

SOUTHERN BAPTISTS OF TEXAS CONVENTION

2022 BOOK OF REPORTS



Elected Convention Officers

Todd Kaunitz, President
Richard Lewis, Vice President
James Jordan, Secretary

Executive Board Officers

Mark Hogan, Chairman
Caleb Turner, Vice Chairman
Steven Gaither, Secretary

Future Annual Meeting Dates & Locations

November 13-14, 2023 - Cross City Church, Euless
November 11-12, 2024 - Sagemont Church, Houston

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

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



SENIOR MINISTRY STAFF

Nathan Lorick, Executive Director

Joe Davis, Chief Financial Officer

Joe Lightner, Interim Senior Strategist of Digital Ministries & Communications

Jeff Lynn, Senior Strategist of Church Health & Leadership

Tony Mathews, Senior Strategist of Missional Ministries

Tony Wolfe, Associate Executive Director

Jim Richards, Executive Director Emeritus

ASSOCIATE MINISTRY STAFF

Dan Acharya, People Groups

Chuy Avila, Church Planting & SBTC En Español

Brandon Bales, Student Ministries

Jesse Contreras, SBTC En Español

Chris Enright, IT & Special Projects

Alex Gonzales, Church Health & Leadership

Shane Kendrix, NWTX Regional Catalyst

Jayson Larson, Digital Ministries & Communications

Rick Lewis, Houston Regional Catalyst

Bruno Molina, Language & Interfaith Evangelism

Colin Rayburn, Mobilization & Compassion Ministries

Scottie Stice, Disaster Relief

Anthony Svajda, Pastoral Ministries

Paul Stohler, WTX Regional Catalyst

Richard Taylor, DFW Regional Catalyst

Mitch Tidwell, Collegiate Ministries

Phil Todd, Spiritual Formations

MINISTRY FACILITATORS

(Part-time ministry staff employees)

Church Health & Leadership

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

Digital Ministries & Communications

Communications	Gary Ledbetter
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Missional Ministries

Church Planting - Lead	Jason Crandall
Church Planting Catalyst - DFW	Kason Branch
Church Planting Catalyst - DFW	Aaron Clayton
Church Planting Catalyst - Austin	Steve Cochran
Church Planting Catalyst - DFW	Shawn Kemp
Church Planting Catalyst - West TX	Edgar Trinidad
Church Planting Catalyst - Rio Grande Valley	Esteban Vazquez
Church Planting Catalyst - Houston	Cameron Whitley
Disaster Relief	Wally Leyerle
Disaster Relief	Daniel White
People Groups Strategist	Martin Gonzalez

CONSULTANTS & SPECIALISTS

(Independent contractors)

Business & Operations

Church Administration	Gary Waller
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Church Health & Leadership

Bible Drill/Speakers Tournament	Taylor Garmon
Church Revitalization	Mike Landry
Church Revitalization	Leon Moore
Facilities/Architect	Lawrence Foxworth
Facilities/Architect	Mark Todd
Facilities/Construction Management	Bryce Greene
Ministry Assistants Retreat	Paola Enriquez
Security	Mike Gurley
Security	Harvey Letcher

CONSULTANTS & SPECIALISTS (continued)

Church Health & Leadership (continued)

Special Needs	Sandra Peoples
Worship Ministries	Matt Boswell
Worship Ministries	Ray Jones

Cooperative Ministries

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

Digital Ministries & Communications

Audio/Visual	Koby Dickenson
Audio/Visual	Bryce Greene
Audio/Visual	Casey Hensley
Audio/Visual	Charles Roberds
Audio/Visual	William Schaefer
Audio/Visual	Wade Summerford
Communications	Jane Rodgers
Editor	Amy Crider
Graphic Design Consultant	Russell Lightner
Korean Translation	Caleb Ann
Social Media	Kathryn Bilberry
Spanish Translation	Arlene Sanabria
TEXAN/Digital Advertising	Tammi Ledbetter
Videographer	Chad Kirchoff

Missional Ministries

Chaplaincy	Russell McNamer
Church Planting	Russ Barksdale
Church Planting	Austin Cooper
Church Planting	Aaron Sanders
Church Planting Wives	Holly Sanders
Church Planting & Missions Mobilization	Eric Perkins
Collegiate Ministry - Social Media	Aisea Babcock
Disaster Relief-Media Relations	Bill Bumpas
Empower Consultant	Ryan Fontenot
Evangelism	Carl Bradford
Evangelism	Nathan Lino
Evangelism	Matt Queen
Student Ministry - Social Media	Kayla Williams

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CONSTITUTION AND BYLAWS

Constitution

Preamble

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

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

Article I. Name

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

Article II. Mission Statement

The Convention exists to facilitate, extend, and enlarge the Great Commission ministries of Southern Baptist churches and associations in Texas and the Southern Baptist Convention, upon the authority of God's inerrant Word, to the glory of God the Father, under the Lordship of Jesus Christ, and by the empowerment of the Holy Spirit.

Article III. Doctrinal Statement

The Baptist Faith and Message, adopted in 2000 by the Southern Baptist Convention, shall be the doctrinal statement for the Convention.

Article IV. Affiliation

Section 1 Affiliation Qualifications

The Convention will only allow a church to affiliate if the church: (a) Affirms the doctrinal statement of the Convention, (b) consents to work within the framework of the Constitution and Bylaws, (c) cooperates with the work of the Convention, (d) affirms the office of pastor to be limited to men, (e) does not act to affirm, approve, or endorse the practice of homosexuality, as evidenced by actions including but not limited to the licensure or ordination of homosexuals, marriage or blessing of homosexual relationships, and endorsing homosexuality as an acceptable lifestyle, and (f) does not engage in or encourage any other practice or conduct deemed to be inconsistent or contrary to the doctrinal statement of the Convention.

Section 2 Method of Churches Becoming Affiliated

- A. Any Baptist church in Texas desiring affiliation with the Convention shall complete an affiliation application affirming that it meets and intends to continue to meet the affiliation qualifications, and shall make an initial contribution to the Cooperative Program through the Convention. The application form and contribution must be received at the Convention office at least ninety days prior to the annual meeting in order to have the messengers seated that year.
- B. All churches having submitted an affiliation form shall be examined by the Credentials Committee as to their qualifications. The Credentials Committee may recommend affiliation status to the Executive Board or the annual session of the Convention. All churches receiving an affirmative majority vote shall be welcomed to affiliation.

Section 3 Representation at Meetings of this Body

- A. Each affiliated church shall be entitled to ten messengers to any meeting of the Convention.
- B. Messengers shall only vote in person.
- C. A messenger's status as a messenger and as a member of the Convention corporation shall exist only during the session of any meeting of the Convention to which the messenger has been appointed by the messenger's church and is seated by the Convention.

Section 4 Termination of Affiliation

Any affiliated church may withdraw from this body at its discretion. An affiliated church may be removed from the Convention by majority vote of the Executive Board or of the messengers at an annual session of the Convention after the following process is completed: (a) The church has received written notice of the matter prompting the Executive Board's consideration of removal and (b) The Credentials Committee has attempted to resolve the matter by meeting with the pastor and/or leaders of the church.

Article V. Relationships

The Convention declares that it fraternally cooperates with and supports the work of the Southern Baptist Convention and its entities. As a demonstration of this cooperation, the Convention promotes giving through the Cooperative Program and serves as a conduit for the distribution of Cooperative Program funds given by cooperating churches.

Article VI. Meetings

The Convention shall meet at least annually at a time and place designated by the messengers. No other notice of the annual meeting shall be required. A special meeting may be called by two-thirds vote of the Executive Board. Notice of a special meeting and its purpose or purposes shall be published by the Executive Board in the official

publication of the Convention at least thirty days prior to the meeting or sent to affiliated churches by regular mail and, to the extent possible, by electronic means at least thirty days prior to the meeting.

Article VII. Eligibility for Service

Only one who is a member of a church affiliated with the Convention shall be eligible to serve as an officer or ministry employee, or on the Executive Board or a committee, or in any other capacity called for or permitted by the Constitution or Bylaws.

Article VIII. Parliamentary Authority

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

Article IX. Amendments

Amendments require a two-thirds vote of the messengers present at two consecutive annual meetings. Any proposed amendments must be either submitted in writing to the Convention one year before being voted on, or recommended by the Executive Board and published in the official publication of the Convention ninety days prior to the annual Convention session.

Article X. Quorum and Voting

The quorum for conducting business during the annual or any special meetings of the Convention shall be twenty-five percent of the registered messengers. The vote of the majority of the registered messengers present shall be the act of the Convention unless the vote of a greater number is required by law, the Certificate of Formation, or the Constitution or Bylaws.

Bylaws

Article I. Officers of the Convention

Section 1 Officer Election and Service

- A. The messenger-elected officers of this Convention shall be a President, a Vice-President and a Secretary.
- B. The officers shall be elected annually by the messengers of the Convention and shall hold their respective offices until the end of the annual session at which their successors are elected. If no nominee for an office receives a majority of the votes of the messengers present a run-off election shall be held between those two nominees receiving the greatest number of votes.
- C. No person may serve in the same elected office of the Convention for more than two consecutive years.
- D. An officer who has served a portion of a term shall be considered to have served a full term.
- E. In the event of the resignation, removal, death or a disability that would hinder the President from fulfilling the responsibilities of the office, the Vice-President shall automatically become President. In

the event of a vacancy in a messenger-elected office otherwise, the vacancy may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.

Section 2 Duties of Officers

- A. President
 - 1. The President shall be an ex-officio member with the right to vote on the Executive Board and all Convention committees.
 - 2. The President shall appoint members to serve on the Annual Convention Committees as outlined in Article V, Section 5 of these Bylaws.
 - 3. The President shall appoint members to the Committee on Committees as outlined in Article V, Section 1 of these Bylaws.
 - 4. The President, assisted by the Vice-President, shall preside over the annual session of the Convention.
- B. Vice President
 - 1. The Vice-President may, in the absence of the President, or when requested by the President, preside over the meetings of the Convention and shall perform other duties requested by the President and may act in his stead with the full privileges of his office.
 - 2. The Vice-President shall serve on the Credentials Committee as outlined in Article V, Section 4, Paragraph A of these Bylaws.
- C. Secretary
 - 1. Secretary shall receive copies of motions offered for consideration at the annual session of the Convention.
 - 2. The usual duties of recording the minutes of meetings of the Convention shall be performed by an employee designated by the Executive Director.
 - 3. The Secretary shall serve on the Credentials Committee as outlined in Article V, Section 4, Paragraph A of these Bylaws.

Article II. Executive Director, Chief Financial Officer and Treasurer, and Other Employees

- A. The Executive Director shall be the chief executive of the Convention.
- B. The Executive Director shall be selected and employed by the Executive Board and receive remuneration as determined by the Executive Board.
- C. The Executive Director shall supervise and administer all of the affairs of the Convention and all of its activities and shall represent and carry out the policies of the Convention and its Executive Board.
- D. The Executive Board shall have the responsibility of securing a Chief Financial Officer and Treasurer for the Convention. The Chief Financial Officer and Treasurer will be responsible to the Executive Director and the Executive Board and shall receive remuneration commensurate with the duties and responsibilities assigned to that office by the Executive Director or the Executive Board.

- E. The Executive Board shall have the authority to elect or employ other ministry personnel as deemed necessary.

Article III. Boards, Trustees, and Committees

Section 1 Authority

The messengers shall have the authority (a) to authorize the creation of legal entities to fulfill the Convention's purposes, (b) to create committees and (c) to establish relationships or authorize the Executive Board to establish relationships with other Baptist institutions or ministries, and other Baptist general bodies.

Section 2 Convention Election

Any person the Convention is entitled to elect to manage and direct the affairs of another entity, to carry out relationships, or to be a member of any committee other than the committees or subcommittees of the Executive Board shall be elected by the messengers, unless otherwise provided in the Constitution and Bylaws, or by specific direction of the messengers.

