

198TH ANNUAL MEETING OF THE
BAPTIST GENERAL ASSOCIATION OF VIRGINIA

BGAV 2021 BOOK OF REPORTS

BGAV 2021 ANNUAL MEETING
VIRTUAL GATHERING | NOVEMBER 9–10, 2021

MOUNTAIN OF *Isaiah 2:1-5*
healing

" 'Come, let us go up to the mountain of the Lord, to the temple of the God of Jacob. He will teach us his ways, so that we may walk in his paths.' "

BGAV | A network of churches
for missions & ministry

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A SPECIAL NOTE ABOUT THE 2021 ANNUAL MEETING


Dear BGAV Family,

Due to the continuing Covid-19 pandemic and influx in the Delta variant over the past several months, the Officers of the BGAV and the Virginia Baptist Executive Board decided to remain all-virtual for our annual gathering again this year.

Unlike last year's meeting, where no business was discussed, we will have an online business session to vote on necessary business items including 2022 budget, committee nominations, and the election of officers for 2022. While not ideal, we look forward to the blessings of another successful "first" for Virginia Baptists as a result of the health crisis that has ruled over our daily lives for almost two years. Instructions on online voting have been communicated to messengers and can also be found on the annual meeting website at Meeting.BGAV.org.

As 2022 quickly approaches, we look forward to continuing our ascent on the "Mountain of Healing" with all of you—our BGAV family. Please stay safe and let's all pray that we can gather together in person for the 2022 annual meeting next November.

God bless,



J. Adam Tyler
BGAV President

REGISTRATION AND VOTING PROCEDURES

At the 1971 annual meeting of the Baptist General Association of Virginia, registration and voting procedures for the annual meeting were established.

I. Eligibility

The eligibility of messengers is determined by the Constitution/Bylaws of the Baptist General Association of Virginia as follows:

ARTICLE III. Section B: Composition

The General Association shall be composed of the officers of the General Association and messengers elected by Baptist churches which follow the New Testament teaching of salvation by grace and believer's baptism by immersion, and which cooperate with the General Association. Each church contributing financially at least \$500 during the previous fiscal year, according to the treasurer's report, to the Virginia portion of the Cooperative Missions Budget shall be entitled to two (2) messengers; to a total of three (3) messengers for \$750; a total of four (4) messengers for \$1000, and to one (1) more messenger for each additional \$600; provided that no church shall be entitled to more than fifteen (15) messengers. If \$500 is more than two percent (2%) of a church's total annual receipts, such church is entitled to two (2) messengers, provided it contributes financially at least two percent (2%) of its total annual receipts to the Virginia portion of the Cooperative Missions Budget. The Cooperative Missions Budget as adopted by the General Association is the preferred way Virginia Baptists express their unity in mission and ministry. Cooperative Missions is Virginia Baptists' long-standing commitment to the Cooperative Program.

II. Registration

- Messengers should be elected by cooperating Baptist churches.
- A registration packet is mailed to each cooperating Baptist church and contains login credentials and registration forms required to complete messenger registration.
- Cooperating Baptist churches may pre-register elected messengers for the Baptist General Association of Virginia's annual meeting on-line or by mail or they can register on-site during the meeting.
- Pre-registering messengers on-line requires login credentials. Churches may obtain this information within the registration packet or by contacting the Baptist General Association of Virginia.
- Pre-registering messengers by mail as well as registering messengers on-site using the registration form requires an authorized signature. If an authorized signature is not present, the Baptist General Association of Virginia's credentials committee will make a decision regarding the messenger status.

III. Voting

Registered messengers will be provided, at the time of registration, ballots numbered 1 to 5. These ballots will be the only instrument used for written voting.

TO INTRODUCE BUSINESS

The following is provided as information to assist messengers with the “when and how to” of presenting amendments, motions, and resolutions. The information has been paraphrased from the Constitution/Bylaws of the Baptist General Association of Virginia, which are printed in full at the end of the Book of Reports.

Article X states that amendments to the Constitution/Bylaws must be presented in writing during the morning session of the first day. Providing these qualifications are met, they will be voted upon during the business session of the second day.

Article VIII, Section D of the BGAV Constitution/Bylaws states that motions which would change the policy of the General Association or recommend changes to the policy of any agency, institution or shared ministry connected with the General Association, shall be made in writing and presented on the first day of the annual meeting. Action on such motion shall occur on the second day of the annual meeting. A motion is defined as that business brought before the BGAV which relates to or affects the policies and/or operations of the BGAV. A policy is defined as those principles by which the BGAV is guided and managed.

Article VII, General Provisions, Section I of the BGAV Constitution/Bylaws states that resolutions from messengers must be received in writing by the office of the Executive Director no later than October 15 and shall be referred to the Committee on Resolutions. Resolutions from the Executive Board or committees, and resolutions submitted for action by the Committee on Resolutions, must be published in the Book of Reports; or be published on the General Association website in advance of the annual meeting of the General Association; or be available to the messengers at registration. Adoption of any resolution shall require three-fourths (3/4) majority vote of the messengers present and voting. A resolution is defined as the expression of the opinion of registered messengers and in no way establishes the policies of the General Association. Only registered messengers, the Executive Board, and committees of the General Association are eligible to submit resolutions to the annual meeting of the General Association.

Note: Matters introduced after the end of the first day of an annual meeting may not be considered at that annual meeting except by unanimous consent.

Persons who desire assistance in putting in proper constitutional form matters of business to be presented to the General Association may contact any member of the Program Committee who will refer you to a resource person.

There are two items we are asking messengers to be thinking about and preparing for ahead of the 2021 meeting:

One is the election of officers. To expedite this process, we are asking messengers who want to nominate a candidate to record a two-minute nominating speech and submit that to annualmeeting@bgav.org by Monday, November 1, 2021. If you need help, please email us at annualmeeting@bgav.org. Remember that the person you nominate must be a resident member of a church that is in full cooperation with the BGAV. Before you submit a person's name for nomination, please confirm that he/she is willing to serve if elected.

The second item is miscellaneous business. Our Bylaws require that any miscellaneous business be submitted by the end of the first day of the meeting. Most years we do not have any miscellaneous business, but we do not want to close the door on that possibility, so if you have any motions to submit, please send them in writing to annualmeeting@bgav.org before 11:59 a.m. on Tuesday morning, November 9. Be sure to include your full name and the church which you are representing as messenger.

The challenges of our new reality are not easy for any of us, but a team of dedicated folks at the BGAV has been hard at work to make our annual meeting participation possible this year. I thank them, and I thank you for your flexibility and willingness to keep BGAV flourishing.

Beth Fogg and Richard Martin
BGAV Parliamentarians

198TH ANNUAL MEETING OFFICERS

President J. Adam Tyler
First Vice-President.....Ron E. Gravatt
Second Vice-President.....Carol H. Johnston
Executive Director John V. Upton, Jr.
Treasurer David B. Washburn
Clerk Herbert L. Ponder

PROGRAM COMMITTEE

Ann Brown, Chair
Donna Barnum
Scott Curtis
Erik Davidson
Helen Foster
Dianne Jones-Freeman
Beth Fogg
Jonathan Hilliard
Mary Beth Miller
Bruce Powers
Carol H. Johnston (by virtue of office)

VIRGINIA BAPTIST EXECUTIVE BOARD

MEMBERS BY VIRTUE OF OFFICE

Adam Tyler (M)
Church: Grace Hills Baptist Church, Appomattox
BGAV President

Ron Gravatt (L)
Church: Buena Vista Baptist Church
BGAV First Vice President

Carol Johnston (M)
Church: Troutville Baptist Church
BGAV Second Vice President

L. Richard Martin, Jr. (L)
Church: Huguenot Road Baptist Church
BGAV Immediate Past President

John Upton, Jr. (M)
Church: Bon Air Baptist Church, Richmond
BGAV Executive Director

David Washburn (M)
Church: First Baptist Church of Waynesboro
BGAV Treasurer

ELECTED MEMBERS FROM THE GENERAL ASSOCIATION

2021

Kevin James (Minister)
Church: Salem Baptist Church
(Southwest)
1st Term

Lora Gravatt (Minister)
Church: Columbia Baptist Church, Falls Church
(Northern)
2nd Term

Tamara McBride (Layperson)
Church: East End Baptist Church, Suffolk
(Tidewater)
2nd Term

Bryan Taliaferro, Jr. (L)
Church: Beale Memorial Baptist Church,
Tappahannock
(Tidewater)
2nd Term

Shirley Cobb (L)
Church: Harrisonburg Baptist Church,
Harrisonburg
(Central/Valley)
2nd Term

2022

Esther Cash (L)
Church: Broadus Memorial Baptist Church
(Central/Valley)
1st Term

Brooke Holloway Blake (M)
Church: Memorial Baptist Church
(Northern)
1st Term

Pete Wills (L)
Church: Mechanicsville Baptist Church,
Gordonsville
(Northern)
1st Term

Allen Jessee (M)
Church: Highlands Fellowship Church
(Southwest)
1st Term

Herbert Ponder (M)
Church: Mount Tabor Baptist Church, Richmond
(Capital)
3rd Term

Gregory Randall (M)
Church: Clarksville Baptist Church, Clarksville
(Southside)
2nd Term

Rebecca McKinney (L)
Church: Chatham Heights Baptist Church,
Martinsville
(Southwest)
3rd Term

2023

Boyce Brannock (L)
Church: First Baptist Church of Waynesboro
(Central/Valley)
1st Term

David Benjamin (M)
Church: Winfree Memorial Baptist Church
(Capital)
1st Term

Rachel Pierce (M)
Church: First Baptist Church of Ashland
(Capital)
1st Term

VIRGINIA BAPTIST MISSION COUNCIL

2021

Gary Thomas Anderson, Central/Valley
Steve Anderson, Southside
Reginald Blakewood, Southwest
Betty Burnell, Tidewater
Pam Chambers, Central/Valley
Judy Clay, Southside
Scott Curtis, Southside
Caroline Davidson, Capital
Chris Davis, Northern
James (Jimmy) Dunn, Central/Valley
Christy Foldenauer, Capital
James George, Northern
Margarete R. Gillette, Central/Valley
Donald Gilliland, Central/Valley
Greg Harrell, Southwest
Clarke Hawkins, Capital
Drew Hill, Northern
John Huelskoetter, Northern
Edna Keith, Southwest
Melissa Kessler, Southwest
Michael Lacey, Central/Valley
Randy McCollum, Tidewater
Rhonda Miller, Southside
Molly Kay Moore, Central/Valley
David N. Pepler, Sr., Capital
John Robertson, Tidewater
R.G. Rowland, Southside
Diane Shepherd, Southwest
Stephen Taylor, Tidewater
Wes Taylor, Tidewater
Hugh Gwynn Tyler, Central/Valley
Meredith Lawrence Van Voorhis, Capital
Hector Velasquez, Northern
Kristin Adkins Whitesides, Central/Valley
Brenda Sue Wilkinson, Central/Valley

2022

Debby Ashley, Central/Valley
Donna Barnum, Northern
Robert Blankenship, Southwest
Kevin Branham, Capital
Kurt Buchanan, Northern
Jim Bunce, Central/Valley
Brian Burdett, Northern
Perry D. Clore, Central/Valley
Jim Collie, Southwest
Oscar Contreras, Capital
John Croston, Tidewater
Donald Earwood, Central/Valley
Henry B. Enochs, Jr., Central/Valley
Erica Galvan-Motley, Southside
Doug Harris, Northern
Karl Hoyer, Southwest
Jeong K. Jeon, Capital
Betty K. Kennon, Tidewater
Maria E. Lynn, Capital
Wyatt Shelton Miles IV, Southside
Tim Mull, Southside
Bryan Painter, Central/Valley
Troy Pearson, Central/Valley
Rindy Reeves, Southside
Scott Salsman, Tidewater
John Saunders, Southwest
Susan Spangenberg, Southwest
Richard G. Van Lear, Central/Valley
Mike Windley, Capital
Eli Withers, Central/Valley

2023

Dianne Altizer, Southwest
Danielle Bridgeforth, Northern
Steve Carroll, Southside
Michael Edwards, Capital
Joy Eure, Northern
Lee Foster, Southside
Josh Franklin, Capital
Chad Harris, Southside
Bill Hartsfield, Central/Valley
Mark Hughes, Capital
Frank Johnson, Northern
Jeff Kinder, Southwest
Melanie Lassiter, Tidewater
Greg McCormick, Central/Valley
Mark Miller, Capital
John Miller, Northern
Rodney Morrison, Tidewater
Darrell Naff, Southwest
Leslie M. Park, Tidewater
Rupert H. Rose, Jr., Capital
Richard Sandberg, Northern
Brenda Smith, Tidewater
Marilyn D. Snoddy, Central/Valley
Janett Southall, Southside
Keith Williams, Tidewater
Steve L. Zimmerman, Southside

RECOMMENDATIONS AND REPORTS FROM THE VIRGINIA BAPTIST EXECUTIVE BOARD

- Treasurer's Report

RECOMMENDATIONS TO BE APPROVED:

- Recommendations and Reports from the Virginia Baptist Executive Board
- 2022 Special Observances and Emphases
- 2022 Special Offerings
- Election of Virginia Baptist Executive Board Nominees
- Election of Virginia Baptist Executive Board Chair
- 2022 Cooperative Missions Budget Allocation
- 2022 World Missions Causes
- Report of the Executive Director Regarding 2021 Alma Hunt Offering for Virginia Missions

TREASURER'S REPORT

DESCRIPTION	COOPERATIVE MISSIONS	DESIGNATIONS	TOTAL
BGAV Ministries	\$3,835,334		\$3,835,334
Partnership Missions	\$129,052	\$11,329	\$140,381
Averett University	\$69		\$69
Baptist Extension Board	\$699		\$699
Bluefield College	\$27,131	\$5,000	\$32,131
Center for Baptist Heritage and Studies	\$45,812		\$45,812
Fork Union Military Academy	\$88	\$8,259	\$8,347
Gracelnside	\$28,496	\$500	\$28,996
Hargrave Military Academy	\$275		\$275
HopeTree Family Services	\$24,086	\$23,011	\$47,097
LifeSpire of Virginia	\$2,504	\$4,627	\$7,132
Oak Hill Academy	\$10,790	\$600	\$11,390
Virginia Baptist Foundation	\$474		\$474
Virginia Baptist Historical Society	\$17,906		\$17,906
Woman's Missionary Union of Virginia	\$198,372	\$1,195	\$199,567
WORLD MISSION CAUSES			
Southern Baptist Convention	\$691,177	\$1,334	\$692,511
Ethics and Religious Liberty Commission - SBC	\$1,329		\$1,329
Historical Library and Archives - SBC	\$379		\$379
International Mission Board - SBC	\$170,159	\$38,520	\$208,679
North American Mission Board - SBC	\$58,875	\$5,940	\$64,815
GuideStone Financial Resources - SBC	\$7,036	\$7,816	\$14,852
Kingdom Advance New Missions Initiatives	\$264,080	\$2,401	\$266,481
Baptist World Alliance	\$58,249	\$1,817	\$60,066
Baptist Joint Committee	\$26,575	\$1,277	\$27,852
Baptist News Global	\$15,137	\$1,125	\$16,262
Southwestern Seminary	\$2,872		\$2,872
Southern Seminary	\$3,564		\$3,564
New Orleans Seminary	\$2,696		\$2,696
Southeastern Seminary	\$2,971		\$2,971
Gateway Seminary	\$2,039		\$2,039
Midwestern Seminary	\$2,616		\$2,616
Theological Education in Virginia	\$59,221	\$100	\$59,321
John Leland Center for Theological Studies	\$55,878	\$15,000	\$70,878
Good Faith Media	\$12,867		\$12,867
Missions Development and Relief	\$63,636		\$63,636
Ministering to Ministers Foundation	\$19,408		\$19,408
Ministerial Education Fund	\$32,160		\$32,160
World Hunger	\$464	\$66,441	\$66,905
State to State Partnership	\$36,648		\$36,648
OTHER SPECIAL OFFERINGS AND DESIGNATIONS			
Alma Hunt Offering for Virginia Missions		\$161,298	\$161,298
Lottie Moon Missions Offering		\$1,377,249	\$1,377,249
Annie Armstrong Missions Offering		\$975,903	\$975,903
Other Designations		\$1,665,659	\$1,665,659
Total Receipts as of September 30, 2021	\$5,911,124	\$4,376,400	\$10,287,524

COOPERATIVE MISSIONS RECEIPTS FOR NINE MONTHS OF 2021

WMC 1	\$1,448,285	25%
WMC 2	\$1,781,116	30%
WMC 3	\$62,142	1%
Custom Plan	\$2,619,581	44%
TOTAL	\$5,911,124	100%

RECOMMENDATIONS AND REPORTS FROM THE VIRGINIA BAPTIST EXECUTIVE BOARD

1. Ratified one (1) Barnabas Grant, totaling \$30,000.
2. Called together the Constitution and Bylaws Committee tasked with the responsibility to investigate and recommend any changes to the constitution/bylaws that would allow electronic voting. Members of the Constitution/Bylaw Committee are Beth Fogg, Darrell Foster, and Richard Martin.
3. Approved the 2021 Alma Hunt Allocations.
4. Voted to allow members of a church who did not give to the VA portion of CM in 2020 but did give in 2019 and 2021 to be considered eligible nominees as trustees to BGAV partners through the Committee on Boards and Committees. This is a onetime exception due to the COVID-19 pandemic.
5. On recommendation from the Committee on Program, the Executive Board approved the motion that the 2021 BGAV Annual Meeting be November 9-10, 2021, at Eagle Eyrie.
6. Received the full 2020 audit report from Keiter.
7. Voted to release the statement on racism that the Executive Board approved at their October 2020 meeting to be presented to the full body of messengers at the 2021 BGAV Annual Meeting.
8. Approved the 2022 housing allowances requests for ministerial and ordained staff.
9. Approved 2021 housing allowances for (4) new staff members.
10. Agreed and approved the recommendation of the Committee on Program to hold this year's annual meeting virtually only and not have the in-person gathering at Eagle Eyrie.
11. Approved the recommendation of Allen Jessee to fill the unexpired term of Wayne McCarty, term to expire 2022.
12. Recommend the following nominees to serve on the Executive Board, terms to expire 2024: Tamara McBride (East End Baptist Church), Shirley Cobb (Harrisonburg Baptist Church, Bryan Taliaferro, Jr. (Beale Memorial Baptist Church), Lora Gravatt (Columbia Baptist Church), and Mike Bradley (Warrenton Church).
13. Approved the recommendation of David Benjamin (Winfree Memorial Church) to fill the unexpired term of Kevin Meadows, term to expire 2023.
14. Recommended the nomination of Becky McKinney (L), Chatham Heights Baptist Church, to serve as chair of the Executive board in 2022; Tamara McBride (L), East End Baptist church to serve as vice-chair of the Executive Board in 2022; and Lora Gravatt (M), Columbia Baptist Church to serve as secretary of the Executive Board in 2022.
15. Approved the 2022 Salary Scale recommendations.
16. Proposed the \$8,645,000 Cooperative Missions budget goal for 2022 and approved the proposed BGAV total budget goal for 2022.
17. Approved the Treasurer to be authorized to distribute all funds received by January 10, 2022 according to the 2021 budget.

**RECOMMENDATION I:
2022 Special Observances and Emphases**

We recommend the following to be observed in 2022:

January 16	Sanctity of Human Life Sunday
February 6	Baptist World Alliance Sunday
February 13-19	WMU Focus Week
February 20	Virginia Baptist Colleges and Schools Day
April 24	Cooperative Missions/Cooperative Program Sunday
May 1	LifeSpire of Virginia Day
May 5	National Day of Prayer
June 19	HopeTree Family Services
June 26 – July 2	Virginia Baptist Heritage Week
July 3	Religious Liberty Sunday
August 7	Developmental Disabilities Ministry Day
August 21	Collegiate Ministries Emphasis Day
September 11-18	Alma Hunt Offering for Virginia Missions Emphasis/Week of Prayer
October 9	World Hunger Sunday
October 23	Day of Prayer for Baptist Associations

**RECOMMENDATION II:
2022 Special Offerings**

We recommend that the General Association authorize the promotion of the following special offerings:

1. Alma Hunt Offering for Virginia Missions
2. The Lottie Moon Christmas Offering for International Missions (December 4-11)
3. The Annie Armstrong Offering for North American Missions (March 6-13)
4. World Hunger Offering (August 28)

NOMINATIONS TO THE VIRGINIA BAPTIST EXECUTIVE BOARD

The Virginia Baptist Executive Board nominates

THE FOLLOWING PERSONS TO SERVE ON THE VIRGINIA BAPTIST EXECUTIVE BOARD, TERMS TO EXPIRE NOVEMBER 2024:

Mike Bradley (Minister), to serve a first term

Mike has served BGAV churches in the Northern Virginia area since 1978. He has held positions as a Youth Pastor, Minister of Education, Associate Pastor and Senior Pastor. He currently serves as Senior Pastor at Warrenton Baptist Church in Warrenton Virginia. During his ministry he has served as a seminar leader with BGAV (VBGB) and has participated in BGAV partnerships in many mission endeavors in Virginia and abroad (disaster relief/leadership training, etc). He has served on the Board of Directors of the local Association (NorthStar) in Northern Virginia. He is committed to the Kingdom work and the cooperative efforts of the BGAV to fulfill the great commission in reaching people with the love of Jesus. He has been married for 38 years and has 4 children and 3 grandchildren.

Shirley Cobb (Layperson), to serve a third term

Shirley is an active member of Harrisonburg Baptist Church in Harrisonburg. She has taught Sunday school for 30-plus years and has served as a deacon and on various committees at the church. She is a graduate of Eastern Kentucky University, having earned two MAs—one in English and one in counseling. While at Eastern Kentucky University, she was active in the Baptist Student Union and served in the summer of 1973 as a summer missionary through the Home Mission Board of the Southern Baptist Convention. She has also earned 30 more graduate credit hours in counseling from the University of Virginia. In 1975, she began working at the James Madison University Counseling Center as a counselor and as a study skills coordinator. Through the years, her responsibilities at the counseling center have shifted, and for the past 20 years she has been the associate director/clinical director of the counseling center. Shirley has retired but continues to maintain a small clinical practice of counseling and supervision.

Lora Gravatt (Minister), to serve a third term

Lora is currently serving as Discipleship Pastor at Columbia Baptist Church, Falls Church. She has been a part of BGAV life since 1998 when she joined First Baptist Church of Woodbridge and served as the minister to children until 2008. Additionally, Lora has served on the planning teams for the 21-C Conference and has led workshops related to family ministry around the state. She also designed and now facilitates BGAV's Family Ministry Certification. Lora holds a Master of Divinity from The John Leland Center for Theological Studies and was ordained to the gospel ministry in 2008.

Tamara McBride (Layperson), to serve a third term

Tamara A. McBride is presently Operations Manager at the East End Baptist Church in Suffolk, where she serves as the Church Clerk and as a Deaconess. Currently, she serves on the Board for the Virginia Minister's Wives and Minister's Widows, Inc. (VAMWMW); and has served on the Memorial Committee for the BGAV. She is married to Rev. Michael McBride, and they have two sons.

Bryan Taliaferro (Layperson), to serve a third term

Bryan is part owner of two-family businesses: Montague Farms, Inc., and Agriland, producing grain and exporting soybeans. He currently serves on the Board of Directors of the Virginia Department of Agriculture and Consumer Services. He also serves on the Board of "GO Virginia, Region 6," an economic development initiative of the Virginia General Assembly. As a member of Beale Memorial Baptist Church in Tappahannock, Bryan teaches a men's Bible class and is in the choir. He has traveled to Ghana several times, most recently through BGAV's More Than Nets (MTN). He holds BS and MS degrees in Mechanical Engineering from Virginia Tech.

ELECTION OF VIRGINIA BAPTIST EXECUTIVE BOARD CHAIR

Becky McKinney (Layperson), member of Chatham Heights Baptist Church, currently serving on the Executive Board, term to expire 2023.

Note: See pages 22–23 for overall 2022 budget graphic.

2022 PROPOSED COOPERATIVE MISSIONS/ BGAV BUDGET ALLOCATION

(Funds received over the budget goal will be distributed according to the contributing churches' allocations.)

	2021 BUDGET	2022 PROPOSED BUDGET
VIRGINIA MISSIONS AND MINISTRIES		
Developing	2,512,913	2,301,800
Congregational Field Staff		
Kairos: Young Adult/Collegiate Ministry		
Pastor Networking & Leadership Development		
Pastor/Staff Transition & Assistance for Matching Churches & Ministers		
Children's Ministry, Youth Ministry, Family Faith Formations		
Uptick		
Coaching Network		
Eagle Eyrie Conference Center and Piankatank Camp		
Planting	568,754	528,775
V3/Church Planting; Evangelism; Discipleship		
Fresh Expressions/Innovative Discipleship		
Mosaic Community		
Multisite Church Planting		
Research and Consulting Services		
Sending	462,695	439,560
Partnership Missions/National and International		
Disaster Response		
Impact VA		
Virginia Missions		
Hunger and Homeless Ministries		
Latino Ministries		
Resourcing	2,442,638	2,426,240
Executive Director's & Treasurer's Offices		
Marketing Office		
BGAV Meetings, Conference & Promotion		
Emergency Assistance for Ministers		
Church Staff Benefit Support		
Education and Fellowship		
Administration		
Information Technology		
Building and Grounds		
Total Virginia Missions and Ministries	5,987,000	5,696,375
BGAV PARTNERS IN VIRGINIA		
Averett University	100	100
Baptist Extension Board	1	1
Bluefield College	40,248	38,236
Center for Baptist Heritage and Studies	75,000	71,250
Fork Union Military Academy	100	100
Gracelnside	44,515	42,289
Hargrave Military Academy	100	100
HopeTree Family Services	34,265	32,551
LifeSpire of Virginia	100	100
Oak Hill Academy	16,450	15,628
Virginia Baptist Foundation	100	100
Virginia Baptist Historical Society	29,022	27,571
Woman's Missionary Union of Virginia	325,000	300,000
Total BGAV Partners in Virginia	565,000	528,025
WORLD MISSION CAUSES	2,548,000	2,420,600
TOTAL COOPERATIVE MISSIONS BUDGET	9,100,000	8,645,000

2022 PROPOSED WORLD MISSIONS CAUSES

WORLD MISSIONS CAUSES - WM1

34% OF \$8,645,000 TO SBC = \$2,939,300

Distributed according to the Southern Baptist Convention Budget

	PERCENTAGE
SBC Operating	2.99%
International Mission Board	50.41%
North American Mission Board	22.79%
SBC Seminaries (Southwestern, Southern, New Orleans, Southeastern, Gateway, Midwestern)	21.92%
Historical Library and Archives	0.24%
Ethics and Religious Liberty Commission	1.65%
	100.00%

WORLD MISSIONS CAUSES - WM2

28% OF \$8,645,000 TO BAPTIST ENTITIES = \$2,420,600

Distributed according to BGAV approved items which may include Virginia, national, and international ministries

	PERCENTAGE
SBC Operating	0.15%
International Mission Board-SBC	13.00%
North American Mission Board-SBC	4.00%
GuideStone Financial Resources-SBC	0.81%
SBC Seminaries (see list under WM1 heading)	1.08%
Historical Library and Archives-SBC	0.01%
Ethics and Religious Liberty Commission-SBC	0.07%
Kingdom Advance New Mission Initiatives Chaplaincy European Baptist Federation	25.50%
Missions Development & Relief	13.00%
Theological Education in Virginia	9.25%
John Leland Center for Theological Studies	9.25%
Ministerial Educational Fund	4.88%
Ministering to Ministers Foundation	3.00%
Good Faith Media	2.00%
Baptist World Alliance	8.00%
Baptist Joint Committee	4.00%
Baptist News Global	2.00%
	100.00%

WORLD MISSIONS CAUSES - WM3

28% OF \$8,645,000 TO KA NEW MISSION INITIATIVES = \$2,420,600

Distributed according to the Kingdom Advance New Mission Initiatives budget

	PERCENTAGE
Kingdom Advance New Mission Initiatives	100.00%
More Than Nets	
International Indigenous Church Starts	
BGAV Regional Seminars & Training	
Church Planting in Virginia	
Latino/Hispanic Ministries	
	100.00%

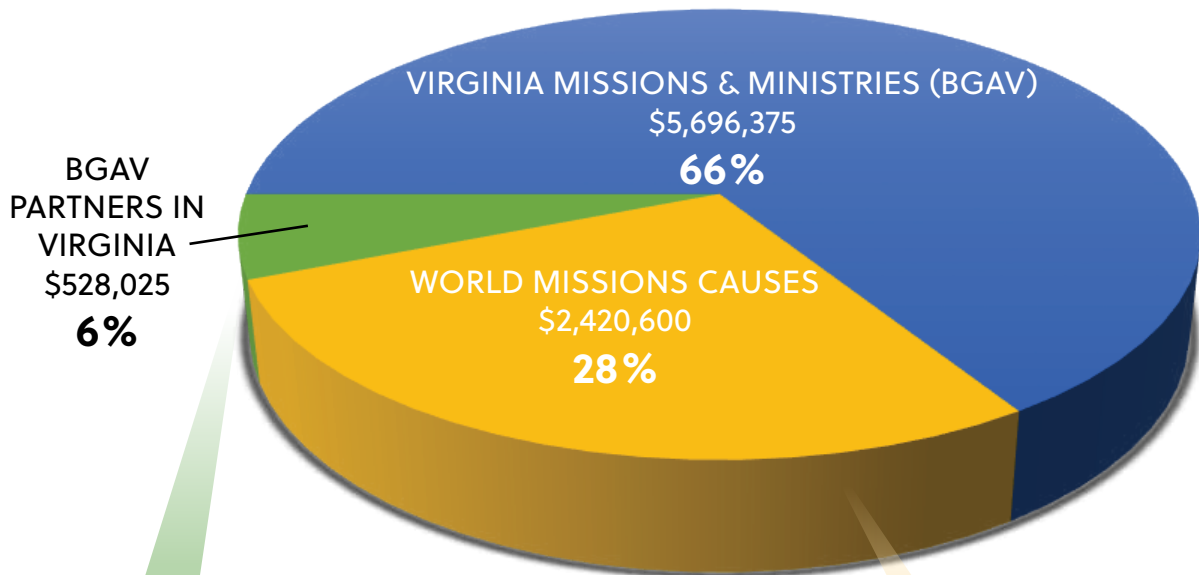
2022 COOPERATIVE MISSIONS BUDGET ALLOCATION RECOMMENDATIONS

1. That the 2022 Virginia Baptist Cooperative Missions Budget Allocation totaling \$8,645,000 be adopted.
2. That the Treasurer be authorized to distribute all funds received after January 10, 2022, in accordance with the 2022 budget.

Note: See pages 20–21 for overall proposed 2022 budget.

