaws.

**Section 2.** All Convention officers, members of Convention committees, all Executive Board directors, and all non-director members of any special committee, subcommittee, group, team, council or other entity created under or permitted to be created under these Bylaws shall be members of affiliated churches. An exception will be made for members of groups, teams, councils or other entities who are Baptists and live outside the state of Texas.

**Section 3.** If a person named in Section 2 is no longer a member of a church affiliated with the Convention, or otherwise vacates the position, the position will be deemed vacant and the vacancy will be filled according to the provisions of these Bylaws.

Determination of vacancies and the date of such vacancy will be made by the Executive Board or a committee of the Board so authorized by the Executive Board.

## Article II – Messengers

**Section 1.** Each messenger shall register with the Registration Secretary by presentation of proper credentials prior to being seated as a messenger to the Convention.

**Section 2.** The credentials of a registered messenger may be reviewed by the Credentials Committee as deemed necessary.

**Section 3.** Any challenges to the seating of the messengers of a church will be presented in writing to the Credentials Committee during the Annual Meeting.

**Section 4.** Any challenges to the ability of a church to have the opportunity to send messengers to the Annual Meeting will be presented in writing to the Executive Board.

## Article III – Meetings

**Section 1.** The annual meeting of the Convention shall be a gathering for the purpose of worship, fellowship, mobilizing, encouraging, informing and uniting Texas Baptists to accomplish the Great Commission, as well as to elect officers; receiving recommendations and reports of officers, committees and boards; and for any other business that may arise or be scheduled.

**Section 2.** The Convention shall determine its order of business at the first session of the annual meeting.

**Section 3.** Special meetings may be called according to the provisions of the Constitution.

**Section 4.** In all questions covering the proceedings of the Convention in both annual and special meetings, Robert’s Rules of Order (latest revised edition) shall be the authority used by the presiding officers and by the Convention, unless the Constitution or the Bylaws have special rules of order that apply.

## Article IV – Duties of Convention Officers

**Section 1.** It shall be the duty of the president to preside over the deliberations of the Convention and to discharge such other duties as are usually incumbent on the presiding officer of a deliberative body.

If the president is no longer a member of a church cooperating with the Convention, a vice president shall succeed to the office according to provisions of the Constitution, and this fact shall be so recognized by a resolution of the Executive Board.

**Section 2.** The vice presidents shall discharge such duties as requested by the president. In the absence of the president from a Convention session, a vice president in the order in which he or she was elected shall preside.

**Section 3.** It shall be the duty of the recording secretary to keep an accurate record of the proceedings of the Convention, and to file and keep all papers in order deemed important to be preserved.

**Section 4.** The registration secretary shall be responsible for registration of all messengers of the Convention.

The registration secretary shall report to the chairperson of the Committee on Credentials the number of messengers registered as of the hour the Convention convenes and periodically thereafter as prescribed by the chairperson of the Committee on Credentials.

Following the Convention the registration secretary shall provide the recording secretary the number of messengers registered, arranged by associations.

**Section 5.** The duties of the secretary of the Corporation shall be to attest legal papers of the Convention.

### Article V – Convention Committees

Those committees that use sector criteria for membership shall use the same sectors as used for the Executive Board membership in the Bylaws, Article VI, Section 1, A.

**Section 1.** The Committee on Annual Meeting shall be responsible for recommending the time and place of future annual meetings of the Convention, for selecting the worship leaders and for formulating the agenda for the annual meeting and submitting the agenda to the messengers for approval at the opening session.

The committee shall have eighteen members appointed for three year terms with six appointed each year by the president and the vice presidents acting jointly.

The president and vice presidents may appoint replacements to fill vacancies.

- A. This committee shall provide periods of time during the early sessions of the Convention annual meeting for the introduction of all matters requiring a vote not scheduled on the agenda and when introduced shall fix times for consideration for the same, unless the Convention gives its unanimous consent for its immediate consideration.
- B. This committee shall be responsible for formulating and recommending the Standing Rules of the Convention to the Convention for adoption. The Standing Rules of the Convention may be amended without notice by majority vote.