Section 3 Simultaneous and Repetitive Service

- A. No person shall serve simultaneously on the Executive Board, the Committee on Committees, Committee on Nominations, a Standing Committee, a Procedural Committee, the board of an entity under a relationship approved by the Executive Board or the board of a subsidiary corporation unless otherwise provided in the Constitution and Bylaws. Election to a Convention office shall not cause the Convention officer to forfeit his or her position on any of the above.
- B. A member of the Executive Board or any committee who has served a portion of a term shall be considered to have served a full term.
- C. No person who has previously served on the Executive Board or any committee shall be eligible to serve on the Executive Board, the Committee on Nominations, a Standing Committee or a Procedural Committee until an interval equal to one-half the number of consecutive years served on the previous body has elapsed.

Section 4 Conflict of Interest

No salaried employee of this Convention shall be eligible for service as a member of the Executive Board or any committee of the Convention except as may be provided in the Constitution and Bylaws. No person shall be eligible to serve to manage and direct the affairs of another entity, to carry out relationships, or to be a member of any committee if that service would create a conflict of interest. When such conditions become applicable, that person shall be considered as having resigned and the vacancy may be filled in accordance with established Convention procedure.

Article IV. Executive Board

Section 1 Membership

- A. The Executive Board shall be composed of forty-four members elected by the messengers plus the President, Vice-President, and Secretary who shall serve ex-officio with the right to vote, and the Executive Director who shall serve ex-officio without the right to vote.
- B. A minimum of one-fourth of the elected members shall be persons whose employment is not church or denominational related. One-fourth of the elected membership shall be made up of individuals who upon their election are members of a church whose membership does not exceed four hundred.
- C. The state will be divided into four geographic areas by a line running east and west from the SE corner of the New Mexico Texas border to the Louisiana border just south of Nacogdoches and a line running north and south from the Oklahoma border just east of Wichita Falls to just east of Corpus Christi. (as shown on exhibits A-1 and A-2) Representation by geographic area shall be based on the elected board member's resident church membership.
- D. Each of the four areas will have no fewer than five representatives among the Executive Board's elected membership.
- E. Vacancies on the Executive Board shall be filled by the messengers constituting the Convention in session or may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.

Section 2 Term of Office

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

Section 3 Meetings

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

Section 4 Quorum and Voting

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

Section 5 Duties

- A. The Executive Board shall be the fiduciary, fiscal and executive agency of the Convention.
- B. The Executive Board is empowered to act for the Convention in all areas of the Convention's work between sessions of the Convention, but may not act contrary to or reverse any action of the Convention, except as otherwise provided in these Bylaws.
- C. The Executive Board shall make a report of the work of the Convention at its annual session.
- D. The Executive Board shall have the authority to enter into, modify, and terminate ministry relationships with third parties which advance the purposes of the Convention, not inconsistent with the directions of the messengers.
- E. The Executive Board shall recommend the annual budget to the annual session of the Convention. The Executive Board shall have the authority to reduce or eliminate allocations to third parties contained in the annual budget approved by the messengers when, in the Executive Board's judgment, circumstances arising after the messengers have approved the annual budget warrant that action. Any exercise by the Executive Board of this authority shall be reported to the next annual session of the Convention.
- F. The Executive Board shall have the responsibility of locating and employing the Executive Director. The Executive Director shall be accountable to the Executive Board for his actions and direction of the day-to-day operation of the Convention. The Executive Board shall also have the authority to terminate the employment of the Executive Director.
- G. The Executive Board shall also have the authority to remove any convention officer, Executive Board member or officer, or appointed or elected committee member after the individual has received written notice of the conduct or circumstances prompting consideration of removal and the individual has been given reasonable opportunity to prepare for a meeting of the Executive Board. Such removal shall be by a majority vote of the Executive Board members in attendance at such meeting. Reasons may include, but are not limited to:
 1. Failure to adhere to and uphold the principles set forth in the doctrinal statement as laid out in the Constitution and Bylaws.
 2. Repeated and continuing indications of neglect or incompetence in the performance of duties, including consistent failure to attend meetings.
 3. Failure to comply with official directives and established regulations of the Convention;
 4. Immorality, use of illegal drugs, or use of alcohol as a beverage;
 5. Conviction of any felony or other crime involving moral turpitude;
 6. Any other conduct that would bring public reproach upon the Convention.

Section 6 Officers of the Board

- A. The Executive Board shall elect a Chairman, a Vice-Chairman, and a Secretary from among its members.
- B. The Officers shall be elected by the Executive Board at its first meeting following the annual meeting of the Convention.
- C. The Officers shall serve for no more than two consecutive years.
- D. Should a vacancy occur, the Executive Board shall fill the office at its next meeting.

Section 7 Board Committees

- A. The Executive Board shall have the authority to divide itself into committees for the purpose of carrying out its business.
- B. Each committee may meet as needed to accomplish its tasks as assigned by the Executive Board. The Executive Board may grant each committee authority to act on specific tasks, ministries or matters of business. Otherwise, committee actions are subject to approval by the Executive Board.

Section 8 Executive Committee

- A. The Executive Board shall have an Executive Committee composed of the Chairman, the Vice-Chairman and the Secretary of the Executive Board, the President, and all of the chairmen of the Executive Board's committees.
- B. The Executive Director of the Convention shall serve as a non-voting ex-officio member of the Executive Committee of the Executive Board.
- C. The Executive Committee shall act for the Executive Board ad interim, but may not act contrary to or reverse any action of the Executive Board.
- D. The Executive Committee shall have the power to suspend the rights and privileges of officers, Executive Board members or committee members pending a determination of whether removal is appropriate as provided in the applicable section of these Bylaws.

Section 9 Ineligibility Due To Relocation

Should any elected member move resident church membership from the geographical area which the member represented when elected to the Executive Board, the member shall be considered to have resigned.

Article V. Committees of the Convention**Section 1 Committee on Committees**

- A. The Committee on Committees shall be composed of twelve members.
- B. Committee on Committees members shall serve for a period of four years or the completion of an unexpired term. The four-year terms shall be staggered such that each year the President shall appoint one-fourth of the membership of the committee and fill vacancies as they occur.
- C. The Committee on Committees shall bring to the Convention in

annual session nominees to fill the vacancies on the Committee on Nominations. The Committee on Committees shall make its recommendations to the Convention in the form of a motion to elect those persons it recommends to the Committee on Nominations. The motion may be amended but no messenger shall be allowed to propose more than one person at a time for election. When adopted by the Convention, the motion of the Committee on Committees, as amended, shall constitute the election of persons named in the motion to their respective terms of office.

- D. The Committee on Committees shall not recommend, and the messengers may not elect, a fellow committee member or the member's spouse or a member of the previous year's Committee on Committees or the member's spouse.
- E. The Committee on Committees shall nominate the chair of the Committee on Nominations to be designated by the Convention.

Section 2 Committee on Nominations

- A. The Committee on Nominations shall be composed of twelve members.
- B. The Committee on Nominations members shall serve for a period of four years or the completion of an unexpired term. The four-year terms shall be staggered such that each year the Committee on Committees shall nominate one-fourth of the membership of the Committee on Nominations and fill vacancies as they occur. Any vacancy occurring between annual sessions may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.
- C. The Committee on Nominations shall bring to the Convention in annual session, nominees to fill the vacancies on the following:
 - 1. the Executive Board
 - 2. any person the messengers are entitled to elect to manage and direct the affairs of another entity or to carry out relationships.
 - 3. all standing committees and procedural committees of the Convention.
- D. The Committee on Nominations shall make its recommendations to the Convention in the form of a motion to elect those persons it recommends for specific terms of office. The motion may be amended but no messenger shall be allowed to propose more than one person at a time for election office. When adopted by the Convention, the motion of the Committee on Nominations, as amended, shall constitute the election of persons named in the motion to their respective terms of office.
- E. The Committee on Nominations shall not recommend, and the messengers may not elect, a fellow committee member or the member's spouse or a member of the previous year's Committee on Nominations or the member's spouse for a first term on any entity.
- F. The Committee on Nominations shall nominate the chair of each

standing and procedural committee to be designated by the Convention.

Section 3 Standing Committees

- A. The Executive Board shall be responsible for reviewing, revising, removing or establishing any and all standing committees of the Convention.
- B. The following provisions shall apply to all standing committees:
 - 1. Committee members shall serve a four-year term of service or complete an un-expired term. Any vacancy occurring between annual sessions may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session.
 - 2. All committees shall meet at least once per year, or at such other times as needed to carry out their duties. Meetings may be held via conference call or other such telecommunication alternatives.
 - 3. All committees shall make an annual report to the Executive Board or the annual session of the Convention.
 - 4. Special Provisional Clause – If new committees are formed, membership shall be established in staggered terms.

Section 4 Procedural Committees

The Convention shall have two Procedural Committees:

- A. The Credentials Committee shall be composed of the Vice-President and the Secretary plus seven persons, elected by the messengers, one of whom shall be designated as chairman of the committee by the Committee on Nominations. Committee members shall serve for a period of four years or the completion of an un-expired term. Any vacancy occurring between annual sessions may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session. The Credentials Committee will be responsible for examining all submitted forms from churches desiring affiliation. The committee shall decide any questions concerning the eligibility of any messenger in keeping with the provisions of this Constitution and Bylaws. Any question arising on the floor concerning the seating of messengers shall be referred to this committee for consideration and the committee shall report the committee's decision back to the Convention.
- B. The Committee on Order of Business shall consist of eight members. Committee members shall serve for a period of four years or the completion of an un-expired term. Any vacancy occurring between annual sessions may be temporarily filled by the Executive Board with a term of service through the conclusion of the next annual session. This committee shall meet as many times as necessary for the complete planning and confirming of the annual program. This committee shall provide time for all business, for the reports of the general phases of the work of the Convention and for full discussion of each report. This committee shall be responsible for

receiving all motions from the floor of the Convention, evaluating the motions for parliamentary validity, and either assigning the motion to a standing Convention committee or the Executive Board for action, or scheduling the motion for a Convention business session for discussion and vote. This committee shall recommend to the Convention the date and place of the annual session three years in advance. This committee shall work with the Executive Director and Chief Financial Officer and Treasurer to reserve the meeting facilities for the annual session. This committee shall also make any other preparations for facilities and equipment to prepare for the annual session.

Section 5 Annual Convention Committees

- A. The Registration Committee shall consist of a chairman and four other members appointed by the President prior to the annual session. This committee shall be responsible to recruit and train volunteers and to register all messengers duly qualified according to this Constitution and Bylaws. This committee shall also certify the number of messengers and visitors at each annual session.
- B. The Resolutions Committee shall consist of eight persons and shall be appointed by the President at least two months prior to the annual session. This Committee shall be responsible for establishing an appropriate time limit for receiving all proposed resolutions, scheduling the resolution for a business session of the Convention, or rejecting the resolution. In the case of a rejected resolution, the person submitting the resolution will be provided a reason the resolution was rejected.
- C. The Tellers Committee, consisting of at least eight persons, shall be appointed by the President. It shall be responsible for the tabulation of all ballots.

Article VI. Financial Considerations

Section 1 Funds

- A. All funds contributed to the Convention shall be placed in their respective accounts – either designated or undesignated – under the general oversight of the Chief Financial Officer and Treasurer, Executive Director, and the Executive Board for accounting, receipt and disbursement.
- B. The formula for disbursement shall be governed by the annual budget approved at the annual session of the Convention and the Business and Financial Plan of the Convention.
- C. All other funding matters shall be governed by the Business and Financial Plan of the Convention.

Section 2 Reimbursement

- A. All officers and members of the committees, boards, trustees, and entities of the Convention will serve on a volunteer basis and therefore will not be compensated for their service.
- B. Expenses for travel in association with their service may be

reimbursed as provided in the annual budget, provided an itemized accounting of the said expenses along with appropriate receipts are submitted in a timely manner to the Chief Financial Officer and Treasurer.

Section 3 Fiscal Year

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

Section 4 Audit

- A. The Chief Financial Officer and Treasurer shall provide for an annual audit of the financial records of the Convention of the preceding year.
- B. The audit will be done by an agency outside the Convention.

Section 5 Debt

Believing that God will provide for all of the needs of the Convention in His perfect time and according to His good will and pleasure, the Convention will not incur any debt.