BGAV	
\$5,696,375	+
Cooperative Missions	Designated Gifts
\$5,696,375	\$3,124,345
TOTAL	

2022 Proposed Cooperative Missions Budget Allocation \$8,645,000



BGAV PARTNERS IN VIRGINIA

Averett University	\$100
Baptist Extension Board	\$1
Bluefield College	\$38,236
Center for Baptist Heritage and Studies	\$71,250
Fork Union Military Academy	\$100
GraceInside	\$42,289
Hargrave Military Academy	\$100
HopeTree Family Services	\$32,551
LifeSpire of Virginia	\$100
Oak Hill Academy	\$15,628
Virginia Baptist Foundation	\$100
Virginia Baptist Historical Society	\$27,571
Woman's Missionary Union of Virginia	\$300,000

2022 WORLD MISSIONS CAUSES

WM1 - Distributed according to the Southern Baptist Convention Budget

WM2 - Distributed according to BGAV approved items which may include Virginia, national, and international ministries

WM3 - Distributed according to the Kingdom Advance New Initiatives budget

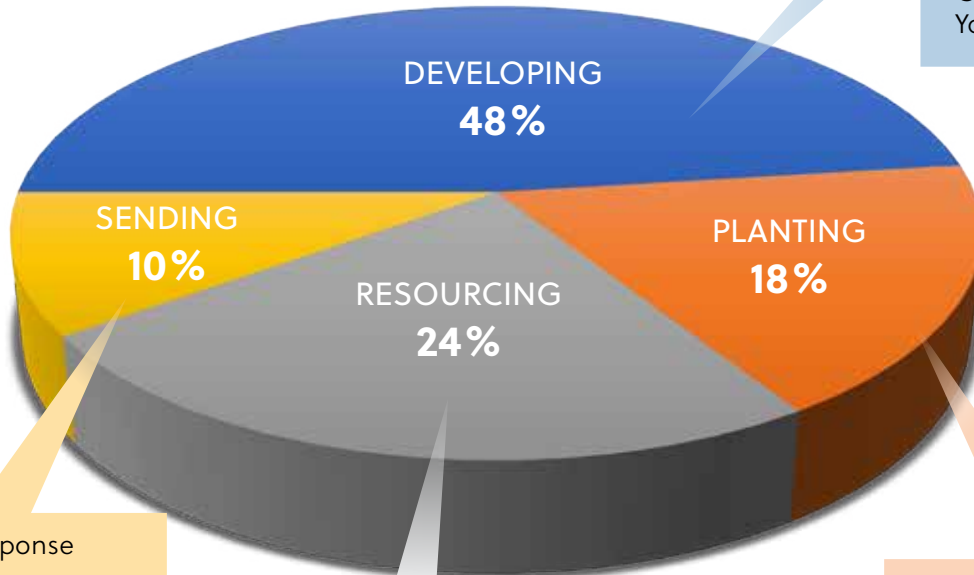
Ministry Resources

\$6,752,670

Camp & Conference Center Registration Revenue		Program Revenue		Other Income
\$2,315,746	+	\$1,116,387	+	\$196,192

= \$12,449,045

2022 BGAV Ministry Emphasis \$12,449,045



- Kairos/Collegiate Ministry
- Pastor Networking & Leadership Development
- Pastor/Staff Transition and Assistance for Matching Churches & Ministers
- Children's Ministry & Youth Ministry

- Disaster Response
- Partnership Missions
- Impact Mission Camps

- BGAV Annual Meeting
- Emergency Assistance for Ministers
- Church Staff Benefit Support
- Retiree Benefits

- V3/Church Planting
- Fresh Expressions/ Innovative Discipleship
- Multisites

TOTAL ANTICIPATED GIVING

Cooperative Missions Budget Allocation	\$8,645,000
BGAV Ministry Resources	\$6,752,670
Special Offerings (estimated)	\$3,825,500
	\$19,223,170

COOPERATIVE MISSIONS GIVING PLANS

WORLD MISSIONS 1

Sixty-six percent of Cooperative Missions dollars will support Virginia Missions and Ministries and BGAV Partners in Virginia. This includes 2% for Partnership Missions. Thirty-four percent of Cooperative Missions dollars will support world missions causes according to the Southern Baptist Convention budget.

WORLD MISSIONS 2

Seventy-two percent of Cooperative Missions dollars will support Virginia Missions and Ministries and BGAV Partners in Virginia. This includes 2% for Partnership Missions. Twenty-eight percent of Cooperative Missions dollars will be distributed among Virginia, national, and international ministries as approved by the BGAV at their annual meeting.

WORLD MISSIONS 3

Seventy-two percent of Cooperative Missions dollars will support Virginia Missions and Ministries and BGAV Partners in Virginia. This includes 2% for Partnership Missions. Twenty-eight percent of Cooperative Missions dollars will support world missions causes according to the Kingdom Advance New Mission Initiatives budget.

CUSTOMIZED PLANS

All churches are invited to adopt their own customized giving plan. Your church's customized plan may include any or all of the items listed in World Missions 1, 2, or 3. We ask that you please send a letter explaining your church's plan to the Treasurer's Office.

WM1, WM2, and WM3 are suggested giving plans. Percentages may be adjusted to reflect a church's giving option. A customized plan may be created by changing percentages, deleting items, or selecting items from any of the suggested giving plans.

2021 ALMA HUNT OFFERING FOR VIRGINIA MISSION ALLOCATIONS

TOTAL GOAL: \$800,000

1. Church Planting	\$125,000
2. Impact! Mission Camps	\$20,000
3. Missions in Southwest Virginia.....	\$12,000
4. Disaster Response Ministry	\$20,000
5. Kingdom Advance Venturers	\$20,000
6. Virginia Baptist Historical Society	\$8,000
7. Church and Community Missions	\$15,000
8. GracelInside.....	\$10,000
9. International Ministries Within Virginia	\$9,000
10. More Than Nets Ghana	\$10,000
11. Source of Light Center, Haiti.....	\$7,000
12. Great Commission Church Plantings.....	\$25,000
13. Refugees and Internally Displace Persons – Europe	\$10,000
14. Chaplaincy Endorsement and Training.....	\$15,000
15. Associational Mission Support	\$10,000
16. Piankatank Camp Scholarships.....	\$2,000
17. Deaf Ministry.....	\$3,000
18. Developmental Disabilities Ministries.....	\$9,000
BGAV Allocations.....	\$330,000
WMUV Allocations.....	\$470,000
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TOTAL ALLOCATIONS.....	\$800,000

BGAV 2021 BOOK OF REPORTS

OFFICIAL REPORTS OF BOARDS AND COMMITTEES FROM THE BGAV

- Committee on Boards and Committees
- Nominations to the Committee on Boards and Committees
- Christian Life Committee
- Program Committee
- Scholarships and Ministerial Education Funds Committee

BGAV

A network of churches
for missions & ministry

COMMITTEE ON BOARDS AND COMMITTEES

The Committee on Boards and Committees has worked diligently to present a slate of nominees with the needed expertise and skill sets to serve on the partnering agencies, schools, institutions, and for the standing committees of the General Association. Nominations were sought across the state utilizing nomination ballots included in Advance Notice and the BGAV website. This committee sought recommendations from our congregational field strategists, director of missions, local associations, and ministers. Recommendations of people with specific skills from our partnering agencies, schools, and institutions were also given consideration. We appreciate everyone who took the time to nominate prayerfully people that would help lead the BGAV into the future with the work ahead to be accomplished.

The nominees we look to serve and represent the BGAV demonstrate specific skills and knowledge specific to the appointments each has agreed to serve. We sought diversity among our Virginia Baptists in regional representation, gender, ethnicity, church size, as well as laity and clergy.

The Committee on Boards and Committees thanks you for your recommendations and suggestions and brings this list of committed Virginia Baptists nominees to the boards of agencies, institutions, schools, and to the service of the standing committees of the General Association. The Committee moves that this report be adopted, and we ask that you give them your supportive prayers and cooperation.

Tim Madison, Chair
Barbara Bareford
William Downer
Mark Olson
Brian Harrington
Anita Roy
Doug Gibson
Mary Harris
Vacancy
Richard Martin (Past President)
J. Adam Tyler (By Virtue of Office – President)

I. BGAV STANDING COMMITTEES

Committee on Christian Life

Terms to expire November 2024

Chris Jordan (M)	West Lynchburg Church Lynchburg	Lynchburg 24503
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Hutt Williams (L)	Menokin Church Warsaw	Warsaw 22572
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TBD (L)

Committee on Memorial

Terms to expire November 2024

Jim Collie (M)	Wise Church Wise	Wise 24293
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Darrell Mayo (L)	Smithfield Church Smithfield	Windsor 23487
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Jim White (M)	First Church Waynesboro	Fishersville 22030
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Committee on Program

Terms to expire November 2024

Beth Anderson (M)	King's Grant Church Virginia Beach	Virginia Beach 23464
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Brenda Armistead (M)	Newington Church Gloucester	Dutton 23050
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Adrienne Ruffin (L)	Antioch Church Fairfax Station	Fairfax Station 22039
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Committee on Religious Liberty

Terms to expire November 2024

Belinda Barnett (L)	First Church of Clarendon Arlington	Arlington 22210
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Jason Dugas (L)	Chestnut Grove Church Earlysville	Charlottesville 22911
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Shelton Miles (M)	Kedron Church Gladys	Long Island 24569
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Committee on Resolutions

Terms to expire November 2024

Darrell Foster (L)	King's Grant Church Virginia Beach	Virginia Beach 23452
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Jeff Kinder (M)	Rosedale Church Rosedale	Lebanon 24266
Pamela Moyer (M)	The United Church Annandale	Springfield 22152

Scholarships & Ministerial Education Funds
Terms to expire November 2024

Mary Davis (L)	First Church West Point	West Point 23181
Harriet Dawson (L)	Kilmarnock Church Kilmarnock	Weems 22576
Judy Barger Edgel (L)	Grandin Court Roanoke	Roanoke 24012
Joe Glass (M)	Oak Level Bassett	Bassett 24055
George Jones (L)	Falling River Brookneal	Brookneal 24528

II. THE FOLLOWING TO BE DULY ELECTED BY THE GENERAL ASSOCIATION

GraceInside (formerly known as Chaplain Service Prison Ministry of VA, Inc.)
Term to expire 2024

Marilyn McCarty (L)	Bon Air Church North Chesterfield (to serve a second term)	Midlothian 23112
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Ministers' Relief Fund

None needed this year.

**III. THE FOLLOWING TO BE APPROVED BY THE BAPTIST GENERAL ASSOCIATION,
ELECTION TO BE MADE BY THE RESPECTIVE INSTITUTIONS AND AGENCIES**

Fork Union Military Academy
Term to expire 2022

Harry Johnson (L)	Smithfield Church Smithfield	Suffolk 23436
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Term to expire 2025

Harry Johnson (L)	Smithfield Church Smithfield (to serve a second term)	Suffolk 23436
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Hargrave Military Academy

None needed this year.

Oak Hill Academy

Terms to expire 2023

Dennis Gambill (L)	Young's Chapel Church Mouth of Wilson	Sparta 28675
Carl Rosberg (L)	First Church Waynesboro	Waynesboro 22980
Terms to expire 2025 Susie Dixon Garner (L)	First Church Galax (to serve a second term)	Galax 24333
Tom Saunders (L)	Rose Union Church (to serve a second term)	Arrington 22922
Charles Stewart (M)	Marion Church Marion (to serve a second term)	Marion 24354

Averett University

None needed this year.

Bluefield College

Term to expire 2024

Tom Scott (L)	Grundy Church Grundy	Grundy 24614
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Term to expire 2025

Phyllis Marcom (L)	Fredericksburg Church Fredericksburg	Fredericksburg 22405
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John Leland Center for Theological Studies

Term to expire 2023

Kenneth Pruitt (M)	King's Grant Church Virginia Beach	Virginia Beach 23455
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Terms to expire 2025

Mike Hines (L)	Columbia Church Falls Church (to serve a second term)	Arlington 22207
Matt Jones (L)	The Church at Clarendon Annandale (to serve a second term)	Arlington 22201

Baptist Extension Board

Terms to expire 2026

Angelee Godbold (L)	FBC Charlottesville (West Main) Charlottesville	Charlottesville 22901
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John Saunders (M)	Melrose Church Roanoke (to serve a second term)	Salem 24153
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TBD

Center for Baptist Heritage and Studies

Term to expire 2024

Amanda Lott (L)	Huguenot Road Church Richmond 23235	Richmond 23235
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Term to expire 2025

Rick Clore (M)	Orange Church Orange	Orange 22960
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HopeTree Family Services

Term to expire 2024

Edith M. Kennedy (L)	Haymarket Church Haymarket (to serve a second term)	Gainesville 20155
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Term to expire 2025

Herbert Browning (M)	River Road Church, Baptist Richmond (to serve a second term)	Midlothian 23112
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Virginia Baptist Foundation

Terms to expire 2025

Leigh Anne Baggs (L)	Second Church Richmond	Manakin Sabot 23103
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Ann Brown (L)	First Gretna Church Gretna (to serve a second term)	Gretna 24557
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C. Gray Key (L)	Derbyshire Church Henrico (to serve a second term)	Henrico 23229
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Gene Watson (L)	Farmville Church Farmville	Farmville 23901
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LifeSpire of Virginia

Term to expire 2023

Tiffany Franks (L)	West Main Church Danville	Danville 24541
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Term to expire 2024

Valerie Carter Smith (M)	Mount Tabor Church Richmond (to serve a second term)	Richmond 23223
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Term to expire 2025

C. Nelson Harris (M)	Heights Community Church Roanoke (to serve a second term)	Roanoke 24018
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Baptist News Global

Term to expire 2025

Craig Martin (L)	River Road Church, Baptist Richmond (to serve a second term)	Richmond 23221
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Good Faith Media (formerly known as Baptist Center for Ethics)

Term to expire 2023

Michael Cheuk (M)	University Church Charlottesville (to serve a second term)	Charlottesville 22901
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Baptist Joint Committee for Religious Liberty

Terms to expire 2026

R. Todd Blake (M)	Madison Heights Church Madison Heights (to serve a second term)	Madison Heights 24572
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Megan Thomas-Clapp (M)	McLean Church McLean (to serve a second term)	McLean 22101
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Jenny Hodge (L)	Churchland Church Chesapeake	Portsmouth 23704
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Baptist World Alliance

None needed this year.

NOMINATIONS TO THE COMMITTEE ON BOARDS AND COMMITTEES

Nominations from the BGAV President and 2 Vice-Presidents *Terms to expire 2024*

Jack "Jay" Lawson (M)	Smithfield Church Smithfield	Carrollton 23314
Mark Mofield (M)	Melrose Church Roanoke	Roanoke 24018
Gwynn Tyler (L)	Mulberry Grove Church Buckingham	Buckingham 23921

CHRISTIAN LIFE COMMITTEE

BUILDING COMMUNITY WITH KOINONIA

As followers of Jesus, we are called by God to build community. Unfortunately, we find ourselves living in a time where the existence of community is being threatened. Whether it be community within the church, workplaces, education, civic or community organizations, one does not have to look far to see the increasing challenges and obstacles we are facing to building community.

- Declining participation in church membership and activity—We are often reminded that the numbers of people actively involved in the life and ministry of the church are shrinking steadily. Even before the quarantines and shutdowns occasioned by the COVID-19 pandemic, the number of people, especially those under the age of 40, was in decline.
- Declining participation in community organizations—Service organizations and fraternal groups involved in community building and community service have been in decline since the 1990's. A 2014 study from Marquette University revealed that in the previous 15 years, the membership of Rotary International had declined by 17%, with only 10% of their members under the age of 40. The membership of the Elks had declined by 50% in the same time period and the Shriners had a similar 50% decline in membership. One researcher anecdotally suggested that surveys revealed a desire for many younger adults to participate in onetime charitable events, like marathons and festivals rather than long-term memberships of the type that build community.
- The COVID-19 pandemic—With entire populations required to quarantine and houses of worship closed to gathering for an extended period, the building of community within the church family was challenged. The switch from in-person to virtual worship became the norm for many congregations that were not able to gather in person. Continuing a virtual connection rather than gathering in person has become normative for many and challenging to the maintenance of Christian community.
- Political, social and racial divisions—The rancor with which many differences are debated publicly today has a detrimental effect on the building of community, with neither relationships inside nor outside the church fellowship excepted. In communities, whether religious or not, where differences rather than similarities are magnified, it is a challenge to build or grow a sense of community. Even within the family of God, the temptation to exalt our distinctions and grievances above our oneness in Christ and our calling to be peacemakers make it difficult to achieve a spirit of healing and embark on the sometimes-painful pathway to healing and either building or rebuilding our sense of community.

These challenges, along with others, present the church with both the crisis of broken community and the opportunity to recommit ourselves to nurturing authentic Christian community.

We say our goal as the Church is to build and nurture a community of believers, but what does that mean? How can a group of broken, imperfect, divided and diverse people be one community? What binds them together? Community in the church is rooted in *koinonia*, a

shared unifying fellowship among believers. Beyond simply nurturing friendships, which is often the emphasis in cultural definitions of fellowship, *koinonia* is so much more. The New Testament emphasis of *koinonia* is rooted in believers gathering and participating in something beyond themselves. In Scripture, Paul defines *koinonia* as being a shared experience of salvation; and communion with God and one another. Followers of Jesus are responsible for making the effort to experience *koinonia*. The outcome is solely dependent upon the indwelling of the unifying spirit of God being made known in our midst.

We do not have to look far to find examples of *koinonia* in the scriptures. We can learn from our brothers and sisters in the faith who have gone before us. Jesus foretold the promise of the unifying Spirit in John 14:15-17. Beginning in the book of Acts during Pentecost, we see a gathering of people. There is wind, loud noise, and a bunch of people speaking in various languages. When people saw this, they accused those gathering of being drunk. Peter explains to the naysayers that the people are not drunk, but under the power and influence of the Holy Spirit in their midst; they were proclaiming the mighty works of God in the diverse languages of the hearers.

As a result of Pentecost, 3,000 people were saved and a fellowship of believers grew into a community in which everything was shared together, including property; and many more were drawn to the fellowship and also converted. The community grew in number day by day.

It wasn't the practices of benevolence and generosity we observe in the early church that created community. Instead, these practices were byproducts and evidence of a community bound together under the Lordship of Jesus. As Leslie Newbegin once said, "The best evidence for the Gospel is a community that lives by it."

CONCLUSION:

There are a myriad of causes related to the breakdown and decline in Christian community we are experiencing today (ie. shutdowns, isolation, politics, online church and cultural/generational shifts), but it is the opinion of the Christian Life Committee that a breakdown in *koinonia* is the primary cause.

In a world where finding common ground on any matter is becoming more and more difficult, the Church must return to gathering around what we stand for, God's rule, the centrality of Christ and the power of the Holy Spirit, rather than what we stand against. It is incumbent upon our communities of faith to call out and guard against perpetuating the "me-oriented" messages of our culture. *Koinonia* calls us out of our individualism and is about participation in the work of the Holy Spirit with other believers. Through this type of participation, we will find ourselves living in unity with God and others.

Koinonia is provisional--something we experience in the present while we await the fullness of Christian fellowship when Christ returns. We must return to and commit ourselves to nurturing *koinonia* within our communities of faith through continual devotion to:

- A. Worship
- B. Fellowship
- C. Scripture
- D. Prayer
- E. Caring for and meeting the needs of others

Respectfully submitted on behalf of the Christian Life Committee,

John Sawyer, Chair

Mike Hines

Ricky Hurst

Mark Jones

Timothy Lipp

Pamela Mentz

Alan Ray

PROGRAM COMMITTEE

The Program Committee is responsible for preparing the order of business for the annual meeting of the Baptist General Association of Virginia and assuring that worship is emphasized during the meeting. Due to the continuing global COVID-19 pandemic, the Program Committee made a recommendation to the Executive Board to hold this year's meeting virtually only and not have the in-person gathering at Eagle Eyrie. The Executive Board agreed and approved the recommendation.

The Program Committee planned a meeting for November 9-10 that includes a worship celebration, two business sessions, and breakout sessions. Our theme this year is "Mountain of Healing." Our worship celebration speaker is Rev. Dr. Howard-John Wesley, pastor of Alfred Street Baptist Church in Alexandria, Virginia. Singer songwriter Kate Campbell is performing a song she wrote for this meeting based on our theme. BGAV ministries and churches are featured.

It is our hope that through this online format we will reach people who have not attended an annual meeting in the past with a strong introduction to the BGAV, and that everyone who attends will benefit from a program designed to offer support, guidance, and encouragement for this time.

The Program Committee makes the follow Motion:

1. that the program, as printed, be adopted as the agenda for the 2021 meeting of the Baptist General Association of Virginia
2. that the times on the program are indicated merely as a guide
3. that voting will occur by electronic means
4. that in order to expedite discussion, debate on all matters will be limited to three minutes per speaker, and that speakers, pro and con, be alternated.
5. that future sites and dates be affirmed as:
 - 2022: November 14–16 in Hampton, Virginia
 - 2023: November 13–15 in Richmond, Virginia

Ann Brown, Chair
Donna Barnum
Scott Curtis
Erik Davidson
Beth Fogg
Helen Foster
Jonathan Hilliard
Diane Jones-Freeman
Mary Beth Miller
Bruce Powers
Carol Johnston (By Virtue of Office)

SCHOLARSHIPS AND MINISTERIAL EDUCATION FUNDS COMMITTEE

The Committee on Scholarships and Ministerial Education has been busy this year despite the continuing frustrations of COVID-19. All of our meetings have been done via ZOOM, which is a wonderful gift for such times as these. Having read several accounts of the Spanish Flu pandemic of the early 20th century and its effects upon the churches of America, we have been blessed to be able to function in ways unimaginable a century ago. Likewise, Leslie Straw has been superb in her efforts to coordinate and distribute the information our committee has needed, and she did an exceptional job providing the technological support for our meetings. The BGAV is blessed and honored to have such a capable servant in this role.

Below is a summary of our committee’s productive work over the past year, and I am grateful for the efforts of this fine group.

Award	Monies	Recipients	Churches	Institutions
College	\$39,000	39	30	17
Ministerial	\$38,750	11	10	11
Nontraditional	\$16,810	37	25	2
Church Internships	\$6,700	5	3	N/A
Unique Totals	\$101,260	92	68	30

Respectfully submitted,

- Tommy R. McDearis, Chair
- Ashley Boschen
- Jim Bunce
- Bill Davis
- Sue Donaldson
- Cathy Flanary-Shelton
- Mike Hatfield
- David Haun
- Vicki Hendrix
- Reuben Johnson
- Harold Massie
- Lindsay Ray
- Laura Ripley
- Joyce Sweet

BGAV 2021 BOOK OF REPORTS

ANNUAL REPORT OF THE BGAV

BGAV

A network of churches
for missions & ministry

REPORT OF THE EXECUTIVE DIRECTOR OF THE BGAV

A MOUNTAIN OF HEALING

The theme this year for the BGAV is "A Mountain of Healing." The theme reflects 21 months of continuing pandemic and all the related issues that have been exposed during this time. The list of needed healings is long. We literally need healing of this pandemic. We need healings of all the divisions in society and church created by disagreements over how to mitigate the pandemic. Racial healing, political division, financial stresses, uncertainty of what is expected next in church life, all these have generated anxieties and fostered enormous stress on the lives of pastors and church leaders. We need healing and we could use a mountain load of it.

Along with that, we are reminded daily of the healings needed all over the world. The world is held hostage by extremism and disputes of every kind. These disputes, local and global, are real. The opinions are real opinions held with deep convictions and they are in conflict with one another. Scripture said this would happen in the "days to come." Scripture says this is just the nature and future of human history.

Isaiah 2: 1-5 offers a word of comfort. Isaiah says at the center of all human history, human conflict, and human disputes is a mountain, the mountain of God. The picture Isaiah gives is that of nations streaming to that mountain. They are streaming not to worship, but to learn. "Come, let us go up to the mountain of the Lord, that God may teach us, that we may walk in God's path, for out of Zion shall go forth instruction."

That is precisely what we need, instruction from God. The goal of this instruction is conversion. When the nations stream to the mountain of God they listen and learn. The nations defer to God's instruction. They take their swords and spears and beat them into plowshares and pruning hooks. Conversions happen with God's instructions.

God sent Jesus into our world as the bringer of astonishing conversions. He turned a feed box into a cradle. He turned water into wine. He turned lunacy into sanity, heartbreak into joy, enemies into friends. When they executed Jesus it was on a place just outside the mountain of God. They nailed spikes into him. Those nails pierced Jesus' hands and went into the very heart of God. God melted those nails and turned that darkness into light and that death into eternal life.

We are part of God's healing in this world. There are conversions that God would like to work through us. As I reviewed the work of the BGAV for this report I was struck by how much difference our accumulated efforts are making. A pandemic which imposed so much restriction of our mobility has enabled us to expedite our on-line resources so now thousands are participating in events which only months ago saw less than a hundred. The BGAV has a larger footprint in the work of the Kingdom now than we would ever have had prior to Covid-19. God is still in the conversion business. It makes you wonder what other conversions would God like to work through us?

SENDING

MEETING BASIC HUMAN NEEDS...

- The BGAV has distributed \$118,500 in Virginia Hunger funds to 46 BGAV congregations, district Associations, and Virginia based hunger organizations since November of 2020.
- \$41,000 from our world hunger fund was distributed to international partners. These funds have assisted hundreds of families worldwide who need regular and emergency assistance. Covid-19 has exacerbated many of these food pantries and placed a strain on workers as they continue to find ways to safely distribute food.
- Impact! Mission Camp registration for 2021 was disrupted a second year by Covid-19. However, it was decided to provide an in-person camp for those that desired to attend provided all health and safety protocols were in place. Despite the virus we were able to host 3 smaller in-person camps with about 200 participants who were able to repair 13 homes. Continued development of an online camp experience will carry us into 2022.
- Partnership Missions has established a new partnership with Food for the Hungry focused on long term community development in Nicaragua. This will be a 10-year partnership with BGAV churches "sponsoring" geographic communities by working with local leadership to establish phases of growth that will lead to lifting the community out of extreme poverty. There is also a component for reciprocally applying international development principles to the local context of the BGAV church. There are 8 churches which have agreed to pioneer this opportunity by leading with full sponsorship of respective communities in Nicaragua. We hope to have over 100 communities sponsored over the course of the partnership.
- Funds were distributed to dig 5 wells in Ghana as well as additional funds for humanitarian purposes.



BRINGING RELIEF AND DEVELOPMENT...

- The Baptist Forum for Aid and Development has been officially approved through the Baptist World Alliance. The work has been ongoing with an official launch being delayed until July of 2021. The BGAV is one of the founding entities of this movement and will retain a seat on the initial Steering Group for a minimum of 3 years.
- Since September of 2020 Disaster Response Ministries has responded to Louisiana for Hurricane Laura with 240 volunteer hours for mud out, chainsaw, and delivery of supplies. In November we responded to flooding in Grundy, VA with over 1,100 volunteer hours for rebuilding efforts. And in February we provided a shower unit to Brunswick County, VA in response to the winter storm.
- A long-term feeding operation began on January 19 for a mass Covid-19 vaccination clinic at the Richmond Raceway in Henrico County. This was the longest continuous deployment of our feeding units in our history. The event was used as a training exercise for volunteers and an opportunity to better scrutinize our equipment. Over 120 volunteers served more than 4,000 hours and provided nearly 12,000 meals.

- Hurricane Ida passed through Virginia as a tropical depression leaving behind flooding and other destruction. A feeding response was established in Hurley, VA serving 150 meals twice a day for one week, with cleanup scheduled to follow. Clean up teams are also responding to New Jersey in the wake of Ida.
- Crisis Care Chaplaincy has been offered at each of our responses with more than 2,000 contacts made with individuals. Training continues as well with one in-person and one virtual training of new crisis care chaplains. Chaplains are also serving at the vaccination clinics.
- Our partnership on the Eastern Shore is regaining momentum as churches are re-engaging and planning to participate in camps and other activities in 2022. Several churches assisted with a shortened Splash Camp in July.
- An education resource team (made up of BGAV connected teachers) has established a monthly teacher training program with teachers at the Source of Light Center in Haiti.



Regarding the long-term feeding operation at the mass Covid-19 vaccination clinic in January 2021:

“We are seeing people who have been wanting to ‘do something’ for some time... people who have felt powerless in the face of the pandemic and have been aching to do something to offer hope to people who are struggling. I’m glad we can be a part of providing this essential service to our community while also offering an opportunity for individuals and churches to offer hope in this critical way.”

– Glenn Maddox,
BGAV national missions director

WORKING TOWARD PEACE AND JUSTICE...

- Our work in the area of refugees remains strong in Lebanon and Austria. Our liaison for refugee work in Europe has done such good work that he was hired by the European Baptist Federation to serve as the lead coordinator for all of the refugee work of the member bodies.
- More than \$75,000 coming from multiple sources has been sent to our partners to assist them with their work in serving refugees.
- The Afghan refugee crisis began for Virginia when thousands of refugees were evacuated to Virginia from Afghanistan in September. Over 15,000 refugees were served at 3 military bases across Virginia (Ft. Lee, Ft. Pickett, and Quantico). More than 150 BGAV congregations have provided over 8,000 hygiene kits along with a variety of other daily items as requested by each of the bases. Long-term resettlement plans are taking shape as we assist agencies in welcoming these new arrivals.

STRENGTHENING FAITH COMMUNITIES...

- The BGAV continues to support indigenous church planters and leaders across Europe and Africa. We support 7 church planters in 6 countries through our partnership with the European Baptist Federation – Romania, Turkey, Macedonia, Latvia, Moldova (2), and Lebanon. Additionally, the BGAV supports a church planter in Austria through the Austrian Baptist Union and also 17 church planters receiving support through our partnership with the Ghana Baptist Convention and the More Than Nets project.

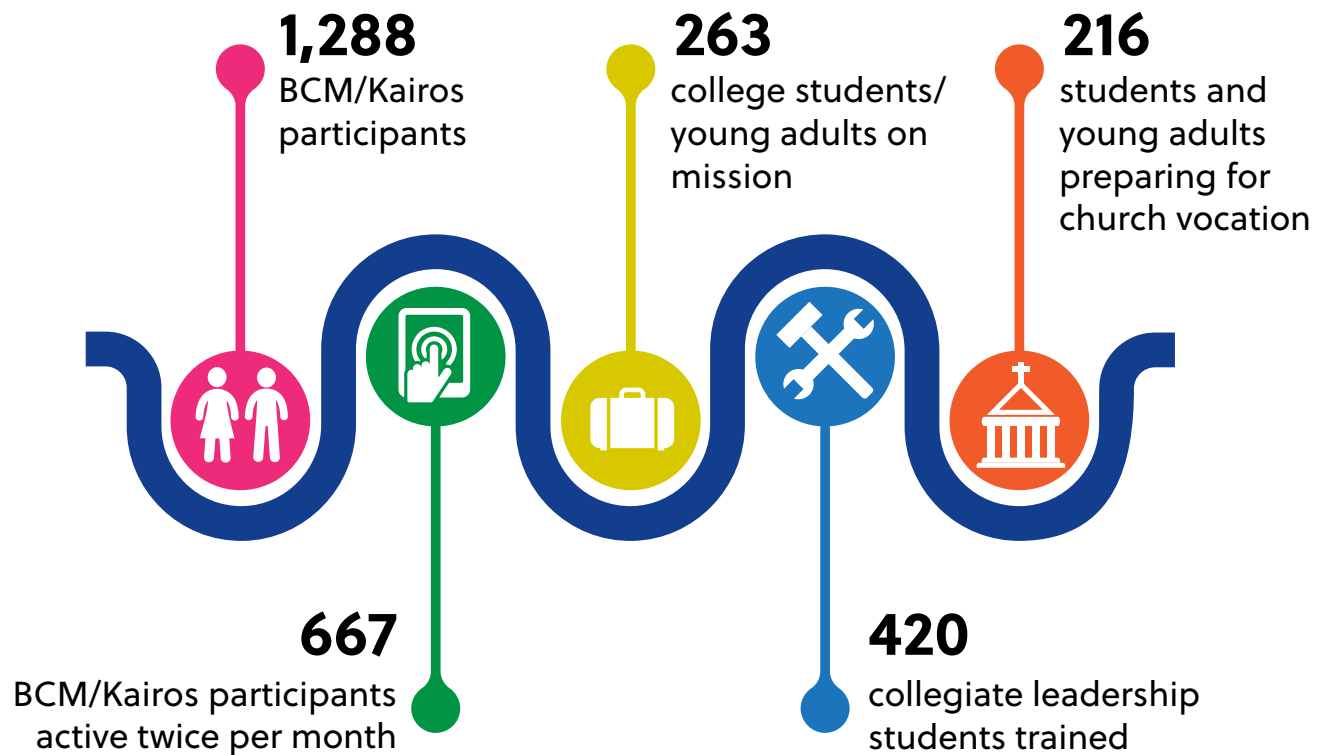
- Our Partnership Missions area continues to provide opportunities such as Virtual Mission Trips and Live Facebook Feeds for churches to connect with partners. This has occurred with each of our international partners multiple times over the past year. Engagement and viewership remain strong. The experience of one church resulted in a 5-day immersive experience connecting churches with the ministries of LSESD in Lebanon.
- We have sent no teams to travel internationally since March of 2020 and do not anticipate doing so until January of 2022 at the earliest.
- The Venturers program has slowed somewhat due to Covid-19, but we still have one Venturer in Austria and one in Lebanon with at least two others “in the pipeline” when we are able to resume sending volunteers. Several of our Venturers have completed full two-year terms and have chosen to remain serving with our partners. We are developing this next stage of the program for these individuals.
- A Venturer steering group has been formed with roadmap for broader impact of long-term volunteer experience (incl. church of origin, partner host) and a structure for “Summer Venturers”.
- The BGAV and WMUV reallocated funds from the State Missions Offering to focus on the Covid-19 response. To date, the BGAV has awarded 13 grants to churches and has committed funds to international partners in support of Covid-19 responses in the amount of approximately \$42,000. Funds from the offering were also used to supplement the Virginia Hunger fund which allowed us to fulfill as many requests as we did. More funds are currently available, but we intend to exhaust the fund prior to the end of the summer.
- We held the first Virtual 5K centered around the Annual Meeting. The BGAV Mission Run had 73 registered participants and raised \$1,772 to assist BGAV and ministry partners in purchasing building materials to repair and rebuild homes.
- A marketing and communications plan for the Mission Development team is completed and will be put into place along with other plans set forth from the Communications and Marketing department. These include enhancements to our social media platforms as well as a monthly newsletter.