It also shall be responsible for recommending the disposition of motions made during consideration of miscellaneous business but not finally disposed.

**Section 2.** The Committee on Credentials shall be responsible for verifying credentials of prospective messengers, enrolling messengers, for investigating any contention arising out of the enrollment of messengers, and for reporting its findings to the Convention. Any challenges to the seating of messengers of church that are based upon the assertion that a church is no longer in harmonious cooperation with Texas Baptists will be referred to the Executive Board and not reported on until the next Annual Meeting. At the time scheduled by the Committee on Annual Meeting, the chairperson of the Committee on Credentials shall report the number of messengers registered as of the opening of the annual meeting or special meeting and periodically thereafter.

The committee when established shall have ten (10) members appointed for two years with five (5) appointed each year by the president and the vice presidents acting jointly. The president and vice presidents may appoint replacements to fill vacancies.



**Section 3.** The Committee on Committees shall be responsible for nominating persons for election by the Convention to serve on the Committee to Nominate Executive Board Directors and the Committee on Nominations for Boards of Affiliated Ministries, and for such special committees as the Convention shall designate. The committee shall have fifteen (15) members appointed for three-year terms with five (5) appointed each year by the president and the vice presidents acting jointly. The president and vice presidents may appoint replacements to fill vacancies.

**Section 4.** The Committee on Resolutions shall be responsible for receiving all resolutions proposed by messengers and for reporting its findings to the Convention.

The committee shall have ten (10) members appointed for two-year terms with five (5) appointed each year by the president and the vice presidents acting jointly. The president and vice presidents may appoint replacements to fill vacancies.

All resolutions shall be automatically referred to the Committee on Resolutions without public reading or discussion.

This committee is directed to report back to the Convention such resolutions as it deems proper, whether submitted to or prepared by the committee.

**Section 5.** The Committee on Memorials shall be responsible for preparing and presenting to the Convention suitable memorial statements in remembrance of active Baptists whose death occurred during the year preceding the Convention session.

The committee shall have five (5) members appointed for one-year terms by the president and the vice presidents acting jointly. The president and vice presidents may appoint replacements to fill vacancies.

**Section 6.** The Committee to Nominate Executive Board Directors shall be responsible for nominating persons for election by the Convention to serve on the Executive Board.

- A. The committee shall have fifteen (15) members, five (5) of whom shall be elected each year to serve for three-year terms. Members of this committee shall be elected by the Convention on the nomination of the Committee on Committees.

A member may serve one three-year term and is not eligible for re-election until one year has elapsed. No two members of this committee shall be from churches in the same sector.

The committee shall publish its list of nominees at least two full days prior to the day on which directors of the Executive Board are to be elected by the Convention

- B. All members should be persons with experience in Convention affairs. In the election of the fifteen (15) members, a minimum of six (6) shall be church/denominational employees and a minimum of six (6) non-church/denominational employees. Spouses of church/denominational employees shall be considered in that category. Retired persons and their spouses who served as church/denominational employees shall be considered in that category.
- C. If a member moves from a church in one sector to a church in another sector that is already represented on the committee, the member shall continue to serve until the succeeding Convention at which time the position will be deemed vacant and the Committee on Committees shall make a nomination to the Convention to fill the unexpired term.

If a member resigns or is no longer a member of a church affiliated with the Convention, the position will be deemed vacant and the Committee on Committees may nominate to the Executive Board at its next meeting a person who shall be elected on a temporary basis to serve until the succeeding Convention at which time the membership shall be terminated.

Thereafter, the persons or committee charged with nominating the members of such committee shall make a nomination to the Convention to fill the unexpired term.

- D. The committee shall conduct its work in accordance with a policy adopted by the Executive Board. The policy adopted shall provide for the committee to seek information and suggestions from persons in all sectors.

**Section 7.** The Committee on Nominations for Boards of Affiliated Ministries shall be responsible for nominating persons for election by the Convention to serve on the boards of trustees and boards of directors of all Convention institutions, agencies, and affiliates.

- A. The committee shall have fifteen (15) members, five (5) of whom shall be elected each year to serve for three-year terms.