Article VII. General Provisions

Section 1 Convention Year

The Convention year will begin and end at the closing of the annual session each year.

Section 2 Autonomy

Recognizing the autonomy of other bodies, the Convention will exert no authority over any church, association, or convention. The term "affiliate" is not used in the Convention's governing documents or otherwise as that term is defined in the Texas Business Organizations Code. The use of the term "affiliate" by the Convention in no way intends to suggest that the Convention claims or exercises control over another entity, including, but not limited to, a church, association, or convention, or their officers, directors, employees, ministers or agents. As a matter of polity, this Convention has no right to and shall not exercise any control whatsoever over a church, association, or convention or their officers, directors, employees, ministers or agents. Further, this Convention, as a matter of polity, insists that this Convention is also autonomous, being subject only to the control of its messengers.

Section 3 Indemnification

- A. The corporation shall indemnify directors, officers, employees, and agents of the corporation ("indemnitees") to the fullest extent required by the Texas Business Organizations Code and to the extent such indemnitees are eligible for permissive indemnification under that Code.
- B. Reasonable expenses incurred by an indemnitee who is or is threatened to be made a named defendant or respondent in a proceeding may be paid or reimbursed by the corporation in

advance of the final disposition of the proceeding after (a) the corporation receives a written affirmation by the indemnitee of his or her good faith belief that he or she has met the standard of conduct necessary for indemnification under this Article and a written undertaking by or on behalf of the indemnitee to repay the amount paid or reimbursed if it is ultimately determined that he or she has not met those requirements, and (b) a determination that the facts then known to those making the determination would not preclude indemnification under this Article.

- C. The right to indemnification and the advancement and payment of expense conferred in this Article shall not be exclusive of any other right which a director or other individual person indemnified pursuant to this Article may have or hereafter acquire under any law (common or statutory), provision of the Certificate of Formation or these bylaws, agreement, vote of the disinterested directors, or otherwise.

Section 4 Historical

Convention staff shall provide for collection and storage of historical documents and other significant articles to chronicle the formation and on-going operation of this body.

Article VIII. Amendments

These Bylaws may be amended by a two-thirds vote of the messengers present at any session of any regular annual meeting of the Convention provided the proposed amendment was submitted in writing one year before being voted on, or provided the amendment was recommended by the Executive Board and published in the official Convention paper ninety days prior to the annual Convention session.

Exhibit A-1



Exhibit A-2

SOUTHWEST
QUARTER

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

SOUTHEAST
QUARTER

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

NORTHEAST
QUARTER

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

NORTHWEST
QUARTER

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

BUSINESS & FINANCIAL PLAN

Organization

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

Preliminary Provisions

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

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

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

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

Fiscal Period

The Convention shall be operated on a calendar year basis.

Disbursement of Monetary Funds

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

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

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

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

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

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

Special Solicitations

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

Capital Investments and Liabilities

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

Emergency Reserves

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

Financial Reports

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

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

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

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

Handling of Funds

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

Personnel

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

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

Additional Agencies and Institutions

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

Business Procedure

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

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

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

Professional Services

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

Amendments

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

CERTIFICATE OF FORMATION

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

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

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

EXECUTIVE DIRECTOR

Nathan Lorick, Executive Director

They say time flies when you are having fun. My time in this position has been full of incredible opportunities to serve churches and pastors, and I am having a blast. It is a pure joy to exhaust our lives for the calling of serving the wonderful churches of the SBTC.

We hit the ground running in 2022 with our Empower Conference. It was a great time of encouragement and equipping of pastors and church leaders. We continue to evaluate how to make this event the best it can possibly be for our churches. The Equip Conference in August was incredible. Over 1,800 leaders from across Texas registered to be together on the campus of Southwestern Baptist Theological Seminary for a day of practical training for many areas of the church. It was truly a great day!

We had a summer full of ministry highlights, including our M3 camps. Through the SBTC student camps, we celebrated over 250 salvations and almost 300 students who feel called to ministry and missions. I also had the honor and privilege of leading a group of 128 pastors and wives to Israel this summer. It was one of my favorite ministry trips I have ever led. It was so fulfilling for the pastors to see the Bible come to life in a new way. Many of them are now leading their churches on a trip to have the same experience. I will be leading a pastors trip in the Footsteps of Paul in July 2023. It will be another great opportunity for pastors to learn together and have a unique experience. You can find more information about this trip on our website.

Another area of ministry we are excited about is the launch of our new revitalization process we call “Regenesiis.” This will be the most robust revisioning tool for churches anywhere. Staff member Anthony Svajda is leading out in this process, and we are expecting God to do phenomenal things through this new ministry.

Our partnership with SEND Network SBTC is off and running. It has exceeded all expectations our first year. We are seeing more interest in church planting than we have previously. In fact, we are having one of our best years in church planting. We believe God is bringing the world to Texas, and we want to be prepared to help facilitate more church plants in Texas than ever before.

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

On a personal note, my family is settled and life is busy. I have a senior and freshman in high school, one in middle school, and one in elementary. We are constantly chasing kids around. My family is now actively involved in helping a new church plant in our city and asking God to help us see many people come to faith in Christ. My preaching schedule is now booked into the fall of 2023. It is a privilege to serve our churches through the ministry of preaching.

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

MISSIONAL MINISTRIES

Tony Mathews, Senior Strategist

The Missional Ministries team continues to provide evangelistic resources to strengthen, train, and inspire our SBTC churches to practice evangelism and missions for the purpose of advancing the gospel. Also, as part of our strategic plan to help churches fulfill the Great Commission, Send Network SBTC helps churches to plant new churches in the state of Texas. We are grateful to serve the SBTC churches in a variety of ways.

Personal Evangelism—Tony Mathews

Our personal evangelism team continues to offer opportunities for pastors and leaders to brainstorm evangelism and practical ministry ideas for the local church. Consultants Ryan Fontenot and Nathan Lino are leading in these areas of service. Additionally, SBTC consultant Matt Queen is in the final stages of developing a new resource titled “Who’s Your One: Advancing the Movement.” We are anticipating, with excitement, three introductory training sessions scheduled for April 2023. Also, “Evangelizing Without Memorizing” training sessions have been taught by Matt at Unity Baptist Association and at the Brazos Valley Baptist Network. These two sessions reached approximately 30 churches and over 100 people. We look forward to continuing this service for associations in 2023.

Empower Conference—Ryan Fontenot, Empower Consultant

On February 28 and March 1, the SBTC hosted the Empower Conference at the Irving Convention Center. The conference and breakout sessions were well-attended. We experienced an increase in the in-person registration with 1,995 registrants, as well as 226 virtual attendees. Participants were inspired as they listened to solid, inspirational messages. Planning for Empower 2023 is near completion and we anticipate another great conference.

Church Planting—Julio Arriola, SEND Network Director SBTC & Jason Crandall

Excitement is growing over the NAMB Send Network and SBTC partnership. By the end of 2022, we will have assessed 50% more planters than the SBTC did in 2021. Additionally, we will have implemented and rolled out our Spanish assessment center. This is only the second Send Network Spanish assessment center in the country. We have also begun our first Send Network training cohorts for our funded planters throughout the state. The pipeline is filling up and there has never been a better time to plant churches in Texas than right now.

Disaster Relief—Scottie Stice

We praise God for our SBTC Disaster Relief volunteers! They have been busy this past year and God has blessed their ministries and hard work. Our SBTC Disaster Relief volunteers responded to 29 disasters for a total of 29,580 volunteer hours. The responses included hurricanes in Louisiana, tornados in Texas, and wildfires in Texas and New Mexico. DR volunteers blessed the people of Uvalde through serving law enforcement in the wake of the Robb Elementary shooting. They have been faithful to serve migrant needs in South Texas and have traveled to

Eastern Europe to serve Ukrainian war refugees.

SBTC Disaster Relief volunteers:

- Prepared 210,891 meals for disaster survivors;
- Blessed 259 families through removal of fallen trees, mudding out of flooded homes, and installing temporary roofs;
- Provided 1,815 showers;
- Washed 2,017 loads of laundry;
- Ministered to the spiritual needs of hurting people with prayer and the gospel; and
- Reported 6,700 professions of faith in the last year.

Language and Interfaith Evangelism—Bruno Molina

At the SBTC, we have a strong commitment to reach the people who speak more than 300 languages and form part of the over 400 people groups in the state of Texas. To that end, we added several languages to our 1Cross App of testimonies and gospel presentations. We added the “Pathway to Life” animated evangelism illustration in English to our 1Cross App and are in the process of adding it in Spanish. We also published two more resources to facilitate language and interfaith evangelism: “Sharing Christ Across Cultures and Religions” and “Hinduism: An Overview and Contrast.”

The Spanish session of the Empower Conference was held in February with 200 in attendance. We provided evangelism training in Spanish through four regional events drawing more than 700 attendees.

We launched two initiatives this year: the F.I.R.E. Initiative and Bless Every Home. Through the F.I.R.E. Initiative, we seek to fan the flames of evangelism in the state of Texas by connecting our academic partners, Southwestern Baptist Theological Seminary and Jacksonville College, as well as Criswell College, with SBTC churches to increase our collaboration in missional ministries. As an example of these efforts, we participated in an evangelistic basketball tournament in Houston where 500 participated and there were 10 professions of faith. An evangelistic block party in San Antonio resulted in eight professions of faith. Through the Bless Every Home initiative, we seek to involve the churches of the SBTC in praying for every home in the state by name and address. So far, 76 churches have joined the effort, 18,305 homes have been adopted, 104,440 prayers have been offered, the gospel has been shared 288 times, and 117 have made professions of faith. We have held Bless Every Home Mobilization Training in Houston and DFW and are looking to provide more trainings throughout the state going forward.

We continue to train over 1,500 a year and resource evangelistic events throughout the state by providing funding, Bibles, and other resources where the gospel is penetrating the darkness and transforming lives. To God be the glory!

Missions Mobilization—Colin Rayburn

We have deepened our commitment to global missions by hiring a full-time Missions Mobilization associate. Through this position, the SBTC aims to have a greater emphasis on helping our churches develop an increasing intentionality towards fulfilling our Great Commission mandate. In addition to our commitment with the IMB in Karnataka, India, we have additionally established a three-year commitment with the Nevada Baptist Convention (NBC). The SBTC aims to assist by strengthening and unifying the convention through grants, materials, and teams to serve in whatever capacity the NBC deems appropriate and helpful. The first teams are tentatively being planned for mid-spring 2023. Additionally, we have recently completed our first vision trip to Puerto Rico in hopes of beginning a similar agreement in January 2023 with the Convention of Southern Baptist Churches in Puerto Rico.

In addition to partnerships, the SBTC has issued three grants to assist SBTC churches in developing and leading domestic mission trips; 17 grants to assist SBTC churches in developing and leading international mission trips to locations in Asia, Africa, Eurasia, Eastern Europe and in the Americas; and one grant toward helping an SBTC church develop a compassion-based ministry within its own community. Lastly, Missions Mobilization has the goal of developing an evaluation tool over the course of the next year to better assist our SBTC churches in developing suitable and intentional missional opportunities catered to the individual church. These missional opportunities will be complimented by our existing missional partnerships.

Students—Brandon Bales

M3 Camps: This summer was nothing short of amazing. The energy and excitement from attending campers was evidence that camps are not going away post-COVID. On the contrary, camps are needed more than ever. This summer, over 90 SBTC churches and nearly 4,000 campers attended M3 Camp. More importantly, the response among the campers was the highlight of camps: 251 salvations; 296 called to missions, ministry, or leadership; and 154 students stepped forward to be baptized. In addition, Project 13:10 raised enough support to send five to eight students on their first international mission trip. This summer, the generous support of SBTC churches had a direct impact on the next generation.

Student Pastor Prayer Gathering: In order to reach 4.1 million teenagers, there must be an intentional coordination between student pastor, volunteers, and student ministries. This year, two prayer gatherings (at FBC Mansfield and Quail Creek) were hosted for those leaders with a simple goal to worship and pray together. More than 100 student pastors, their wives, and volunteers attended. The burden to advance the gospel, collaborate, and make prayer the foundation to our partnership is growing.