**25 church
planters**
in
8 countries
supported by
BGAV partnerships in
Europe and Ghana



Dan River W.E.E. School in Halifax, VA, helped serve their community during Covid-19 because of a grant received from the Alma Hunt State Missions Offering in Fall 2020.

DEVELOPING



KAIROS/BCM

- 1,288 Participants (2020–2021 School Year)
 - 667 Active (2 times a month or more)
- 263 College Student/Young Adults on Mission
- 420 Collegiate Leadership Students Trained
- Created 2020 Kairos Fall Gathering as a digital experience, due to Covid-19. Cyon Edgerton shared video sessions that the BCM's shared with the students in small and large groups.
- 216 students and young adults preparing for church vocation
- Ongoing \$100,000 grant from the Lilly Endowment through their Campus Ministry Theological Exploration of Vocation Initiative to expand and enhance KLI program over the next 3-5 years. Received additional \$50,000 Sustainability Grant from the Lilly Endowment to support the work of KLI over the next 5 years.
- Modified 2020 KLI program for virtual learning and engagement. Had 8 young adults in the 2020 program from various collegiate and young adult ministries. This is the 8th class. The 2020 cohort was able to begin in person and end safely with an abbreviated, outdoor socially distanced wrap up retreat day. All other components of the 2020 year were virtual.
- Began 2021-2022 KLI program with 10 young adults from across the Kairos network.
- Kairos Internship Initiative (KII) – 4 interns serving in our BCMs participated in a virtual monthly meeting with the action team to reflect on their experience serving in ministry and to grow in their leadership. 2 of the 4 have stayed to continue serving on their campus staff team and 1 of the 4 has begun seminary.

- Kairos ministries continued creative online/remote platforms for Bible study, worship, discipleship, pastoral care, etc. in response to Covid-19 restrictions with positive continued student engagement.
- Completed comprehensive strategic planning with COO Team – Lori Ruffin – to lay out Kairos strategic plan for the coming years.
- Called Austin Williams as the new Full-Time Campus Minister at Longwood.
- Called David Wade as the new Full-Time Campus Minister at VCU.
- Called Scott and Chelsea Anderson as the new Full-Time Campus Ministers at JMU.



College students and young professionals gather at a home worship service hosted by the directors of a student ministry at the University of Mary Washington in Fredericksburg, VA.

UPTICK

- As pandemic has become endemic, Uptick has learned to use both in-person (where safe) and online platforms to execute and extend how we form disciples in “the Uptick way.” We have been using the cultural and congregational disruption of the past 18 months to generate innovation in when/where/how often we convene cohorts of promising young leaders, who leads them, how we minimize geographical challenges, and how we extend and share Uptick. Here is a snapshot of what that has looked like in the past year:
 - We completed the first cohort of “Uptick Online,” with 8 new Uptick leaders, led by Paul Maconochie, meeting exclusively online. We have learned from this platform how to integrate increased online elements throughout all of our Uptick cohorts.
 - We are currently finishing our 4th cohort of “Uptick Online Alum,” an investment in the growth of past participants in Uptick. We are moving toward extending Uptick Alum opportunities.
 - We are preparing to launch a Texas-based Uptick network in partnership with Truett Seminary, and a national Uptick Online network in partnership with Baptist World Alliance Women.
- Led by Uptick Lead Strategist Sonya Habimana, we have created a 3-year master plan for the sustainable expansion of Uptick, complete with quarterly benchmarks. These include identifiable tracks for marketing, donor engagement, staff composition and board development. We are extremely grateful for Rev. Habimana’s expert leadership in this process.
- Completed the first 3 cohorts of Uptick Catalyst, the Lilly-funded Uptick networks focusing on developing intercultural intelligence in densely populated regions of Virginia. Hats off to Uptick Network Catalyst Laura McDaniel, who with her Catalyst leadership team navigated a Covid-19 mid-course transition to conducting these online.
- We are launching our 14th class of the foundational Uptick Core network, with 6 women and 6 men, including leaders from North Carolina, California, and Texas. We are well underway with recruiting our 2023 class of participants, the majority of whom are BGAV pastors/staff.

- Uptick Entrepreneur – Led by new Uptick adjunct staff Brittney Rossie, we completed our 4th and are launching our 5th Uptick Entrepreneur network in the Fredericksburg area. The Fredericksburg network of Uptick Entrepreneur alum/spouses/mentors now consists of over 80 leaders in greater Fredericksburg.
- Over 400 pioneering young adult leaders have completed Uptick networks at this point, with over 50 new Uptick participants currently in the Uptick pipeline.
- Uptick is among the 11 (of 78) participating grantees invited by the Lilly Foundation to apply for a “sustainability grant” of up to \$500,000 to carry the work of Uptick Catalyst into the future. We are submitting this grant and await promising news about this grant on top of the \$1,000,000 grant already received from Lilly. We are humbled by Lilly’s invitation to be included in this opportunity.
- We recently welcomed Brittany Wade as adjunct Uptick staff. Brittany, Founder and Consultant with Wildfire Research in Cincinnati, will work with Uptick expressions online and in the Midwest. We are proud to say that both Brittney Rossie and Brittany Wade are Uptick Alum, now working as staff. We have developed a model of adjunct staff that should help us continue to grow and share Uptick movementally.
- Finally, Uptick discusses openly on every level – staff, board, and interpersonally – succession planning. We have an intentional succession plan in place that, under God’s blessing and direction, will allow us to continue and grow Uptick into future generations.

We continue to give thanks to God for the life-changing work of Uptick, and to the BGAV for the foresight to undergird it since 2007.

CONGREGATIONAL FIELD STAFF

The Congregational Field Staff works to resource and connect with BGAV churches and staff. The pandemic brought many questions, challenges, and changes to BGAV churches. The Field Strategists and Ministers in Residence found new and creative ways to continue resourcing and connecting.

Staff Updates:

- Andy Barnes began as the full-time Field Strategist for Southwest Virginia on October 1, 2021. Andy is the former pastor of First Baptist Church of Gate City, VA.
- Kathy Kruschwitz is the new Coordinator of the AXIS Ministry Academy and Networks.
 - The AXIS Ministry Academy provides high quality, accessible, and affordable practical ministry education for church leaders. Whether a church staff member seeking continuing education, or a lay leader being trained for the first time, AXIS has a path for both. One can choose to take individual courses in any area or pursue a certificate in one of four ministry focus areas:
 - ◊ Children’s Ministry
 - ◊ Youth Ministry
 - ◊ Family Ministry
 - ◊ Pastoral Leadership



- Each certificate requires a total of ten courses including four core, four required, and two electives. Core courses provide a broad foundation in areas critical to an understanding and development of ministerial skills and topics.
- The AXIS Ministry Networks will provide connections for communities of practice. These networks will be developed in 2022.

Congregational Field Staff report:

- Over 56,000 Total Church Contacts
 - 1685 FormStack (significant) contacts
 - More than 54,500 Other church contacts
- Approximately 100 Pastor Search Teams trained or assisted
- Church Weekday Education Conference—2021 conferences postponed to 2022 to be held in person
- Ministry Equipping Network
 - New Certificate in Pastoral Leadership offered beginning March 2021
 - Children, Youth, and Family Certificate programs
 - 16 individuals participated in 5 Children's, Youth, and Family Ministry Certification courses in October 2020
 - 17 individuals participated 17 March and August 2021 courses—61 slots in total
 - 5 certificates awarded
- Church Finance Seminars: 133
 - Planning Financial Support for Church Staff seminar, September 2020
 - ◊ 7 attended via Zoom
 - ◊ 7 ordered a video of the September seminar
 - Preparing for Retirement seminar, October 2020
 - ◊ 15 attended via Zoom
 - ◊ 11 ordered a video of the October seminar
 - Church and Clergy Tax Seminar, February 2021
 - ◊ 19 attended via Zoom
 - ◊ 29 ordered a video of the February seminar
 - Church Financial Administration seminar, May 2021
 - ◊ 7 attended via Zoom
 - ◊ 13 attended via Zoom and purchased the video link
 - ◊ 25 purchased the video link
- Regional events:
 - Capital/Southside Hub:
 - ◊ Capital:
 - » 8 zoom calls (47 participants total)
 - » Bi-monthly zoom with 9 pastors (some retired/interims) and transitioning to in-person
 - ◊ Southside:
 - » 48 Zoom meetings with over 191 participants
 - » 4 Zoom groups with 22 pastors
 - » 8 Zoom interviews for podcasts
 - » 13 in-person meetings, 90 pastors

- Central/Valley Hub:
 - ◇ Monthly “general” Pastors’ meeting—8 pastors/month (avg)
 - ◇ Virtual Pastors’ Conference, March 9—54 pastors
 - ◇ 2 monthly in-person meetings with a total of 8-12 pastors each month
 - ◇ 1 In-person pastors meeting in June with 5 pastors (Augusta Association)
 - ◇ 1 in-person pastors meeting in July with 5 pastors (Piedmont Association)
 - ◇ Virtual Pastors Conference, August 24th with 66 attendees
 - ◇ Led a Spiritual Gifts Seminar with 40 participants at a BGAV church in the region
- Northern/Tidewater Hub:
 - ◇ 7 Zoom meetings on lament, race relations, sacred spaces, Christian symbols, civility, discipline of learning
 - ◇ 1 Zoom meeting with David Washburn
 - ◇ 3 training meetings via Zoom with 12 pastors
 - ◇ 1 new pastor gathering via Zoom with 10 pastors
 - ◇ Other Zoom meetings with 20 pastors
- Southwest Hub:
 - ◇ Zoom meetings with 6 pastors/church committees
 - ◇ 11 bi-monthly meetings with pastors (averaging 5 or 6 pastors per meeting)
 - ◇ 4-session Zoom Bible Study for the Norfolk Baptist Association with 4 participants per session
 - ◇ 20 training sessions at the Glebe with an average of 18 persons per session
 - ◇ The Appalachian School of Theology is a BGAV partner and hosts weekly hybrid classes utilizing Zoom
 - ◇ Weekly involvement, including facilitators, is 20-22 people. These are made up of people from various churches, district associations and 4 different states (Arkansas, North Carolina, Tennessee, and Virginia)
 - ◇ There were Zoom meetings through the School of Theology in April and May with 20 pastors
 - ◇ Classes for the fall semester have begun with 14 students and 5 facilitators. These 14 students represent 13 different churches with 5 students from Tennessee and 9 from Virginia; 1 of these students is Apostolic, 3 are Methodists, and 10 are Baptists.
- Ministers in Residence:
 - Church Finance: 447 phone/email/Zoom consults
 - Congregational Care: assisted 11 churches

COACHING

- 68 people trained and prepared in 6 virtual classes
- 46 pastors, staff, church leaders, and BGAV staff coached through Empower Network
- 480 hours spent in coaching individuals and teams
- 120 hours of mentor coaching for people working on coaching certification
- 16 people earned the Empower Coaching Leadership Certificate. 4 of those are new in 2021
- Continued coaching partnership agreements with Uptick, Uptick Catalyst, Kairos, and Missions Development team to provide coaching for participants
- Began partnership with DC Baptist Convention for coach training

- Developed coaching certification in Leadership Agility and Spiritual Growth Coaching to assist leaders in leadership transitions
- Held monthly coaching conversations for coaches in the network
- Offering opportunity for coaches to earn hours for International Coach Federation through coaching cohorts
- Served as facilitator and host for World Business and Executive Coach Summit, international non-profit that supports excellence in coaching
- In 2021–2022, plans are to create three new coaching classes:
 - A Coach Approach to Church Transitions
 - A Coach Approach to Transformational Bible Study
 - A Coach Approach to Finding Your Niche in Ministry
- Provided resources for churches in interim transitions and maintained connection to interim ministers and those interested in interim ministry
- Creating new videos to support coaching in our network.
- Developed new Empower Coaching Book Club. 22 joined for learning and reading from six books in 2021 – *The Anatomy of a Soul*; *Tiny Habits*; *Questions Are the Answer*; *The Leader's Journey*; *Coaching the Person, not the Problem*; and *Think Again*.

ASSISTANT EXECUTIVE

- Recruiting Existing Churches
 - Assistant Executive Director built relationships with 6 additional churches, 3 of which are out of state (ME, NC, MD).
- Community Demographics
 - 33 churches assisted in their planning and decision making by providing demographic studies of their immediate communities.
 - Our most extensive demographic work is fee based, and usually requested by Pastor search teams asking for significantly more support which includes: onsite presentation, interpretation, and especially, implications for their task and potential candidates.
 - We just received our newest data derived from the 2020 census and have begun using it already. We use a contract worker based in NC to do the actual demographic work. We may be able to integrate this remarkable piece of software with church marketing by layering on the info from available lifestyle groups to select which marketing messages each church sends based on their targeted areas.
- Disband, Relocate, Mergers
 - Continue to assist churches considering disbanding and when possible to match that facility up with a church in need of their first site, or an existing church looking for a potential one as an additional campus.

PLANTING

V3 CHURCH PLANTING MOVEMENT

- Learning Cohort Participants
- Praxis Co-ops
- V3 Churches in the Pipeline
 - Journey / Joe Racek / Blacksburg, VA
 - The Mill Church / Alex Kranjec / Havertown, PA
 - Church on High St / Nick & Krista Feyma / San Luis Obispo, CA
 - Dorea Church / Kee Hyon Higgins / Monterey, CA
 - Paul Stolwyk / Greensboro, NC
 - The Church at Network / Darren Harroff / Houston, TX
 - Neighborhood Church DC / Daniel Clark / Washington, DC
 - Church for Neighbors / Cory Doiron / Portland, OR
 - A church* in San Francisco, CA
 - *Due to sensitive information, this church's name cannot be published.
 - Highlands Fellowship / Craig Barber / Abingdon, VA

LEARNING COHORT PARTICIPANTS



PRAXIS CO-OPS



POTENTIAL UPCOMING PRAXIS CO-OPS

- Washington DC (being explored)
- Hampton Roads, VA (being planned)
- Richmond, VA (being explored)
- Baltimore, MD (being explored)
- Greensboro, NC (being explored)
- Philadelphia, PA (being explored)
- Seattle, WA (being explored)

- Story Church / Matthew Fretwell / Virginia Beach, VA
- Common Grounds / Andrew Lemon / Philadelphia, PA
- The Jesus Following Network / Matthew Berry / Big Lake, MN
- Center Church / Mitchell Lynn / Denver, CO
- New Churches
 - 5 online campuses (assisted by BGAV grants to launch)
 - ◇ South Ridge Church – online Fredericksburg, VA
 - ◇ Coastal Community Church – online Virginia Beach, VA
 - ◇ Journey Church 757- online Chesapeake, VA
 - ◇ Journey Church – online Roanoke, VA
 - ◇ Manassas Baptist – online Manassas, VA
 - 1 multi-site campus (assisted by BGAV grant to launch)
 - ◇ Passion Community Church (PCC) – Aylett campus
 - 3 new recruits
 - ◇ Anchor Church, Hampton, VA
 - ◇ The Light Community Church, Richmond, VA
 - ◇ Great Commission for Change, Richmond, VA
 - 1 new watch care church
 - ◇ Porch RVA, Henrico, VA
 - 3 language churches
 - ◇ Washington Saeng Myoung Church, Oakton, VA to join October 2020
 - ◇ Grace Nepali Church, Reston VA, to join February 2021
 - ◇ Washington Tree of Life Church, Annandale VA, to join July 2021
 - Prospective Language Church Plantings in Virginia and Beyond
 - ◇ VCU Campus Korean Student Fellowship, Richmond, VA, expecting launching (expecting Fall 2021)
 - ◇ Virginia Fellowship Church, Sterling, progress to join BGAV (expecting 2021 Fall)

FRESH EXPRESSIONS US

- Vision Days
 - 30 – Michigan (Virtual)
 - 80 – Indiana (Virtual)
 - 25 – North Georgia (Virtual)
 - 100 – Reformed Church in America (Virtual)
 - 50 – Meeting House
 - 40 – Vision Day – Baton Rouge, LA
 - 30 – Vision Day – Alexandria, LA
 - 45 – Vision Day – Louisiana (Virtual)
 - 40 – Vision Day – Louisiana (Virtual)
- Steeple to Street
 - 90 – Great Plains (Virtual)
 - 50 – Central PA (Virtual)
 - 35 – North Alabama (Virtual)
 - 75 – Louisiana (Virtual)
 - 40 – Central Florida

- Expresiones Divinas
 - 35 – Florida (Virtual)
 - 75 – Reformed Church in America (Virtual)
- Resilient Church Academy
 - 650 – October Sessions
 - 250 – January Sessions
 - 300 – April/May Sessions
 - 250 – August Sessions
- Dinner Church Collective
 - 1 – Local Church Workshop
 - 16 – Dinner Church Cohort
 - 25 – Dinner Church School of Leadership (Grad. Certificate)
- New Initiatives
 - 16 – Activate Cohort
 - 25 – Innovation Accelerator
 - 2,000 – Future Church Summit
 - 18 Congregations – Adaptive Church Leadership Cohort
- New Publishing
 - *Contextual Intelligence*
 - *Fresh Expressions in a Digital Age*
 - *Deep & Wild*
 - *A Time to Heal*
 - *Becoming Church*
- Misc. Training
 - BGAV Pastors Conference
 - 2 – Local Church Workshops
 - 10 – Church Coaching
 - Virginia Nazarene Conference
 - Presbytery of Wyoming
 - Mission Northwest
 - ABC Vermont/New Hampshire
 - West Ohio UMC



Author Luke Edwards holds up a copy of his new Fresh Expressions US book, *Becoming Church*.

MISSIO ALLIANCE

- Church and Organizational Partnerships:
 - BGAV (Fresh Expressions US/V3)
 - Ann Arbor Vineyard (Ann Arbor, MI)
 - Eleven:28 (in-kind)
 - Fuller Formation
 - Gravity Leadership
 - Herald Press
 - Northern Seminary
 - World Impact
 - InterVarsity Press (in-kind)
 - Seminary Now
 - Ecclesia (legacy)

- First Church of the Nazarene (Pasadena, CA)
- Renew Communities (Cleveland, OH)
- Citizens Akron (Akron, OH)
- Common Ground Christian Church - Midtown (Indianapolis, IN)

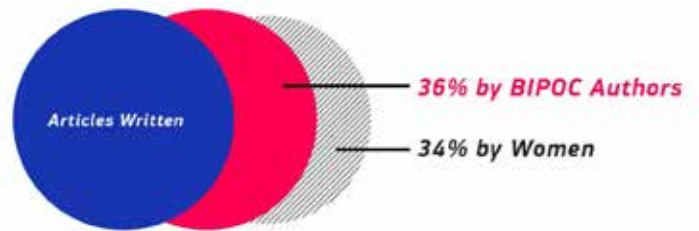
- Friends Network:
 - 72 paying members (+29% net gain)
- Online Resourcing:
 - Web Traffic | 212K users, 504K page views
 - Primary age range is 25-34 years
 - 53% Female, 47% Male
 - Tech: 58% used mobile, 37% desktop, 3% tablet



Missio Alliance’s 2021-2022 Writing Fellows— “These nine individuals were selected due to their outstanding contributions and leadership to the church and their capacity and love for writing, which we believe will educate, encourage, and exhort our readers to deeper and more faithful commitment to Christ and his mission.”

- Writing Team | 8 Leading Voices, 14 writing team members, 50 guest authors
- Writing Fellows | 8 Accepted | Successfully launched a new program to feature BIPOC and Majority World writers who are contributing approximately 40 articles to our Writing Collectives in the coming year.
- 116 articles published (through 8/30/21); Top 5 include:
 - “Understanding Critical Race Theory, Part 1” (4K views)
 - “Why Contemporary Worship Is Not Ruining the Church” (4K views)
 - “In Search of White Partners: What BIPOC Need” (3.2K views)
 - “Challenging Trumpism: Lessons from Beth Moore on Leadership” (2.7K views)
 - “Another One Bites the Dust: Three Changes the Church Needs to Make” (2K views)

- 42 articles by BIPOC writers (36%)
- 39 articles by women (34%)
- 30 online events (webinars, FB Live conversations and online events) produced, reaching nearly 13k leaders



- Is Anti-Racism the Jesus Way? (667)
- The Perils of Pastoring During a Pandemic with Global Immersion Project (16)
- Rediscipling the White Church Learning Community with David Swanson (36)
- The Deeply Formed Pastor (315)
- Blessed Are Those Who Pray: Kingdom Prayers with Donnell Wyche (501 views)
- Blessed Are Those Who Pray: Kingdom Prayers with Hailey Mitsui (904 views)
- Blessed Are Those Who Pray: Kingdom Prayers with Jonathan Brooks (249 views)
- Blessed Are Those Who Pray: Kingdom Prayers with Oneya & Dele Okuwobi (87 views)
- Blessed Are Those Who Pray: Kingdom Prayers with Sean Palmer (465 views)
- Blessed Are Those Who Pray: Kingdom Prayers with Lisa Rodriguez-Watson (287 views)

- Crucial Conversations for Our Post-Election Reality with Justin Fung, Stephanie Williams O'Brien and David Swanson (1.6K)
- Post-Election Panel with David Fitch, Rich Villodas and LeeAnn Younger (1.9K)
- Resilience, Race and Resistance Interview with Tod Bolsinger (327 views)
- Resilience, Race and Resistance Interview with David Swanson (412 views)
- Resilience, Race and Resistance Interview with Enid Almanzar (170 views)
- Resilience, Race and Resistance Interview with Christine Lee (571 views)
- Resilience, Race and Resistance Online Conference (158)
 - ◇ Following Jesus in the Center of the Margins
 - ◇ Whiteness and Worship & Radical Resistance from the Trenches
 - ◇ Forum
- Radiant Church Book Launch (2.5K views)
- Rediscipling the White Church Learning Community #2 with David Swanson (21)
- Healing Practices for a Radiant Church Webinar (308)
- Tempered Resilience Learning Community with Tod Bolsinger (23)
- Formation that Justice Requires Interview with Rich Villodas (182 views)
- Formation that Justice Requires Interview with Sherin Swift (147 views)
- Formation that Justice Requires Interview with Kurtley Knight (176 views)
- Formation that Justice Requires Interview with Rose Lee Norman (254 views)
- Formation that Justice Requires Two-Day Online Conference (135)
 - ◇ Living A Life That Allows You to See
 - ◇ What Is Just About Formation?
 - ◇ What Is Formative About Justice?
 - ◇ Workshops
 - » Alexia Salvatierra
 - » Lisa Cole Smith
 - » Hannah Estabrook
 - » Matt Tebbe
 - » Rhesa Higgins
 - » Lacy Borgo
 - » Jonathan Brooks
- Detoxing from our Cultural Captivity (326)
- The Whole Good News FB Live Interview w/Lisa Rodriguez Watson and Mandy Smith (173 views)
- The Whole Good News Online Conference (85)
- Understanding Privilege Webinar (187)



A screenshot of the "Formation that Justice Requires: A Conversation with Rose Lee Norman" interview that took place April 23, 2021.

- Organizational Development
 - Missio Alliance conducted its first three-year strategic planning process that included input from its board, staff, and stakeholders. As an outcome of this process, we would like to introduce our new purpose statement:
 - "Missio Alliance resources, gathers, and emboldens Christian leaders to reshape the church's witness in the world." This statement invites Christian leaders into a generative, expansive, intercultural network to cultivate a holistic theology and practice. Missionally-oriented, theologically centered, and culturally-attuned, Missio Alliance will continue to focus on comprehensive mutuality and the hopeful witness of the local church. Building on the foundations of its eight-year history, Missio Alliance will expand its reach and increase its impact through a variety of online and offline initiatives that will continue to center the experiences and expertise of global Christian leaders, women, and persons of color.



AFRICAN AMERICAN/AFRICAN CHURCH DEVELOPMENT

- Coordination & Networking:
 - All Preaching Camps are canceled through December 2021 due to Covid-19
 - Church Leadership Conference canceled due to Covid-19
 - Weekly Zoom Noon Day Prayer Gathering on Monday: 10-15 attendees per week
 - Weekly Meetings for New Enterprise: C.A.M.P. (September – August)
 - National African American Preaching Conference (Zoom)
- African American Fellowship:
 - Monthly Meeting: Avg Attendance 10-15
 - Communicated with pastors seeking resources for ministry during this pandemic season.
 - Monthly Black Church Life Pastors' Gathering
 - Partners' Summit

ASIAN CHURCH DEVELOPMENT

- Bridge Ministry for Covid-19 Pandemic
 - 46 participants - Virtual meeting (Zooming) September, November, December 2020 and January, February, March, April, May 2021
 - 3 churches got the Covid-19 Grants from BGAV
 - Contacted 26 churches and 130 leaders of Asian Churches for encouragement and sharing the information of Covid-19 crisis
- Contextualization Leadership Development
 - Advance (CLD) program of Gateway Seminary for unreached people groups
 - 5 students - CLD program (Richmond, Virginia) "Lisu Grace Church Ministry program
 - 10 prospect students - Planning new 'Advance site by online to Korean-American church woman leaders near Northern Virginia for 2021 Fall

- Kingdom Advance Network Ministry
 - Cooperative ministry partners among various Asian language groups in Virginia
 - Seeking to become a champion for the propagation of Gospel of Jesus Christ and for the advancement of the Redeemer's Kingdom by all multi-cultural ministries among various people groups in Virginia and beyond
 - ◇ Pastor's School
 - » 10 pastors - Meet every month in Stafford, VA
 - » Leadership, System Development, and pastoral coaching
 - » Total 56 pastors participating
 - ◇ Timothy network-emerging next generation leaders
 - » Meet quarterly as cohort learning format for 4-6 people
 - » Total 27 pastors participating
 - ◇ Friends of International Restaurant Employees (FIRE)
 - » Partnership with BGAV/NAMB/ local BGAV churches for church planting movement through unlikely of ministries...reaching unreached Chinese restaurant workers across Virginia, Maryland, and North Carolina area
 - » Total 13 worship community at Atlantic Region Area

LATINO/LATINO AMERICAN CHURCH DEVELOPMENT

- Established a Partnership with the John Leland Center for Theological Studies to train Spanish speaking church leaders
 - 20 students graduated from the Certificado en Formación Ministerial on June 6, 2020 (via Zoom)
 - ◇ 2 from Mexico City
 - ◇ 4 from Guanajuato
 - ◇ 1 from Mexicali
 - ◇ 2 from Arizona
 - ◇ 1 from Guatemala
 - ◇ 5 from Horeb Church in Fredericksburg
 - ◇ 4 from Maranatha Church in Culpeper
 - ◇ 1 from the Semilla in Marshall
 - Diploma Classes - Hybrid classes (Sembradores' Curricula)
 - ◇ 16 Sembradores and Church leaders completed the Formation for Ministry Class
 - ◇ 15 Sembradores and Church leaders completed the Old Testament Survey Class
- Coordination & Networking
 - Meeting with leaders of the Eastern Shore to establish a site for the Diploma classes in 2022
 - Ongoing meetings with pastor Mike Durham, Goshen Baptist Association director, to provide leadership for the Ladysmith Hispanic Congregation



Graduates of the Certificado en Formación Ministerial are presented their certificates at a graduation ceremony in June 2020.

- Meeting with pastor Mike Bradley to develop a strategic plan for the Warrenton Hispanic congregation
- Ongoing meetings with pastor Kurt Buchanan to develop a strategic plan for the Semilla at Remington
- Meeting with Jody Faig, BGAV field strategist, to evaluate how Covid-19 has impacted Latino churches and ministers
- Organized a preaching role for the Grace Baptist Hispanic congregation
- The Semilla in Marshall celebrated 2 baptisms
- Events & Partnerships
 - Planning, promotion, and implementation of the XVII Annual Latino Gathering (virtual). During 7 consecutive Saturdays, 50 Latino pastors and leaders from Virginia, Costa Rica, Panamá and México, studied the book of Revelations with Dr. Ricardo Garrett.
 - On May, 20 Sembradores and church leaders from 5 different Semillas participated in a 3-day Evangelism training event
 - On June 6, we celebrated the launching of a new Semilla in Front Royal, VA
 - Monthly meetings with Rev. Christy and leaders of the First Baptist Church of Front Royal to provide support for the Semilla that meets in its facilities
 - Leaders of the Iglesia Horeb participated on a Semillas' Initiative Training event
 - Congregación Hispana de Ladysmith celebrated 4 baptisms on August 29
 - On August 7, 18 Sembradores and Church leaders enrolled in the Introduction to the New Testament Class
 - Guest speaker at the Iglesia Hispana en Fredericksburg
 - The Semilla in Marshall celebrated an Evangelism Training event on August 22
 - Meeting with associational leaders to plan the launching of a new Semilla in Harrisonburg, VA
 - Meeting with leaders of the Semilla in Warrenton to develop a strategic plan to help them reach the Latinos in their community



A member of Congregación Hispana de Ladysmith gets baptized.

RESOURCING

CAMP PIANKATANK

- We had 534 total registrations, compared to 493 total registrations in 2019. This includes an increase for day camp from 81 to 166 campers! We know that this is because we had so many at day camp last summer (110 registrations), and we were able to offer the Weekday Learning program during the school year for students when they weren't able to attend school in person.
- We completed construction of our climbing wall upgrade in January, and all the campers loved the new look and challenge this summer.
- There have been new groups calling weekly to book for later in the Fall and even next Spring. We hope to be back to our regular attendance and capacity by Spring 2022!
- We are planning a Fall Festival for October 31, and our second annual 5K Piankatank Winter 5k on December 11. Both are exciting opportunities to open up to our local community more and pave the way for potential partnerships for the future.
- We have already booked four staff recruitment trips for this Fall and Winter and are planning and looking forward to Summer 2022.



Campers participate in a dockside evening worship service at Camp Piankatank in Summer 2021.

EAGLE EYRIE

- Hosted 48 retreats in the Pastors' Cabin from September 2020–August 2021 for BGAV ministers and their families.
- Coordinated volunteer work for 153 college students during this time period who completed a total of 2,059 service hours at Eagle Eyrie.
- Planned and produced a Virtual Special Needs Retreat in October 2020 which attracted a total of 2,226 participant views.
- Hosted 213 men during two weekend retreats sponsored by Zoweh Ministries in March and April 2021.
- Hosted 637 third-sixth graders during two weeks of CentriKid Camp in June, with 52 children making decisions for Christ.
- Hosted 209 participants of all ages for MC2 in July and packaged 14,256 meals for the Source of Light orphanage in Haiti.



Over 14,000 meals were packed for the Source of Light orphanage in Haiti during Missions Connection Celebration (MC2) in July 2021.

- Hosted 341 teenagers for the Spanish Eastern District Assemblies of God Columbia Section Youth Retreat in July.
- Received donations to replace the roof on the Voight Conference Center, replace the carpet in the Voight Center lobby, and install a new surveillance system in the Voight Center office.
- Received donor funding to replace the water slides and safety gates at the swimming pool.
- Received donations to replace the flooring in the Dogwood Hall Auditorium and Sycamore lodge.
- Installed new handicap ramps at Hemlock and Magnolia lodges through the efforts of the Lynchburg Baptist Association Kingdom Builders.