Members shall be elected by the Convention on the nomination of the Committee on Committees. A member may serve one three-year term and is not eligible for re-election until one year has elapsed. No two members of this committee shall be from churches in the same sector.

- B. All members should be persons with experience in Convention affairs. In the election of the fifteen (15) members, a minimum of six (6) shall be church/denominational employees and a minimum of six (6) non-church/denominational employees.

Spouses of church/denominational employees shall be considered in that category. Retired persons and their spouses who served as church/denominational employees shall be considered in that category.

- C. If a member moves from a church in one sector to a church in another sector that is already represented on the committee, the member shall continue to serve until the succeeding Convention at which time the position will be deemed vacant and the Committee on Committees shall make a nomination to the Convention to fill the unexpired term.

If a member resigns or is no longer a member of a church affiliated with the Convention, the position will be deemed vacant and the Committee on Committees may nominate to the Executive Board at its next meeting a person who shall be elected on a temporary basis to serve until the succeeding Convention, at which time the membership shall be terminated.

Thereafter, the persons or committee charged with nominating the members of such committee shall make a nomination to the Convention to fill the unexpired term.

- D. The committee shall conduct its work in accordance with a policy adopted by the Executive Board. The policy adopted shall provide for the committee to seek information and suggestions from persons in all sectors. The policy adopted also shall provide for the committee to establish one nominating subcommittee for each institutional board, agency, and affiliate to assist the committee by suggesting names of persons who shall be considered for nomination for election to boards. The committee shall determine the composition of each subcommittee and select the members of each subcommittee.
- E. The subcommittee shall develop the lists of suggested nominees in accordance with criteria established by the Executive Board. The committee shall develop its list of nominees on the basis of the list of suggested nominees presented by the subcommittee, screening those lists to eliminate duplications and to assure compliance with established criteria.

The committee shall publish its list of nominees at least two full days prior to the day on which members of institution boards, agencies, and affiliates are to be elected by the Convention.





## Article VI – Executive Board

### Section 1. Membership

- A. The elected membership of the Executive Board shall be ninety (90) directors from thirty (30) sectors in the Convention. At least three directors will be elected from each sector. The composition of the Executive Board shall be that as defined in the Constitution. Additionally, at least thirty percent (30%) of the membership shall be non-Anglo persons.

The sectors are based on resident church membership in counties with additional consideration given to the number of churches and Cooperative Program giving for Texas causes. The drawing of sector boundaries is based on the following weighted criteria by county: resident church membership, fifty percent (50%); number of churches, twenty-five percent (25%); and Cooperative Program giving for Texas causes, twenty-five percent (25%).

Large population counties may contain multiple sectors, and smaller population adjacent counties may be grouped into one sector. Counties containing more than one sector will not be subdivided.

Sector boundaries will be evaluated every five years by the Executive Committee of the Board and any changes recommended to the Board for approval.

- B. The Executive Board shall have ex-officio directors in addition to the ninety (90) elected directors. The ex-officio directors shall be divided into these two classes.

**Class 1.** The president and vice presidents of the Convention and presidents of the recognized fellowships, provided that these presidents are members of churches supportive of the Convention. These persons shall by virtue of office serve with all rights, privileges, and duties of, and shall in all matters be treated as elected directors.

**Class 2.** The non-voting directors named in the Constitution, Article VII, Section 2, C. These persons shall by virtue of office serve with all rights, privileges, and duties of, and shall in all matters be treated as elected directors, except these persons shall not have the right to vote in regard to actions of the Executive Board or in regard to actions of any committee of the Executive Board, and shall not be counted for purposes of ascertaining a quorum of the Executive Board or of any of its committees nor in the number needed for adoption of certain actions.

- C. If a director of the Executive Board moves from a church in one sector to a church in another sector, the director shall continue to serve until the succeeding Convention at which time the membership shall be terminated and the Committee to Nominate Executive Board Directors shall make a nomination to fill the unexpired term.