Collegiate—Mitch Tidwell

We are grateful for how the Lord is using the collegiate ministry. Roundup is a three-day equipping event for church-based collegiate ministers. We've expanded our help beyond the borders of Texas to different states. This year, we

registered 285 attendees from 66 churches representing 12 states at the event. These attendance numbers are about 15% higher than last years.

People Groups—Dan Acharya

Diverse international peoples from all religious backgrounds are found throughout our state—over 400 people groups and 300 languages. We continue to connect and provide multiple trainings and resources to our churches and associations to reach the nations in Texas. We also help our churches do local mission trips in major cities including DFW, Houston, Austin, San Antonio, McAllen, Brownsville, Amarillo, and El Paso, where these people groups reside. The “Reaching the Nations in Texas” training has also been held at multiple churches across the state. This training is designed to teach small groups how to engage, disciple, and form a bible study group among people with specific religious backgrounds. Ninety-six churches across the state have been trained, with over 910 in attendance.

Our churches are focusing on reaching international students and refugees as the harvest field continues to grow. Building friendships, helping them to get settled into American life, and seeking to meet their household needs are important, but their greatest need is to hear the message of hope found in Jesus Christ. It’s a great privilege for our churches to invest in this.

We want to encourage our churches to join us in reaching the nations, adopting a people group, going on local people-group mission trips, and connecting international churches with their local ministries for church growth and multiplication.

Asian Fellowship

The DFW Area SBTC Asian Pastor’s Family Christmas Banquet was held on Sunday, December 17, 2021, at New Song Church in Carrollton, where 97 Asian pastors and their family members gathered. It was a time of mutual encouragement and spiritual refreshment. On Feb. 27, 2022, Asian churches gathered for SBTC’s Asian Evangelism Conference at Semihan Church in Carrollton. Two hundred twenty Asian Christians from 60 Asian churches in the DFW area attended. Participants were touched and inspired by the worship service and by the message from SBTC Executive Director Nathan Lorick. It ignited the fire for the prayer movement among Asian churches.

During the pandemic, Asian pastors got together through Zoom meetings for mutual encouragement and prayer. Korean Baptist pastors in Texas celebrated the 40th anniversary annual meeting of the Korean Baptist Fellowship of Texas on August 1-3, 2022, at Saenuri Korean Baptist Church in Houston. The presence of Jim Richards and his words of encouragement blessed all the participants, including 70 pastors and their wives. At the KBFT Youth Retreat on July 11-15, 2022, 151 youth and leaders experienced a great revival. More than 30 youths accepted Jesus as their Lord and Savior and 13 committed their lives to full-time ministry.

The annual Christmas banquet for Asian pastors and their families was held

on Dec. 2, 2021. Fifty six pastors and their wives attended. In 2022, the Asian Fellowship had additional events such as the Bless Every Home pastors seminar on evangelism, which had 15 Asian pastors in attendance.

We also held a Filipino basketball tournament during Memorial Day. Two hundred people came and heard the gospel, and 50 accepted Jesus as their Lord and Savior.

The Black Church Network

The African American Fellowship has been restructured and is now named the Southern Baptists of Texas Convention Black Church Network (BCN). The purpose of the BCN is to serve in harmony with the Southern Baptists of Texas Convention in fulfilling the Great Commission through support of the Cooperative Program. The following teams have been established to serve: missions and evangelism, compassions ministry, prayer, special events, and communications. The BCN is still in its early stages and leadership is looking forward to inspiring and motivating the network to engage in missional ministries across the state of Texas.

CHURCH HEALTH & LEADERSHIP

Jeff Lynn, Senior Strategist

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

En Español

- Trained more than 500 lay leaders and pastors in discipleship, leadership, and age-appropriate ministries through the Capacitarte (lay leadership training) regional conferences and Equip en Español.
- Coordinated special Spanish language tracks for the She Stands Conference with over 300 in attendance.
- Experienced more than 100% increase in attendance at Youth Week student camp with 450 campers.
- Sponsored and coordinated regional church and senior pastors' wives' fellowships.
- Held men's and women's conferences with more than 1,000 in combined attendance.

Lay Leader Training

- 1,873 registered for this year's Equip Conference at Southwestern Baptist Theological Seminary. This year's Equip Conference also offered an "en Español" track which drew over 250 participants.
- 13 deacon trainings across Texas.
- 28 pastor search team trainings.

Online Connections

- The SBTC Job Board had 155,349 jobs searched, 571 new jobs posted, and 6,167 applications sent.
- The Job Board is free for churches and religious organizations to post position openings and for job seekers to browse and apply directly for ministry positions online.
- Family App has had 8,958 total downloads with 198 in 2022 thus far.
- The Church Health Survey tool had 223 unique pageviews.
- The Church Health and Leadership Podcast published 23 episodes with 317 listeners and over 2,500 plays across Apple and Spotify.

Women's Ministry

- 503 attendees at She Stands Conferences in Mansfield and Conroe.
- 148 attendees at three associational women's sessions
- 77 Roundtable Conversation attendees in Bryan, Waco, and Lubbock.
- 1,220 total attended women's ministry sessions and luncheons at Equip and Empower Conferences.

Children's and Family Ministry

- 297 attendees at VBS trainings in Spring, Longview, Lubbock, and San Antonio.
- 540 attendees at Heart of the Child in Oklahoma, and 196 at the family ministry breakfast at this event.
- 225 Bible Drillers and 780 total attendees across three regional Bible Drills.
- 28 Bible Drill participants and 125 total attendees at the State Finals Bible Drill and Speakers Tournament.
- 95 attendees in person and online at the Children and Family Luncheon Ministry Training.
- Childcare offered at the SBTC Annual Meeting.

Discipleship

- Created a new discipleship lead team of ministers serving in varying church sizes and locations to provide insight, input, and inspiration for disciple-making efforts in the local church.
- Over 400 copies of Rhythms, our disciple-making resource, distributed this year and more downloaded online.
- Held three regional Disciple-Making Forums in September in Canyon, Odessa, and Brownsville to equip local churches with a model for making disciples.

55-Plus Ministry

- 107 attendees at 55+ Adult Ministry Training Conferences across Texas in San Marcos, Grapevine, Lufkin, Conroe, Corpus Christi, and Odessa.
- Breakout at the Impact conference in Lufkin on 55+ adults with a desire to enhance their ministry.

Administration Ministry

- 43 security and facilities consultations completed or in progress from January-August.
- 57 attendees at the Administrative Assistants' Retreat.

Bi-Vocational Pastors

- Bivocational pastors make up the majority of pastors across Texas. They are often spread too thin emotionally, spiritually, mentally, and as they work outside of the church. For this reason, we have launched the Bivo Pastors Network to encourage, network, and provide for these pastors.
- Over 100 pastors attended meetings, trainings, retreats, and networks in partnership with the Bivo Pastors Network.
- Encouraged 16 bi-vocational ministry attendees at the Pause Retreat

through speaker sessions, fellowship, an overnight hotel stay, delicious meals, and giveaways.

Pastoral Care

- Over 175 couples attended five Pastor & Wife Retreat Date Nights across Texas.
- Pastors Masters Golf Tournament held in Flower Mound with over 100 golfers and attendees at the tournament and banquet.
- 15 individuals and couples connected and funded for over 50 counseling sessions with Christian counseling to ministers and families in need across Texas.

Churches in Transition

- Trained over 30 potential interim pastors through Interim Pastor Equipping events.
- Referred trained interims to many churches for pulpit supply and interim pastor positions.

Church Revitalization

- The church revitalization team has worked tirelessly on the new church revitalization process—Regenesiis. Regenesiis is a cohort-based revitalization process for churches to identify their unique identity and determine their God-given vision to reach their communities. The process is currently rolling out in stages with the full reveal in 2023. Information is available at RegenesiisTexas.com.
 - 35 pastors, area missions strategists, and SBTC staff were trained in the Regenesiis process to lead future cohorts of pastors and churches across the state.
 - Two Regenesiis cohorts began meeting as beta groups for the process. These two cohorts represent 17 churches (17 pastors and 105 lay leaders).
- Over 200 attendees at various Revitalization events in 2022.
- Four churches are currently in the restart process of their ministries.
- Numerous revitalization churches across the state were consulted and resourced by the Revitalization and Church Health & Leadership teams.

Field Ministry Strategy

- 12 field representatives and four regional catalysts served churches across 18 zones in Texas.
- Staff provided encouragement to pastors, access to SBTC resources for church leaders, and assisted many churches in transition.
- Over 11,000 personal contacts made with pastors and churches from January-August.

COOPERATIVE MINISTRIES

Tony Wolfe, Associate Executive Director and Senior Strategist

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

Working with local associations

We believe the local association can play a vital role in the health and Great Commission impact of local churches. For this reason, the Cooperative Ministries department coordinates with other SBTC departments to facilitate relationships and strategies with associational leaders in Texas for local church leadership trainings, church planting strategies, revitalization coaching, church leader care, and much more. This year, in addition to regular consultations with associational leaders, providing content-specific workshops for associations at their discretion, facilitating associational connections for the SBTC's new Regensis revitalization strategy, and attending associational meetings, we also joined with the Southern Baptist Conference of Associational Leaders (SBCAL) to provide financial assistance, covering the annual membership fee for any associational leader that would like to join SBCAL. We are committed to working closely with local associations in serving and strengthening the churches most effectively.

Young Pastors Network (YPN)

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

Ministry relationships

In 2022, we facilitated strategic ministry relationships with several like-minded, Great-Commission-focused Baptist entities in Texas. Our Policy for Ministry Relationships can be found on pages 38-41. The SBTC concluded its ministry relationship with Criswell College in 2022, as a mutual benefit to both the SBTC

and Criswell College. Working with the convention's Ministry Relationships Committee, your Cooperative Ministries department also facilitates less formal relationships with several organizations every year, including the Korean Baptist Fellowship of Texas and the Conference of Texas Baptist Evangelists. You can find the individual entity reports for the Cooperative Ministry Relationships as follows:

- Jacksonville College (pg. 42)
- Texas Baptist Home for Children (pg. 43)

Affiliations and Credentials Committee consultation

Your associate executive director serves as the liaison to the Credentials Committee. The Credentials Committee is populated by the messengers of the convention each year. It reviews affiliation requests and removals, then recommends them to the Executive Board for action. The Cooperative Ministries department receives affiliation requests at the Grapevine office, then assists churches in walking through the process of affiliation. We also research issues on behalf of the Credentials Committee, at its request, and assist them in discussions regarding church affiliations, removals, and inquiries. This year, your Credentials Committee and SBTC Cooperative Ministries staff walked 73 churches through the process of affiliation, 31 through removal by disbandment, 10 through removal by merger, eight through removal by request, and one was recommended for removal by the Credentials Committee. This brought the church count from 2,684 in November 2021 to 2,710 today.

Texas Ethics and Religious Liberty Committee

Your Cooperative Ministries staff assists the Texas Ethics and Religious Liberty Committee (TERLC) in their work. With the 88th Texas State Legislature meeting beginning January 2023, the work of the TERLC has been productive in preparing for the upcoming session. Among other priorities, some major issues that will be addressed through the committee this year are focused on the sanctity of life and restricting the delivery of chemical abortifacients to Texas homes; gender identity and ensuring the rights of parents within schools; repealing the Obscenity Exemption in the Texas Penal Code which allows children access to inappropriate materials; and continuing to fight to strengthen laws to prosecute sex trafficking crimes. To stay up to date on the TERLC's work during the 88th Legislature, visit sbtexas.com/terlc and be sure to click "Subscribe to the Sentinel."

Annual Church Profile

The Annual Church Profile (ACP) is important to our cooperative work in many ways. Among other things, the ACP helps inform the narrative of what God is doing through the churches, assists SBTC staff in strategic planning for state-wide evangelism and discipleship strategies, helps us connect churches to other churches for wise counsel at their request, and allows us to track trends in giving, baptism, and worship attendance through the years. Regretfully, only about 50% of SBTC churches return an ACP most years. For the 2021 reporting year, 33% of SBTC churches returned an ACP. For the 2022 reporting year we are praying for more participation from our cooperating SBTC churches. We believe we have much to celebrate together. For more information or to submit your ACP, visit sbcworkspace.com. If you have any questions, reach out to the Cooperative

Ministries staff. It will be our joy to assist you.