CHAPLAINCY

- Baptist Chaplaincy Relations (BCR) endorses, supports, and trains chaplains. These ministers provide pastoral care in a variety of specialized ministry settings. BCR continues to grow as part of our ongoing partnership with the Baptist General Convention of Texas and the BGAV.
- The office provides ecclesiastical endorsement through a process that affirms to an employer that a chaplain or pastoral counselor has met all the basic requirements of the denomination to practice ministry in a specialized setting. Basic requirements include personal, spiritual, and professional accountability; educational, moral, and ethical standards; ability to work in a pluralistic environment; doctrinal stability; and active membership in a local Baptist congregation.
- The BCR Endorsement Council is elected by the BGCT Executive Board and serves as the endorsement agency on behalf of the BGCT and the BGAV. 3 members of the Endorsement Council are from the BGAV. The Council establishes guidelines for endorsement requirements.
- In early 2017, the BGAV partnered with the BGCT Office of Chaplaincy Relations to serve as the chaplain endorser for BGAV ministers/chaplains. In addition to providing endorsement credentials, BCR provides pastoral care and training for chaplains and their families. Two training events are conducted annually: one in the spring in Virginia, and one in the fall in Texas. For chaplains to remain in an active status with BCR, they are required to attend at least one training event every three years.
- The Office of Baptist Chaplaincy Relations is committed to training Virginia and Texas Baptist congregations to become authentic Christian caregivers through pastoral ministry skill training by offering courses such as Hands on Ministry and Disaster Spiritual Care Training.
- Endorsement Totals (2002-2021):
 - 849 New Chaplain Endorsements
 - 226 Transfer of Endorsements (from other Endorsing Bodies)
 - 1075 Total Number of Chaplains Endorsed

MARKETING

- Continued working with churches as a marketing consulting resource, with new revenue generated.

- New BGAV website has been launched, with new content being added regularly. In some ways the pandemic has restricted content (new staff head shots, for example).
- Secured new vendors for BGAV's social media marketing, website development, and mobile app development for BGAV communication and promotions. This Summer brought enhanced social media content to BGAV's audience, enhanced marketing tools to our BGAV teams, and this Fall has an exciting mobile app launch yet to come.
- Work continues to support Ascent. We remain on hold anticipating guidance from the Initiatives and Participation committees to set benchmarks, budget, and strategy.



A screenshot of the new BGAV website, which launched in Spring 2021

- Partnered with First Door Marketing in a shared revenue model to offer cost-effective and high-quality digital marketing materials to our churches. About 25 churches have signed on the program since a May launch, and promotion at Annual Meeting is intended to sign up more churches. First Door Marketing is now supplementing the product lineup with simple one-page websites for smaller churches at no charge.
- Partnered with Here I Am to develop a mobile app set for release in October 2021. The app will offer two components. One is a BGAV app that connects to people to share BGAV news, notifications, events, etc. The second component offers churches a simple solution to reaching members via a mobile app. The app is engineered to connect members to one another, easily direct news, prayer request, calendar notifications from church admin to members. In addition, the mobile app will offer livestream feeds for worship, as well as access to online giving. Pricing is not established, but pricing is to be competitive with other custom app in the marketplace.
- 2021 Annual Meeting - The marketing team is the staff team that takes the lead for this annual tradition. While we'd looked forward to an in-person event at Eagle Eyrie this year, Covid-19's Delta variant led the Program Committee to recommend moving to online only. The Executive Board approved this decision in August. Since then, revisions, additions, and many details have shifted suddenly. This has demanded full attention.



INFORMATION TECHNOLOGY

- Computer Management
 - The Information Technology department is in the process of deploying new laptops for BGAV staff. We are replacing 13 laptops this year. The old laptops will be reloaded and re-deployed at our camps, our BCM centers as well as BGAV churches in need via our travel staff.
 - We have also implemented Teamviewer for remote desktop support.
- Network Security
 - The Information Technology department has installed a new Network Firewall for the

BGAV. This new Firewall increases the security of the BGAV network and gives us a much more secure VPN connection for staff to access the BGAV network remotely.

- Software
 - The Information Technology department along with the Business Office and Marketing have recently purchased and are in the process of implementing Blackbaud Luminate Online. Blackbaud Luminate Online will give the BGAV an integrated solution for online donations, eMarketing and eCommerce.
- Telecommunications
 - We have renegotiated our existing internet provider contract with Level 3 Communications, Inc. resulting in a 12% reduction in our monthly bill. The result is an annual cost savings of approximately \$1,700.00 which is over a \$5,000 cost savings over the three-year term.
- Audiovisual Management
 - We have recently purchased an Infocus Mondopad for the BGAV executive conference room. The Mondopad currently in the executive conference room will be moved down the hall to replace the other 57" Mondopad that was damaged by a power surge.
- Database Management
 - We are currently updating our Raiser's Edge constituent database with current church and leadership information for each of our 1,400 churches and 20,000+ church leaders. This data is provided by churches through the annual church profile (ACP) survey.

ANNUAL REPORTS OF MINISTRY PARTNERS, EDUCATIONAL INSTITUTIONS, AND SHARED MINISTRIES

MINISTRY PARTNERS:

- Baptist Extension Board
- Center for Baptist Heritage and Studies
- GraceInside: Virginia's Prison Chaplain Service
- HopeTree Family Services
- LifeSpire of Virginia
- Virginia Baptist Foundation
- Virginia Baptist Historical Society
- Woman's Missionary Union of Virginia

EDUCATIONAL INSTITUTIONS:

- Averett University
- Bluefield College
- Fork Union Military Academy
- Hargrave Military Academy
- John Leland Center for Theological Studies
- Oak Hill Academy

SHARED MINISTRIES:

- Baptist House of Studies at Duke Divinity School
- Baptist Joint Committee for Religious Liberty
- Baptist News Global
- Baptist World Alliance
- Campbell University Divinity School
- Gardner-Webb University
- Good Faith Media
- McAfee School of Theology at Mercer University
- Ministering to Ministers
- Northern Seminary



BAPTIST EXTENSION BOARD

The Baptist Extension Board was organized in 1940 during the church building boom that followed World War II. In the subsequent 81 years, its loan fund has grown to more than \$16 million through interest on loan repayments and allocations from Virginia's Cooperative Missions contributions. By lending money at attractive interest rates, the Baptist Extension Board assists churches, mission congregations, and district associations that are not able to secure full commercial financing. Loans are usually issued over a maturing date of 12 to 15 years. The interest rate is currently 3.10% for a first mortgage loan and 3.90% for a second mortgage loan and is reviewed by the Board at regularly scheduled meetings.

The 15-member board is comprised of both clergy and lay leaders who volunteer their time to serve. During the first eight months of the 2021 fiscal year, there were two loans approved totaling \$662,000.00. These funds were requested for new construction projects, land purchases and renovations to existing church facilities. As of August 31, 2021, the Baptist Extension Board, Inc. services 56 loans with a combined balance of \$12,546,171.45.

The Baptist Extension Board, working with local associations, will secure and hold strategic locations for new congregations until they are able to initiate the start-up of a new congregation. Loans granted by the Baptist Extension Board are a Virginia Baptist investment in outreach. Several Virginia Baptist church starts in the last 81 years have significantly impacted their communities because of the financial assistance received from the Baptist Extension Board, Inc.

Visit our website at <https://www.bgav.org/blog/baptist-extension-board> to obtain information about the loan application process or call our office at 1-800-ALL-BGAV.

BOARD OF TRUSTEES

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* John Saunders, Vice President
* Audrey Holmes, Secretary
* David Washburn, Treasurer
* John Upton, Executive Director
* Wayne Faison, Ex-officio
Rod Hale, Consultant
Laura McDaniel, Consultant

Terms to expire 2021

Kirk Beene (2nd Term)
**Tracy Pendleton (2nd Term)
**John Saunders (1st Term)

Terms to expire 2022

~Bob Collins (2nd Term)
*Audrey D. Holmes (2nd Term)
**Charles W. Tilley (1st Term)

Terms to expire in 2023

~William Beals (2nd Term)
Joseph Elmore (1st Term)
**Mike Robinson (2nd Term)

Terms to expire in 2024

Robert E. Lee IV (1st Term)
Vacant
~Marvin Gregory (1st Term)

- * Member of the Executive Committee by virtue of office
- ** Member of the Executive Committee by virtue of election
- ~ Alternate Executive Committee Member by virtue of election

CENTER FOR BAPTIST HERITAGE & STUDIES

The Center for Baptist Heritage & Studies is the joint partnership of three entities: the BGAV, the University of Richmond and the Virginia Baptist Historical Society. From its inception, the Center was envisioned as an educational vehicle to enhance understanding of Baptist principles and to engender opportunities for exploration of contemporary topics related to the Baptist tradition.

The ministry performed by the Center offers creative and challenging resources to assist congregations and individuals in cultivating deeper awareness of the Baptist heritage, including the legacy of freedom that shapes our spiritual identity. The Center provides materials and experiences that encourage a more meaningful grasp of Baptist heritage and through which current issues can be explored. Since its founding, the mission of the Center has been fourfold:

1. To champion Baptist distinctives and Baptist heritage,
2. To provide educational opportunities related to Baptist distinctives, history and heritage,
3. To make available Baptist records and historical materials, and
4. To serve as a research center for undergraduates, scholars, and local church historians.

This mission continues, across Virginia and beyond.

Together with its partner the Virginia Baptist Historical Society, the Center is engaging in a series of strategic adjustments in order to continue fulfilling its mission for future generations. To reach as many as possible with the unique insight that it is charged to offer, the Center is planning and acting in concert with the Society to modernize and increase access to the rich collections of the VBHS. As the primary sources of Virginia Baptist history, these irreplaceable collections form the foundation for all of the educational work of the Center. Rapidly deteriorating paper collections, understaffing due to limited resources and vast change in the way information is accessed all contribute to this moment. Along with these needs for the future comes immense opportunity. Ultimately, if the mission of the Center includes "making available Baptist records and historical materials," and "serving as a research center for undergraduates, scholars, and church historians," the fulfillment of that mission is dependent upon such work.

In addition, our host community of the University of Richmond is demonstrating a renewed interest in understanding its Baptist origins, which is welcome, while also creating new demands. It is difficult to facilitate educational opportunities for churches, students and others without being able to widely furnish materials electronically and otherwise - all while conserving and protecting these fragile, precious records so that they may be consulted for generations to come.

It is with this backdrop that the Center's work unfolds, now and in the immediate years ahead. Currently, the leadership boards of VBHS and the Center are working toward the goal of a new staff member who will be focused on collections management and technical services. The generous, ongoing support of Virginia Baptists for the Center is critical for fulfilling this special mission, as we shore up our information infrastructure for the next chapter.

As we work through all that we have to do to move our unique and vital ministry into the future, we plan to continue educating, empowering and collaborating with our Baptist partners in the

kind of work for which the Center is known. Our leadership continues to explore the best format for a reinvigorated Heritage Fellows program, which provides opportunities for undergraduates to receive a Baptist history and heritage immersion over one academic year, with accompanying stipends. Our daily work contributes to increasing awareness of the role of race in our religious history, as well as the contributions of Virginia Baptists in advancing religious freedom. Through such efforts, the Center has continued to serve as an important resource for partner and community organizations, whether leading an introduction to religious dissent in early Virginia with the Baptist Joint Committee's Fellows program in Colonial Williamsburg or a presentation on the Baptist contribution to disestablishment for the Henrico County Historical Society. We are grateful to "BGAV Baptists" for making it all possible, as we share this freedom with current and future generations.

BOARD OF TRUSTEES

Officers

Dr. Robert C. McKinley* (Chair)
Dr. Judith Bledsoe Bailey (vice-Chair)

BGAV Appointees

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Mrs. Betty Ann Dillon* (2022)
Mr. James Ryland* (2023)
Mrs. Amanda Lott* (2024)

UR Appointees

Dr. Ellis West
Dr. Adam Bond
Dr. Edward H. Pruden
Dr. Craig Kocher

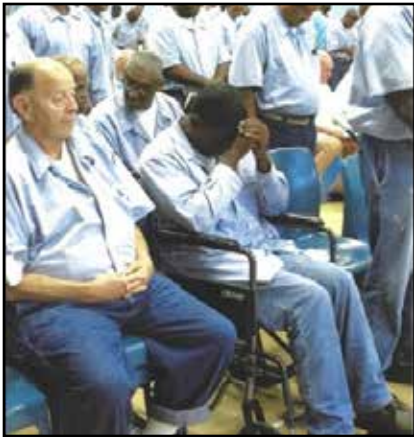
VBHS Appointees

Dr. William P. Tuck
Dr. Judith Bledsoe Bailey (Vice-Chair)
Dr. Joe Lewis
Ms. Jane Williams

Executive Director

Dr. Nathan L. Taylor

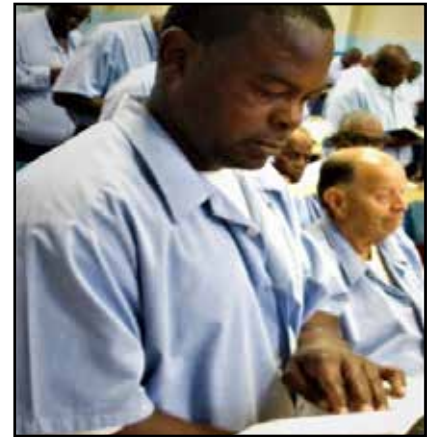
GRACEINSIDE: VIRGINIA'S PRISON CHAPLAIN SERVICE



Deerfield Corr. Ctr. worship



Chaplain Vosburg baptizing



Reading the Word

2021 is GraceInside's 101st year of ministry, having been chartered in 1920 by a coalition of Protestant Christian denominations led by Virginia Baptists. In our century of prison ministry, 2021 has been among our most challenging and rewarding years. The lengthy pandemic and its host of accompanying issues continue to present hurdles for our ministry to work around, but we can proclaim victory for God has overcome obstacles and guided our path!

From the uncertainty and foreboding of 2020, GraceInside has been blessed with perhaps it's most historic year since its founding. Beginning in mid-year, we were able to hire staff, expand hours and place a Chaplain in every prison in Virginia. Formerly, our Chaplains served at the 30 Major Facilities, with none assigned to the smaller Correctional Units and Work Centers. As of this writing, with heartfelt gratitude, I can report that GraceInside now has Chaplains assigned to all State prison facilities. There is now a Chaplain serving at ALL 42 of the Commonwealth's prisons, which is a goal for which we have strived since our founding in 1920. We are now working to increase the hours allotted for the chaplains at these smaller units so they may have greater opportunities to bring the salvation of Jesus Christ to these new mission fields.

None of GraceInside's historic accomplishments in 2021 would have been possible without the BGAV's unwavering support in prayer, funding and volunteerism. The BGAV is our partner in reaching out to the 27,000 men and women incarcerated in Virginia's state prisons. Our Chaplains serve as your representatives and as ambassadors of the Living Christ.

During the 15 months of the pandemic lockdown, the Virginia Department of Corrections (VADOC) created a new agreement allowing GraceInside's chaplains to telework via computer, to send emails to offenders over the state's restricted J-Pay system, and to visit the administrative offices semi-weekly for mail and management consultations. The telework agreement finally expired on July 19, 2021, and our Chaplains re-entered the facilities. Slowly and cautiously, the VADOC has allowed faith-based programs to resume and religious volunteers to return.

Though the telework agreement was a blessing, our resources waned as donations from denominations, churches and private individuals trended downward in response to the economic and societal impact of the pandemic. The Virginia Conference of the United Methodist Church

(VAUMC), a strong supporter, halved their support of GraceInside due to the pandemic and to their pending schism. In the midst of these circumstances, we are especially grateful for the steadfast generosity of the BGAV, and for your willingness to help us in every instance, not only in this time of great need. As always, the BGAV's greatest gift is to serve as our partner in bringing the salvation, love and life-changing grace of Jesus Christ inside Virginia's prisons. Where we can place a Chaplain, a seed of faith is sown to change lives both in this world and in the everlasting Glory to come. Without a Chaplain, the seed falls on stony ground.

An offender assigned to the Geriatric Unit at Deerfield Correctional Center wrote: "15 months of lockdown without visits, religious services, or school was like walking through the Valley of the Shadow of Death. All we could do was watch our friends sicken and leave empty beds. 19 died. I'm thankful I pulled through to be with my family soon, and I thank Chaplain Vosburg for keeping close contact through emails and correspondence. He couldn't come in physically, but in spirit he stood amongst us with the love of Jesus." Those words encapsulate the mission of our Chaplains in the lives of the thousands of inmates held in the Virginia prison system. The BGAV is an integral part of our mission to keep chaplains in places like Deerfield, even in the midst of the storm.

We submit this report with our thanks, love and blessings, to our brothers and sisters in Christ. May God bless and embrace the BGAV with His incomparable love and protective power!

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Rev. J. Randy Myers, President
Rev. Bernie Morris, Religious Advisor/DOC Liaison/
Policy Specialist
Mr. Steve Law, Finance Manager
Mr. Lee Hargrave, Office Administrator

Chaplains (Baptists)

Chaplain Tommy Armstrong – Dillwyn Correctional
Center
Chaplain Janice Broadie – Central Virginia
Correctional Unit #13
Chaplain Ashton Brock – Caroline Correctional Unit
#2
Chaplain Robby Burke – Augusta Correctional
Center
Chaplain Clifton Cauthorne – Red Onion State
Prison
Chaplain Calvin Corbitt – Indian Creek Correctional
Center
Chaplain Joe Elmore – Rustburg Correctional Unit
#9
Chaplain Darrell Hunley – Pocahontas State
Correctional Center
Chaplain Randy McDaniel – River North Correctional
Center
Chaplain Randy Reagan – Wallens Ridge State Prison
& Wise Correctional Unit
Chaplain Lynn Robinson – Deerfield Men's Work
Center
Chaplain Donald Stine – Buckingham Correctional
Center

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* BGAV Representatives



HOPETREE FAMILY SERVICES

HopeTree Family Services (formerly the Virginia Baptist Children's Home) provides vital services to more than 500 children and families annually through our core programs: Therapeutic Group Home (TGH), HopeTree Academy (HTA), Therapeutic Foster Care (TFC), Developmental Disabilities Ministry (DDM), and a Christian Education emphasis that supports each of our ministries.

Our mission of "Through God's love, we foster hope by empowering families, youth, and adults to lead fulfilling lives" coupled with our core values of Ministry, People, Stewardship, Excellence, Accountability have been guiding lights for the Agency and our work.

The continued support from the BGAV and BGAV church affiliates has been a blessing to us over the last year as we have continued to navigate a number of challenges related to COVID. Gifts from churches have remained consistent and we are deeply grateful for this faithful commitment to our ministries.

One of HopeTree's greatest attributes and the reason we are still going strong 130 years after our founding, is that the organization has continued to change and evolve at the right moment for the right reasons. Over the last 12-18 months we have witnessed an increased need for a higher level of critical supports to address the more complex trauma that many of our children and families have experienced. Our staff of social workers, teachers, and supervisors have documented a noticeable escalation of suicidal ideation, non-suicidal self-injury, depression, and behavioral issues that, in some cases, have necessitated an outside emergency placement for some of the children in our care.

Evidence shows that a history of trauma or adverse childhood experiences (ACEs) can seriously impair successful relationships and capabilities in the future. The ACE study considers 10 areas of trauma that a child experiences prior to their 18th birthday. For children who experience a score of four or more (4+ traumatic events) research supports correlations with chronic diseases. For many of the youth we are serving, they have experienced complex developmental trauma (trauma at multiple critical milestones within development). The children in our care have often exhausted all community based services, suggesting a higher acuity of clinical need.

HopeTree recently hired a chief clinical officer, Dr. Challen Mabry, to work with our core children's ministries- The HopeTree Academy, Therapeutic Group Home, and our state-wide Therapeutic Foster Care Program. This is a new position for the agency and the addition of this role will allow us to better treat and reach our children and families who have exhibited these critical challenges. Through the leadership of Dr. Mabry and the Agency's program directors, HopeTree has begun to expand the level of services we provide as well as exploring new and/or enhanced staff development opportunities in each of our core children's ministries.

We invested in training for our Therapeutic Group Home and Academy staff on trauma and restorative practices. We have also partnered with a number of local universities to expand our internship program and, as of now, five clinical interns will join us this fall. A new operations and youth director has been hired to lead admissions for the TFC program.

Recent highlights from our ministries include the following:

The Therapeutic Group Homes, our former Residential Care Program, have experienced significant growth in expansion of services and outcomes. This program is now certified through the Commission on Accreditation of Rehabilitation Facilities (CARF) and recently earned Qualified Residential Treatment Program (Q RTP) certification. Our staff is trained in providing Trauma Informed Care and evidence-based interventions.

The program incorporates continued family engagement throughout the time a young person is with us. One such opportunity to connect families has been created through the work of volunteers from Elevation Church in Roanoke. Their congregation recently spent a week revamping Titmus Cottage and also gifted the Agency with \$15,000 to spend on new furniture to create a comfortable and private space for supervised visitation meetings and counseling sessions.

The HopeTree Academy believes that every student deserves opportunities to develop a brighter future with new beginnings in order to reach their full potential. Through a student-centered learning environment, we empower student leaders to become critical thinkers, problem-solvers, and creative collaborators who will be productive citizens in school and in life.

Our new Academy education director, Michelle Day, comes to HopeTree with over 30 years in education. All classrooms have a certified teacher and two instructional assistants. Small classes offer increased support through a 1:3 staff to student ratio. The Academy has licensed clinicians, clinical interns, and other mental health professionals to provide individual, group, and family counseling services to help our students overcome any challenges in the classroom. New student support structures have been added this year, including the creation of a clothing and sundries closet, as well as a food pantry. These offerings are available to every student to access when they are in need.

The **Therapeutic Foster Care** ministry is CARF accredited and serves approximately 70 children and their families each year. This ministry works with individuals and couples to open their hearts and homes to provide a safe, loving, and nurturing environment for a young person whose birth family is unable to care for them for a period of time while they work to resolve issues. Hopetree's goal is to reunite families whenever possible. If reunification is not feasible, foster parents work with the team to place the youth with a relative or in an adoptive home.

The Foster Care program is currently in need of foster parents to provide safe homes for teenagers and sibling groups. Foster Care offices are located in Richmond, Martinsville, and Salem. The Martinsville office will undergo an expansion in October 2021.

The **Developmental Disabilities Ministry** provides care to adults with intellectual disabilities through group homes that span the Commonwealth. HopeTree provides an environment where individuals can make choices in daily living activities. The person-centered planning process considers the person's strengths, capabilities, preferences, lifestyle and cultural background. Services also include Respite Care.

Many of our DDM residents are aging and now have more advanced medical needs while in our care than in the past. Our new program director Rebecca Helgeson has over 30 years of experience working with adults with intellectual disabilities and is enhancing the program to meet these needs. Over the next year HopeTree will be expanding this ministry to include Sponsored Residential Care. This new aspect of the DDM ministry resembles foster care in that adults with intellectual disabilities will live in private homes with "sponsors" who have been carefully selected and trained to help care for them.

HopeTree's mission statement is deeply rooted in the idea that through God's love, we are able to offer hope to those who need the support and encouragement of the Agency's programs. HopeTree's **Christian Education** provides opportunities for spiritual growth that is important to the children, youth, and adults in our care, as well as to our staff. The Agency's chaplain is available to all clients, families and staff for spiritual guidance and Christian counseling. He also offers opportunities for the youth to be involved in other areas of ministry to encourage their Christian journey.

Over the last year, Chaplain King has been heavily involved in a partnership with Elevation Church to provide weekly youth worship nights and events on campus. He has created a small lounge outside the chapel for staff and residents. He also oversees the Agency's community garden, which is managed by both DDM and Therapeutic Group Home residents.

We submit this report with our thanks to the BGAV for your faithful and ongoing support of HopeTree and our ministries. Thank you for the positive and life-changing impact that you are making for the individuals, youth, and families we serve.

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Herbert O. (Bert) Browning, Vice Chairman
Derek T. Hicks, Treasurer
Wayne Brockwell, Secretary
Stephanie P. Cook, Assistant Secretary
Jon Morris, President & CEO
Lori Mullen, Chief Finance Officer
Johnnie Nash, Vice President & COO

Term Expires December 2021

*Dr. Herbert O. (Bert) Browning (1st)
Rev. George H. Fletcher, III (1st)
Mr. John M. Garnett, III (2nd)
Mr. Derek T. Hicks (1st)
Mr. Thomas M. "Tom" Stover (2nd)
Ms. Carla Shepherd (1st)

Term Expires December 2022

*Rev. Peyton W. Wiltshire (2nd)
Mr. Richard W. "Dick" Wright (2nd)
Ms. Lauren R. Sherwood (1st)
Dr. Melissa A. Jackson (1st)
Mr. Michael Dean Elmore (1st)
Ron J. Clark (1st)

Term Expires December 2023

Ms. Stephanie Pitsenberger Cook (2nd)
*Ms. Ann McGee Green (2nd)
Ms. Sydney Gustafson (2nd)
Ms. Morgan M. Meador (2nd)
Mr. John G. Mizell, Jr. (1st)
Mr. Patrick N. Shaffner (1st)

Term Expires December 2024

*Mr. R. Wayne Brockwell (2nd)
Ms. Edith M. Kennedy (2nd)
Ms. Mia Pumo (2nd)
Kristin Carleton (1st)
Ashley A. Reich (1st)
William J. (Bill) DeWorken (1st)

LIFESPIRE OF VIRGINIA

LifeSpire of Virginia (formerly Virginia Baptist Homes) serves more than 1,400 senior adults aged 62 to 100+ in four continuing care retirement communities in Virginia: Culpeper, Newport News, Richmond, and Daleville. We also provide services to seniors who prefer to stay at home and age in place in the Richmond area through a new program called Lakewood at Home. LifeSpire's mission is to empower individuals with choices in purposeful living.

LifeSpire continues to undergo capital projects aimed to improve and enhance services. Construction on the new Hillside Cottage project at **The Culpeper** started in the fall of 2020. 25 new cottages will provide growth to the independent living population at the community, each with a wonderful view of the Blue Ridge mountains. The new neighborhood includes "The Overlook", an outdoor amenity that will be enjoyed by all. The new residents will be able to take advantage of the continuum of care available onsite, including assisted living, healthcare, rehab services and memory care, if ever needed. To build on the recent expansion at **Lakewood**, 19 cottages will be built this year, with construction already underway. The design of this new cottage neighborhood community is a new popular concept at retirement communities, made up of small groups of cottages centered around a courtyard. This design is intended to create social opportunities among neighbors in central gathering areas in the courtyards. At **The Glebe**, plans are underway to increase the independent living population by adding an additional wing to the main building. This wing was designed when the community was first built, but it has remained in the plans and now presents a need. The master plan for the community was presented to the county zoning office, and we are awaiting approval to begin site work. The Chesapeake is now in Phase 3 of a \$10-million renovation, with upgrades to resident hallways, communal gathering areas, updated pool and locker room facilities and renovated reception area in the health care center. The project also includes a complete renovation of the health care clinic and therapy spaces.

The success of the Lakewood at Home program, launched in 2019, has proven that we are ready to expand the program to a new market. Chesapeake at Home will replicate this membership-based program, allowing a member to stay in their home as they age, enjoying financial protection against the unknown costs of long-term care with access to the continuum of care and amenities of a continuing care retirement community. Better known as a continuing care retirement community (CCRC) without walls, this innovative program will support healthy, independent seniors in the Newport News area, while introducing them to the services and programs at **The Chesapeake**, if there is ever a need.

In 2020, Lakewood entered a partnership with AllyAlign Health, a care management company focused on improving care access and quality of life for residents in senior living communities. This partnership brought about the opening of the Align Senior Clinic at the community, providing onsite primary care services exclusively for residents. The clinic offers service options for all levels of care needs, including clinic-based, home and telehealth visits, and provides an innovative model to provide high-quality, safe and convenient care, an expectation of the senior housing community experience. We anticipate partnering to bring a clinic on board at the remaining communities soon.

In 2020, LifeSpire announced that, for the first time ever, we achieved a financial assessment from Fitch Ratings – an award-winning provider of credit ratings, commentary, and research. Fitch assigned a 'BBB' rating to LifeSpire. The rating outlook is stable. This rating will allow LifeSpire to better access to capital markets and allow LifeSpire to continue to reinvest in community assets and keep the

organization viable for the years to come. The rating will allow LifeSpire to borrow or refinance at lower interest rates in the future, representing significant savings to residents. It also shows that we are committed to exceptional fiscal stewardship. In its report, Fitch cited LifeSpire's strong operating profile with occupancy in each of the communities minimally affected by the coronavirus pandemic. The report credited a solid financial profile and low long-term liability as key drivers for the rating.

The Virginia Baptist Homes (VBH) Foundation continues to provide traditional benevolence for residents and strengthen programs for our team members, such as our employee education fund and employee crisis fund. The Foundation remains integral to fulfilling the mission and staying strong in our faith-based roots of ministry and service. In 2020, we provided \$1,149,658 in benevolent assistance to 57 residents who outlived their financial resources.

The Foundation and community chaplains recognized the signs of stress and anxiety many of LifeSpire's team members were exhibiting since the start of the pandemic. A companywide 'Pause' was instituted to give everyone a few minutes to gather during the challenging times of the pandemic. On the first day of each month, LifeSpire's chaplains lead a virtual meeting where all team members are encouraged to join in and support each other. The intention of the Pause is to promote self-care and provide resources to all LifeSpire team members. LifeSpire's chaplains and leadership team seek to provide a measure of spiritual and emotional support. Topics each month vary from guided meditation, listening to music, or joining together in prayer. The call is recorded so the team members who cannot join live can listen in as their time allows. These monthly Pauses give team members the opportunity to have a brief but healthy and meaningful way to stop, focus and take a breath.

In 2020 LifeSpire began discussions to purchase a fifth community from Centra Health. Talks have continued in to 2021. As of this writing, LifeSpire expects to close on the purchase of The Summit, in Lynchburg, by the end of 2021. LifeSpire has never had a community in the Lynchburg region. We are looking forward to the opportunity to serve Baptists in the Lynchburg area with the same quality of care and service that residents of Richmond, Culpeper, Newport News and Roanoke/Daleville have experienced since the founding of each LifeSpire community.

We look to the future with promise and hope that Virginia's senior adults will have the best choices for active and joyful living.

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VIRGINIA BAPTIST FOUNDATION

In fulfillment of its mission of strengthening and encouraging Christian Stewardship, the Virginia Baptist Foundation raised \$6 million and distributed \$5.7 million in 2020 to nearly 450 charitable causes including the Baptist General Association of Virginia, HopeTree Family Services, the Virginia Baptist Historical Society, the Virginia Baptist Retirement Homes (LifeSpire), Woman's Missionary Union of Virginia, 131 BGAV churches, all 8 of the BGAV's commonwealth-based schools, colleges, military institutions or seminaries and 9 of her Baptist Associations. In fact, over the past five years the Foundation has raised \$41.4 million and distributed \$34.1 million to hundreds of donor-directed charitable causes.

LEGACY

As the chartered trust agency of Virginia Baptists since 1923 and a beneficiary of Cooperative Missions support since 1927, the Foundation accepts the responsibility of assisting any individual or Baptist church wishing to establish a customized plan for the use of their financial resources. In carrying out this charge, the Foundation recognizes each individual's and church's particular needs and performs a number of specialized services including:

- Receiving planned gifts for any Baptist cause;
- Providing charitable estate planning assistance for individuals and their loved ones. This personalized attention offers more than one plan for the donor to make permanent use of assets for Christian causes: bequests through wills, charitable remainder annuity and unitrusts, charitable gift annuities, the "Give It Twice" trust or concept of giving, lead trusts, donor-advised funds or a combination of several giving plans tailored to meet the donor's goals or objectives;
- Providing assistance in preparation of wills with individuals and their various allied legal and financial advisors;
- Preparing trust or endowment documentation, investing the funds, administering the agreement, filing all tax reports and forms required, and distributing charitable income to the cause(s) of the donor's choice according to the donor's instructions;
- Assisting churches and associations in establishing estate stewardship programs and training committee members;
- Conducting seminars and workshops on charitable estate planning for churches and associations;
- Providing programs for church meetings, worship services, and retreats;
- Managing assets on a revocable basis for churches, associations, institutions, and missions causes;
- Managing endowment and trust assets, maintaining accounting records on individual funds where the donor has directed who is to receive the income;

- Assisting development staffs of Baptist institutions that request estate planning computations and trust documentation for individuals.