In order to achieve the purposes and structure dictated by the Constitution, as each incumbent director completes the term to which he or she was elected prior to the adoption of these Bylaws, or in the event any director, prior to the expiration of his or her term, dies, resigns, is no longer a member of a church affiliated with the Convention, is removed by the Convention, or otherwise vacates the office of director, such director's position on the Executive Board determined by the previous provisions shall be deemed eliminated and no vacancy shall be deemed to exist, except as follows: if a sector has less than three directors on the Executive Board or after the time the number of directors positions has been reduced to ninety (90) elected directors, then when a vacancy occurs for any reason outlined in the foregoing sentence, the Committee to Nominate Executive Board Directors shall nominate to the Executive Board at its next meeting a person who shall be elected on a temporary basis to serve until the succeeding Convention at which time the membership shall be terminated and the Committee to Nominate Executive Board Directors shall make a nomination to fill the unexpired term.

Should an ex-officio director resign, be unable to continue to serve, or no longer be a member of a church affiliated with the Convention, the position will be deemed vacant.

The Executive Board shall give the entity responsible for the election of such person written notice that such person's position as a director has been deemed vacant and that such director position shall remain vacant until it is filled by such entity's presentation to the Executive Board of another person qualified to serve as such entity's ex-officio director under the Constitution and these Bylaws.

- D. The Constitution and Bylaw provisions in regard to the composition of the Executive Board directors pertain to directors elected under these Bylaws and not to previously elected directors continuing during the transition period.

## **Section 2. Elected Officers**

The Board shall elect a chairperson and a vice chairperson annually. The treasurer/chief financial officer of the Convention shall serve as recording secretary. The officers shall have the following duties:

### **A. Chairperson**

1. Presides at all meetings of the Board.
2. Chairs the Executive Committee.
3. Assists the executive director as the director provides leadership in the planning and implementation of Convention operations and ministries.
4. Consults with the executive director and secretary prior to each meeting to set the agenda.
5. Appoints special committees as authorized by the Board.
6. Represents the Board in meetings of Convention agencies as invited to do so.
7. Serves the Board by carrying out responsibilities assigned to the chair.

### **B. Vice Chairperson**

1. Assists the chairperson throughout the term as may be requested.
2. Presides at meetings of the Board and Executive Committee in the absence of the chairperson or at the request of the chairperson

### **C. Recording Secretary**

The recording secretary is to keep an accurate record of the proceedings of the Executive Board and to file and keep in order all papers deemed important to be preserved.

## **Section 3. Election of Officers**

### **A. Nominations**

Nominations shall be made from the floor at the last regular meeting of the year. Nominations shall be made in this order: chairperson and vice chairperson.

### **B. Voting**

The election of officers shall be the first order of business on the agenda at the last regular meeting of the year.



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Election shall be by show of hands unless the chairperson with the appointed parliamentarian shall agree that the vote be by ballot. A majority of votes cast shall determine the person chosen.

**C. Terms**

Officers of the Board shall serve one-year terms and be eligible for one additional term. Terms begin immediately following the close of the last session of the annual meeting of the Convention. Should for any reason the office of chairperson be vacated prior to completion of the term, the vice chairperson shall become chairperson for the remainder of the term.

In such case, the vacancy of the vice chairperson would be filled at the next regularly scheduled meeting of the Board.

**Section 4. Meetings**

**A. Authority**

The Board shall meet at times and on a schedule that it adopts. The meeting date of the Convention should be a strongly influencing factor in the determination of when the Board meets.

The meetings should be calendared so as to supplement and facilitate the total work of the Convention in support of all Convention-adopted programs.

The meeting schedule of the Board shall be recommended to the Board by the Executive Director.

**B. Meeting Times**

The Board shall determine three-to-five years in advance the three times during each calendar year it meets.

**C. Annual Meeting**

The annual meeting of the Board shall be the one conducted prior to but not necessarily in conjunction with the annual Convention meeting. At this meeting, the Board will elect officers, may appoint committees, and consider other business as may come before the meeting.

**D. Place of Meeting**

The Board may designate any place within the State of Texas as the place of meeting.