SBTC and Cooperative Program promotion

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

In 2022, your SBTC staff created and distributed videos, social media graphics, presentation slides, and printed brochures to promote Cooperative Program giving and the SBTC in general. The Cooperative Ministries staff also put together a special Cooperative Program promotional box this year that included brochures, graphic slides, videos, and a special gift. The box was sent to every SBTC affiliated church as a promotional resource kit to help churches keep the Cooperative Program in front of their people in a way that works best for them. The digital version of the resource kit is also available at sbtexas.com/cp.

DIGITAL MINISTRIES and COMMUNICATIONS

Lance Crowell, Senior Strategist

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

Communications

The Texan underwent a massive transformation in 2022. The conversion from a news journal to a magazine has been a tremendous success. With over 49,000 in monthly circulation, the Texan magazine provides a concentration on stories of what God is doing around the state of Texas through the churches of the SBTC. Over the first eight months of 2022, the Texan magazine published 174 unique articles and featured 59 pastors and church leaders in its “Faces of the Faithful” section, which helps SBTC churches know how to pray for fellow brothers and sisters in Christ who are in the ministry. All told, www.texan.digital has had over 130,000 pageviews. Texan social media accounts on Facebook and Twitter are continuing to strengthen. So far in 2022, the Texan has seen a 12% increase in new Facebook followers, with the number of people who have seen content on the page sitting at over 62,000 year-to-date. In August, the Texan Twitter account passed a quarter-million tweet impressions (total times a tweet has been seen) and has 2,553 followers and 15,714 profile visits.

Digital ministries

This year the SBTC video team produced 100 videos promoting special offerings including Reach Texas, available resources, and more. Additionally, DMC assists churches in the area of worship technology troubleshooting and assistance. Our team fielded 44 technology requests that have been or are in the process of being completed. The SBTC currently produces two active podcasts in Church Health & Leadership and Collegiate Ministry. Furthermore, we have produced more than 1,500 unique images for over 300 events and ministries so far in 2022—demonstrating the amount of artwork that proliferates from the graphics department. The online training component of the SBTC is in the midst of transition. Much of the dated video training has been culled and updated. In addition, the digital team plans to launch a new training webpage in 2022, along with a new learning path tool that will enable the SBTC to orchestrate cohorts and other certification resources.

Website and social media

Websites constitute a primary doorway for most individuals into the ministry and resources for an organization. The SBTC website boasts over 550,000 webpage hits in the last 12 months with a 20% increase of the same period last year. Additionally, as the SBTC works to grow its digital footprint, we have over 12,000 combined Facebook and Twitter followers—a 20% increase from the previous year. A strong emphasis on social media has been developed in 2022. We have worked to increase the digital footprint of the SBTC and the Texan through Facebook, Twitter, and Instagram.

BUSINESS & OPERATIONS

Joe Davis, Chief Financial Officer and Senior Strategist

The certified public accounting firm of PSK LLP completed an independent audit of the financial statements and condition of the convention as of Dec. 31, 2021. The convention's financial statements were found to present fairly the financial position and the changes in net assets and cash flows for the year in accordance with generally accepted accounting principles.

Shown on the following pages are the 2021 Statements of Financial Position and Statement of Activities. SBTC affiliated churches and donors contributed \$27,283,572 through the Cooperative Program (CP). This was \$1,127,425 more than in 2020 and \$1,423,774 more than budget. The in-state budget was underspent by \$1,711,597, creating net budgeted operating income of \$2,352,295 and total net operating income, including SBTC designated giving and investment income, of \$2,686,882. Other changes in net assets included Executive Board reserve net spending of \$2,558,308 and third-party net designation income of \$912,157. Net worth increased by \$901,801, for a total of \$20,570,883.

During 2021 the Executive Board made allocations from reserve funds including: \$100,000 for winter storm support; \$500,000 for the Southern Baptist Convention to be allocated according to the Cooperative Program formula; \$300,000 to Jacksonville College for campus renovation and improvement; \$100,000 for Montana SBC/Yellowstone Christian College; \$100,000 for the SBC Executive Committee Prayer Initiative; \$50,000 for Louisiana Baptists Disaster Relief after Hurricane Ida; \$80,000 for Texas Baptist Home for Children to support in its remodeling efforts; \$100,000 for a pastors Israel trip; \$50,000 for Kentucky Baptist Convention Disaster Relief after December tornadoes; and \$150,000 for SBTC Student Scholarship Endowment for Southwestern Baptist Theological Seminary students. Operating reserves of 8.75 months were held at year end.

Through September 2022 CP receipts of \$20,024,955 are \$240,250 less than September 2021 and \$408,275 ahead of the prorated budget. The corresponding in-state CP ahead of budget through September is \$183,724. In-state operating expenses through September are \$1,101,304 less than budget. Net operating budget income through September was \$1,285,027.

Lottie Moon contributions for the October 2021-September 2022 year totaled \$8,428,988, which was an decrease of \$264,681 from the prior year. The Annie Armstrong offering for the October 2021-September 2022 year of \$3,232,298 was \$310,684 more than the prior year. The Reach Texas State Missions Offering for September 2021-August 2022 totaled \$1,502,198, a decrease of \$25,077 over the prior year.

As of September 2022, the convention employs 22 full-time ministry staff, 27 full-time support staff, 25 part-time ministry staff, and three part-time support staff members.

Statement of Financial Position

December 31, 2021

ASSETS

Cash and cash equivalents	\$ 10,222,484
Accounts receivable	51,948
Prepaid expenses	315,174
Investments	11,120,705
Deferred compensation plan investments	577,901
Property and equipment, net	<u>3,630,907</u>
 Total Assets	 <u>\$ 25,919,119</u>

LIABILITIES AND NET ASSETS

Liabilities	
Accounts payable	\$ 210,753
Outside ministry support payables	3,496,574
Accrued expenses	120,952
Contract liabilities	28,122
Grant payable	150,000
Deferred compensation plan liability	577,901
Postretirement benefits obligation	<u>763,934</u>
 Total liabilities	 <u>5,348,236</u>
Net Assets	
Without donor restrictions (see Notes 3 and 10)	16,218,309
With donor restrictions (See Notes 3 and 11)	<u>4,352,574</u>
 Total net assets	 <u>20,570,883</u>
 Total Liabilities and Net Assets	 <u>\$ 25,919,119</u>

Statement of Activities

Year Ended December 31, 2021

	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total
Support and Revenues			
Cooperative Program	\$ 27,283,572	\$ -	\$ 27,283,572
Support from national organizations	300,000	312,696	612,696
Support from churches	236,334	-	236,334
Donor-restricted support	-	356,722	356,722
State Missions	-	1,604,411	1,604,411
Investment earnings	116,837	-	116,837
Event registrations	712,691	-	712,691
Other income	109,398	14,289	123,687
Net assets released from restrictions	1,375,961	(1,375,961)	-
Total support and revenues	30,134,793	912,157	31,046,950
Expenses			
Program expenses			
Church health and leadership	3,070,545	-	3,070,545
Cooperative ministries	2,899,385	-	2,899,385
Cooperative program	15,005,965	-	15,005,965
Digital ministries and communications	1,645,288	-	1,645,288
Missional ministries	5,590,713	-	5,590,713
Outside minister and staff benefits	246,903	-	246,903
Total program expenses	28,458,799	-	28,458,799
Supporting Services			
Business and operations	1,619,799	-	1,619,799
Fundraising	66,551	-	66,551
Total supporting services	1,686,350	-	1,686,350
Total expenses	30,145,149	-	30,145,149
Change in net assets	(10,356)	912,157	901,801
Net assets at beginning of year	16,228,665	3,440,417	19,669,082
Net assets at end of year	\$ 16,218,309	\$ 4,352,574	\$ 20,570,883

POLICY FOR MINISTRY RELATIONSHIPS

Southern Baptists of Texas Convention

Rationale for Ministry Relationships

Biblical Rationale

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

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

Theological Rationale

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

Missiological Rationale

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

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

Practical Aspects

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

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

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

Spiritual Understanding

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

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

Method for entering into a Ministry Relationship:

1. Any entity desiring a Ministry Relationship with the SBTC will petition the Cooperative Ministries Department of the SBTC, indicating a desire for such relationship.
2. The Cooperative Ministries Department, in consultation with the Executive Director, will advise the Ministry Relationships Committee of all requests, make a recommendation as to whether to approve or decline each request, and, if appropriate, recommend the type of relationship to be considered. The Ministry Relationships Committee will determine the appropriate response to each request.
3. Prior to recommending the approval of a requested relationship, the Cooperative Ministries Department will provide each entity a copy of

this Policy on Ministry Relationships and will confirm that the entity wishes to proceed pursuant to the policy.

4. All relationships approved by the Ministry Relationships Committee will be presented by the committee to the SBTC's Executive Board for approval.
5. Relationships approved by the Executive Board will be confirmed by the signing of a letter by both parties. The letter will contain a statement confirming that the relationship is being undertaken under this policy and will reference a review period for each relationship. In the case of Cooperative Ministry Relationships, the letter may reference potential SBTC funding and the SBTC's ability to identify individuals willing to serve on the entities' board of trustees.
6. Any approval of a ministry relationship adopted by the Board shall be reported as information to the messengers at the next Annual Meeting.

Types of Ministry Relationships

I. Cooperative Ministry Relationships

- A. This type of relationship is intended for educational or family support institutions that enhance the ministries of SBTC churches. It is not appropriate for fellowships or other types of ministry resource providers.
- B. Only an entity which comports with the following shall be considered for a Cooperative Ministry Relationship.
 - i. The entity affirms its agreement with the Baptist Faith and Message 2000 and the principles of the Cooperative Program.
 - ii. The entity engages an independent CPA to perform year-end audit of its books and records and will provide a copy of its audited financial statements, and any accompanying audit reports and management letters, to the Convention on an annual basis for informational purposes. (The SBTC will recommend that the entity become a member of the Evangelical Council for Financial Accountability and adhere to the standards of conduct required to remain a member in good standing.)
 - iii. The entity will not solicit funding from SBTC cooperating churches.
 - iv. The entity will permit the SBTC to identify and communicate to the entity the names of individuals willing to serve on the entity's board of directors, if nominated and elected to do so by

the entity, and will permit the Executive Director of the SBTC or his designee to serve as a non-voting member of its board of directors and of any committee which is authorized to exercise the power of the board of directors.

II. Fraternal Ministry Relationships

- A. This type of relationship is intended for fellowships and organizations that have risen out of Texas Baptist life and is not intended for institutions, or commercial, sole proprietors or ministry resource providers under the primary control and direction of an individual.
- B. Only an entity which comports with the following shall be considered for a Fraternal Ministry Relationship.
 - i. The entity must hold a high view of Scripture. A high view of Scripture would include but not be limited to the position that the Bible is factual in character and historicity in such matters as: 1) the supernatural character of the biblical miracles which occurred as factual events in time and space, 2) the historical accuracy of biblical narratives which occurred precisely as the text of Scripture indicates, and 3) the actual authorship of biblical writings as attributed by scripture itself.
 - ii. The entity must be in basic agreement with Southern Baptist distinctives. Southern Baptist distinctives would include but not be limited to 1) salvation by grace alone through faith alone in Christ alone [inclusive of security of the believer] 2) baptism by immersion of believers only, and 3) the Bible is the final rule of faith and practice.

JACKSONVILLE COLLEGE

John Mann, Interim President

The mission of Jacksonville College is to provide students with Christ-centered teaching and training that prepares them to lead meaningful lives that transform the world.

Established in 1899, Jacksonville College remains the only private junior college in the state.

God has blessed our mission through bringing over 500 full-time equivalent students to be a part of our college. Currently, there are 53 international students on campus from 22 countries. Our vision to provide Christ-centered teaching means that we are telling each of them about Jesus Christ and sending them back to their home countries where they serve as witnesses. The mission field has come to Jacksonville College!