Serving alongside the donor's allied professionals and utilizing planned giving software, the staff of the Foundation are able to provide individuals and their trusted advisors donor-friendly illustrations for carrying out the best plans for the perpetual use of the donor's assets (i.e., cash, real estate, securities, life insurance, collectibles, individual retirement accounts, 401(k), etc.). As of June 30, 2021 the assets of the Foundation were approximately \$206.7 million and are held as trust funds and endowment funds for numerous Baptist causes, including the academies, colleges, and universities; HopeTree Family Services; the Retirement Homes; churches and associations; Cooperative Missions; the State Missions Offering; National and International Missions; Woman's Missionary Union of Virginia; Baptist Men; programs and retreat properties of the Baptist General Association of Virginia, and other Baptist institutions and ministries.

MONEY MANAGEMENT

Employing the expertise of one of the nation's leading investment consultants (The Vanguard Group), the Foundation manages over 1,200 accounts on behalf of various churches and BGAV ministry partners. These institutional accounts, managed in three socially screened investment portfolios (equity, balanced and fixed), certificates of deposit or money market programs, provide for our clients a diversified range of investment options. Through our low cost administration, monthly or quarterly performance reports and revocability according to the terms of the agreement, our goal is to improve the possibility of higher returns and lower the risk for long-term institutional investors. Whether your church, ministry or organization has been entrusted with building or facilities, cemetery, endowment, memorial, scholarship or other special funds, the Foundation can assist in the establishment, management and promotion of these institutional funds.

SCHOLARSHIPS

For many years the Foundation has awarded scholarships to qualifying Virginia Baptist students. In fact, over the last ten years we have awarded \$1.6 million in scholarships to 810 recipients (\$1,975 avg.) from across the commonwealth.

This past May, the Foundation awarded a record \$266,800 in scholarships to 127 undergraduate and graduate students. These recipients (who boast a grade point average of 3.78!) were chosen from a pool of applicants representing 80 BGAV churches and 35 of her associations.

Aside from their stellar academic records and numerous school activities, our scholarship recipients are involved in a myriad of Christian and social ministries from Sunday School, Vacation Bible School, youth choirs, Impact VA, campground ministries, mission trips, Royal Ambassadors, Girls in Action and Acteens, Passport Mission Camps, Baptist Collegiate Ministry, Relay for Life events, Stop Hunger Now, Habitat for Humanity builds, Society for the Prevention of Cruelty to Animals efforts, community theater groups and nursing home or rehabilitation centers. We are thankful to God for what He continues to do great things through yet another generation of Virginia Baptists.

OUR FUTURE

The future of Kingdom Advance ministries and that of the Virginia Baptist Foundation will be realized through the planned or estate giving of today's Christian stewards. In a day when the average Virginia Baptist contributes \$17.50 weekly (Source: 2019 BGAV Annual) to support the ministries of the church, we invite our Virginia Baptist family to consider their total or estate stewardship and join these champions of the faith in supporting the causes that embody our Christian heritage.

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VIRGINIA BAPTIST HISTORICAL SOCIETY

In its 145th year, VBHS continues to serve the BGAV family and the public as the dedicated custodian of Virginia Baptist history. This work includes management and stewardship of the extensive archives, library, art and artifacts, as well as regular requests for assistance from churches and other researchers.

While it remained unsafe to hold our traditional gatherings, it has been an intense, behind-the-scenes year here at VBHS. The pandemic has been a time of shifting practices, as researchers have not been allowed on campus for much of the period. The many factors of COVID have created more and different kinds of work for the VBHS staff, who have diligently adjusted time and again in order to support our researchers while ensuring that our Virginia Baptist historical record is protected during this challenging time. One change has been the increased engagement of distance researchers, which necessitates our small staff performing much more in-depth and time-consuming research per request, while also capturing and providing more archival images than ever. In July 2021, we began welcoming back in-person researchers by appointment, but continue to receive and process many distance research requests in light of the ongoing threat of the delta variant.

Additionally, the prospect of extended time at home for many resulted in not only a greater volume of more complex research requests, but a significant number of archival collections that were donated to VBHS. Several congregations and other organizations have come to the end of their life-cycle in the midst of this difficult period and VBHS is charged with capturing their historical record for the future. In addition, numerous congregations are experiencing major anniversaries, updating histories, taking stock of their existing records and turn to VBHS regularly for assistance. While all of this activity continues to stretch staff and resources, it also underscores the significant need for the unique ministry of the Virginia Baptist Historical Society.

The work of the Historical Society to assist Virginia Baptist churches with records preservation is ongoing. While statistics for 2021 are still accruing, as of 2020 the Society's church records repository now includes 4,519 church record books from 509 different churches. The records repository, as well as the Society's archives and library, are constantly consulted by researchers. In 2020, the staff responded to 174 different researchers (112 VBHS; 62 University Archives); this figure does not reflect how many times each individual accessed the materials, as assisted by staff. The collections continue to grow, as 2,071 items were added to the various files in 2020, while 10 regular acquisitions were added to the Baptist collections alone. Several large collections of materials have been received thus far in 2021 and are being processed, including the archives of Chamberlayne Baptist Church, Richmond, and the Blackwater Baptist Association.

Building updates continue to occur, with advances as well as occasional challenges. University facilities provides ongoing support, while conversations about the need for updated collections storage are in process. The Society faces the major challenge of where and how best to store over 300 years of Virginia Baptist history. We continue to adjust to the significant internal reconfiguration in the collections space that occurred in 2020 while exploring options for much-needed compact shelving. Likewise, environmental challenges such as protecting the records from excessive humidity and risk of mold present a constant concern, especially during the long hurricane season.

All of these infrastructure issues are expensive to deal with and also critical to protecting the historic record.

As was well noted in the 2020 BGAV report, our era is not only navigating an urgent viral pandemic, but also grappling anew with the ancient pandemic of racism. In its efforts to pursue an ever more inclusive campus, the University of Richmond, VBHS's home community with shared Virginia Baptist origins, has engaged in research regarding the role of slavery and racism in the institution's history. Naturally, VBHS and its various collections have served as critical resources during this period of difficult but illuminating self-study. Over the last year, Nathan Taylor has served as an advisory member of the University's Burying Ground Memorialization Committee, which has studied and provided input as the institution seeks to more reverently memorialize the previously unmarked burying ground of enslaved persons on campus, while considering memorialization issues more broadly. Many members of the descendant community are active in local Baptist churches.

With possibilities for regular events considerably dampened by the pandemic, Taylor pursued further graduate study, culminating in designation as a Certified Archivist in summer 2021. It has been an intense year, but very much worth it, as we continue moving forward to provide a more searchable experience for patrons and expanded digital preservation for the materials. The work continues to create ever increasing opportunities for preservation and access to the priceless information entrusted to our care. VBHS actively seeks to strengthen its financial capacity for saving and sharing these treasures so that they will be available for the present as well as future generations. Current methods of digital preservation and protecting centuries old materials with the best archival environments require significant financial and long-term commitments in order to ensure that our history is available for the future. VBHS is grateful for the ongoing support of Virginia Baptists as we tell our story together.

Finally, plans to commemorate the 200th anniversary of the Baptist General Association of Virginia have begun in earnest, as we look toward 2023 with anticipation. An exhibit exploring the many contours of our shared history is expected, with appropriate programming elements to educate and inspire.

Please join with us as new friends and members who share a passion for this work! For more, visit us at baptistheritage.org.

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WOMAN'S MISSIONARY UNION OF VIRGINIA

Women who follow Jesus have been relentless throughout the ages. Amidst a global pandemic which has demanded physical distancing, political polarization laden with theological debates and controversies, women refuse to give-up on the mission of God in the world. This report of the WMU of Virginia is a testament to this reality.

An overview of our activities in 2021 affirms the viability and relevancy of WMUV education and mobilization of Christ followers in the mission of the church. Below is an abbreviated report of our ministries and an operational update.

CrossRoads -- Journey, our summer outdoor camping experience was COVID compliant, we hosted 350 guests while providing 23 camper scholarships. representing 20 churches and ministries, employed 18 counselors, and awarded 6 of them college scholarships.

Hands-on Involvement – WMU groups led their individual churches to collect hygiene kits, preschool packs, and more as gifts for our Standing Rock friends. As the virus prevented our volunteers for engaging in the traditional mission action on the reservation, we instead deployed a small group of volunteers. Their mission was to provide a listening ear, prayer, and encouragement to our friends at Standing Rock. To equip the volunteers, we provided Crisis Care Training through the Disaster Response ministry of the Baptist General Association of Virginia. Our outstanding missional girls, The Abigail Girls, served at the food bank at the South Richmond Baptist Center. They also raised money to support the Pregnancy Resource Centers.

Missions Education - Mission training opportunities were hosted virtually to further engage our audience in the work of the Great Commission and the Great Commandment. The focuses included:

- A trip to Mulley Children's Family in Ndali, Kenya where we engage each spring in medical missions.
- An awareness raising experience to Austria, Bosnia, and Croatia with a focus on the needs of refugees.
- Associational and missions leader training with the Come to the Table event. Eighty-five attended around the theme Move by Mission.
- Care conversations for missions involvement related to Children and Mental Health, Domestic Violence, and Depression and Suicide.

SPECIAL INITIATIVES

S~P~A - In our quest to be spirit-led, socially responsible and culturally relevant in the shadow of racial and ethnic discord, WMUV launched S~P~A: Missions and Racial Reconciliation Cohorts. The acronym, S~P~A stand for: Share, Pray, Act. Three racially and ethnically diverse cohorts participated in a 6-week experience of sharing stories, praying, and developing action plans for unity in Christ. Participants continue to meet monthly. As a result of these meetings, several resources have been produced that can help the local church engage in the work of racial and ethnic reconciliation.

Resources include a S~P~A Facilitator's Guide, a Devotional Guide, and a S~P~A 4-Week Curriculum. These resources can be accessed at wmuv.org.

Baptist Nursing Fellowship (BNF) - WMUV has a rich history in mobilizing nurses for Christian missions. Marilyn Graves, retired IMB missionary to Chile and former National BNF President, has come to teach nursing in Virginia. She has revitalized our work in this area. Nurses and nursing students are engaged in the work in Kenya and at our own CrossRoads Camp and Conference Center. Plans are in motion for continuing education for Virginia Baptist nurses. Marilyn hosted a S~P~A Cohort with a focus on healthcare professionals. She is currently writing a S~P~A Curriculum for Continuing Education Credit for National BNF.

Sistahs—Our Executive Director/Treasurer of WMU of Virginia, Dr. Valerie Carter Smith published, *Sistahs: Stories of African American Women and of Finding Place in Christian Mission*. This work is a testimony of the success our strategic plan in reaching new audiences. WMUV receives the proceeds from all sales. More importantly, women around the country are reading these testimonies and are being mobilized for missions.

ORGANIZATIONAL RESTRUCTURING

We have reorganized our staff structure after an intensive 2-year process of research and evaluation. These changes will help us to be relevant and to face the challenges of doing the work of the church in today's ever-changing landscape. The changes are:

- The CrossRoads Camp and Conference Center Director is now the Operations and Pastoral Director.
- The Director for Missions Involvement is now the Missions Engagement Director.
- The Consultants are now called Strategists

We have also added two new positions:

- Communications and Marketing Manager
- Executive and Office Assistant

CONCLUSION

Celebrate with us that WMU of Virginia is grateful for an emotionally healthy infrastructure, new audience involvement, the ongoing maintenance, and renovations at CrossRoads, cultural relevancy and a positively changing perception among Virginia Baptists. As our last president of WMUV was gifted in helping us in policy updates and revisions towards organizational sustainability the defining characteristic of our current president, Lucianne Warren is that of building relationships. Lucianne is pastor's wife and clinical therapist by profession. In her first year of leadership, she has already displayed her ability to lead with grace, wisdom, and an attention to building relationships with Virginia WMU leaders, our churches, our community missionaries, associational leaders, board members and national WMU. She is known to just "show-up" and be present to provide encouragement, share wisdom and serve hands-on. It is with this leadership that we relentlessly move forward with our WMUV Growth Plan strategy.

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AVERETT UNIVERSITY

Averett offers more than 30 undergraduate majors, minors, and special programs (on-campus and online), along with seven master's degrees and 13 master's programs that help drive the regional economy and quality of life. We are fortunate to serve over 1,350 students representing 24 states and 25 countries. Some of our distinctive offerings include degree programs in equestrian studies, aeronautics, nursing, applied data analytics and teacher education. Our mission is to prepare students to serve and lead as catalysts for positive change.

GREETINGS FROM AVERETT UNIVERSITY PRESIDENT DR. TIFFANY MCKILLIP FRANKS

Even though it now seems that COVID-19 will be with us forever, much like other viruses, I'm sure we all look forward to a time when it is only a minor factor in our lives, as opposed to the driving force it has been.

However, I am proud to tell you that when the pandemic turned higher education upside down, and countless institutions shut down, Averett went to work.

Our students continue to embrace these challenging times with thankfulness and great attitudes. Faculty members continue to demonstrate the very reasons our students appreciate them so much. And our remarkably talented staff have been working against enormous odds to ensure the care and well-being of our students and our community.

As the University opened its 163rd year, we implemented a phased, on-campus reopening for the Fall 2020 semester. The spring continued with those same best practices we implemented in the fall, but with added improvements based upon the lessons learned during the fall.

We communicated with students, faculty and staff continually. We held in-person classes. My husband and I hosted dinners and dialogue at the President's House, and athletic teams persisted and played all year long.

When the local hospital and health department struggled to organize a way to vaccinate the region and find volunteers to help, Averett led the way, holding the first large-scale, mass vaccination clinic for the region, vaccinating more than 1400 people. From there, a movement was built, and just two months later, thousands of area citizens had been vaccinated, leading the state in health equity.

In the face of the pandemic's adversities, we remained committed to providing the time-honored, memorable Averett experience, and it paid off. The Averett community now has a mindset and strong belief that we can rise to anything needed, that we can grow in spite of tremendous external challenges, that we can change lives regardless of the circumstances and that we have an enduring responsibility to our students, their families, our employees and the community at large.

I feel an abundance of gratitude and pride. If there was ever a time to experience Averett at its best, it is NOW.

RELIGIOUS LIFE DEEPENS SUPPORT TO STUDENTS

During the unprecedented time of challenge in the last year, the Office of Spiritual Life provided grounding and hope that only our faith can provide.

Christian Student Fellowship was able to leverage the Prayer Garden (built by Impact Virginia) to continue to meet safely each week for Bible study and prayer. Since the application Zoom became mainstream, the student group was able to continue to meet safely even through the entire summer, Christmas break and the cold winter. Averett students have never continued to meet for Bible study throughout the year like this. It was a testament to how a crisis can deepen faith and the bonds of Christian community.

Chaplain Skyler Daniel expanded his weekly “30 seconds” messages to a dual format, in which students could choose to read or to listen to his brief devotionals each week, successfully making the wisdom of Jesus Christ more accessible to college students.

NEW PROGRAMS & ACHIEVEMENTS

New undergraduate and graduate programs are being developed in Healthcare Administration, Psychology, Small Business Entrepreneurship and Information Security.

Averett received provisional approval by the Virginia Board of Nursing for a new Accelerated Bachelor of Science in Nursing program, which will create a new professional path for students with non-nursing bachelor’s degrees, and can require as few as 16 months to complete. Housed in Norfolk, Va., the program kicked off in May with an inaugural cohort of 16 students, and another 28 began in August. These student nurses are learning both in the classroom as well as in clinical rotations with the University’s health care partner, Bon Secours.

Averett’s undergraduate program in nursing (the BSN) has been fully accredited by the Commission on Collegiate Nursing Education (CCNE) for 10 years; and Averett’s new master’s degree in nursing has received accreditation for five years, which is the longest timeframe for a new program. Both of these achievements are a testament to our nursing program leadership, faculty, students, advisory board, clinical partners and the overall strength and quality of Averett’s nursing programs.

The Validation Committee of the American Academy of Emergency Nurse Practitioners approved the academic Emergency Nurse Practitioner (ENP) Program at Averett, and we expanded our partnership with Edward Via College of Osteopathic Medicine, developing a new Healthcare in Applied Data Analytics program.

COMMUNITY ENGAGEMENT

Community engagement and volunteerism are a large part of the fabric of Averett, and COVID-19 didn’t change that. Throughout the pandemic, our students, faculty and staff continued to make meaningful and lasting improvements throughout this region. Averett’s Center for Community Engagement and Career Competitiveness has done an outstanding job finding new and creative ways to connect with and serve this community, as well as to continue our students’ career development.

Under the leadership of Averett alumnus and renowned entrepreneur John Vigouroux, the new Averett Center for Entrepreneurship and Innovation will not only provide a learning lab for our students, letting them pursue their passions in the marketplace, but also will concomitantly provide support for Southern Virginia’s economic and entrepreneurial environment.

BIGGER DREAMS, BOLDER FUTURES: AVERETT 2025 STRATEGIC PLAN

The University has launched its Bigger Dreams, Bolder Futures: Averett 2025 Strategic Plan — with a vision that is bold and focused on delivering a tangible and adaptable set of strategies to lead us into the year 2025 and beyond. We are focused on enhancements to the campus that will benefit students and our region for decades to come, with clear success metrics that will ensure even greater results and accountability.

AVERETT ASCENDING CAMPAIGN – THE CAMPAIGN FOR BIGGER DREAMS & BOLDER FUTURES

The foundation has been laid for the Averett Ascending comprehensive fundraising campaign that will ensure Averett's ascension. Averett's bold vision for 2025 and new initiatives will continue to propel the University forward in bigger and bolder ways. This campaign seeks to transform students' lives through increased scholarship opportunities and student success support investments in endowed professorships, as well as transform our campuses with new and improved facilities that will leave a lasting impression of the Averett experience. Resources from this campaign will also support vital workforce priorities, like market-responsive academic programs and enhanced learning environments.

FIXED BASE OPERATIONS (FBO)

An airport is the window to the community, and this community is dynamic and growing. On July 1, Averett University became the fixed based operator, or FBO, of the Danville Regional Airport. Newly named "AU Aviation Services," the FBO is the fueling and service center for pilots of aircraft large and small needing to rest, refuel and recharge. The airport is home to Averett's Aeronautics program, which is preparing graduates who are here to serve all who travel through Danville Regional Airport.

NATIONAL HONOR FOR COMMITMENT TO FIRST-GENERATION STUDENT SUCCESS

Averett University has received the First-gen Forward designation by the Center for First-generation Student Success, an initiative of NASPA–Student Affairs Administrators in Higher Education and The Suder Foundation, which announced the 2021-22 First-gen Forward cohort. This designation recognizes institutions of higher education that have demonstrated a commitment to improving experiences and advancing outcomes of first-generation college students – students who are the first in their immediate family to attend college.

MEMBERSHIP IN THE OLD DOMINION ATHLETIC CONFERENCE

Averett University has been invited to join the esteemed Old Dominion Athletic Conference (ODAC). This has been an ambition of ours for some time, and we are thrilled to join the 14 other member schools that compete in this prestigious conference. Our Department of Athletics will compete in the ODAC beginning in the 2022-23 academic year. We will depart the USA South Athletic Conference — of which we've been a member since 1978 — after the spring 2022 season.

OTHER ATHLETIC ACCOLADES

- Men's golf earned a top 25 team ranking while having several individuals nationally ranked;
- Men's wrestling finished ninth in the nation at the national championships with three wrestlers earning All-America status and an Averett wrestler finished #1 Div. III wrestler in the nation;
- Women's volleyball won the 2020-21 USA South Conference Tournament's East Division championship;
- Men's tennis earned an NCAA individual championships qualifier;
- Men's basketball competed for the USA South East championship.
- We were excited to announce the addition of a women's golf team that will begin competition during the 2021-22 academic year.

CONCLUSION

2020 was a great year for Averett, in spite of the odds. We proved our worth to the community and the region again by stepping up and providing all manner of health care assistance. We've acquired new personnel who bring different skills and excitement to our team; we've partnered with Caesars Entertainment and will realize an entire hospitality management program as a result; we have joined ODAC and are set to move up that ladder; and we are blessed to have the financial investment to develop new programs that are market-driven, to refine our brand, to plan for an exciting physical footprint and to launch a major capital campaign.

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*BGAV appointed



BLUEFIELD COLLEGE

“Resiliency,” said the late historian Dr. David Armbrister in his book *Lighthouse on the Hill: The Bluefield College Story*, is a word that fittingly describes the story of Bluefield College, now Bluefield University, founded in 1922 by the Baptist General Association of Virginia (BGAV) after being persuaded by a group of supporters from Bluefield, who offered land, money, prayer, and additional support, to establish a new Virginia Baptist college in southwest Virginia.

Created for the purpose of serving as “a powerful lighthouse for the youth [of Appalachia] to whom no college had come before” (BGAV Report, 1923), Bluefield University has required much support to continue this objective over the last century. As Dr. Armbrister noted, “if there had not been men and women of strong faith, characterized by their willingness to make great sacrifices, the college might not exist today.” We can be thankful, he added, “for that band of men who made that trip to Bristol, Virginia, in a day when travel was not easy. The enthusiasm and drive that they took with them established a model that others would follow in supporting a Baptist college for southwest Virginia. The courage and determination that accompanied their great belief that the school was in God’s plan continued to uplift and guide the institution through its early years.”

As the institution reflected on its founding during President’s Convocation and the ceremonial beginning of the institution’s centennial celebration on August 18, 2021, it also looked towards the next 100 years. President David Olive and Board of Trustees Chairman Mr. Todd Asbury '93, made the exciting announcement that day that the institution will now be known as Bluefield University. “The discussion to transition to a university name occurred approximately five years ago and was revisited during the fall 2020 board meeting as we moved into a university academic structure with the addition of graduate programs,” shared Olive.

Chairman Asbury appointed an eight-person brand strategy team which consisted of trustees, a member of the alumni association board of directors, and two staff members. The team worked in collaboration with two marketing firms in obtaining research to guide the board in its decision. The brand strategy team surveyed two groups with several name options that had been suggested, including keeping college in the name. One group consisted of alumni and donors, and the other group consisted of current students and recent graduates. Both groups selected Bluefield University as their first preference.

The Board of Trustees met in special session in June 2021 to approve the new name Bluefield University. It was suggested by Olive that the new name be revealed at President’s Convocation, on August 18, 2021, marking the first day of the fall term and the start of the institution’s 100th year.

President Olive also announced the launch of the Go Further Campaign, the centennial campaign for Bluefield University. The comprehensive campaign’s \$18 million goal will aid the institution in meeting its strategic plan goals and specific outcomes. This campaign will be the largest in the institution’s history as authorized by the Board of Trustees upon recommendation from the Campaign Cabinet.

The campaign will focus on three areas. First, helping students go further through scholarships, both endowed and annual. Second, to enhance facilities to go further through the completion of the third floor of the Science Center and the visioning for South Campus Development for growing

athletic programs. And third, investing in academics to go further in academic program support and faculty enrichment opportunities.

The institution remains “a Christ-centered learning community developing servant leaders to transform the world.” Bluefield University continues to be proud of and devoted to its relationship with the BGAV and endures to equip and train the next generation of Virginia Baptists to serve and transform the world as demonstrated best through the actions of its students and the accomplishments and testimonies of its alumni.

Not only is Christ at the core of the Bluefield University learning experience, but also academic excellence through health sciences, liberal arts, and professional studies, and not just for traditional students on campus from Central Appalachia, but also online learners from across the Commonwealth and beyond earning their degrees online while continuing to work in their daily vocations. The demonstration of the pursuit of academic excellence is best seen in Bluefield University students – Laura Kimzey, a senior from Blacksburg, VA, was accepted into a study-abroad program, Council for Christian Colleges & Universities (CCCU) GlobalEd Semester, where she will travel to Oxford in the spring semester of 2022. Kimzey also recently won first place in the oral presentation portion in the Blue Ridge Undergraduate Research Conference (BRURC).

Alongside her, other students are studying challenging and innovative courses in the Honors Program; traveling to Ecuador, Spain, and other places around the world to serve and share the Gospel message, as well as learn about the history, traditions, animals, and people of other cultures and environments; students creating literary magazines, newspapers and art shows; and incorporating real-world work experience into the learning process of the online classroom.

The academic excellence is also evident in Bluefield University faculty, whereas over seventy-five percent of teaching faculty have retained their terminal degrees. Bluefield University faculty have also been busy offering unique courses in nursing, sign language, and extended study opportunities in global education, black history, entrepreneurship, the Appalachian culture, and best practices in teaching.

In January, Bluefield University finalized its partnership with the Edward Via College of Osteopathic Medicine (VCOM). “The mission of VCOM and Bluefield University align very closely,” said Mr. John Rocovich, Jr., Chairman and Treasurer of VCOM. Bluefield University currently offers a Master of Arts degree in Biomedical Sciences (MABS) on the VCOM-Virginia campus in Blacksburg, VA. Its purpose is to enhance academics to gain acceptance into a medical school or other healthcare programs through a nine-month, 35-credit hour, face-to-face delivery program. Bluefield University will continue to grow new science and health sciences programs that provide pathways to medical school or alternative paths to professions in the healthcare field. In addition to VCOM, Bluefield University is also now a partner institution with the Appalachian College of Pharmacy.

During the fall 2020 semester, the institution announced a new Bachelor of Science in nursing degree program to meet the growing demand for skilled nurses. The four-year nursing degree program prepares students for jobs as registered nurses and launched in the fall 2021 semester. “The mission of nursing and the institution fit perfectly together with the nursing program,” said Dr. Jessica Sharp, professor and dean of the Bluefield University School of Nursing. “It is a career where you make a difference in the lives of those you encounter and care for. The commitment to a mission of compassionate care and serving those in need creates a family-oriented work environment where we care for one another.”

As Bluefield University is adapting to the needs of today, it is also establishing actions for tomorrow. This is evident through the University’s third core value: A diverse community characterized by integrity, mutual respect, support, and encouragement.

The First Semester Best Semester program equips students with information, tools, and opportunities that position them for success during their first semester at Bluefield University. During these sessions, students engage with faculty, staff, and alumni to forge relationships that lead to mentorship opportunities.

In March 2021, Sherelle Morgan was named the inaugural Coordinator for Belonging at Bluefield University. The Coordinator for Belonging plays a crucial and strategic campus-wide role by providing support, organization, and education to foster and promote a campus culture that minimizes bias and recognizes and addresses systemic inequities. This new role was created in response to the "Project Promise" initiative that was launched in fall 2020.

To support students through wellness, Bluefield University welcomed Hazel, a white Labrador Retriever who serves as Bluefield University's therapy dog in The Center for Counseling and Wellness. Hazel supports students during counseling sessions and wellness events.

The institution announced their partnership with Apple during the spring 2021 semester to bring iPad bundles to every on-campus student and faculty member as they returned to campus in August. The new initiative, "RAMSConnect," ensures students have equal access to their classroom experience and emphasizes Bluefield University's commitment of providing the best opportunity for student success and preparation for their future career for every student.

As a result of Bluefield University's faithfulness to its mission, students are finding and fulfilling their calling. They are being equipped with more than just the knowledge and tools they need for a successful career. Instead, they are developing and leaving with a sense of calling to a vocation and an enjoyable and meaningful life grounded in faith, adaptable to a changing global environment, and given to caring for and serving others.

Emily Cook, Class of 2012, serves as the Director for the Bluefield University Center of Counseling and Wellness. "I majored in English with Teacher Licensure during my time at (former) Bluefield College, and I was thoroughly prepared to enter the classroom after my courses and student teaching experience," shared Emily. "I learned how to fulfill the role of a teacher, how to be a reflective practitioner, and how to show my love of Christ to my students even if we couldn't talk about our faith openly while working at a public school. I went into the field of education because I wanted to make a difference, and I saw a need for more school counselors who can serve students in a different role than teachers do. I wanted to help support and empower with them."

To note the scope of its outreach, these are the words spoken during the sessions of the Baptist General Association in November, 1922: "The whole world will feel the influence of this school." Dr. David Armbrister noted in the closing of his book:

"It will continue to exert its influence in the years ahead, serving both God and man, ever seeking to keep that balance between the acquisition of knowledge and awareness of God's call to service, no matter the career choice. The "lighthouse on the hill" has sent out its beam...guiding the lives of those who have come to its doors and sought the knowledge, wisdom, and spiritual influence that it has offered. These benefits continue to be available to the students of today. They can help in keeping the light burning brightly and steadily." (p. 141)

Indeed it has!



FORK UNION MILITARY ACADEMY

ABOUT FORK UNION MILITARY ACADEMY

Fork Union Military Academy is a private, college-preparatory, Christian boarding school for boys located in Fluvanna County in Virginia. Founded in 1898 by Dr. William E. Hatcher, the Academy offers an extensive college preparatory program for boys in grades 7 through 12, as well as for recent high school graduates seeking a one-year postgraduate program to better prepare for the college of their choice. The Academy enrolls students from throughout the United States and from numerous countries beyond our nation's borders.

THE ACADEMIC PROGRAM

Our Upper School utilizes a One-Subject Plan of Study. The school year is divided into five terms, with approximately thirty-six days per term. One academic subject is taken by each student each term. One Carnegie unit of credit is earned for the successful completion of each academic subject. An array of electives is available, as well, with each offering academic credit. Our seventh graders follow a more traditional academic schedule involving core academic subjects and seminar classes to enhance their academic experience. Eighth graders transition from a more traditional program into the One-Subject plan in the spring of the year.

BGAV AFFILIATION

In 1913, the Baptist General Association of Virginia (BGAV) began supporting the Academy financially, recognizing the school's unique Christian service and ministry to young people. Even with diminishing financial support, the BGAV and Fork Union Military Academy have provided thousands of young men a sound education that is grounded in Christian values, that prepares them for higher education and for life, and that trains them for service and leadership in church and community.

OUR SPIRITUAL EMPHASIS

During the school year, Fork Union cadets attend mandatory chapel services five times a week. In recent years, several cadets have gone through believer's baptism during our chapel services after a public profession of faith before their peers. Academic class days begin each morning with an assembly where the Academy chaplain leads a scriptural devotion message. To earn a Fork Union diploma, cadets must take our biblically focused Religion class, usually offered during the sophomore year. Opportunities to emphasize the service aspect of the Christian faith are afforded to cadets throughout the year by involvement in community service projects. Bible studies are offered on campus during the school year, and are well-attended by faculty, staff, and cadets.

THE 2020-21 ACADEMIC SESSION

In the fall of 2020, 270 young men from 27 states and 7 foreign nations arrived on our campus to begin the 122nd academic session. Approximately 48% had been FUMA cadets the previous year, and 232 of them were boarding students.

On May 21st, following strict social-distancing guidelines mandated by the Commonwealth of Virginia, the FUMA Alumni Association welcomed 46 new members as the class of 2020 received their diplomas.

Although these young men were awarded over \$3 million in academic and athletic scholarships, of most importance to us is that none left our watch care without having had the good news of Jesus Christ proclaimed to them, explained to them, and lived out before their eyes by our staff and faculty.

CONCLUDING THOUGHTS

We speak often at Fork Union Military Academy of our founder, Dr. William Hatcher, a prominent Baptist preacher, and we know that the stewardship of his beloved school now rests on our shoulders. As good stewards of God’s provision, we have no debt. We accept no federal or state money, and we have success in abundance in our alumni. Staying true to these facts, however, becomes increasingly difficult each year, as the cost of operating this institution rises.

We want to reach more young men, not less. With an enrollment of approximately 300, we are the largest boarding military high school in Virginia, and one of the largest in the country. We’ve intentionally been on the very edge of financial sustainability since our founding in 1898, because we believe that boys matter more than money. We educate, develop, and inspire young men. We build character. We teach leadership. Boys become men at Fork Union, and we believe the world needs more bright, fit, and faithful young men with a Biblical worldview ...not fewer.

In past years we have seen churches help defray the costs of tuition for one or more students from their congregations. We invite more BGAV churches to consider sponsoring such scholarships for their church members, or to consider making mission contributions to Fork Union Military Academy’s Annual Fund that we can use to provide more Access Scholarship grants to deserving young men.

