

# 2021 Annual Report of the BGAV

BGAV

John Upton, Executive Director



## 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

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

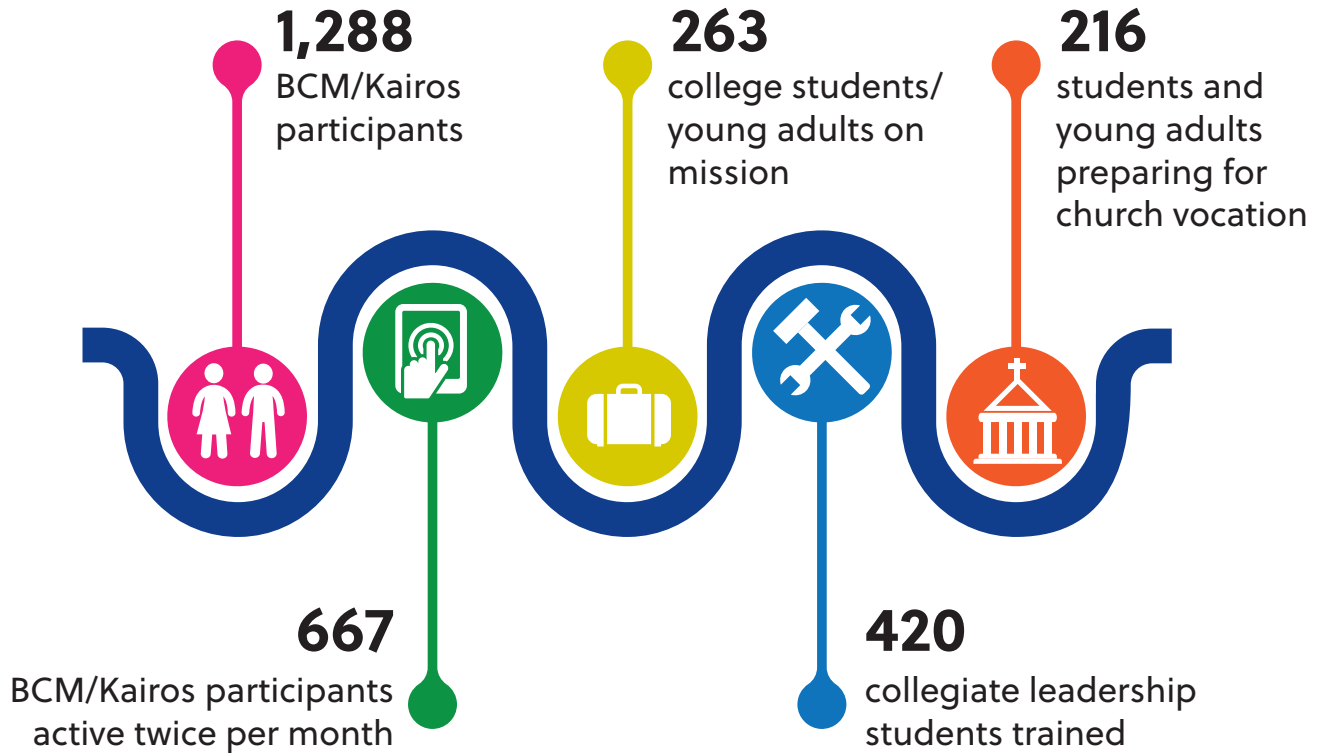
5-day immersive experience connecting churches with the ministries of LSESD in Lebanon.

- 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.