Some of the progress that we have made includes the conversion of the Meadows building into a dormitory which has increased our residential capacity, a renovated dining and student center, and updated administration offices.

We have also improved our student services through contracting with a food services vendor that specializes with college dietary plans. We have improved and expanded our educational space and have renovated other buildings on campus.

Through improving our website and rebranding the College with a new mission statement and logo, we are expanding our ability to communicate our mission across Texas and across the world.

This past year we received our first accreditation review from SACSCOC and had no recommendations for improvement. Furthermore, our athletic teams have achieved national rankings and have received multiple awards.

We are encouraged by the progress made toward our seven-year vision to double our on-campus students and triple our full-time equivalency.

None of this would have been possible without the support and generosity of the SBTC. Thank you for your support of Jacksonville College through funding and through prayer as we prepare students to transform the world through Christ-centered teaching.

TEXAS BAPTIST HOME FOR CHILDREN

Jason Curry, President

TBHC is overwhelmed with all who have continued supporting TBHC during such a challenging time in our country. We remain grateful to you for your continued support and hope that we assure you with what God has entrusted to your stewardship.

Many SBTC churches stepped up to help our new branch office in Odessa, like Mission Dorado Baptist Church and Immanuel Baptist Church, who are opening their hearts to our ministry. Pray that God would touch the hearts of parents and strong followers of Jesus to step up and help with the foster care crisis in the Permian Basin.

Teen Pregnancy Care has had a slow start with foster parents continuing to be difficult to identify and recruit to care for this needed population. Pray that our ministry grows so that we can give young teen moms a place that can help with a difficult journey.

We are excited to announce our inclusion of an international ministry called Compassionate Hope. This ministry has been building its reach in Romania, Moldova, and Ukraine for over a decade. It is not an adoption program but equips pastors and assists orphanages as they help lead children to Jesus Christ!

We are researching a 4th office in East Texas because the projections of children being removed continue to escalate. As we see our ministry growing, we need not only your financial support but commitments to emphasize God's calling to care for children. We need your help to preach, pray, and regularly talk about foster care so we might reach those that would step in obedience to God and take in foster children.

TBHC's future is to be a bridge of hope for children all over Texas and overseas, children who need stable, and self-worth affirming homes of true healing found only through Christ. After much prayer, we are stepping out in faith to see our campus become a headquarters of an ever-growing operation. With the grant from the SBTC we have been able to secure an architect and designer to help give shape to the campus remodel we anticipate achieving. The work is just getting started but if you would like to be a part of the groundwork effort, we would ask you to contact us.

As many who read this report are pastors, I wish to encourage and challenge all of you as we figuratively are knocking on your doors. Many churches are generous with their resources but most of all we need families willing to courageously stand up for children by opening their homes to them.

TBHC's purpose reflects the church's purpose to Glorify God and our unique role is that we care for children. We are an extension of true religion for your church. Do not just support us, learn more about serving with us! Go to our website for more information about how you can serve.

SOUTHERN BAPTISTS OF TEXAS FOUNDATION

Bart McDonald, Executive Director

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

The Foundation's 2021 audit documents the best year of record since formation with surplus amounts of \$4.3 million generated on revenues of \$8.1 million. Growth in donor advised fund contributions and non-recurring gains on sale of assets held in the Foundation's Jubilee Property accounted for 38% of total revenues generated which were up 73% from prior year levels. With generated surpluses, the SBTF provides grants to the SBTC to fund in-state budget needs. Additionally, the SBTF's board approves allocations from surplus amounts to create endowments to fund kingdom endeavors.

Church lending continues to fuel much of the Foundation's normative ongoing expansion. To date, over \$120 million in loans have been approved enabling churches across the state to acquire, expand and improve their physical facilities. The SBTF offers competitive financing alternatives for acquisition, renovation, expansion and new construction loans. One key element attractive to churches is the fact that all net interest earnings from the SBTF's portfolio are reinvested back into kingdom causes.

As a funding source for these loans, the Foundation offers above-market returns on Church Expansion Term Investments (CET's). Congregations with excess liquidity can maximize interest earnings by choosing CET investment options ranging from daily cash accounts to investments of longer duration (30 days all the way up to five years). CET rates are updated monthly and continue to offer returns well in excess of those offered by conventional commercial banks. The SBTF currently manages more than \$126 million in CET investments for churches and ministries across the state.

Planned giving remains an area of priority. Assisting churches through the establishment of Legacy Initiatives and planned giving seminars, Foundation staff is available to work with congregants in dedicating a portion of their estate to fund kingdom causes. Planning a "House in Order" seminar is a great way to educate and assist believers in leaving a legacy through effective estate planning. Over the last five years over 240 seminars have been conducted which produced over \$65 million in planned gifts which will someday fund ministry efforts.

The Foundation offers a full complement of fund management and investment options to meet the church's needs through screened funds and attractive short-term liquidity funds offering above-market returns. With over \$157 million in assets under management, the Foundation is well-positioned to serve the church in multiple areas. Please do not hesitate to contact your Foundation for assistance in any of the ministry areas listed above. We would be honored to serve you and your church.

EXECUTIVE BOARD MINUTE EXCERPTS
NOVEMBER 10, 2021 – APRIL 26, 2022 – AUGUST 9, 2022

SBTC Executive Board Meeting – November 10, 2021

1. A motion was made to read into the minutes the following motion previously approved by email ballot. The motion carried.
 October 22, 2021 Email Ballot re: SBTC Designated Giving – The Executive Committee and the Administrative Committee recommend that SBTC designated receipts received in the year 2021 and 2022 be available to fund in-state budget causes.
2. The chairman referenced the Standing Committee Report from the TERLC in the meeting packet.
3. The Credentials Committee presented a list of churches requesting affiliation (15) and a list of churches to be removed from affiliation (15). The motion carried. (The new and current church count is 2,684)
4. The Administrative Committee recommended the approval of the motions shown below. The motion carried.
 - a) A reserves funding grant of up to \$100,000 for line-item overages in the 2021 budget.
 - b) A reserves funding grant of up to \$70,000 for Year End/Christmas bonuses to all SBTC staff who are employed by the Convention prior to the beginning of the Annual Meeting.
 - c) A reserves funding grant in the amount of \$20,000 for the purpose of engaging Phillip Blount and Associates to complete a compensation review for the SBTC.
5. The Administrative Committee recommended the approval of the motions shown below. The motion carried.
 - a) A reserves funding grant of \$100,000 for Special Projects. All Special Projects expense is to be reported to the Administrative Committee annually.
 - b) A reserves funding grant of up to \$15,000 for the purpose of purchasing a retirement gift for Jim Richards.
 - c) A reserves funding grant of \$80,000 to Texas Baptist Home for Children for the purpose of developing, promoting, and implementing the remodeling of its campus.
6. The Executive Committee presented the following reports:
 - a) The Executive Committee approved two churches requesting affiliation with the Southern Baptists of Texas Convention.
 - b) The Executive Committee approved the employment of Brandon Bales as Student Associate.
 - c) The Executive Committee approved the employment of Rick Lewis as Houston Regional Catalyst Associate.
 - d) The Executive Committee approved the employment of Phil Todd as Spiritual Formation Ministries Associate.
7. Dr. Lorick announced that Julio Arriola will be the new director for Send Network SBTC. Julio will be an employee of NAMB but will office at the SBTC

and work with staff and SBTC churches to plant new churches in Texas.

8. The Executive Committee recommended taking the SBTC office building off the market and that funds remaining in the board designated Relocation Committee account be used to pursue remodeling. The motion carried.
9. Mark Hogan was nominated to serve as chairman and was elected by acclamation.
10. Caleb Turner was nominated to serve as vice-chairman and was elected by acclamation.
11. Steven Gaither was nominated to serve as secretary and was elected by acclamation.
12. The chairman opened the floor for miscellaneous business. Byron McWilliams made a motion that the Executive Committee be authorized to hire Associate Ministry Staff and that the appropriate Convention documents be revised to reflect this change. The motion carried. Senior Ministry Staff will continue to be hired by the Executive Board.

SBTC Executive Board Meeting – April 26, 2022*

1. The Credentials Committee presented a list of churches requesting affiliation (38) and a list of churches for removal (18) from affiliation. The motion carried. (The new church count is 2,704.)
2. Caleb Turner reported on an Executive Committee action to provide guidelines to the Credentials Committee in determining what qualifies as an autonomous local congregation.
3. The chair recognized Rodney Smith from the audit firm of PSK LLP. Rodney reported that his firm conducted the 2021 audit. The convention's financial statements were found to present fairly the financial position and the changes in net assets and cash flows for the year in accordance with generally accepted accounting principles.
4. Bart McDonald brought a report on the Southern Baptists of Texas Foundation.
5. The Executive Committee made a motion to approve the following 2023 SBTC Executive Board meeting dates: April 24 & 25; August 15; and November 15. The motion carried.
6. The Executive Committee recommended that, effective immediately, the relationship with Criswell College transition to be based on ministry opportunity rather than as a formal "Cooperative Ministry" under the Policy for Ministry Relationships. The motion carried.
7. The Executive Committee recommended filling the vacant office of Convention Secretary by electing James Jordan (Sr. Associate Pastor at Northeast Houston Baptist Church, Humble) as Secretary of the Convention with a term of service through the conclusion of the 2022 annual meeting. The motion carried.
8. The Executive Committee recommended that it notify Gateway Seminary and the Southern Baptists of Texas Foundation that the Southern Baptists of Texas Convention agrees to modify the conditions of the gifts made by the Convention under the Terry Turner and E.W. McCall Education Scholarship endowments to allow grant and award recipients to include

African American students in all Master level and Doctoral level students at Gateway Seminary. The motion carried.

9. The Executive Committee reported their approval of the employment of Anthony Svajda as Pastoral Ministries Associate in the Church Health & Leadership department.
10. The Administrative Committee made a motion that the Legacy Bequest Fund continue to be available for donor consideration, however general bequest gifts are no longer to be automatically allocated to the Legacy Bequest Fund. The motion carried.
11. The Administrative Committee recommended motions as shown below. The motions carried.
 - a) A reserves funding grant of \$228,000 to the Ethics and Religious Liberty Commission be used to fund the Psalm 139 Project in Texas.
 - b) A reserves funding grant of \$110,000 to GuideStone Financial Resources be used as a 13th check to Texas recipients of the Mission Dignity ministry.
 - c) A reserves funding grant of \$250,000 to Jacksonville College be used to improve and renovate on-campus dormitory housing.
 - d) A reserves funding grant of \$300,000 to Criswell College be used for their general operations.
12. The Administrative Committee recommended a) a reserves funding grant of \$700,000 to the Convention Endowment Fund, and b) Baptist conventions outside the U.S. be added to those that may receive funding under the Convention Endowment Fund. The motion carried.
13. Nathan Lorick shared a personnel report and expressed appreciation for the board's support. He celebrated 2021 CP receipts as the highest in our history. He shared highlights including: convention ministry partnerships, prayer ministry emphasis, church planting, and the genesis program. His report also included a video report from Todd Kaunitz about the progress of the sexual abuse advisory committee.
14. The Executive Board approved the following actions in executive session:
 - a) Adoption of the 2022 Compensation and Benefits Review be used as a non-binding guideline for employee compensation.
 - b) The Executive Board directed the Administrative Committee to recommend to the Executive Committee merit based bonuses for staff. With Executive Committee approval bonuses are to be funded from reserves.

*The Executive Committee and Administrative Committee reported to the Executive Board their December 17, 2021 action approving a reserves funding grant of \$50,000 to the Kentucky Baptist Convention for disaster relief.

SBTC Executive Board Meeting – August 9, 2022

1. The following email ballot approved by the Executive Board on May 18, 2022 was recorded into the minutes:
 The Executive Committee and Administrative Committee recommend to the Executive Board a \$250,000 reserves funding grant to Midwestern

Baptist Theological Seminary as a designated gift to be funded into an endowment for an academic chair in honor of John Powell. This grant is contingent on Midwestern Baptist Theological Seminary making a grant of at least \$500,000 into this endowment on or before December 31, 2022.