Please continue to pray with us that we will meet our fundraising campaign goals for this year and the coming years. Young men—and this nation—will surely benefit when we do.

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HARGRAVE MILITARY ACADEMY

HARGRAVE HISTORY

In 1906, Mr. Charles R. Warren, a young graduate of Trinity College (now Duke University) organized and operated a day school in Chatham named Warren Training School. But at the close of its third session in 1909, it was announced that the school would not reopen in the fall of 1909. At this time, Mr. Jesse H. Hargrave, a mercantilist, and his son, Mr. J. Hunt Hargrave, joined with the pastor of Chatham Baptist Church, the Reverend T. Ryland Sanford, to make preparations for a new school in September 1909.

Mr. Jesse H. Hargrave and his son purchased about thirty-six acres for the school and modified the Martin family home (Tredway House) on the property to provide classrooms as well as dormitory space for seventeen boarders and eighteen-day students during the 1909-1910 session. Reverend Sanford was elected President and served as president until 1918. In 1913, the Baptist General Association of Virginia made its first gift, \$1,000, to the school, and since that time the school has continued an affiliation with the Association.

CURRENT UPDATE

During the 2020-2021 academic year, our cadets endured some unique challenges presented by COVID-19, but showed their grit and resilience when faced with adversity. We are extremely proud of the way the Hargrave Team (Faculty/Staff - Parents/Guardians - Cadets) adapted to the new reality that challenged each young men's academic, athletic, character, and spiritual development. Overall, there was great success by all members of the Hargrave Team. As we begin the 2021-22 academic year, we continue monitoring all state and health agency guidelines and will adjust as necessary to maintain in-person learning on campus as we build young men into leaders of character prepared for lifelong success.

In May 2021, Hargrave Military Academy completed its 112th year of service and commitment to developing young men in mind, body, character and spirit. Families of graduating cadets hailing from Virginia, 8 other states and 2 countries were able to navigate the challenges of the COVID pandemic to attend the Baccalaureate and Commencement services on May 13 and 14, 2021, as 27 young men received their diplomas. One-hundred percent of this class received at least one acceptance to a college or university. As a group, they received 92 acceptances to 70 unique colleges or universities.

Hargrave is proud that for the last 20 years nearly 100% of its graduates have been accepted into at least one college and university. These institutions notably run a wide gamut: Service Academies (e.g., U.S. Naval Academy, U.S. Military Academy), Senior Military Colleges (e.g., The Citadel, Virginia Military Institute), flagship state universities (e.g., Virginia Tech, University of Virginia, University of North Carolina), Christian Universities (e.g., Liberty University, Samford University, Baylor University), and many smaller public and private institutions (e.g., Bluefield, Longwood, Averett, etc.). At Hargrave, we continue to turn cadet potential into opportunities. We are very proud of the Class of 2021 who earned over \$3 million in college scholarships (not including financial aid offers) tied to their excellence in academics, merit (community, service, character), and athletics.

Hargrave ensures a Christian environment on campus. Upon matriculation, each Cadet is issued their own personal Bible to use throughout the school year during scheduled periods of personal

reflection with devotionals and reading plans curated by the school Chaplain, as well as to read along and study during the twice weekly corporate chapel services and the mandatory Bible Survey course. Along with academics, athletics, and character development, faith is a key pillar of Hargrave's mission to build young men into leaders of character prepared for lifelong success. Not only are Cadets challenged academically and physically, they are provided spiritual growth opportunities daily. During the chapel services, each Cadet is given the opportunity to participate in Christian worship through singing, playing an instrument, prayer, reading, and listening to a practical message based on the authority of the Bible. All faculty and staff are welcomed and encouraged to attend Chapel services, as well as participate in these opportunities for spiritual growth. For many Cadets, our Chapel services are their first exposure to the basic tenets of the Christian faith. In addition, Hargrave offers Cadets an optional weekly Bible Study and time of discipleship, a mandatory semester long Bible Survey course as well as an optional semester long Philosophy, Apologetics, and Worldviews course,, a daily schedule that includes personal devotion time, a Fellowship of Christian Athletes chapter, opportunities for worship at local churches, and a prayer room for personal and group prayer. There is also a weekly Bible Study available for faculty and staff.

As a Christian-based institution, Hargrave requires that all Cadets complete a Bible Survey course. The primary objective for this course is to demonstrate the intricacies that make up the Christian Bible, and demonstrate to the students that regardless of their faith backgrounds, the Bible can be used as an instrument to guide their lives and help them to grow into individuals of character rooted in Truth. We are saddened by the departure of our Chaplain, Adam Felty, after two years of faithful service. He regretfully resigned from this mission field due to family issues. We are excited to welcome our new chaplain, Michael Washington, from Fayetteville, North Carolina. Michael has been a bivocational youth pastor (while serving in the US Marine Corps and US Army) and an ordained minister (Trinity Evangelical Christian Ministries). He had previously served at Hargrave as a member of our Residential Life and Military Department. We are excited about continuing the work of our spiritual development pillar through him. We know the Gospel is being presented to our Corps of Cadets in a relevant way and we pray the Holy Spirit moves mightily among and through them.

Hargrave is fully accredited by Cognia (SACS CASI), the Virginia Association of Independent Schools (VAIS), and the Virginia Council for Private Education / Virginia Department of Education. Hargrave Military Academy is also a member of the National Association of Independent Schools (NAIS).

Hargrave is preparing to renovate its campus to include the Owen R. Cheatham chapel. The chapel is not only the hub of spiritual events, but the hub for community events internal and external to Hargrave. We are excited about this next chapter in Hargrave's history as we position her for another century of building leaders of character prepared for lifelong success. Hargrave's administration, faculty, and staff deeply appreciate the bond between Hargrave Military Academy and the Baptist General Association of Virginia. We value relationships and just as we build relationships with our cadets that last a lifetime, we will continue to value our relationship with the Baptist Association of Virginia. Hargrave will continue to provide the direction and spiritual support that is so critical in developing young men to have a foundation of faith that allows them to lead in their families, churches, communities and professions. Our nation continues to need Hargrave men who are respected leaders living a life with integrity, courage, and faith.

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JOHN LELAND CENTER FOR THEOLOGICAL STUDIES

The John Leland Center draws students from all regions of Virginia and our graduates serve throughout the state.

Robbie and Kristal both graduated from Leland with a Master of Christian Leadership in June 2021. They serve as pastors at New Life Christian Fellowship, a church who ministers to college students on the campus of Virginia Tech in Blacksburg, Virginia.

Huong Dang and Sang Tran, M.D., also graduated in June with a Master of Christian Leadership and continue to serve at Vietnamese Hope Baptist Church in Annandale, VA.

In service to Virginia churches, Leland Local is a new initiative launched in 2021 to provide online discipleship training for the church. Laity and clergy have joined us for training on various topics throughout the year. Over 45 churches have participated in Leland Local, with 33 BGAV churches as participants.

One of those Leland Local participants is Tina Speight. Tina is a student in our Diploma Program which offers classes on 7 campuses throughout the state of Virginia in both the Spanish and English languages.

Rev. Dr. Habacuc Diaz Lopez teaches in our Diploma program. Rev. Dr. Diaz Lopez teaches 18 students in Culpeper and is growing Leland's mission to our Spanish language brothers and sisters.

Leland is proud to partner with the BGAV; having entered into a founding Covenant as an Educational Institution with BGAV in 2004. Leland offers the Master of Divinity (MDiv) degree, the Master of Theological Studies (MTS) degree, and the Master of Christian Leadership degree (MCL). Leland also provides graduate certificates in Christian Leadership, Theological Studies, and Biblical Justice Formation. Leland's Masters degrees are accredited by The Association of Theological Schools (ATS) and Leland is a member of the Washington Theological Consortium.



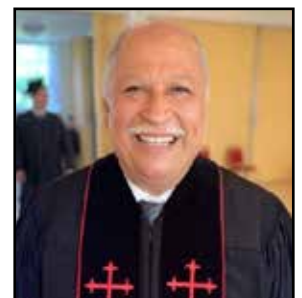
Robbie and Kristal



Huong Dang and Sang Tran



Tina Speight



Rev. Dr. Habacuc Diaz Lopez

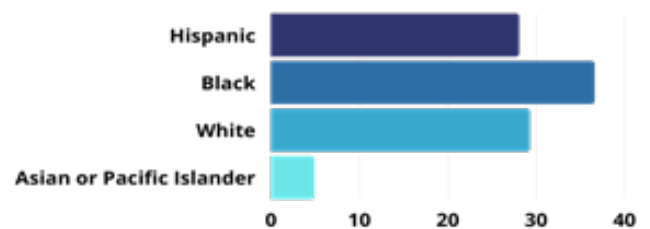
STUDENTS RECEIVING BGAV SCHOLARSHIPS



36% of current Leland students receive scholarships from the BGAV. Thank you Virginia Baptists!



STUDENT DIVERSITY AT LELAND



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OAK HILL ACADEMY

Oak Hill Academy completed its 142nd academic session on April 17, 2021 with 27 graduates receiving high school diplomas and college acceptances. Of note, and despite the worldwide constraints of the COVID pandemic that shuttered many schools and colleges, through careful planning and execution the Academy was able to offer our community safe, in-person instruction throughout the school year. Our school family counts this as a great accomplishment, and one that speaks to the collaborative spirit that defines the Oak Hill Academy community.

The student body of the 2020-2021 school year demonstrated amazing tenacity and resilience in adapting to the necessary constraints and challenges of life under COVID protocols. Face masks, social distancing, hand washing, and multiple rounds of COVID testing were present throughout the year. But beyond these daily trials, our students remained on our campus throughout the year, foregoing the normal open weekends to visit home and family. Still, they did so with poise and professionalism and we are proud of them. In fact they were quite successful, as our graduates earned more than \$4 million dollars in merit based scholarships.

Because of the COVID-related modifications we made to our school calendar, our winter break was extended and our graduation date was in early spring. Thus, and in an effort to help our students continue making academic gains we created two remote, optional mini-semesters. The first was called "Wintermester" which occurred during our extended winter recess. The second was called "Maymester," and helped students to bridge the gap between graduation in April and school startup in August. Both "Wintermester" and "Maymester" were popular among students, and all classes offered were enriching and interesting. As the school year ended we determined to move forward with an in-person summer session. This too was very successful, and of great value to our students.

One long standing school tradition was particularly tested during the 2020-2021 school year. Since the founding of the Academy in 1878 every Sunday morning Oak Hill students have awakened, dressed in their Sunday best (called "Church Dress"), and walked across the street to attend church services with the congregation of Young's Chapel Baptist Church. After all, it was the congregation of this small local body that was so instrumental in establishing the school. During the 2020-2021 school year however, and for the safety and consideration of both the congregation and the student body Oak Hill students remained on campus and attended church services at our own Fletcher Chapel. We missed the sweet fellowship of our YCBC friends, and look forward to returning in 2021-2022.

The very foundation of Oak Hill Academy rests on our heritage as a Baptist, mission-based school, and elements of this heritage are notable throughout our programming. Our mission statement is displayed universally in school literature and refers to our Baptist heritage. Our students attend church weekly at a BGAV member church. Our graduation requirements include coursework in Biblical studies taught by our campus minister who is also a Baptist pastor. Our administration is committed to proudly promoting the tenets of our faith and our dedicated Christian faculty view their work here as an opportunity to minister as they help their students reach their goals. Oak Hill Academy provides a safe, Christ-centered, nurturing and structured environment to high school-aged girls and boys of all backgrounds who are seeking an academic and cultural alternative to the standard school setting. Our goal is to help our students grow into young men and women who

think critically about their place in the world and their contribution to their communities. We are thankful that enrollment at the Academy often serves as a springboard for our students growth in body, mind, and spirit.

Oak Hill Academy enrolled 117 students during the 2020-2021 school year, and they hailed from twenty-six U.S. States, the District of Columbia, Puerto Rico, and from around the world. Our International Students hailed from thirteen countries, including Canada, Nigeria, Saudi Arabia, Italy, Ethiopia, Bahamas, China, Turkey, Taiwan, Austria, Liberia, Turks & Caicos, and Malta.

Our current alumni are attending some of the most prestigious colleges in America this fall, including: Auburn University, American University, The College of William and Mary, Fordham University, Pennsylvania State University, Louisiana State University, Temple University, UC Berkeley, Purdue University, University of Kentucky, Pratt Institute, Spellman College, Marquette University, Howard University, University of Arizona, UC Davis, UNC Chapel Hill, Seton Hall University, Iowa State University, James Madison University, UCLA, Virginia Tech, University of Virginia, University of Texas at Austin, High Point University, Rutgers University, Roanoke College, Wake Forest University, University of Florida, University of Kansas, and others.

In the athletic arena Oak Hill continues to receive national recognition, particularly on the basketball court. We were one of only eight high schools invited to the Geico National High School Basketball Championships in April, and were successful through the first round of the tournament. Oak Hill students participate on three boys basketball teams, co-ed soccer, boys and girls tennis, girls volleyball, baseball, and wrestling. In the classroom, Oak Hill Academy's curriculum is designed to challenge the brightest students with honors courses and dual college credit courses, while also providing structure and support for students who may require additional assistance or accommodation. Our student/teacher ratio is 9 to 1, and each night we host a mandatory study hall to help our students achieve. Student life outside the classroom is filled with clubs and activities, weekend socials, special events, leadership programs, and spirit-building events to keep campus lively and our students well-balanced.

Led by the campus minister, the spiritual development of our students is initiated with prayer and daily devotional time in morning assembly. Students are encouraged to participate by leading this time of reflection and inspiration, with each Friday's gathering highlighted by a "Senior Devotion." Oak Hill also partners with Young's Chapel Baptist Church by providing a unique opportunity for our students to worship together each Sunday morning. It is quite the rewarding experience to witness our very diverse student body interact with the good people from rural Grayson County. Unquestionably, the seeds that are planted here by a local Virginia Baptist Church will grow to a healthy and lasting fruition for generations.

We teach our students every day that the Oak Hill Academy mission embraces the needs of the larger world. Thus in September 2007 our Academy welcomed the first-ever exchange student from Ricks Institute in Liberia. Typically, our joy in receiving and hosting a new student for the entire academic year is tempered only by our sadness in seeing her depart her new home and friends here on "The Hill." However this past year's student (Arthurline) was provided a scholarship by the family of a current OHA student, and will remain enrolled here for the 2021-2022 school year. What a tremendous blessing to participate in such a life-affecting gift for this special young person.

The comprehensive fee per student for the 2020-2021 school year was \$34,555, and our operating budget was \$5,398,124. The BGAV contributed 0.003% of our budget. In our efforts to assist as many students as possible in accessing our school program, Oak Hill awarded a total of \$858,958 in scholarships or tuition reduction for students in need of financial assistance.

As a boarding school, the community life of the Academy represents perhaps the central facet of being a student at Oak Hill. Our goal is for our students to observe, live, and participate in a community of learning where healthy adult and familial relationships are exhibited daily by our faculty and staff. Over sixty adults and children now reside in housing on our 270-acre campus during the academic session. OHA also represents the largest single employer in the western section of Grayson County.

One hundred and forty-two years ago a group of Virginia Baptists envisioned a place of learning and living for the children of this beautiful Blue Ridge Mountain region. And while the constituents of the Academy may now arrive to our campus from afar, the mission of the school continues unabated. We are proud of our Baptist heritage, we accept the challenge of our mission, and we look forward to the continuation of a healthy and productive covenant relationship of ministry with the Baptist General Association of Virginia.

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Rev. Robert Bailey
Mr. Kenny Bowen
Mr. Richard Burke
Dr. Wayne Hager
Mr. Dale Melton

Class of 2022/2025

Mrs. Susie Dixon Garner*
Mr. Tom Saunders*
Mrs. Jennifer Stenner
Dr. Charles Stewart*

Class of 2023/2026

Mr. Dennis Gambill*
Mr. Luke Kurtz
Mr. Carl Rosberg*

Class of 2024/2027

Mr. Bobby Cheeks
Mrs. Theresa Lazo
Mr. Samuel Longanacre
Mr. Jim Tapp

Class of 2025-2028 (off during 2021-22)

Mr. Rodney Halsey*
Ms. Mary Thomas

*Baptist Appointee



BAPTIST HOUSE OF STUDIES AT DUKE DIVINITY SCHOOL

The Baptist House of Studies is a community of faculty, staff, students, alumni, and friends committed to the preparation of innovative Christian leaders for the church, the academy, and other strategic organizations. The Baptist House provides spiritual direction, theological formation, financial support, and ministry guidance for Baptist students enrolled in the divinity school. Nine regular rank, six consulting, and one adjunct Baptist faculty and five administrative staff serve as advisers and mentors for the students with Baptist affiliations.

In the fall 2021 semester, Duke Divinity School welcomed the largest number of incoming students in school history of 259 new students from 31 different states and five other countries, including India, Zimbabwe, Colombia, Mexico and South Korea. All programs had strong enrollment: Master of Arts in Christian Practice with 17, Doctor of Ministry with 36, Master of Theology with 12, Master of Theological Studies with 33, and the Doctor of Theology welcomed 7 new students to campus. The Master of Divinity saw a significant enrollment jump to 133 (up from approximately 110 the previous four years). The growth was heavily driven by a historic first Hybrid MDiv cohort, which included 52 students. The Certificate in Theology and Health Care welcomed 5 residential students to campus, and a significant first cohort of 14 in the hybrid version of the Certificate in Theology and Health Care.

The Baptist House works collaboratively with BGAV programs and initiatives on the formation of Christian leaders, and Baptist House students continue to serve in BGAV connected congregations through summer field education internships. Fostering relationships between DDS and BGAV congregations and programs like the Spence Leadership Network continues to result in Duke Graduates following calls to ministry among Virginia Baptists.

Virginia Baptist students at DDS are eligible for grants from the Keesee Educational Foundation. Virginia Baptist students are also eligible for additional financial support through the Baptist House of Studies scholarship funds and endowments. Candidates with complete applications to DDS will be considered for financial aid beginning November 1, 2021, and the final deadline to apply is April 15, 2022.

Potential students from Virginia are invited to contact the Admissions Office for more information (<https://divinity.duke.edu/admissions/> or 919-660-3436), and please connect with the Baptist House (<https://divinity.duke.edu/formation/houses-of-study/baptist-house> or 919-660-3599). We are grateful for your partnership.



Faith. Freedom. For All.

BAPTIST JOINT COMMITTEE FOR RELIGIOUS LIBERTY

The mission of BJC is to defend and extend God-given religious liberty for all, furthering the Baptist heritage that champions the principle that religion must be freely exercised, neither advanced nor inhibited by government.

Founded in 1936, we bring our uniquely Baptist perspective of “soul freedom” to our work at the intersection of church and state, defending the first freedom of the First Amendment by protecting both the free exercise of religion and defending against its establishment by government. BJC is the only faith-based group working on the national level with this singular focus.

Fifteen denominational bodies – including the Baptist General Association of Virginia – support BJC, alongside hundreds of churches and thousands of individuals from many different faith backgrounds who are committed to protecting faith freedom for all. Sometimes called a “religious liberty watchdog,” our work is with churches, Baptist institutions, and individuals, as well as the United States Supreme Court, the United States Congress, the presidential administration, and the national media.

As BJC celebrates our 85th anniversary this year, we give thanks for the leaders, team members, supporters, and encouragers dedicated to religious freedom over these eight decades. To mark our 85th year, we are both looking back at our history with honest and wide-open eyes and looking forward to our centennial, which is only 15 years away. We are regularly asking what our community and work for religious liberty will look like when we turn 100. Our dream is that our organization will be more inclusive, our understanding of faith freedom will be more expansive, and our circle will be wider than it is today.

To that end, we have launched BJC’s Project for Race and Religious Freedom. Through this project we are listening, learning, and grappling with how to best protect and extend faith freedom for all people, and especially for those who have been left on the outside of religious freedom in our nation.

Over the past two years, BJC has worked to defend religious freedom from the significant threat from Christian nationalism. This movement – a political ideology that seeks to merge Christian and American identities, distorting both the Christian faith and our country – is growing with a dangerous intensity, sowing misinformation about our country’s history and attempting to ostracize people who do not share a certain set of beliefs. BJC continues to lead a broad coalition of Christian groups in response, first creating a statement of unifying principles to call out this insidious ideology as a threat to our faith and our country. The Christians Against Christian Nationalism statement currently has more than 23,000 individual signers. Beyond this statement, we are starting conversations through podcasts, social media posts, curriculum, and webinars about what Christian nationalism is and how it shows up in our society today. We create and distribute resources that individuals, student groups, community groups, and churches can use to educate themselves and others how to best respond to this threat, including a new guide this year for facilitating conversations in your church or community group.

We continue our efforts to advocate for religious freedom in the courts. On June 17, 2021 the Supreme Court released its long-awaited opinion in the *Fulton v. City of Philadelphia* case, a high-profile dispute in which Catholic Social Services (CSS) claimed a free exercise right to a religious

exemption from a nondiscrimination provision in the context of a government contract. CSS had long been the recipient of government contracts to provide certain family services in Philadelphia but refused to comply with the City's requirement of nondiscrimination based on sexual orientation (among other protected categories, such as race and religion) in contracts for the recruitment, training and certification of foster parents, citing Catholic teachings. CSS sued Philadelphia for failing to renew a contract based on CSS's religious refusal to certify same-sex and unmarried couples. BJC General Counsel Holly Hollman and Associate Counsel Jennifer Hawks led BJC's advocacy efforts defending the importance of nondiscrimination provisions in the government contract setting. BJC filed a friend-of-the court brief (joined by other Christian denominational entities) that recognized religious differences in matters of sexuality and the important role of faith-based service providers that partner with the government but also argued that exemptions were not required in the context of a voluntary contract to provide government-funded services. In a surprisingly unanimous decision, the Court ruled for CSS, reversing the lower courts. The decision focused on a particular aspect of the City contracts that gave a government official discretion to make exceptions, though none had been granted. Holly Hollman participated in two high-profile legal symposiums about the case and the controversy over its meaning for the future. BJC will continue to support free exercise rights and guard against government involvement in religion that poses a risk to religious liberty for all.

Advocating for religious freedom for Virginians and for others in our nation, BJC communicates broadly and effectively through our multiple communication streams, including our website, quarterly print magazine (Report from the Capital), BJC Podcast, email newsletters, advocacy alerts, and comprehensive social media presence. We encourage BGAV pastors, leaders, and congregants to contact us to receive regular communication from BJC at BJCOnline.org/subscribe.

We value our close relationship with Virginia Baptists. Our work is on the national level, but we always point to Virginia as the cradle of religious liberty. Baptists and all Americans owe Virginia a deep debt. BJC is the present-day champion of the vision of John Leland, George Mason, Thomas Jefferson, and James Madison. BGAV is one of four state bodies (Missouri, North Carolina, Texas, and Virginia) that enjoys direct representation on the BJC board of directors. John Upton, Andrew Gardner, Meg Thomas, and Todd Blake currently represent BGAV as members of the BJC Board, and two of our staff members – Jennifer Hawks and Holly Hollman – are Virginia Baptists.

We applaud the ministry of the BGAV as you encourage and equip pastors and churches to thrive. We are so grateful for the longtime partnership of BGAV in our shared mission to educate Baptists and others about our heritage of religious freedom for all. Your continued support is crucial to our ability to maintain and expand our programming in our main areas of work with Congress, in the courts, educating students of all ages, and mobilizing supporters to make a difference in our local, state, and national government.

Thank you so much for joining us arm-in-arm to protect and extend religious liberty for everyone. We honor your commitment to faith freedom for all and invite you to communicate with us directly or visit us in Washington, D.C.

BAPTIST NEWS GLOBAL

Conversations that matter.

Virginia news and news of interest to Baptists in Virginia continue to be priorities for Baptist News Global, successor organization to the historic Religious Herald.

We've had a banner year, with more than 4.5 million page views on our website from more than 2 million readers in the past 12 months. Within that readership, we know that nearly 100,000 were Virginians.

Virginia churches, people and leaders continue to show up in our content as well. Our goal is to keep telling the stories that matter today.

Our board of directors — which includes three Virginians — recently updated our key identity statements of mission, vision and values.

Our vision: "To pursue truth through responsible journalism that cultivates change-making conversations about Christianity and culture among Baptists and other inquisitive people of faith."

Our mission: "To inform and inspire readers with news, opinion and analysis that engages them to grow in faith and wrestle with what it means to live and serve faithfully in a rapidly changing world."

Our values: Independence, integrity, trustworthiness, excellence, justice, curiosity.

Out of all this, you'll see us using a new tagline to easily explain what we're about: Inspiration for change-making conversations. We believe this succinctly states what we're about every day as we publish news, opinion and analysis pieces that not only spark conversation but hopefully lead to change.

Thank you for your support as we keep the lines of communication open.

BAPTIST WORLD ALLIANCE

Our Vision: The Baptist World Alliance (BWA) is a global movement of Baptists sharing a common confession of faith in Jesus Christ bonded together by God's love to support, encourage, and strengthen one another while proclaiming and living the Gospel of Jesus Christ in the power of the Holy Spirit before a lost and hurting world.

Our Beginnings: Founded with a vision to unite Baptists from "every land" in mission and service, the Baptist World Alliance (BWA) began in 1905. From its earliest days, the BWA has hosted gatherings and provided opportunities for Baptists from around the world to pray, worship, fellowship, and serve together with a commitment to "One Lord, One Faith, One Baptism."

Our Membership: The BWA is a fellowship of 241 Baptist church organizations in 126 countries and territories comprising 49 million Baptists in 173,000 churches worldwide.

Baptist World Alliance Mission: Networking the Baptist Family to Impact the World for Christ

We accomplish our mission through the following five ministry areas:

- Worship, Fellowship, and Unity
- Mission and Evangelism
- Aid, Relief, and Community Development
- Religious Freedom, Human Rights, and Justice
- Theological Reflection and Transformational Leadership

WORSHIP, FELLOWSHIP, AND UNITY

Centered in Jesus Christ and rooted in deep spiritual life, we strengthen our worldwide family through ongoing gatherings; pastoral presence; mutual friendships; and the cultivation of worship, fellowship, and unity.

In the past year:

- 25,000 people engaged with BWA online through one or more of our social media channels.
- 2,000+ prayer partners united weekly in prayer with the BWA Team for "Baptists One in Prayer."
- Launched a mobile-optimized website to encourage greater communication and connection within the global Baptist family. The site includes language translation, individual pages for each member body, and archives of important resources – including ecumenical dialogue reports, statistical research such as the vulnerability index, and a searchable BWA resolution repository.

22ND BAPTIST WORLD CONGRESS

Baptists from 146 countries gathered July 7-10, 2021, for the 22nd Baptist World Congress. Held virtually due to the ongoing COVID-19 pandemic, this Congress was the BWA's most globally diverse gathering in its 116-year history. The 4,600 registered participants engaged in worship, prayer, fellowship, and Bible study around the theme, "TOGETHER."

More than 30 Bible studies and seminars were offered by gifted communicators within the global Baptist family on topics such as Together in Justice, Building the Next Generation Today, and

Implications of Technology for the Church's Mission Today. During four plenary sessions, dynamic speakers from around the world shared practical, biblical insights for life and mission. To help participants connect with their brothers and sisters from around the globe, more than 40 Global Connection Groups focused on areas of mutual interest were offered. These small groups created space for fellowship with members of the Baptist family and opportunities to hear each other's testimonies and insights around given topics.

In total, more than 105 hours of unique Congress content were offered in addition to hundreds of digital resources in various languages.

The Congress was also preceded by two virtual pre-conferences: the Global Conference of Baptist Women and the Together with the Persecuted Religious Freedom Summit.

MISSION AND EVANGELISM

Compelled by the Great Commission, we lead with a passionate commitment to Gospel witness in every context and people group, foster multidirectional partnerships that connect individuals and churches, and encourage global mission and evangelism.

In Mission and Evangelism, the BWA:

- Released "A Holistic Mission Guide: The Church's Response in Times of Crisis." Drawing upon diverse theological reflections and featuring stories of how Baptists around the world are living out God's unchanging mission, this globally-sourced resource was designed to encourage and equip the Church at this critical time. The BWA Holistic Mission Guide contains over fifty articles with contributions from all six regional fellowships of the BWA. In addition to this collated guide, a Mission Guide online portal was created that includes all articles as well as accompanying video content.
- Awarded the inaugural BWA Kowloon International Baptist Church (KIBC) Evangelism Award to 3D Church of Estonia during the 22nd Baptist World Congress. This quinquennial award is designed to encourage and recognize congregations committed to innovative evangelism that is biblically-based, Christ-centered, and culturally-sensitive.
- Provided evangelism grants around the world, such as supporting the establishment of a new congregation in the Middle East and supporting an evangelism and discipleship training conference for church leaders in South Sudan.
- Continued planning for a School of Evangelism series to be rolled out during the quinquennium in the six regions of the BWA.

AID, RELIEF, AND COMMUNITY DEVELOPMENT

Challenged to generously love our neighbor, we respond to people in need; collaborate in times of crisis; network agencies; support sustainability and creation care; build capacity; empower local church engagement; and resource aid, relief, and community development.

In Aid, Relief, and Community Development, the BWA:

- Distributed BWAid grants to projects in all three fund categories and stood in solidarity with Baptists around the world.
- Responded to the Covid-19 pandemic by offering emergency

In 2020, BWAid supported

151 PROJECTS in
84 COUNTRIES
impacting more than

138,000
PEOPLE

Covid-19 grants to all 240 member bodies and sending more individual aid grants than at any other point in the history of BWAid.

- Led the BWA Forum for Aid and Development. This network of more than 20 Baptist aid agencies mobilized for collaboration and impact, including collectively responding to the pandemic with more than \$1.6 million USD impacting over 1 million people.



RELIGIOUS FREEDOM, HUMAN RIGHTS, AND JUSTICE

Committed to a biblical understanding of the image of God in every person, we defend an ethic of life; support religious freedom for all; stand in solidarity with the marginalized; advocate at every level; train and network proactively; and mobilize for religious freedom, human rights, and justice.

In Religious Freedom, Human Rights, and Justice, the BWA:

- Deepened and expanded our high-level advocacy and engagement on behalf of those facing persecution around the world through the 21Wilberforce Global Freedom Center.
- Presented the Congress Quinquennial Human Rights Award to Raúl Scialabba, a defender of religious freedom in Argentina and throughout Latin America, in recognition of his significant accomplishments in advocacy for human rights and the pursuit of social justice.
- Supported six representatives actively engaged in service and advocacy through the United Nations.
- Represented BWA Member Bodies at the International Religious Freedom (IRF) Roundtable in Washington DC, helped develop roundtables across the globe, and equipped IRF advocates with collaborative online tools.

- Coordinated religious freedom civil society events, including the 2020 Governmental Ministerial to Advance Religious Freedom hosted by Poland, and a partnership event with the United States Holocaust Memorial Museum designed to help faith communities mobilize youth for international religious freedom advocacy.
- Advocated for Prisoners of Conscience at the United Nations Human Rights Council, the United States Department of State, and the United States Commission on International Religious Freedom.
- Equipped nine university students through the 21Wilberforce Emerging Leaders Program, an interactive virtual training initiative to raise up a new generation of religious freedom advocates.

THEOLOGICAL REFLECTION AND TRANSFORMATIONAL LEADERSHIP

Called to discipleship, we advance multicultural and multilingual training, empower next generation leaders, encourage meaningful dialogue and praxis, and engage in relevant theological reflection and transformational leadership.

In Theological Reflection and Transformational Leadership, the BWA:

- Enrolled 125 students in the BWA's Horizons Training Program, enabling access to children and youth ministry training in more than 10 different languages.
- Released the new Horizons website, introducing the capability to complete courses on mobile devices. This increased accessibility has opened the door to reach many who do not own a computer.
- Welcomed our new quinquennial leadership, including President Tomás Mackey from Argentina and First Vice President Karl Johnson from Jamaica.
- Mobilized 14 new BWA Commissions with Baptists around the world working together to address the most critical issues today such as evangelism and mission, religious freedom, peace building, racial justice, doctrine and theology, and dialogue with other Christian worldwide communions

This is a brief glimpse into the kingdom impact of the BWA, accomplished by the grace and power of God with the faithful support of Virginia Baptists. Thanks be to God!