*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
  - 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

## LEARNING COHORT PARTICIPANTS

*estimated as of 9/1/21*



## PRAXIS CO-OPS

### LOS ANGELES PRAXIS CO-OP

- 3 Facilitators
  - Len Tang
  - Hannah Absalom
  - Jon Ritner
- 7 Leaders

### 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)

### PRAXIS CO-OP HAMPTON ROADS

- 2 Facilitators
  - Mike Pumphrey
  - Melanie Lassiter
- 9 Leaders

- 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.*

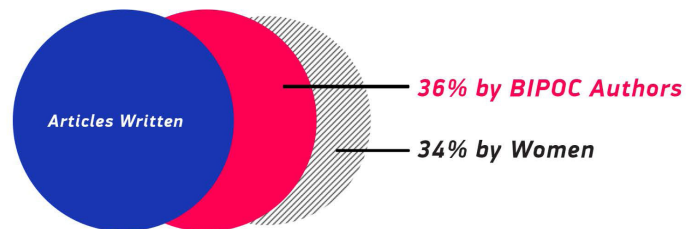
## MISSIO ALLIANCE

- 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

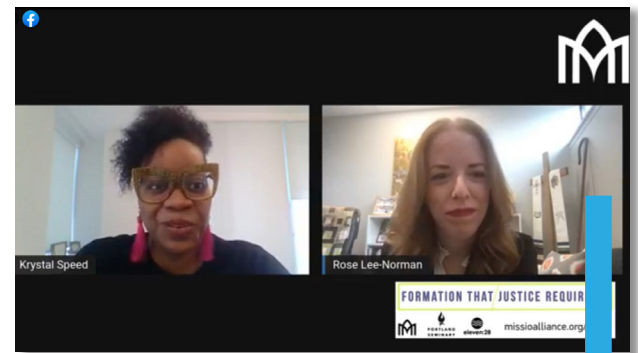
- Ecclesia (legacy)
- First Church of the Nazarene (Pasadena, CA)
- Renew Communities (Cleveland, OH)
- Citizens Akron (Akron, OH)
- Common Ground Christian Church - Midtown (Indianapolis, IN)
- Friends Network:
  - 72 paying members (+29% net gain)
- Online Resourcing:
  - Web Traffic | 212K users, 504K page views
  - Primary age range is 25-34 years
  - 53% Female, 47% Male
  - Tech: 58% used mobile, 37% desktop, 3% tablet
- 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 Roriguez Watson (287 views)



*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.”*



- 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)



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

- The Whole Good News Online Conference (85)
- Understanding Privilege Webinar (187)
- 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.

**C.A.M.P.**  
Creatively Advancing Ministry Preparation

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## **AFRICAN AMERICAN/AFRICAN CHURCH DEVELOPMENT**

- Coordination & Networking:
  - All Preaching Camps are cancelled through December 2021 due to Covid-19
  - Church Leadership Conference cancelled 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 unlikelyst 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
  - Meeting with pastor Mike Bradley to develop a strategic plan for the Warrenton Hispanic congregation



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

- 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.
- 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.



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

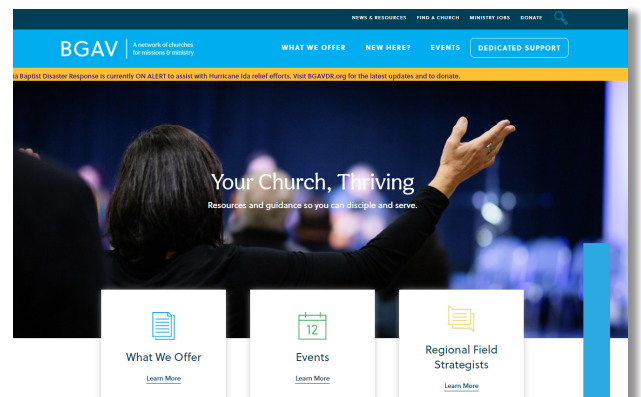
- Received donations to replace the flooring in the Dogwood Hall Auditorium and Sycamore lodge.
- Installed new handicap ramps at Hemlock and Magnolia lodges through the efforts of the Lynchburg Baptist Association Kingdom Builders.

## 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.



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

- Work continues to support Ascent. We remain on hold anticipating guidance from the Initiatives and Participation committees to set benchmarks, budget, and strategy.
- 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.