2. Jason Curry brought a report on behalf of Texas Baptist Home for Children.
3. Joe Lightner brought a report on behalf of Jacksonville College.
4. Bart McDonald brought a report on the Southern Baptists of Texas Foundation.
5. The Credentials Committee presented a list of churches requesting affiliation (20) and a list of churches for removal (16) from affiliation. The motion carried. (The new church count is 2,707.)
6. The Ministry Relationships Committee recommended:
 - a) the continuance of a “Cooperative Ministry Relationship” with Jacksonville College,
 - b) the continuance of a “Fraternal Ministry Relationship” with the Conference of Texas Baptist Evangelists and the Korean Baptist Fellowship of Texas.

The motion carried.

7. The Executive Committee reported their approval of the following actions:
 - a) Employment of Colin Rayburn as Missions Mobilization Associate in the Missional Ministries department.
 - b) Funding from previous Executive Board reserves allocation of up to \$150,000 to the Nevada Baptist Convention in three annual installments of up to \$50,000 each, with an option of a fourth installment at the approval of the Executive Committee.
8. The Executive Committee made a motion to approve John Greene as the recipient of the 2022 Leaders Legacy Award. The motion carried.
9. The Administrative Committee recommended that the remaining reserve funds allocation from the Pastors Israel trip be reallocated for the purpose of funding pastor travel to experience the Footsteps of Paul. The Committee also recommends a \$55,000 additional reserves funding grant for the same purpose. The motion carried.
10. The Administrative Committee recommended that SBTC-designated funds be applied to the SBTC in-state budget, beginning January 1, 2023, subject to the approval of the 2023 budget by the messengers at the 2022 Annual Meeting. The motion carried.
11. The Administrative Committee recommended approval of the 2023 budget, as submitted and moved that the budget be presented to the messengers constituting the 2022 Southern Baptists of Texas Convention. The motion carried.

COMMITTEE ON NOMINATIONS

2022-2023 Proposed Committees Recommendation

Irma Ramos, Chairperson

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

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

Those names in *italics* are proposed nominations.

Recommended chairman nominations are as shown.

EXECUTIVE BOARD

Term Expiring 2023

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

Damon Halliday, The Key Church
6224 Sandshell Dr, Fort Worth 76137

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

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

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

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

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

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

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

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

*Bryan Sloan, The Fields Church
PO Box 1160, Mansfield 76063*

Term Expiring 2024

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

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

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

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

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

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

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

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

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

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

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

Term Expiring 2025

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

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

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

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

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

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

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

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

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

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

*Drew Erickson, Travis Avenue Baptist Church
800 W Berry St, Fort Worth 76110*

Term Expiring 2026

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

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

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

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

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

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

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

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

*Shawn Smith, Immanuel Baptist Church
PO Box 2005, Marshall 75671*

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

Vacant

TEXAS ETHICS and RELIGIOUS LIBERTY

John Aaron Matthew, Chairman

Term Expiring 2023

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

*Nathan McCravey, South Side Baptist Church
1425 S 7th St, Abilene 79601*

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

Term Expiring 2024

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

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

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

Term Expiring 2025

Daniel Bollen, Graceview Baptist Church
1440 S Burlison Blvd, Burlison 76028

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

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

Term Expiring 2026

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

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

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

CREDENTIALS COMMITTEE*

Caleb Fleming, Chairman

Term Expiring 2023

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

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

Term Expiring 2024

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

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

Term Expiring 2025

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

Term Expiring 2026

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

*Elizabeth Moss, Central Baptist Church
625 Plum Grove Rd, Cleveland 77327*

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

COMMITTEE ON ORDER OF BUSINESSBlake White, Chairman

Term Expiring 2023

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

Vacant

Term Expiring 2024

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

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

Term Expiring 2025

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

Vacant

Term Expiring 2026

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

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

JACKSONVILLE COLLEGE

Term Expiring 2023

*Clay Reed, Southlake Baptist Church
PO Box 93563, Southlake 76092*

Term Expiring 2024

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

Term Expiring 2025

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

Term Expiring 2026

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

TEXAS BAPTIST HOME FOR CHILDREN

Term Expiring 2024

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

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

Term Expiring 2025

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

SOUTHERN BAPTISTS OF TEXAS FOUNDATION

Term Expiring 2023

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

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

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

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

Term Expiring 2024

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

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

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

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

Term Expiring 2025

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

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

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

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

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

COMMITTEE ON COMMITTEES RECOMMENDATIONS

Andy Hill, Chairman

COMMITTEE ON NOMINATIONS

_____, Chairman

(presented at the convention)

Term Expiring 2023

Del Traffanstedt, Cross Community Church
17522 Bighorn River Lane, Humble 77346

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

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

Term Expiring 2024

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

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

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

Term Expiring 2025

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

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

**Vacant*

Term Expiring 2026 (*to be presented at convention)

**Vacant*

**Vacant*

**Vacant*

2022 COMMITTEE APPOINTMENTS

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

REGISTRATION

Andy Barlow	CHAIRMAN
	Coastal Oaks Baptist Church, Rockport
Martha Castro	Primera Iglesia Bautista, Gregory
Ross Romero	Brighton Park Baptist Church, Corpus Christi
Glenda Stanton	ChristCentral Baptist Church, Corpus Christi
Austin Young	First Baptist Church, Portland

RESOLUTIONS

Madison Grace	CHAIRMAN
	First Baptist Church, Mansfield
Vincent Enyioke	Tate Springs Baptist Church, Arlington
Nancy Gilmer	First Baptist Church, Farmersville
Zoila Lopez	First Baptist Forney en Espanol, Forney
Jeff Manning	New Beginnings Baptist Church, Longview
Mike Pesqueda	First Baptist Church, Archer City
Jacob Vo	Salvation Vietnamese Baptist Church, Garland
Bobby Worthington	Lake June Baptist Church, Dallas

TELLERS

Brad Mills	CHAIRMAN
	Central Baptist Church, Luling
Eric Bayer	First Baptist Church, Iraan
Shannon Bond	Cherokee Baptist Church, Cherokee
Thomas Fortner	Mother Holmes Memorial Baptist Church, Sheffield
Jesse Hammonds	First Baptist Church, Three Rivers
Jeremy Kraatz	Sublime Baptist Church, Hallettsville
Matthew Mayberry	City Church, Del Rio
Jim Wilson	Esperanza First Del Rio, Del Rio

OTHER APPOINTMENTS

PARLIAMENTARIANS

Al Gage	Convention Parliamentarian
Kyle Hamby	Graceview Baptist Church, Burleson
Terry Wright	First Baptist Church, Vidor

COMMITTEE ON COMMITTEES (Appointed by the President)

Term Expiring 2022

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

Term Expiring 2023

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

Term Expiring 2024

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

Term Expiring 2025

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

Committee Replacement Summary 2022

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
Executive Board				
Stephen Ammons	2022	eligible	Stephen Ammons	2026
Leslie Bradley	2022	eligible	Leslie Bradley	2026
Marty Collier	2022	eligible	Marty Collier	2026
Averri LeMalle	2022	eligible	Averri LeMalle	2026
Joshua Fields	2022	eligible	Ryan Napier	2026
Jacob Fitzgerald	2022	ineligible	Vacant	2026
Cesar Gabriel	2022	ineligible	Brett Hoyle	2026
Mark Hogan	2022	ineligible	David Wilson	2026
Todd Kaunitz	2022	ineligible	Ed Johnson III	2026
Tommy Oglesby	2022	ineligible	Shawn Smith	2026
Norman Rushing	2022	ineligible	Moises Gomez	2026
Anthony Svajda	2025	resigned	Drew Erickson	2025
Wayne Frazier	2023	resigned	Bryan Sloan	2023
Texas Ethics and Religious Liberty Committee				
Committee Chair	2022	N/A	John Aaron Matthew	2023
Kody Smith	2022	ineligible	Drake Osborn	2026
Sharonda Cooper	2022	ineligible	Lee Peoples	2026
Nathan Loudin	2022	ineligible	David Sweet	2026
Davey Davis	2023	resigned	Nathan McCravey	2023
Credentials Committee				
Committee Chair	2022	N/A	Caleb Fleming	2023
Rudy Valdes	2022	ineligible	Brian Aurelio	2026
Tony Rogers	2022	ineligible	Elizabeth Moss	2026
Committee On Order of Business				
Committee Chair	2022	N/A	Blake White	2023
Paul Beam	2022	ineligible	Tommy Clark	2026
Keith Kelley	2022	ineligible	Ben Wilson	2026
Brandon Carreon	2025	resigned	Vacant	2025
Amy Hebert	2023	resigned	Vacant	2023
Jacksonville College Board				
David Parish	2022	eligible	David Parish	2026
Donnie Page	2023	resigned	Clay Reed	2023
Texas Baptist Home for Children Board				
Barry Calhoun	2022	eligible	Barry Calhoun	2026

Committee Replacement Summary 2022 (Continued)

	Term Expiring	Eligible for Renomination	Proposed Nomination	New Term to Expire
Southern Baptists of Texas Foundation Board				
Robert Kocot	2022	eligible	Robert Kocot	2025
Brandon Burk	2022	eligible	Brandon Burk	2025
Glenda Brewer	2022	ineligible	Wes Dinger	2025
Ron Kelley	2022	ineligible	Jason Green	2025
Jim Pannell	2022	ineligible	David Steverson	2025

PROPOSED 2023 BUDGET

MISSIONAL MINISTRIES

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

*Church Planting	\$ 700,000
Missions Mobilization	25,000
Empower Evangelism Conference	275,000
Language Evangelism Ministry	53,000
Student Ministry	57,000
Student Camp	350,000
Student Evangelism	98,000
Collegiate Ministry	50,000
Disaster Relief	75,000
Chaplaincy Ministry	6,000
Compassion Ministry	15,000
State Missions Promotion	30,000
Printing/Postage/Promotion	22,000
General Ministry	7,000
Personnel Salary & Housing	1,411,058
Travel & Meals	116,000
Convention & Conference	17,000
Personnel Health Insurance	303,295
Personnel Retirement	107,576
Personnel Payroll Taxes	37,498
Office Occupation/Related Expenses	90,600
Phone/Internet	23,400
Office Supplies	10,500
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	30,000
Technology Maintenance & Development	36,000
Commercial Insurance	21,900
Board Meetings	25,500
Annual Meeting	78,000

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

MISSIONAL MINISTRIES (continued)

Committee Meetings	\$ 7,500
Operations & Contingency	60,000
Total	\$ 4,163,727

CHURCH HEALTH and LEADERSHIP

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

Worship/Music Education	\$ 40,000
Children's Ministries	95,000
Adult Ministry	43,000
Senior Adult Ministry	15,000
Women's Ministry	50,000
Special Needs Ministry	30,000
Discipleship	95,000
SBTC En Español	150,000
Administration Ministries	43,000
Facilities Ministry	25,000
Church Grant Assistance	25,000
Minister Emergency Grants	7,500
Pastoral Leadership	121,500
Church Revitalization	200,000
Church Interim Resources	32,500
Counsel/Conflict Resolution	7,500
Resources/Equipment	4,000
Printing/Postage/Promotion	37,000
General Ministry	7,000
Consultants/Specialists	65,000
Personnel Salary & Housing	1,327,858

CHURCH HEALTH and LEADERSHIP (continued)

Travel & Meals	\$ 147,000
Convention & Conference	26,000
Personnel Health Insurance	363,145
Personnel Retirement	114,626
Personnel Payroll Taxes	28,334
Office Occupation/Related Expenses	90,600
Phone/Internet	23,400
Office Supplies	10,500
Furniture & Equipment	12,000
Equipment Upgrade & Maintenance	12,900
Computer Network Administration	30,000
Technology Maintenance & Development	36,000
Commercial Insurance	21,900
Board Meetings	25,500
Annual Meeting	78,000
Committee Meetings	7,500
Operations & Contingency	60,000
 Total	 \$ 3,508,263

COOPERATIVE MINISTRIES

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

Jacksonville College	\$ 122,776
Scholarships	52,000
Human Care & Family Ministry	5,000
Asian Ministry	85,000
African-American Ministry	30,000
Young Pastors Network	56,500
Ministry to Associations	38,000
TX Ethics and Religious Liberty Committee	15,000
Prayer Ministry	35,000
Cooperative Program Promotion	55,000
Informational Meetings	7,500