BOARD OF TRUSTEES

Officers

Tomás Mackey, President, Argentina
Elijah M. Brown, General Secretary & CEO, USA
(Virginia)
Karl Johnson, First Vice President, Jamaica
Carolyn Fossen, Treasurer, USA (Virginia)

Vice Presidents

Samson Ayokunle, Nigeria
Fernando Macedo Brandão, Brazil
Otniel Ioan Bunaciu, Romania
Joel Dorsinville, Haiti
John Hickey, Australia
Noemí Janson-Lidak, Colombia
Dave Kwok, Hong Kong
Jennifer Lau, Canada
Elizabeth Mvula, Malawi
Albert Reyes, USA
Lina Sawan, Lebanon
Rachael Tan, Taiwan
Elijah Wanje, Kenya

Executive Committee (Above, plus)

Immediate Past President

Paul Msiza, South Africa

BWA Women's Auxiliary President

Karen Wilson, Australia

BWA Youth Department President

Amanda Haines, USA

Representatives of Regions

Ernest Adu-Gyamfi, All Africa Baptist Fellowship
Edwin Lam, Asia Pacific Baptist Federation
Dominique Dick, Caribbean Baptist Fellowship
Jan Sæthre, European Baptist Federation
Samuel Tolbert, N. American Baptist Fellowship
Daniel Avila, Union of Baptists in Latin America

Twelve At-Large Members

2018-2021

Paul Baxley, USA
Lynn Green, UK
Melvin Harris, USA (Virginia)
Thomas Klammt, Germany

2019-2022

Johnathan Hemmings, Jamaica
Roy Medley, USA
Adebola Samson-Fatokun, Nigeria
Kang-San Tan, UK

2020-2023

Ernest Adu-Gyamfi, Ghana
David Hardage, USA
Lone Møller-Hansen, Denmark
Additional Member

2018-2021

John Beasy, Australia

Virginia Baptists on BWA General Council, Committees and Commissions, 2020-2025

James Baucom, Elijah Brown, Valerie Carter Smith,
Will Cumbia, Elizabeth Fogg, Carolyn Fossen, Darrell
Foster, Geoffrey Guns, Mary Harris, Melvin Harris,
Patricia Hernandez, John Kubichek, John R. Jones,
Joseph Lewis, Anna Miller, Dean Miller, C. Diane
Mosby, Elizabeth Newman, Timothy Norman, Lorae
Ponder, Craig Sherouse, Andrey Shirin, James
Somerville, Nathan Taylor, William Tuck, John Upton,
Angelique Walker-Smith and David Washburn.

CAMPBELL UNIVERSITY DIVINITY SCHOOL

Campbell University Divinity School was founded in 1996 with a unique mission statement, to provide Christ-centered, Bible-based, and Ministry-focused graduate theological education. This mission statement expresses our commitment to integrating intellectual inquiry, spiritual formation, and vocational preparation. We are a diverse, inclusive group of Christians from many different ethnic, racial, and denominational backgrounds that have one goal in common, to love God, to love others, and to do God's work. Faculty, staff, and students bond together as a spiritual family to form this unique community of scholarship, fellowship, and service.



Now in its twenty-sixth year of service, the Divinity School offers three degrees focused on vocational ministry, the Master of Divinity, the Master of Arts in Christian Ministry, and the Doctor of Ministry degrees. Each of these programs offers concentrations in specialized areas of study. Set in the context of a university with programs in law, medicine, education, counseling, business, engineering, and more, these degrees offer our students wide-ranging opportunities to take electives or to engage in projects and community service alongside students from many other disciplines. In addition, we offer dual degrees that combine a Divinity School degree with degrees in law, business, or counseling.

Our newest degree, the Master of Arts in Faith and Leadership Formation, is designed for persons who do not necessarily feel called to full-time ministry, but who recognize that God calls every Christian to pursue a life of Christian faith and purpose, calling and gifting each of us for different vocations. This 18-month degree is cohort-based and delivered in a hybrid format to accommodate the needs of persons who are working full-time or are finishing another degree; it is designed not only for persons who are already invested in a career, but also for those who are finishing an undergraduate, graduate, or professional degree. A new cohort begins each January, and space is limited to allow for the building of strong community.

The Divinity School is eager to serve both students and churches not just through its degree offerings, but also through a variety of resources, programs, and opportunities. Notable examples include the Bible Lands Study Tours, an outstanding ministers' continuing education program featuring three annual lecture series, certification programs in Hispanic Church Leadership, Preschool and Children's Ministry, Women in Christian Leadership, Biblical Studies, Church Music and Worship, and Youth Ministry, and the Braswell World Religions and Global Cultures Center. Faculty and staff regularly serve churches and ministries through pulpit supply, retreat leadership, Bible studies, consultation, special topics studies, and interim pastorates. We understand our calling as a school to be a resource for churches, and we invite churches to call on us to help them to be the body of Christ, carrying out God's mission in the world.

UPCOMING EVENTS:

- **September 14, 2021: New student Convocation and Commissioning Ceremony**

This high and holy service will also include new students entering their theological education journey during the Fall 2020 and Spring 2021 semesters when the events were only possible to

be held virtually due to the pandemic.

- **September 28, 2021: L. B. and Mabel Reavis Lectures**

Dr. Elizabeth H. Flowers will present two lectures: Lecture One: "Back to the Bible: Women, Submission, and the Politics of Inerrancy", and Lecture Two: "Back to the Bible: Women, Complementarianism, and the Politics of Inerrancy". Dr. Flowers, (M.Div. Princeton Theological Seminary; PhD Duke Graduate Program in Religion) is a native Memphian who taught at both the University of Memphis and Texas Christian University before becoming Associate Professor of American Religious History at Baylor. Her research focuses on women, gender, and American Protestantism. She is the author of *Into the Pulpit* (University of North Carolina Press, 2014), as well as multiple book chapters and articles, and editor of *A Marginal Majority* (University of Tennessee Press, 2020). Her current project is a cultural history of inerrancy as it involves women, gender, and sexuality. A lifelong Baptist and committed Sunday School teacher, Flowers is on the editorial board of *Perspectives*, has served on the Council for the American Society of Church History, and is the immediate past-president of the Southwest region of the American Academy of Religion.

- **October 6, 2021: George W. and Joan O. Braswell World Religions and Global Cultures Center Annual Symposium**

Due to the global pandemic the 2020 Symposium was canceled last year, so we are delighted to be offering the 2021 Symposium. The conference this year, is entitled *Divinity and Humanity: Christian and Jewish Perspectives*. This conference will give us a constructive platform for a credible dialogue through symposia and a keynote address on critical questions of interpretations of Judaism and Christianity. Interreligious dialogues will continue to find greater resonance among Jews, Christians, and those who are devoted to other living faith traditions. It will feature keynote speaker Dr. Darrell Whiteman, a missiological anthropologist who is passionate about helping people in diverse cultures connect the Gospel and biblical values to the deepest part of their worldview. His training in "Crossing Cultural Barriers with the Gospel" has taken him to 78 countries and the training of thousands of missionaries and church workers. After serving as a United Methodist missionary in Papua New Guinea and the Solomon Islands (1979-1984) he was professor of anthropology and mission and later dean of the E. Stanley Jones School of World Mission and Evangelism at Asbury Theological Seminary for 21 years, and Vice President and Resident Missiologist at The Mission Society in Atlanta, Georgia for nine years. He recently served as the interim executive director of the Overseas Ministries Study Center in New Haven, and adjunct professor at Yale Divinity School. He is the founder of Global Development, a non-profit ministry that enables him to continue teaching and training around the world in his "semi-retirement."

Other presenters for the Symposium include Rabbi Dov Goldberg (Beth Israel of Fayetteville, NC), Ms. Michel Morris (actress, writer and director who spent time living in a Catholic convent), Rabbi Eric Solomon (Beth Meyer Synagogue in Raleigh, NC), Dr. Andy Wakefield (Dean, Campbell University Divinity School), and the Director of the World Religions and Global Cultures Center, Dr. Caleb Oladipo.

- **November 2, 2021: E.J. and Amaretta Prevatte Biblical Studies Lecture Series**

Dr. Craig Koester will present two lectures: Lecture One: *Engaging the Mystery of Revelation* (Revelation 1-4), and Lecture Two: *Pictures Speak: The Provocative Images in Revelation*. Dr. Koester (B.A. from Saint Olaf College, M.Div. from Luther Theological Seminary, Ph.D. from Union Theological Seminary in New York), served as a parish pastor for several years in Princeton, Minnesota, and joined the faculty of Luther Seminary in 1986. He was appointed

to the Asher O. and Carrie Nasby chair of New Testament Studies in 2012 and served as Vice President for Academic Affairs and Academic Dean from 2013-2018.

An innovative teacher, Dr. Koester is known for his "Genesis to Revelation" course, which uses visuals, music, and drama to take people through the sweep of the biblical story in ten days. His other courses include John's Gospel, Paul's Letters, and the book of Revelation. In order to reach a wider public audience, he also developed courses in digital format. One is entitled *Apocalypse: Controversies and Meaning in Western History*. The other is *Reading Biblical Literature: Genesis to Revelation*.

- **February 2022 (date TBD): James C. Cammack Institute of Preaching Lectures**

The planned lecturer for this event is Dr. Anna Carter Florence, the Peter Marshall Professor of Preaching at Columbia Theological Seminary in Decatur, Georgia. She is an ordained minister in the Presbyterian Church (USA) and holds degrees from Yale University and Princeton Theological Seminary (M.Div.1988, Ph.D. 2000). Before joining the Columbia faculty in 1998, Dr. Florence served as an associate pastor for youth and young adults at Westminster Presbyterian Church in Minneapolis. Her books include *Preaching as Testimony*, *Inscribing the Word*, and *Rehearsing Scripture: Discovering God's Word in Community*, based on her 2012 Lyman Beecher Lectures on Preaching at Yale Divinity School; her current book project is 'A' is for Alabaster: A Preacher's Alphabet. She has also published articles and chapters in numerous books and journals, including a year's worth of lectionary text commentaries for www.WorkingPreacher.com.

- **May 17-28, 2022: Bible Land Study Tour: Israel**

Registrations have begun for a study tour once again to Israel and the West Bank, led by Dr. Tony Cartledge. Dr. Cartledge has made these journeys for more than 25 years and leads with a depth of experience that makes possible a tour that goes far beyond typical tourist packages. The journey will include more archaeological sites, an opportunity to participate in an ongoing excavation, and a chance to understand the dynamic tensions of modern Israel by visiting with Palestinian Christians in Bethlehem.



The Divinity School is grateful for its partnerships with the Baptist General Association of Virginia, the Cooperative Baptist Fellowship of Virginia, the Cooperative Baptist Fellowship of North Carolina, Cooperative Baptist Fellowship Global, the Original Free Will Baptists, the Baptist State Convention of North Carolina, the North Carolina Foundation for Christian Ministries, and the Charles B. Keese Educational Fund, Inc.

GARDNER-WEBB UNIVERSITY

At Gardner-Webb University, we believe our love for God is best expressed through our love for humanity. As communities continued to fight the COVID-19 pandemic during 2020-'21, Gardner-Webb met the challenges and adapted. In these unusual circumstances, GWU students, alumni, faculty and staff demonstrated God's calling to serve the community.

SIGNIFICANT ACCOMPLISHMENTS & ACTIVITIES

Gardner-Webb and Atrium Health Open New GWU Student Health Clinic

Gardner-Webb University and its partner, Atrium Health, celebrated a historic day for the campus on July 16, 2020, with a ribbon cutting for the new GWU Student Health Clinic. Leaders of the two entities also praised the experience and leadership of the clinic's new provider—a familiar face on campus and in the community—Dr. Jill Houser, previously an assistant professor in the Hunt School of Nursing.

GARDNER-WEBB BREAKS ENROLLMENT RECORDS IN FALL AND SPRING SEMESTERS

Gardner-Webb welcomed the third largest freshmen class in school history for Fall Semester 2020. The 471 members of the Class of 2024 began their first fall semester on Aug. 19, 2020. Gardner-Webb's total fall enrollment—in undergraduate, Degree Completion and graduate programs—is approximately 3,500, with nearly 1,200 students living on campus.

For the spring 2021 semester, Gardner-Webb's students came from the most diverse geographical areas in school history. According to Dr. Jeff Tubbs, vice president for planning and institutional effectiveness, the students represented 23 foreign countries, 91 North Carolina counties and 43 states, breaking school records in each category.

GARDNER-WEBB SERVES COMMUNITY WHILE OBSERVING COVID-19 PROTOCOLS

An integral part of life on the Gardner-Webb campus is serving the community. While observing COVID-19 protocols, faculty, staff, students and athletic teams participated in several events during the Fall 2020 Semester, including:

- Making cards for children in foster care and for the elderly at a local nursing home.
- Volunteering at Rutherford Housing Partnership, Shelby Mission Camp, Lafayette Street United Methodist Church, Habitat for Humanity, and Younglife.
- Collecting items for inmate care packages, Operation Christmas Child Shoeboxes, Angel Tree gifts, food for children, and homeless care packages.

GARDNER-WEBB WELCOMED NEW ADMINISTRATORS

Gardner-Webb welcomed five new administrators in 2020-'21:

- Nate J. Evans, of Greenville, N.C., Vice President of Advancement.
- Lesley Villarose, of Virginia, Vice President for Student Development and Dean of Students.
- Eric S. Plemmons, of Lincolnton, N.C., Associate Vice President of Human Resources.
- Tim Shuey, of Pennsylvania, Vice President of Finance and Administration.
- Dr. Shawn E. Holt, of Petersburg, Va., Dean of the College of Arts and Sciences.

ALUMNI

Alumni from GWU's Natural Sciences Department Contribute to Scientific Research

Two chemistry alumni made news in March 2021—Dr. Jeremy Griffin, '13, and Jacob Walley, '17. Griffin published research in one of the most prestigious chemistry journals in the world, the *Journal of the American Chemical Society*. Walley, named an Outstanding Graduate Student in chemistry at the University of Virginia (UVA) in Charlottesville, is working on his Doctor of Philosophy in inorganic chemistry. As a graduate research assistant for the Gilliard Group, he co-authored seven publications in a year and has contributed to the understanding of chemical processes in several elements. He also won a Graduate School of Arts and Sciences Council Research Grant and presented his work at the American Chemical Society meeting.

STUDENTS

School of Education Programs Achieve Perfect Score for Four Consecutive Semesters

In April 2021, Dr. Prince Bull, dean of the Gardner-Webb School of Education announced that for four consecutive semesters, students had received a perfect—100 percent pass—rate on the edTPA. For the Spring 2021 edTPA examination, the School was 22 of 22 passing with eight candidates at the highly qualified (HQ) level. This performance-based, subject-specific assessment and support system is used by teacher preparation programs throughout the United States. Success on the edTPA demonstrates a student candidate's readiness for a full-time classroom teaching assignment. Students must pass edTPA requirements in order to obtain a clear N.C. teaching license.

Gardner-Webb's Model UN Team Makes History at Virtual Event

The Model UN team from Gardner-Webb made history in April 2021 at the virtual Southern Regional Model UN (SRMUN). Representing the Republic of Korea, the members brought home GWU's first overall team award. Additionally, the duo of Rob Elovecky and Eliza Gunson were awarded Most Diplomatic and Best Delegation, while Grace Burgin and Nani Perez were awarded Most Diplomatic in their committee.

FUTURE GOALS AND INITIATIVES

GWU Faculty Approves Reduction in Undergraduate Hours Required for Graduation

In November 2020, the Gardner-Webb faculty approved a reduction in the number of undergraduate credit hours required for graduation from 128 to 120. The result benefits traditional undergraduate students and provides a more transfer-friendly pathway for students transitioning to GWU from other universities. The revisions go into effect in the 2021-2022 academic year.

Godbold School of Business Offers Master of Sport Management Degree

The Gardner-Webb University Godbold School of Business added a Master of Sport Management (MSM) degree program in October 2020. Designed for students who want to advance their careers in this growing field, this fully-online program addresses a need identified in a survey of GWU business students. The new master's degree can be completed in one or two years. Courses are offered in five eight-week units throughout the year, and the 30 credit-hour curriculum includes a required internship capstone course.

Gardner-Webb School of Divinity Transitions Master of Divinity Degree to 78 Hours

Beginning with the fall semester 2020, the Gardner-Webb School of Divinity transitioned its 90-hour Master of Divinity degree to a 78-hour program. Recognized by The Association of Theological Schools in the United States and Canada (ATS), the accredited program streamlines the curriculum, which combines core requirements with six concentration areas. This adjustment maintains academic excellence and further promotes the overall goal of the School of Divinity to serve the church.

Gardner-Webb Offers Two Enrollment Options for Master's in Strength and Conditioning

Beginning with the fall semester 2020, Gardner-Webb offered a Master of Science degree in strength and conditioning. The new program has two enrollment options: one allows for completion of the Bachelor of Science in Exercise Science along with the master's degree in five years or less, while the other option allows for fall, spring or summer enrollment into a two-year program to complete the master's degree. Both programs rely heavily upon standards set by the National Strength and Conditioning Association (NSCA). The Master of Science includes extensive internship and laboratory work and is designed to be practical and hands on.

Gardner-Webb Forms Partnerships with Several Community Colleges

Throughout the Fall Semester 2020 into the Spring Semester 2021, Gardner-Webb officials announced new agreements with community colleges to create seamless pathways for students transferring to GWU. The Bulldog Bound Co-Admission Agreements were extended to:

- Caldwell Community College and Technical Institute (Hudson, N.C.).
- Gaston College (Dallas, N.C.).
- Cleveland Community College (Shelby, N.C.)
- Richmond Community College (Hamlet, N.C.)

'Foothills Commitment' Expands to Lincoln County

In October 2020, the "Foothills Commitment," a program originally offered to students in Cleveland, Rutherford and Gaston counties, expanded to include residents of Lincoln County. Through the initiative, GWU provides total aid of at least \$15,610, which is a minimum of 50 percent off tuition, for any new freshman living on campus who is a resident of Cleveland County, Rutherford County, Gaston County, or Lincoln County.

Tuition Freeze Announced for Third Year

In February 2021, Gardner-Webb announced a freeze on tuition for the third year in a row for traditional undergraduate students enrolled in the Boiling Springs campus program. The freeze applied to incoming freshmen, transfer students and current undergraduates for fall 2021.

GWU President Plans to Continue Informative Series After Successful 2021 Beginning

From February to April 2021, Gardner-Webb offered an informative series called "Webb Connections." GWU President Dr. William M. Downs hosted the programs that featured a panel of experts. Because of COVID-19 safety guidelines, a small audience was allowed. Each program was recorded live and made available online for everyone to view. The programs covered topics related to the COVID-19 pandemic and recovery, healing race relations, science and faith, and Christian higher education. Downs plans to continue the informative series in the coming semesters.

GOOD FAITH MEDIA

Good Faith Media's mission is to provide reflection and resources at the intersection of faith and culture through an inclusive Christian lens.

We achieve this mission through four distinct offerings: (1) The daily distribution of News and Opinion at GoodFaithMedia.org, (2) The production of multiple videos and podcasts addressing critical issues, (3) The publication of a journal, books, and curriculum, and (4) Offering various experiences around the world as participants discover theological reflection with practical relevance.

News and Opinion distributes 3 new articles each weekday at GoodFaithMedia.org. Columnists from around the world reflect and report on the important, ever-changing topics important to people of faith. We have over 19,000 articles in our archives for individuals seeking to reflect, learn, and further research complex issues.

Video and Podcasts produce numerous offerings engaging viewers and listeners. Though the pandemic slowed our video productions in 2021, Good Faith Media began the process of developing and launching the Good Faith Media Podcast Network. Currently, we have the following podcasts that are original content: Good Faith Weekly, Good Faith Stories, Good Faith Reads, and the Raceless Gospel. In addition, through our partnerships, we developed others such as Pilgrimages of Striving and Thriving, Discovering Wholeness, and Revs on the Road. In late 2021, GFM will be partnering with Baptist Women in Ministry to highlight the life and ministry of Danielle Bridgforth, Senior Pastor at The Church at Clarendon in Arlington, VA.

Publications offer these major offerings: (1) Nurturing Faith Journal, (2) Nurturing Faith Curriculum, and (3) Books. Nurturing Faith Journal has over 3,000 subscribers and is distributed six times a year. The curriculum is written by Dr. Tony Cartledge and follows the Revised Common Lectionary. The bookstore has over 120 books from a growing number of authors.

Experiences offer participants the opportunity to travel to exciting locations such as Yellowstone and Glacier National Parks. These experiences are designed to be transformative as participants unplug from daily routine, connect with God's creation, and concentrate on their faith through conversation and relationships.

Good Faith Media appreciates our partnership with BGAV, as we work together to bring hope and light. We are very thankful for BGAV and churches' support. Together, we are changing lives and the world.

Full-time staff members are:

- Mitch Randall, Chief Executive Officer
- John Pierce, Executive Editor
- Autumn Lockett, Executive Director for Development and Marketing
- Cliff Vaughn, Media Producer
- Zach Dawes, Managing Editor for News and Opinion
- Bruce Gourley, Managing Editor for Publishing and Experiences Coordinator
- Starlette Thomas, Director of the Raceless Gospel Initiative and Associate Editor
- Vickie Frayne, Creative Coordinator for Publishing and Marketing

Part-time staff members are:

- Tony Cartledge, Contributing Editor and Curriculum Writer
- Alyssa Aldape, Contributing Correspondent
- Missy Randall, Experiences and Events Coordinator
- Jackie Riley, Copy Editor

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*BGAV representative

McAFEE SCHOOL OF THEOLOGY AT MERCER UNIVERSITY

When Jesse Mercer founded Mercer University in 1833, he and other Georgia Baptist leaders envisioned an institution that would provide students with a classical and theological education. Their concern was for young preachers and for members of area Baptist churches. Mercer knew these churches desperately needed pastor-leaders who understood scripture and could clearly articulate their Christian beliefs.

Over the intervening years, the institution begun by Jesse Mercer has developed into a university of far-reaching influence, while remaining committed to an educational environment that embraces the historic Baptist principles of intellectual and religious freedom. Today, more than 9,000 students are enrolled in 12 schools and colleges on campuses in Macon, Atlanta and Savannah; three medical school sites in Macon, Savannah and Columbus; and at four Regional Academic Centers around the state.

In recent years, both pastors and students who seriously examined the opportunities for seminary-level training expressed a need for new educational alternatives within the Baptist tradition. After careful consideration of the issues and after an extensive feasibility study, the University's Board of Trustees in June of 1994 voted to establish a School of Theology.

The McAfee School of Theology at Mercer University attracts students who have looked critically at the options and who seek a theological education that will best prepare them for ministry in the next century.

McAfee School of Theology offers the following degrees:

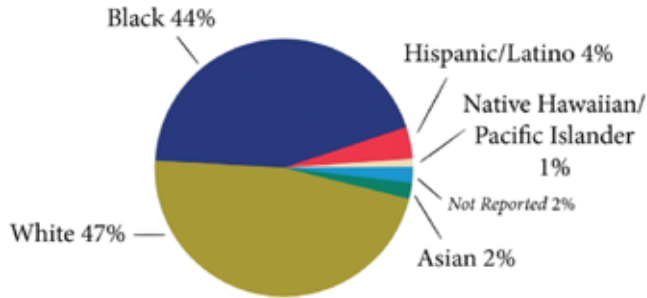
- Master of Divinity (Residence and Online)
- Master of Arts in Christian Ministry (Residence and Online)
- Master of Theological Studies
- Doctor of Ministry
- Graduate Certificate in Theological Studies

One of our fastest growing options is with our Combined Degree Programs:

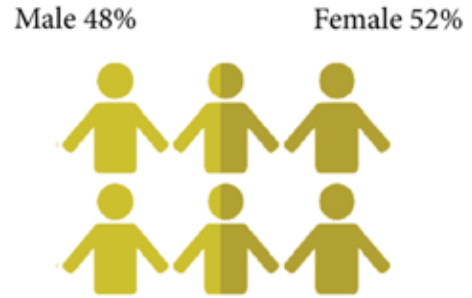
- MDiv and Master of Business Administration
- MDiv and Master of Science in Clinical Mental Health Counseling
- MDiv and Master of Science in Organizational Leadership
- MACM and Master of Science in Organizational Leadership
- MTS and Master of Science in Clinical Mental Health Counseling

McAfee includes over 900 alumni, 150 students, a dozen full-time faculty, and a devoted staff. Churches throughout the southeast support the school in their budget and hundreds of other individuals faithfully give to scholarships, operations or other school-related causes.

ETHNICITY*

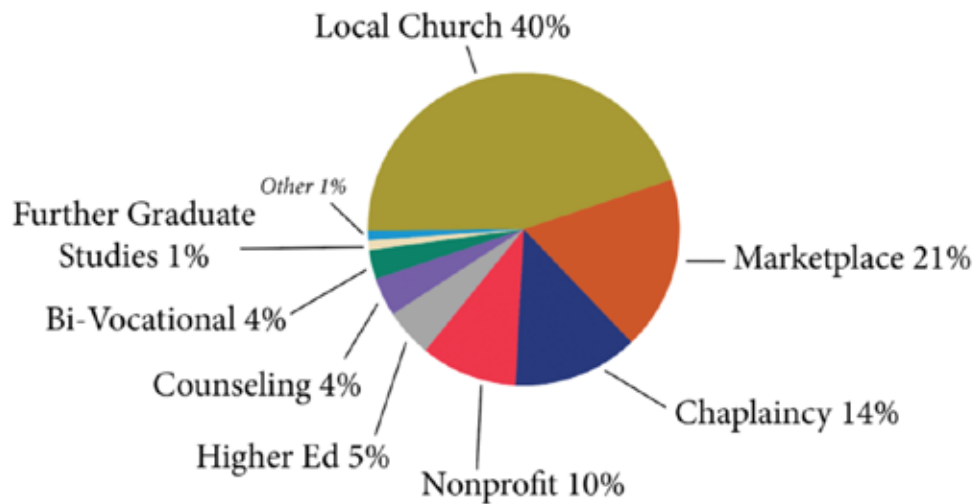


GENDER*



McAfee has more than \$22 million in endowments and this previous year received \$231,000 in gifts to the annual fund and an additional \$709,000 towards scholarships and other endowed gifts.

ALUMNI CAREERS



McAfee School of Theology is grateful for its partnerships with the Cooperative Baptist Fellowship National, Cooperative Baptist Fellowship of Georgia, Alliance of Baptists, Baptist Women in Ministry, CenterForm Atlanta, New Baptist Covenant, Passport Camps, Seminary Stewardship Alliance and Seminaries Change the World.



MINISTERING TO MINISTERS

Since 1994 Ministering to Ministers has provided support to ministers, their families, and congregations, during one of the most traumatic crises in ministerial life: a forced termination from a church or place of ministry. Part of the Pastoral Excellence Program of the Center for Lifelong Learning at Columbia Theological Seminary, this ministry offers help, hope and renewal for ministers in crisis.

Ministering to Ministers offers spiritual, emotional, and legal guidance to clergy and their families. Its primary focus is clergy who have experienced a forced termination or substantial conflict with their churches so as to make continuing ministry together untenable.

“What could have been a terrible ordeal for our family became something that will serve as a springboard for further ministry. During the retreat we found a light at the end of a dark tunnel and a road map to wellness that has enabled us to thrive in adverse conditions,” said a former participant.

Ministering to Ministers has dedicated itself to a larger investment in health promotion and conflict prevention and transformation in the relationship between pastors and their churches before they endure debilitating and destructive experiences.

Ministering to Ministers helps churches, associations, and the BGAV through:

- The Wounded Ministers Retreat for Clergy and Spouses. Held annually at the Eagle Eye Conference Center in Lynchburg VA, at the Samford University’s Center for Congregational Resources, Birmingham AL, and the Center for Lifelong Learning, Atlanta GA. This signature event offers clergy and their spouses an opportunity to share in a restorative experience with ministry peers. Led by trained facilitators, the retreat offers peer group support, information sessions led by experts in relevant fields, and group therapy led by psychiatrists or psychologists.
- Providing immediate support to clergy and their families who are experiencing personal or professional crisis due to deteriorating congregation--clergy relationships through counseling and referrals to legal counsel if necessary.
- Providing resources to ministers for assessing their relationship with their church and establishing optimal terms for employment in their ministry contexts.
- Offering programs and courses for personal and professional development focused on pastoral intelligence, vocational development, and conflict transformation.
- Offering coaching programs to raise the emotional maturity and conflict transformation skills of all parties in church-minister relations. These programs are designed to promote health and conflict prevention between clergy and their churches by establishing strong initial foundations, healthy dispute resolution, and mediation.

Ministering to Ministers comes alongside ministers to affirm the worth of the individual and the authenticity of their call, in the midst of the challenges in ministry. We strive to reclaim ministers

wounded in toxic situations and forced terminations through wellness retreats, personal counseling, legal counsel, and professional and personal development programs.

As a result of interventions and support, we witness clergy able to continue to respond to God's call into service. Many of these ministers are enabled to resolve situations and stay in their ministry position, some rise to serve new churches, and others move forward to serve the living God in new work or positions.

Ministering to Ministers alumni demonstrate a higher than average return to ministry. Significant and tragic losses to the BGAV and its churches, in terms of ministerial education, training, and years of vocational experience may be avoided through redeemed careers and affirmation of personal vocational calling to ministry.

In summary, Ministering to Ministers provides for the BGAV, its pastors and ministers, support and the hope for healthier clergy-church relationships, renewal, leave-taking without conflagration, and, importantly, retention of terminated pastors for church service.

Ministering to Ministers
Center for Lifelong Learning
Columbia Theological Seminary



NORTHERN SEMINARY

This year, Northern graduated 65 pastoral leaders: the largest graduating class of Northern Seminary in over 60 years. The Barna Group reports that nearly 25% of pastors are considering leaving ministry because of COVID-19. But at Northern Seminary, something different is happening. In the midst of the noise and chaos of our world, they are hearing the voice of God and today, they are saying, "Here am I, send me!"

These students want to grow deeper in their knowledge of the Bible, engage the critical issues in our culture, and gain confidence to share the gospel. Our faculty care deeply and personally for each student, equipping them to minister in local churches, and to do justice in communities. Thanks to the partnership with the BGAV, during this year Northern Seminary has:

- Welcomed three new faculty
- Launched a new Women's Leadership program
- Delivered a fully-distance Master of Divinity degree
- Launched the Grow Center for Church and Mission to train entrepreneurial pastors and church leaders
- Increased our on-demand discipleship platform Seminary Now

TRAINING PASTORS IN VIRGINIA

Seminary Now

For a limited time, all BGAV churches can use the discount code BGAV20 enabling their staff and church members to receive 20% off individual membership access to Seminary Now, a powerful on-demand discipleship tool for churches, groups, and leaders within the church.

Certificate of Christian Biblical and Entrepreneurial Thinking

Register today for this certificate program featuring Skye Jethani, Andy Crouch, and many others.

A THIRD-GENERATION PASTOR PURSUES HIS LOVE OF LEARNING AT NORTHERN

Pastoring and a love of learning run deep in Steffan Allen's DNA. Almost sixty years ago, his grandfather, Samuel Allen Sr., started Greater Bible Way Apostolic Temple in Joliet, Illinois. Steffan's father, Bryan Allen, began leading the church in 2005 and today, Steffan serves as the assistant pastor there.

While immersed in ministry, Allen took the opportunity to pursue his passion for education at Northern Seminary. "I genuinely enjoy new information and I love learning," he says. "It has been ingrained in me from an early age." His grandfather received his doctoral degree from Moody Bible Institute in Chicago (1974), and his father received his doctoral degree from St. Thomas Christian University in Jacksonville, FL (2013). "Northern Seminary felt like a place where I could follow in the footsteps made by great men before me."



Steffan Allen

Studying at Northern has opened up new dimensions of leadership for Allen. "Before my studies began, I was only studying the surface of scripture without exploring outside of what I had been taught. I have learned how to study and truly exegete the text in an efficient and effective manner."

