



BGAV BOOK OF REPORTS

**201ST ANNUAL MEETING OF THE
BAPTIST GENERAL ASSOCIATION OF VIRGINIA**

NOVEMBER 11–13, 2024
FIRST BAPTIST CHURCH
ALEXANDRIA, VA



BGAV

connecting + developing congregations + leaders
for an ever-changing world

BGAV 2024 Book of Reports | 1

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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 with a link and sign in information to allow them to access the voting process electronically. This will be the preferred method of voting for those in person and for those attending virtually. Messengers who do not have personal access to the internet will be given paper ballots at registration.

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.

201ST ANNUAL MEETING OFFICERS

Baptist General Association of Virginia

2023–2024 BGAV OFFICERS

President	Rebecca J. McKinney
First Vice-President	Wyatt Shelton Miles III
Second Vice-President	Alan F. Miller
Executive Director	Wayne D. Faison
Treasurer	David B. Washburn
Clerk	Nathan L. Taylor

PROGRAM COMMITTEE

- Stephen Gray, Chair
- Beth Anderson
- Brenda Armistead
- Marco Capayachi
- Carolyn Demery
- Mary Gilley
- Sylvia Hobgood
- Tom Rosemeier
- Sylvia Wade

Alan F. Miller (by virtue of office)

PARLIAMENTARIANS

- Beth Fogg
- Richard Martin
- Adam Tyler

TELLERS

- Carolyn Johnson (chair)
- Warren Johnson
- Anna Kissne
- Marylin Rigglin
- Jacob Warren
- Phillip Wright

CREDENTIALS

- Michele Spencer (chair)
- Greg Harrell
- John Huelskoetter
- Allan Smith
- Jacqueline Smith
- Jerry Stanfield
- Brady Willis

VIRGINIA BAPTIST EXECUTIVE BOARD

Baptist General Association of Virginia

MEMBERS BY VIRTUE OF OFFICE

Rebecca J. McKinney (Layperson)
Church: Chatham Heights Baptist Church
President, BGAV

Wyatt Shelton Miles III (Minister)
Church: Kedron Baptist Church
First Vice President, BGAV

Alan F. Miller (Minister)
Church: Orange Baptist Church
Second Vice President, BGAV

Herbert Ponder (Minister)
Church: Mount Tabor Baptist Church
Immediate Past President, BGAV

Wayne Faison (Minister)
Church: East End Baptist Church
Executive Director, BGAV/Ascent

David Washburn (Minister)
Church: Second Baptist Church
Treasurer, BGAV/Ascent

ELECTED MEMBERS

2024

W. Michael Bradley (Minister)
Church: Warrenton Baptist Church
1st Term, term to expire 2024

Shirley Cobb (Layperson)
Church: Harrisonburg Baptist Church
3rd Term, term to expire 2024

Lora Gravatt (Minister)
Church: Columbia Baptist Church
3rd Term, term to expire 2024

Tamara McBride (Layperson)
Church: East End Baptist Church
3rd Term, term to expire 2024

Oscar Bryan Taliaferro, Jr. (Layperson)
Church: Beale Memorial Baptist Church
3rd Term, term to expire 2024

2025

Roberta Anderson (Minister)
Church: Bethlehem Baptist Church, Richmond
1st Term, term to expire 2025

Brooke Holloway Blake (Minister)
Church: Memorial Baptist Church
2nd Term, term to expire 2025

Allen Jessee (Minister)
Church: Highlands Fellowship Church
2nd Term, term to expire 2025

John Sawyer (Minister)
Church: James River Community Church
1st Term, term to expire 2025

Stapelton W “Pete” Wills (L)
Church: Mechanicsville Baptist Church
2nd Term, term to expire 2025

2026

Josh Franklin (Minister)
Church: Mount Vernon Baptist Church
1st Term, term to expire 2026

Michael Lee Moore (Layperson)
Church: Gracewood Community Church
1st Term, term to expire 2026

Carlton Gunter (Minister)
Church: Penuel Baptist Church
2nd Term, term to expire 2026

Wayne Jenkins (Minister)
Church: First Baptist Church of Alexandria
2nd Term, term to expire 2026