COOPERATIVE MINISTRIES (continued)

Printing/Postage/Promotion	15,000
General Ministry	5,000
Consultants/Specialists	154,000
Personnel Salary & Housing	424,499
Travel & Meals	59,500
Convention & Conference	10,500
Personnel Health Insurance	79,020
Personnel Retirement	35,285
Personnel Payroll Taxes	10,783
Office Occupation/Related Expenses	40,267
Phone/Internet	10,400
Office Supplies	4,667
Furniture & Equipment	5,333
Equipment Upgrade & Maintenance	5,733
Computer Network Administration	13,333
Technology Maintenance & Development	15,996
Commercial Insurance	9,733
Board Meetings	11,333
Annual Meeting	34,667
Committee Meetings	3,333
Operations & Contingency	26,667
Total	\$ 1,476,825

DIGITAL MINISTRIES and COMMUNICATIONS

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

TEXAN Publications	\$	395,000
Estimated Publication Ad Fees		(35,000)
General Promotion		35,000
Online Training		15,500
Technology Ministry		17,000
Ministry Development		25,000
Video Production Supplies		4,000
Annual Printing & Distribution		5,000
Resource Materials		2,800
Printing/Postage/Promotion		3,000
General Ministry		6,500
Consultants/Specialists		143,000
Personnel Salary & Housing		796,365
Travel & Meals		50,000
Convention & Conference		7,000
Personnel Health Insurance		163,120
Personnel Retirement		68,521
Personnel Payroll Taxes		34,414
Office Occupation/Related Expenses		40,267
Phone/Internet		10,400
Office Supplies		4,667
Furniture & Equipment		5,333
Equipment Upgrade & Maintenance		5,733
Computer Network Administration		13,333
Technology Maintenance & Development		15,996
Commercial Insurance		9,733
Board Meetings		11,333
Annual Meeting		34,667
Committee Meetings		3,333
Operations & Contingency		26,667
Total	\$	1,917,682

BUSINESS and OPERATIONS

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

Audit & Outside Services	\$	74,000
Legal Expense		30,000
Finance Management/Stewardship		30,000
Staff Meetings and Training		24,000
Staff Planning Retreat		35,000
Benefit Plan Services		4,500
Payroll Services		12,000
SBTC Staff Scholarship		2,000
Convention Vehicle Expense		25,000
Printing/Postage /Promotion		40,000
General Ministry		5,000
Personnel Salary & Housing	691,970	
Personnel Salary Supplement	50,000	
Travel & Meals	4,000	
Convention & Conference	3,000	
Personnel Health Insurance	126,820	
Personnel Disability Insurance	16,500	
Personnel Retirement	70,933	
Personnel Payroll Taxes	49,874	
Office Occupation/Related Expenses	40,266	
Phone/Internet	10,400	
Office Supplies	4,666	
Furniture & Equipment	5,334	
Equipment Upgrade & Maintenance	5,734	
Computer Network Administration	13,334	
Technology Maintenance & Development	16,008	
Commercial Insurance	9,734	
Board Meetings	11,334	
Annual Meeting	34,666	
Committee Meetings	3,334	
Operations & Contingency	26,666	
Total	\$	1,476,073

Personnel and consulting/specialists related costs may be used interchangeably across the budget as duties or positions change. Personnel salary, housing and benefits represents 22.7% of the total budget.

PROPOSED 2023 BUDGET SUMMARY

IN STATE BUDGET SUMMARY	Budget Per Ministry Area	% Total Budget
Minister's Outside Retirement	\$ 100,000	0.78%
Protection Benefit	185,000	1.44%
Total In State Special Allocation	285,000	2.22%
Missional Ministries	4,163,727	32.46%
Church Health & Leadership	3,508,263	27.35%
Cooperative Ministries	1,476,825	11.51%
Digital Ministries & Communications	1,917,682	14.95%
Business & Operations	1,476,073	11.51%
TOTAL IN STATE BUDGET	\$ 12,827,570	100.00%

TOTAL BUDGET

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

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

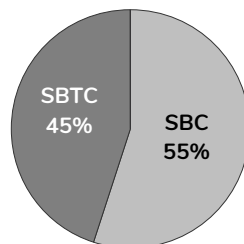
BUDGET HISTORY

Year	Total Budget	Change from Prior Year	Percentage Change
2017	\$ 28,159,810	\$ 416,181	1.50%
2018	28,880,178	720,368	2.56%
2019	28,881,116	938	0%
2020	28,881,104	(12)	0%
2021	26,159,798	(2,721,306)	(9.42%)
2022	26,555,573	395,775	1.51%
proposed for 2023	\$ 27,833,488	\$ 1,277,915	4.81%

PROPOSED 2023

COOPERATIVE PROGRAM PERCENTAGES

The budget continues to support ministries worldwide by forwarding an unprecedented 55% of all Cooperative Program funds to the Southern Baptist Convention in 2023.



2023 CALENDAR

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

JANUARY

- 2 New Year's Holiday (observed)—SBTC office closed
- 11 Chapel, SBTC office, Grapevine
- 13-14 M3 WKND, Cross City Church, Euless
- 16 Martin Luther King, Jr. Day—SBTC office closed
- 17 Tax Seminar, online
- 18 Tax Seminar, online
- 21 Multisite Women's Ministry Roundtable Conversations
- 23 BiVo Pastors Network Regional Gathering (Dinner & Dialogue), Grapevine
- 24 Tax Seminar, online
- 26 Tax Seminar, online

FEBRUARY

- 6 BiVo Pastors Network Remote Gathering, Zoom
- 8 Chapel, SBTC office, Grapevine
- 13-22 Español Pastors Israel Trip
- 24-25 Apoderados/Spanish Session of Empower Conference, DFW
- 27 Interim Pastor Equipping, Irving Convention Center, Las Colinas
- 27-28 Empower Conference, Irving Convention Center, Las Colinas

MARCH

- 4 Intro to DR & Phase 1 Training, Salem Sayers Baptist Church, Atkins
- 4 VBS State Training, Immanuel Baptist Church, Marshall
- 4 VBS State Training, Spring Baptist Church, Spring
- 5-12 Annie Armstrong Easter Offering Week of Prayer
- 6 BiVo Pastors Network Remote Gathering, Zoom
- 7 Evangelism Roundtable, online
- 9 55+ Adults Ministry Training, First Baptist Church, New Braunfels
- 16 55+ Adults Ministry Training, SBTC office, Grapevine
- 17-18 Senior Adult Retreat Español, Mount Lebanon, Cedar Hill
- 22 Chapel, SBTC office, Grapevine
- 23 55+ Adults Ministry Training, Mobberly Baptist Church, Longview
- 24-25 Bivo Pastor/Wife Retreat, Image Church, Cypress
- 25 VBS State Training, Southcrest Baptist Church, Lubbock
- 30-4/1 Come Away Senior Pastor Wives Retreat/Español, Mount Lebanon, Cedar Hill

APRIL

- 1 Regional Bible Drill, First Baptist Church, Odessa
- 1 Intro to DR & Phase I Training, Calvary Baptist Church, Hamilton
- 3 BiVo Pastors Network Remote Gathering, Zoom
- 7 Good Friday—SBTC office closed
- 12 Chapel, SBTC office, Grapevine

APRIL (continued)

- 15 Regional Bible Drill, North Oaks Baptist Church, Spring
- 15 Who's Your One Event, DFW
- 20-22 2nd Chair/Associate Pastor Retreat, Spring
- 22 Regional Bible Drill, Cross City Church, Euless
- 22 Who's Your One Event, Calvary Baptist Church, Beaumont
- 24 BiVo Pastors Network Regional Gathering (Dinner & Dialogue), Nacogdoches
- 27 Prayer Gathering for Student Ministry, First Baptist Church, Odessa
- 29 Regional Bible Drill, Flint Baptist Church
- 29 Who's Your One Event, Great Hills Baptist Church, Austin

MAY

- 1 BiVo Pastors Network Remote Gathering, Zoom
- 2 Evangelism Roundtable – online
- 5-6 She Stands Women's Conference, South Jefferson Baptist Church, Mount Pleasant
- 6 Bible Drill Finals, SBTC office, Grapevine
- 8-10 Administrative Assistants' Retreat, San Marcos
- 10-13 Collegiate Roundup, DFW
- 29 Memorial Day—SBTC office closed

JUNE

- 11-14 SBC Pastors Conference & Annual Meeting, New Orleans, LA
- 15-16 National Bible Drill, SWBTS, Fort Worth
- 22-24 Pastor/Wife Retreat, The Woodlands
- 26-30 Student M3 Camp, Camp Zephyr, Sandia

JULY

- 3-7 Student M3 Camp, Highland Lakes Camp, Spicewood
- 4 Independence Day—SBTC office closed
- 7-9 Español Family Camp North, Camp Copass, Denton
- 9 Special Needs Ministry Sunday
- 10-14 Student M3 Camp, Highland Lakes Camp, Spicewood
- 12 Chapel, SBTC office, Grapevine
- 13-17 Student M3 Camp, Glorieta Conference Center, Glorieta, NM
- 17-26 Walk in the Footsteps of Paul Trip
- 18-22 Youth Week, Riverbend Retreat Center, Glen Rose
- 24 BiVo Pastors Network Regional Gathering (Dinner & Dialogue), San Antonio

AUGUST

- 4 Interim Pastor Equipping, Sagemont Church, Houston
- 4-5 ESL Training, Sagemont Church, Houston
- 5 Equip Conference, Sagemont Church, Houston
- 5 Equip En Español, Sagemont Church, Houston
- 7 BiVo Pastors Network Remote Gathering, Zoom
- 23 Chapel, SBTC office, Grapevine
- 24 Prayer Gathering for Student Ministry, Houston

AUGUST (continued)

- 26 She Stands Women's Conference, Paramount Baptist Church, Amarillo
 29 Evangelism Roundtable, online

SEPTEMBER

- 4 Labor Day—SBTC office closed
 4 BiVo Pastors Network Remote Gathering, Zoom
 7 55+ Adults Ministry Training, First Baptist Church McAllen
 7 Budgeting, Accounting, and Financial Reporting Seminar, online
 13 SBTC Chapel, SBTC office, Grapevine
 14 55+ Adults Ministry Training, Nassau Bay Baptist Church, Houston
 15-16 Florecé Women's Conference, Riverbend Retreat Center, Glen Rose
 17-24 Reach Texas State Missions Offering
 21 55+ Adults Ministry Training, Broadview Baptist Church, Abilene
 26 Family Ministry Luncheon, SWBTS, Fort Worth
 29-30 Hombres de Impacto Men's Retreat, Riverbend Retreat Center, Glen Rose

OCTOBER

- 1 Cooperative Program Sunday
 2 BiVo Pastors Network Remote Gathering, Zoom
 3-4 Pastors Masters Golf Tournament, Tour 18, Flower Mound
 7 Can I Get a Witness? Training, Northeast Houston Baptist Church, Humble
 10 Evangelism Roundtable, online
 10-12 Send Summit, DFW
 13-14 She Stands/Mujeres Firmes Women's Conference, Mission City Church, San Antonio
 18 Chapel, SBTC office, Grapevine
 21 Intro to DR & Phase 1 Training, First Baptist Church, Leonard
 23 BiVo Pastors Network Regional Gathering (Dinner & Dialogue), El Paso

NOVEMBER

- 6 BiVo Pastors Network Remote Gathering, Zoom
 12 Annual Meeting-Spanish Session, Cross City Church, Euless
 13 Interim Pastor Equipping, Cross City Church, Euless
 13-14 Annual Meeting, Cross City Church, Euless
 19-20 Student Ministry Training, online
 23-24 Thanksgiving—SBTC office closed

DECEMBER

- 11/30-3 Student Ministers Getaway, Austin
 3-10 Lottie Moon Christmas Offering Week of Prayer
 4 BiVo Pastors Network Remote Gathering, Zoom
 22-1/1 Christmas Break—SBTC office closed