Several other highlights from his time at Northern involve relationships and conversations with fellow students. Allen has enjoyed breakout discussions with friends and peers who bring a variety of perspectives. "Having a different background and upbringing than they have but having a willingness to listen and learn has been so impactful," he says.

NORTHERN PARTNERS WITH THE BGAV TO TRAIN PASTORAL LEADERS

For Callie "CJ" Revere, being involved in a local church has always been part of her life. "I was raised believing Sunday morning was set aside for Sunday school and worship," she says. "My parents took the time to invest in my spiritual well-being. I professed my faith when I was 14 but never fully understood what it meant to follow Christ until I became active in the church."



Callie "CJ" Revere

Revere's home church in Virginia is a member of the Baptist General Association of Virginia (BGAV). **Through BGAV, CJ discovered Northern Seminary, where she is currently enrolled in the Master of Divinity program.**

In 2019, BGAV and Northern Seminary formed a partnership in distance education. Through interactive live-streaming classes and local gatherings, Northern delivers accessible theological education to students in Virginia. Students can choose a Master of Divinity, Master of Arts, or Certificate program, plus one of several specializations. This has allowed CJ to pursue her education while continuing to serve at her church.

Revere has been active in ministry, teaching children and youth in Sunday school and working with VBS, music camps, etc. Today she serves as a deacon and is part of multiple teams at her church.

"Northern Seminary was a perfect fit," Revere says. "The online Master of Divinity program sold me; I love that women can go through the program without feeling like they should not be here. It has been a blessing to serve God in this way."

To learn how Northern Seminary's innovative programs are impacting lives like Steffan and CJ, please contact us today.

THE IMPACT OF YOUR GIFTS

- 310 MASTER'S AND DOCTORAL STUDENTS
- 1 OF 7 SEMINARIES IN NORTH AMERICA TO GROW EACH YEAR OVER THE LAST FIVE YEARS
- 1,300 SEMINARY NOW USERS AND SUBSCRIBERS
- WE'RE IN 40 STATES + 10 COUNTRIES

BGAV 2021 BOOK OF REPORTS

CONSTITUTION/BYLAWS OF THE BGAV

- Constitution/Bylaws
- Amended and Restated Articles of Incorporation

BGAV

A network of churches
for missions & ministry

CONSTITUTION/BYLAWS

ARTICLE I

Name

The name of this body shall be the Baptist General Association of Virginia, hereinafter referred to as the General Association.

ARTICLE II

Purpose

The object of the General Association shall be to furnish the Baptist churches of the General Association a means of cooperation for the propagation of the Gospel of Jesus Christ, and for the advancement of the Redeemer's Kingdom by all methods in accord with the Word of God. There shall be full recognition of the autonomy of the local churches.

ARTICLE III

Meetings and Composition

Section A: Meetings

The General Association shall meet annually. Special meetings may be called by the president or a vice president with the concurrence of a majority of the officers of the General Association.

Section B: Composition

The General Association shall be composed of the officers of the General Association and messengers elected by Baptist churches which follow the New Testament teaching of salvation by grace and believer's baptism by immersion, and which cooperate with the General Association. Each church contributing financially at least \$500 during the previous fiscal year, according to the treasurer's report, to the Virginia portion of the Cooperative Missions Budget shall be entitled to two (2) messengers; to a total of three (3) messengers for \$750; a total of four (4) messengers for \$1000, and to one (1) more messenger for each additional \$600; provided that no church shall be entitled to more than fifteen (15) messengers. If \$500 is more than two percent (2%) of a church's total annual receipts, such church is entitled to two (2) messengers, provided it contributes financially at least two percent (2%) of its total annual receipts to the Virginia portion of the Cooperative Missions Budget. The Cooperative Missions Budget as adopted by the General Association is the preferred way Virginia Baptists express their unity in mission and ministry. Cooperative Missions is Virginia Baptists' long-standing commitment to the Cooperative Program.

Section C: Cooperating Churches

Cooperating churches of the General Association shall be identified as one of the following, and shall be entitled to benefits, publications and services as indicated:

Participating – A church contributing financially to the Virginia portion of the Cooperative Missions Budget shall be named on the group exemption roster for IRS as exempt from Federal income tax under 501(c)(3) of the Internal Revenue Code under the General Association's blanket exemption

from Federal income tax. Such a church shall be eligible to participate in annuity benefits for staff, and receive all publications and services.

Watch care - A church unable to contribute financially, as a new start and/or hardship, to the Virginia portion of the Cooperative Missions Budget may be named on the group exemption roster for IRS as exempt from Federal income tax under 501(c)(3) of the Internal Revenue Code under the General Association's blanket exemption from Federal income tax; may receive annuity benefits for staff, and publications and services for up to five (5) years in accordance with policy; and may receive mentoring and/or shepherding for proactive special ministry needs.

Affiliate – A church contributing financially only one (1) of the three (3) preceding fiscal years to the Virginia portion of the Cooperative Missions Budget shall be named on the group exemption roster for IRS as exempt from Federal income tax under 501(c)(3) of the Internal Revenue Code under the General Association's blanket exemption from Federal income tax; however, such a church shall not be entitled to receive annuity benefits for staff or to receive publications and services. If such a church makes no contributions financially for five (5) years to the Virginia portion of the Cooperative Missions Budget, that church shall be removed from the list of churches named on the group exemption.

A church shall be deemed to have contributed financially when it has given either (a) at least \$500, or (b) at least two percent (2%) of its total annual receipts, during the previous fiscal year, to the Virginia portion of the Cooperative Missions Budget.

ARTICLE IV

Officers

Section A: Officers of the General Association

The officers of the General Association shall be a president, first and second vice presidents, an executive director, a treasurer, and a clerk.

1. President. Upon nomination from the floor, the president of the General Association shall be elected for a one (1) year term on the second day of the annual meeting of the General Association.
2. Vice-Presidents. Upon nomination from the floor, the first vice president shall be elected for a one (1) year term at the annual meeting of the General Association. Upon nomination from the floor, the second vice president shall be elected for a one (1) year term at the annual meeting of the General Association.
3. Clerk. Upon nomination from the floor, the clerk shall be elected for a one (1) year term at the annual meeting of the General Association.
4. Executive Director. The executive director shall be nominated by the Virginia Baptist Executive Board, hereinafter referred to as the Executive Board, shall be elected by the General Association, and shall serve until his/her successor is elected. Nominations for this office may be offered from the floor of the General Association any year at the time of the nomination of its annually elected officers.
5. Treasurer. The treasurer shall be nominated by the Executive Board, shall be elected by the General Association, and shall serve until his/her successor is elected. Nominations for this office may be offered from the floor of the General Association any year at the time of the nomination of its annually elected officers. The treasurer shall receive all funds contributed

to the General Association, pay over such amounts as are specified by the contributors for particular uses according to their directions (provided that, in the opinion of the treasurer, said uses comply with accepted General Association causes), distribute any amount not specified according to the instructions of the General Association, and make an annual report of all receipts and disbursements. All checks for paying of funds of the General Association shall be signed by the treasurer and countersigned by such other persons as may be designated by the Executive Board. The treasurer shall ensure that the duties of stewardship education and financial resources development are performed. The treasurer shall serve under the direction of the executive director and shall perform such other fiscal and management duties as may be assigned by the executive director.

Section B: General Provisions

1. All nominees shall be resident members of Baptist churches contributing financially to the Virginia portion of the Cooperative Missions Budget.
2. Multiple nominations for any one office shall be elected by ballot. Single nominations for one office shall be elected by voice vote. A majority vote of those present and voting shall be required for election to all offices.
3. Election of other officers shall follow in order after the election of the president.
4. No seconding speeches shall be permitted for any nomination.
5. Elected officers shall assume their respective offices at the close of the annual meeting at which they are elected, and hold office for a term of one (1) year or until their successors are elected.
6. In case of the death, resignation, disability or ineligibility of the president, the vice presidents in the order named shall succeed to the office of president and shall complete the term of said office.
7. In case of the death, resignation, disability or ineligibility of the first vice president and/or the second vice president, or of the succession of either to the office of president, the resulting vacancy or vacancies shall be filled by the Executive Board for the unexpired term(s).
8. In case of the death, resignation, disability or ineligibility of the executive director, treasurer, or clerk, the Executive Board shall make provisions for the continuance of the work until the office is filled by election at a General Association annual meeting.
9. The responsibilities of the officers of the General Association shall be those usual to the respective offices, plus those specifically outlined in the Constitution/Bylaws. The president and executive director shall be non-voting ex officio members of all committees of the General Association.

ARTICLE V

Virginia Baptist Executive Board

Section A: Members by Virtue of Office

The members by virtue of office shall be the president, the first vice president, the second vice president, the immediate past president, the executive director, and the treasurer.

Section B: Members from the General Association

There shall be fifteen (15) members at large from the General Association. Upon nomination by the Executive Board, five (5) members shall be elected annually by the General Association for three (3) year terms. Four nominees shall be from among the candidates submitted by the Mission Council

and the fifth nominee may be one of the candidates submitted by the Mission Council or another eligible Virginia Baptist. A member having served three (3) consecutive terms shall not be eligible for reelection until at least one (1) year has elapsed following his/her previous service. The nominees shall reflect a wide representation of Virginia Baptists, including both laypersons and ministers. Any vacancy occurring between the sessions of the General Association may be filled by the Executive Board for the remainder of the unexpired term.

Section C: Chair of the Executive Board

Upon nomination by the Executive Board, the chair shall be elected annually by the General Association for a one (1) year term. The chair shall be a current member of the Executive Board.

Section D: Meetings

The chair shall set the date, place and time of meetings. A majority of voting members shall constitute a quorum.

Section E: Responsibilities

1. The Executive Board shall have entire management of the matters committed to its trust and shall carry out such plans as may seem judicious, provided they are in strict accordance with the Articles of Incorporation, with the Constitution/Bylaws of the General Association, and with such instructions as may from time to time be given by the General Association. Although the Executive Board shall not have authority to control and direct the agencies, institutions and shared ministries of the General Association, it is instructed and commissioned to maintain liaison with and to study the affairs of these agencies, institutions and shared ministries in search of acceptable solutions to problems which may arise. The Executive Board shall keep records of its proceedings and make an annual report to the General Association.
2. The Executive Board shall act in the interim for the General Association on such matters as the officers of the General Association may determine to require action before the next meeting of the General Association, and the Executive Board shall report such action to the next annual meeting of the General Association.
3. The Executive Board shall serve as the Finance Committee of the General Association, and shall present a proposed budget to the General Association each year at its annual meeting.
4. The Executive Board shall advise and consult with the executive director in staff personnel matters, including the consideration of new staff positions, the election of assistant executive directors and team leaders, and personnel policies.
5. The Executive Board shall study and recommend changes to the Constitution/Bylaws of the General Association.
6. The Executive Board shall advise and consult with the executive director in strengthening the work of the General Association, including objectives, plan or organization, assignment of responsibility, and matters of general policy.

Section F: Church Membership

All members of the Executive Board shall be resident members of Baptist churches contributing financially to the Virginia portion of the Cooperative Missions Budget. Only one (1) member from any one (1) church may be elected a member of the Executive Board; however, this restriction shall not apply in the case of persons who serve by virtue of office. If a member of the Executive Board becomes a member of a church not participating with the General Association, his/her membership is automatically terminated.

Section G: Membership Restrictions

No person serving as a member of a board or committee, no trustee, no employee or independent contractor of either the General Association or any Virginia Baptist agency, institution or shared ministry receiving funds from the General Association, or his/her spouse, shall be eligible to serve as a member of the Executive Board. These restrictions shall not apply to members or pastors of churches which receive financial assistance from the General Association, nor shall they apply to persons who may serve as members of the Executive Board by virtue of office.

ARTICLE VI

Virginia Baptist Mission Council

Section A: Members by Virtue of Office

The members by virtue of office shall be the president, the first vice president, the second vice president, the clerk, the immediate past president, the executive director, and the treasurer. If a member of the Mission Council is elected to any of the above named offices, he/she shall complete the term to which he/she was elected as a member of the Mission Council.

Section B: Members from the General Association

There shall be fifteen (15) members from each of the regional clusters of the General Association and six (6) members from churches which are not in a regional cluster. The regional clusters shall convene on the first day of the annual meeting of the General Association to nominate five (5) members for three (3) year terms. The churches not in a regional cluster shall nominate two (2) members for three (3) year terms. The nominees shall be elected by the General Association on the second day of the annual meeting. A member having served two (2) consecutive terms shall not be eligible for reelection until at least one (1) year has elapsed following his/her previous service. The nominees shall reflect a wide representation of Virginia Baptists, including both laypersons and ministers. If a vacancy has occurred during the preceding year, the regional cluster shall also nominate a member to fill the remainder of the unexpired term.

Section C: Chair of the Mission Council

The President of the General Association shall serve as the chair of the Mission Council.

Section D: Meetings

The chair shall set the date, place and time of meetings. A majority of voting members shall constitute a quorum.

Section E: Responsibilities

1. The Mission Council shall submit a slate of fifteen (15) potential nominees to the Executive Board every year before May 1. The Mission Council is directed to see that this slate reflects a wide representation of Virginia Baptists, including both laypersons and ministers.
2. The Mission Council shall provide timely counsel to the Executive Board, serve as liaisons between the General Association and the local churches, and serve as ambassadors for the General Association.

Section F: Church Membership

All members of the Mission Council shall be resident members of Baptist churches contributing financially to the Virginia portion of the Cooperative Missions Budget. Only one (1) member from any one (1) church may be elected a member of the Mission Council; however, this restriction shall not apply in the case of persons who serve by virtue of office. If a member of the Mission Council becomes a member of a church not participating with the General Association, his/her membership

is automatically terminated.

SECTION G: MEMBERSHIP RESTRICTIONS

No employee or independent contractor of the General Association or his/her spouse shall be eligible to serve as a member of the Mission Council. These restrictions shall not apply to persons who may serve as members of the Mission Council by virtue of office.

ARTICLE VII

Committees

Section A: Committee on Credentials

The president and two (2) vice presidents of the General Association, acting as a committee, shall appoint, at least thirty (30) days before the annual meeting, a Credentials Committee of seven (7) members to serve at the forthcoming meeting. Any questions regarding the registration or status of messengers shall be referred to this committee for decisions and the committee shall report to the General Association.

Section B: Tellers Committee

The president and two (2) vice presidents of the General Association, acting as a committee, shall appoint, at least thirty (30) days before the annual meeting, a Tellers Committee of six (6) members to serve at the forthcoming meeting. This committee shall collect and count ballots, count standing votes and report the results to the Chair, and accomplish other tasks as may be directed by the Chair.

Section C: Committee on Boards and Committees

The Committee on Boards and Committees shall consist of the immediate past president of the General Association and nine (9) members, at least four (4) of whom shall be laypersons and at least four (4) of whom shall be ministers. The president and two vice presidents of the General Association, acting as a committee, shall nominate three (3) members to be elected annually at the General Association meeting for three (3) year terms. However, no person shall be nominated to the Committee on Boards and Committees who holds membership on other committees or boards, or is an employee of the General Association or its agencies, institutions or shared ministries.

1. This committee shall nominate qualified persons to the standing committees as outlined in this Constitution/Bylaws. Prior to presenting its report, this committee shall share with each nominee the duties and responsibilities associated with the service for which he/she is nominated, and obtain the nominee's acceptance of said duties and responsibilities.
2. This committee shall nominate persons to the boards of trustees of all agencies, institutions, and shared ministries of the General Association in accordance with their respective charters.
3. This committee is encouraged to solicit suggestions as to qualified persons to serve on the boards and committees of the General Association. The committee is directed to see that proper distribution of membership on boards and committees reflects a wide representation of Virginia Baptists, including both laypersons and ministers. The committee shall not nominate any person to serve as a trustee of any board of any agency, institution or shared ministry of the General Association who is currently serving as a General Association nominated member on another board of any agency, institution or shared ministry of the General Association, nor shall an employee or independent contractor of the General Association be nominated to serve as a trustee of such boards. However, this restriction shall not apply to any agency, institution or shared ministry which, by its bylaws or board policy, requires a specific employee of the General Association to be a member of its board. All

trustees who are nominated by the Committee on Boards and Committees are eligible for consideration to succeed themselves for a second term. After two (2) terms on the board of any agency, institution or shared ministry, a trustee is not eligible for nomination to that board for at least one (1) year. Members of the Committee on Boards and Committees or their spouses shall not be nominated to other committees or boards.

4. All nominees shall be resident members of Baptist churches contributing financially to the Virginia portion of the Cooperative Missions Budget. Prior to presenting its report of nominations to the General Association, this committee shall determine the eligibility, availability and willingness of each proposed nominee to serve, if elected; and this committee shall include in its report to the General Association the place of residence and the church membership of each nominee.

Section D: Committee on Scholarships and Ministerial Education Funds

The Committee on Scholarships and Ministerial Education Funds shall consist of fifteen (15) members, at least seven (7) of whom shall be laypersons and at least seven (7) of whom shall be ministers. Upon nomination from the Committee on Boards and Committees, five (5) members shall be elected annually at the General Association meeting for three (3) year terms.

1. No person serving as a member of a governing board, no trustee, no employee or independent contractor of an educational institution whose students are eligible for financial assistance from the General Association, or his/her spouse, shall be eligible to serve as a member of this committee.
2. This committee shall oversee the awarding of financial assistance from the BGAV Scholarships and Ministerial Education Funds to further the educational development of (a) persons who are preparing for the Baptist ministry and (b) emerging leaders of all ages.

Section E: Other Standing Committees

The Committees on Program, Christian Life, Memorial, Religious Liberty, and Resolutions shall consist of nine (9) members each, at least four (4) of whom shall be laypersons and at least four (4) of whom shall be ministers. Upon nomination from the Committee on Boards and Committees, three (3) members of each committee shall be elected annually at the General Association meeting for three (3) year terms.

1. The Committee on Program. This committee, in consultation with the president, shall prepare the order of business for the annual meeting of the General Association, and arrange for speakers, reports, and special events of the program; consult with the host association concerning necessary arrangements and committees; and make available to the office of the executive director, by September 15, information and photographs for advance publicity, and for the printing of the program. The committee is instructed to give priority to business sessions, providing adequate time for the discussion of needs, problems, and opportunities. The committee shall recommend at each annual meeting the time and place of the meeting for at least two years in advance, giving careful consideration to the need for adequate auditorium, parking, and hotel facilities. Also, the committee may recommend at each annual meeting the speakers and/or special events for at least one year in advance. The committee shall assure that worship is emphasized during each annual meeting of the General Association. The second vice president of the General Association shall be an ex officio member of the committee.
2. The Committee on Christian Life. This committee shall study the social environment in which we live and its relation to Christian ethical standards. It shall point out in its annual report the problems confronting Christian conscience, and suggest relevant Christian teaching that

should serve as a guide for attitudes and responses.

3. The Committee on Memorial. This committee shall collect and prepare for distribution biographical data concerning deceased pastors and other Baptist leaders, and shall conduct a memorial service at each annual meeting.
4. The Committee on Religious Liberty. This committee shall report to the General Association annually on the nature and importance of religious liberty and the separation of church and state, citing violations in principle and practice, and suggestions for correcting same. This committee shall make available information relating to the subject with the view of safeguarding these cherished principles.
5. The Committee on Resolutions. This committee shall prepare and submit to the General Association for action those resolutions which it deems proper and which further the purpose of the General Association as set forth in Article II of this Constitution/Bylaws. This committee shall report to the General Association as scheduled in the adopted order of business on all resolutions referred to it, with or without recommendation or amendments.

Section F: General Provisions

1. The incoming president of the General Association shall appoint the chair of each standing committee by December 15 following his/her election, and the chairs shall hold office for a term of one (1) year or until their successors are appointed. No person may serve as chair of the committee for more than two (2) years consecutively. The appointee may be an existing member of the committee or an additional member of the committee. If such appointee is not serving an elected term on the committee, the appointed term on the committee shall be for one (1) year to coincide with the year of appointment as chair. The appointee shall have had at least one (1) year's previous service (not necessarily consecutive) on the committee.
2. No standing committee member, having served a full or partial term, shall be eligible for reelection to the same committee until after one (1) year has elapsed. All members of standing committees shall be resident members of Baptist churches contributing financially to the Virginia portion of the Cooperative Missions Budget.
3. A vacancy occurring in the membership of any of the standing committees between the sessions of the General Association may be filled by the president of the General Association for the remainder of the unexpired term.
4. Any standing committee member, absenting himself/herself from committee responsibilities for one full year without just cause given to the chair of that committee, shall be replaced by the president of the General Association for the remainder of the unexpired term upon written request of the chair of that standing committee.
5. Committees are expected to fulfill their responsibilities effectively and expeditiously, keeping meetings to the minimum number required. Committee chairs are instructed to schedule meetings, after consulting with the office of the executive director concerning dates, and to see that preparatory planning and research is done by members or others who are responsible.
6. Reports of committees will be received by the General Association at its annual meeting. However, no committee report, except from the Committee on Resolutions and the Committee on Credentials, shall be received, nor shall any of its contents or recommendations be approved by the General Association, unless such report has been submitted not later than September 15 and published on the General Association website before the annual meeting, or unless such report has been made available to the messengers at registration. Such recommendations requiring approval shall appear at the conclusion of the committee's report.

ARTICLE VIII

General Provisions

Section A. New Relationships. No new relationship with an agency, institution or shared ministry shall be created by the General Association until the proposal has been studied by the Executive Board. Any motion involving the authorization of any new relationship shall be referred to the Executive Board for study and recommendation to the General Association at its next annual meeting.

Section B. Consideration of Business. Matters introduced after the end of the first day of an annual meeting may not be considered at that annual meeting except by unanimous consent.

Section C. Voting Requirements. The General Association shall not authorize any new relationship with an agency, institution or shared ministry which involves the expenditure of money except by a two-thirds (2/3) vote of the messengers present and voting, which affirmative vote shall be not less than twenty percent (20%) of the messengers registered at such annual meeting.

Section D. Policy Changes. All motions which would change the policy of the General Association or recommend changes to the policy of any agency, institution or shared ministry connected with the General Association, shall be made in writing and presented on the first day of the annual meeting. Action on such motion shall occur on the second day of the annual meeting.

Section E. Non-budgeted Expenditures. Any proposed action involving the obligation or the expenditure of funds not provided in the Cooperative Missions Budget of the General Association shall be referred to the Executive Board for study and for such action as it may deem appropriate.

Section F. Publishing of the Constitution/Bylaws of the General Association. The Constitution/Bylaws of the General Association shall be published each year in the Book of Reports provided for the messengers to the annual meeting, and in the General Association's Annual.

Section G. Definition of Minister. Wherever used in the Constitution/Bylaws, the word minister shall be interpreted to mean a person who is an ordained minister, or who is recognized by his/her church as being in church related service, and in no way is intended to imply that laypersons are not engaged in ministry.

Section H. Assistants to Clerk. The clerk of the General Association may appoint two (2) assistants.

Section I. Resolutions. A resolution is defined as the expression of the opinion of registered messengers and in no way establishes the policies of the General Association. Only registered messengers, the Executive Board, and committees of the General Association are eligible to submit resolutions to the annual meeting of the General Association. Resolutions from messengers must be received in writing by the office of the Executive Director no later than October 15 and shall be referred to the Committee on Resolutions. Resolutions from the Executive Board or committees, and resolutions submitted for action by the Committee on Resolutions, must be published in the Book of Reports; or be published on the General Association website in advance of the annual meeting of the General Association; or be available to the messengers at registration. Adoption of any resolution shall require three-fourths (3/4) majority vote of the messengers present and voting.

ARTICLE IX

Parliamentary Authority

To protect the rights of all the members and to ensure that the will of the General Association prevails, the rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the General Association in all cases to which they are applicable and in which they are not inconsistent with this Constitution/Bylaws and any special rules of order the General Association may adopt.

ARTICLE X

Amendments to the Constitution/Bylaws

The Constitution/Bylaws may be amended only on the second day of the annual meeting by an affirmative vote of not less than two-thirds (2/3) of the messengers present and voting, which affirmative vote shall be not less than twenty percent (20%) of the messengers registered, provided that said amendments have been offered in writing and presented on the first day of the annual meeting. All amendments thus adopted shall become effective at the close of the annual meeting at which they are adopted.

Approved by the Baptist General Association of Virginia, November 12, 2014.

Amendments approved by the Baptist General Association of Virginia, November 11, 2015.

Amendments approved by the Baptist General Association of Virginia, November 16, 2016.

AMENDED AND RESTATED ARTICLES OF INCORPORATION

Under the provisions of the Virginia Nonstock Corporation Act, Chapter 10, Title 13.1 of the Code of Virginia, 1950, as amended (the "Act"), set forth below are the amended and restated articles of incorporation of Baptist General Association of Virginia:

I.

The name of the corporation is "Baptist General Association of Virginia".

II.

The corporation is incorporated as a continuation of, and the direct successor to, the unincorporated association more commonly known as the "Baptist General Association of Virginia" founded in 1823 (the "Association"). The corporation is organized and shall be operated for religious, educational and charitable purposes within the meaning of § 501(c)(3) of the Internal Revenue Code of 1986, as amended ("Code"), including without limitation, to (a) furnish the Baptist churches of the corporation (which Baptist churches shall not constitute "members" of the corporation, as that term is used in the Act) a means of cooperation for the propagation of the Gospel of Jesus Christ, (b) advance the Redeemer's Kingdom by all methods in accordance with the Word of God, (c) assist and foster missions in the dissemination of Christianity, (d) assist persons preparing for the Baptist ministry, (e) nominate trustees of agencies, institutions and shared ministries whose charters require the same to be done by the corporation, (f) take, have and hold and enjoy by purchase, grant, gift, devise or bequest, estate both real and personal, (g) receive, collect and disburse money for missionary, educational and benevolent causes as may be determined to be in compliance with the objectives and purposes of the corporation, and (h) continue the mission, conduct and operations of the Association.

The corporation shall have all powers and authority now or hereafter conferred upon nonstock, not-for-profit corporations organized under the laws of the Commonwealth of Virginia; provided, however, that (a) no part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its officers, Executive Board Members (as defined below), or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth above, (b) no substantial part of the activities of the corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation (except as provided in § 501(h) of the Code), and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office, and (c) notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (i) by a corporation operated exclusively for religious, charitable and educational purposes within the meaning of, and exempt from federal income tax under, § 501(c)(3) of the Code (or corresponding Section of any future federal tax code), or (ii) by a corporation, contributions to which are deductible under § 170(c)(2) of the Code (or corresponding Section of any future federal tax code).

III.

In compliance with § 13.1-814 of the Code of Virginia, the corporation shall not have the authority to issue shares of stock. No dividend shall be paid out and no part of the income of the corporation shall be distributed to its Executive Board Members or officers, except that the corporation may pay compensation in a reasonable amount to its Executive Board Members or officers for services rendered.

IV.

The corporation shall have no members.

V.

The registered office of the corporation shall be located at 2828 Emerywood Parkway, Richmond, Virginia 23294, in the County of Henrico, Virginia and the registered agent shall be Rev. David Washburn, an individual who is a resident of the Commonwealth of Virginia and an Executive Board Member (as defined below) and whose business address is the same as the address of the initial registered office.

VI.

Subject to and expressly restricted by those limitations set forth in the director agreement of the corporation (the "Director Agreement"), which is intended to be, and shall be interpreted as a "director agreement" within the meaning set forth in Section 13.1-852.1 of the Act (or any successor statute thereto) and pursuant to which certain provisions of the Act are thereby waived, and the corporation's constitution/bylaws (the "Constitution/Bylaws"), the corporation's management and affairs shall be vested in an executive board (the "Executive Board", which Executive Board shall constitute and be the corporation's "board of directors" as that term is defined in Section 13.1-803 of the Act). The number of Executive Board Members, the powers, authority and responsibilities of the Executive Board, the manner of their election and all other matters concerning the Executive Board and the Executive Board Members shall be set forth in, the Director Agreement and the Constitution/Bylaws.

VII.

To the full extent that the Virginia Nonstock Corporation Act, as it exists on the date hereof or may hereafter be amended, permits the limitation (which limitation shall be (i) \$1 or the minimum amount allowed to be stated by such Act if a specific dollar amount is required to be stated or (ii) the full extent of the limitation set forth in such Act if no specific dollar amount is required to be stated) or elimination of the liability of Executive Board Members or officers, an Executive Board Member or officer of the corporation shall not be liable to the corporation for monetary damages. Any amendment to or repeal of this Article shall not adversely affect any right of protection of an Executive Board Member or officer of the corporation for or with respect to any acts or omissions of such Executive Board Member or officer occurring prior to such amendment or repeal.

To the full extent permitted and in the manner prescribed by the Virginia Nonstock Corporation Act and any other applicable law, the corporation shall indemnify an Executive Board Member or officer of the corporation who is or was a party to any such proceeding by reason of the fact that he is or was such an Executive Board Member or officer or is or was serving at the request of the corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other enterprise. The Executive Board is hereby empowered, by majority vote of a quorum of disinterested Executive Board Members, to contract in advance to indemnify any Executive Board Member or officer.

The Executive Board is hereby empowered, by majority vote of a quorum of disinterested Executive Board Members, to cause the corporation to indemnify or contract in advance to indemnify any person not specified in Section 2 of this Article VII who was or is a party to any proceeding, by reason of the fact that he is or was an employee or agent of the corporation, or is or was serving at the request of the corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, to the same extent as if such person were specified as one to whom indemnification is granted in Section 2.

The corporation may purchase and maintain insurance to indemnify it against the whole or any portion of the liability assumed by it in accordance with this Article VII and may also procure insurance, in such amounts as the Executive Board may determine, on behalf of any person who is or was serving at the request of the corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, against any liability asserted against or incurred by any such person in any such capacity or arising from his status as such, whether or not the corporation would have power to indemnify him against such liability under the provisions of this Article.

VII.

In the event there has been a change in the composition of a majority of the Executive Board after the date of the alleged act or omission with respect to which indemnification is claimed, any determination as to indemnification and advancement of expenses with respect to any claim for indemnification made pursuant to Section 2 of this Article VII shall be made by special legal counsel agreed upon by the Executive Board and the proposed indemnitee. If the Executive Board and the proposed indemnitee are unable to agree upon such special legal counsel, the Executive Board and the proposed indemnitee each shall select a nominee, and the nominees shall select such special legal counsel.

The provisions of this Article VII shall be applicable to all actions, claims, suits or proceedings commenced after the adoption hereof, whether arising from any action taken or failure to act before or after such adoption. No amendment, modification or repeal of this Article VII shall diminish the rights provided hereby or diminish the right to indemnification with respect to any claim, issue or matter in any then pending or subsequent proceedings that is based in any material respect on any alleged action or failure to act prior to such amendment, modification or repeal.

Reference herein to Executive Board Members, directors, officers, employees or agents shall include former Executive Board Members, directors, officers, employees and agents and their respective estates, heirs, executors and administrators.

VIII.

For any period during which the corporation is a "private foundation" as defined by Section 509 of the Code, and only during such period(s), the corporation shall be subject to the following restrictions and prohibitions:

- a. the corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by §4942 of the Code;
- b. the corporation shall not engage in any act of self-dealing as defined in §4941(d) of the Code;
- c. the corporation shall not retain any excess business holdings as defined in §4943(c) of the Code;

- d. the corporation shall not make any investments in such manner as to subject it to tax under §4944 of the Code; and
- e. the corporation shall not make any taxable expenditures as defined in §4945(d) of the Code.

IX.

It is the intent of the corporation to continue the works and services described in Article II above in perpetuity, and there is no intent to dissolve the corporation. However, to preserve and maintain the corporation's non-profit, tax-exempt status, this Article IX shall provide for the distribution of the corporation's assets upon any dissolution of the corporation.

Accordingly, upon the dissolution of the corporation, the Executive Board shall, after making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation (a) for one or more of the exempt purposes of the corporation within the meaning of §501(c)(3) of the Code or (b) to a fund, foundation or corporation, or more than one such organization organized and operated exclusively for charitable, scientific, religious or educational purposes as shall at the time qualify as an exempt organization or organizations under §501(c)(3) of the Code.

X.

These articles of incorporation may not be amended or restated, whether in whole or in part, without the affirmative vote of at least ninety-percent (90%) of the Executive Board Members then currently serving.