**E. Notice of Meetings**

Written notice stating the place, day, and hour of any meeting of directors shall be delivered either personally, by mail, or by electronic means to each director, not less than 10 days or more than 60 days before the date of such meeting by or at the direction of the chairperson.

**F. Special Meetings**

Special meetings may be called by the executive director and/or the chairperson with the consent of two of the following: the vice chairperson of the Board and the president and vice presidents of the Convention; or may be called by not less than twenty percent (20%) of the directors.

The call for a special meeting shall state the purpose of the meeting, and the time, date, and place for the meeting. The special meeting shall be limited to the purpose stated.

**G. There will be no proxy voting.**

## **Section 5. Committees**

Descriptions of the committees and duties of the Executive Board Committees will be described in the policy of the Executive Board as adopted by the Executive Board.

## **Section 6. Voting by Mail or Electronic Means**

Any action required by law to be taken at a meeting of directors or any action which may be taken at a meeting of directors may be taken without a meeting if consented to and signed by a requisite number of directors of the Executive Board who are entitled to vote, either in writing, by mail ballot, by electronic means, or by some combination of both, with respect to the subject matter thereof.

The requisite number is the number that would be necessary to take that action at a meeting at which the directors were present and voted. Where a specific business item may need action prior to a regular meeting, the chairperson, or the vice chairperson in his absence, may conduct the voting by mail or by electronic means, or by some combination of both.

No vote shall be taken by electronic means or by telephone unless notice of such proposed vote to be taken has been communicated by electronic means, in person, by mail, by telephone, or by any of these means, to all members of the Executive Board or to the committee or subcommittee proposing to take a vote at least three (3) business days prior to the first day on which votes will be accepted. Notice by mail shall be deemed properly given if deposited in the U.S. Mail at least five (5) business days prior to such first day.

Voting by fax, email, dedicated website, any similar technology, or any combination of such means shall constitute “electronic means” for purposes of this and the following section.

“Signing” of a ballot or other confirmation of a vote by way of electronic means shall be broadly construed to permit effective utilization of such means.

In addition, committees and subcommittees of the Executive Board, together with any group authorized under Section F. of this article, but not the Executive Board as a whole, may take votes telephonically as a part of a committee or subcommittee meeting via conference telephone call or any other electronic conferencing media (and without necessity of a signed ballot). Written memoranda or minutes shall be made of all meetings and votes undertaken by electronic means or telephonically or by mail, and shall be entered into the records of the Executive Board or the appropriate committee or subcommittee as of the next meeting in which the members assemble in person.

There will be no proxy voting and therefore voting by mail or by electronic means shall not be considered to be voting by proxy.

## **Section 7. Quorum**

The directors holding one-half (50%) of the total votes which may be cast at any meeting shall constitute a quorum.

## **Section 8. Compensation**

Directors shall not receive any salaries for their services but may receive reimbursement for appropriate travel expenses.

## **Article VII – Convention Employees**

### **Section 1. Executive Director/Chief Executive Officer Recruitment**



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The Executive Board is to establish a search committee composed of seven (7) members of the Executive Board appointed by the chairperson and vice chairperson of the Executive Board and eight (8) members of the Convention-at-large appointed by the president and vice presidents of the Convention.

The chairperson and vice chairperson of the Executive Board and president and vice presidents of the Convention will nominate a chairperson of the Search Committee from among the fifteen (15) members. The Executive Board is to approve the Search Committee and the chairperson.

**Section 2.** Associate Executive Director/Chief Operating Officer and Treasurer/Chief Financial Officer Recruitment

The executive director with the chairperson and vice chairperson of the Executive Board and the president of the Convention shall compose the search committee for the associate executive director/chief operating officer and the treasurer /chief financial officer as needed.

**Section 3.** Other Employees of the Convention

The executive director is authorized to employ other staff as needed in the plan of work and as provided by the financial plan of the Convention.

**Article VIII – Amendments**

These Bylaws may be changed or amended at any regular session of the Convention’s annual meeting, except the last session of the meeting, provided said change or amendment is offered at the first session of the annual meeting, and carries over to some subsequent session during the same meeting, and then receives a two-third’s majority of messengers present and voting in the session.

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