Rachel Pierce (Minister)
Church: First Baptist Church of Ashland
2nd Term, term to expire 2026

VIRGINIA BAPTIST MISSION COUNCIL

Baptist General Association of Virginia

ELECTED MEMBERS

2024

Danny Wayne Collins, Southwest Region
Patricia Pat Craft, Southwest Region
Josh Crews, Southside Region
Chris Davis, Northern Region
Brenda L. Evans, Capital Region
Laura French, Southside Region
Mary Garrett, Southwest Region
James George, Northern Region
Margarete R. Gillette, Central/Valley Region
Denise Harcum, Capital Region
Brenda Hastings, Northern Region
Ron Hatcher, Capital Region
John Huelskoetter, Northern Region
Richard Ikenberry, Southwest Region
Tommy Larson, Tidewater Region
Lynn Marstin, Southside Region
Randy McCollum, Tidewater Region
John Robertson, Tidewater Region
Jake Roudebush, Central/Valley Region
Joshua Snead, Southwest Region
Jerry Stanfield, Southside Region
Stephen Taylor, Tidewater Region
Wes Taylor, Tidewater Region
Hector Velasquez, Northern Region
Catherine White, Southside Region
Kristin Adkins Whitesides, Central/Valley Region
Brenda Sue Wilkinson, Central/Valley Region
Tom Williams, Capital Region

2025

Andre Amaral, Capital Region
Ben Boyd, Capital Region
Leroy Bradshaw, Southside Region
Jim Bunce, Central/Valley Region
Brian Burdett, Northern Region
Connie Cruze, Southwest Region
Steve Hagan, Northern Region
Greg Harrell, Southwest Region
Donna Jarrell, Southside Region
Lynette Johnson, Southwest Region
Sam Maxwell, Northern Region
Anne Mitchell, Tidewater Region
Molly Moore, Central/Valley Region

Steve Nethery, Central/Valley Region
Jeff Noble, Southwest Region
Matt Parron, Tidewater Region
Troy Pearson, Central/Valley Region
Cindy Phillips, Southside Region
Thomas Saunders, Central/Valley Region
Allan Smith, Northern Region
Greg Soult, Capital Region
Carter Tan, Capital Region
Andy Wood, Southwest Region
Patrick Wood, Tidewater Region

2026

Phil Bailey, Central/Valley Region
Danielle Bridgeforth, Northern Region
Tim Brown, Southwest Region
Ben Caldwell, Tidewater Region
Samuel Alexander (Alex) Crocker, Tidewater Region
Michael Edwards, Capital Region
Joy Eure, Northern Region
Lee Foster, Southside Region
Andrew Garnett, Tidewater Region
Bob Gordon, Northern Region
Chad Harris, Southside Region
Mike Hatfield, Southwest Region
Jonathan Hilliard, Southside Region
Robert Lee, Tidewater Region
Linda Mays, Southside Region
Mark Miller, Capital Region
Kristen Old, Tidewater Region
Rupert H. Rose, Jr., Capital Region
John H. Stone, Central/Valley Region
Nancy Gail Swanson, Southside Region
David Vogt, Central/Valley Region
Shawn White, Southwest Region
Austin Williams, Central/Valley Region
Donna Winebarger, Southwest Region



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
- Report of the BGAV Task Force on Women in Ministry
- Resolutions of Appreciation
- Election of Virginia Baptist Executive Board Nominees
- Election of Virginia Baptist Executive Board Chair
- Report of the 2024 Alma Hunt Offering for Virginia Missions
- 2025 Proposed Cooperative Missions Budget Allocation
- 2025 Proposed World Mission Causes

TREASURER'S REPORT

Distribution of Gifts Received as of September 30, 2024

	COOPERATIVE MISSIONS	DESIGNATIONS	TOTAL
BGAV Ministries	\$3,109,114		\$3,109,114
Partnership Missions	\$107,168	\$11,800	\$118,968
Averett University	\$65		\$65
Baptist Extension Board	\$663		\$663
Bluefield University	\$23,966		\$23,966
Center for Baptist Heritage and Studies	\$38,450		\$38,450
EverBless Foundation	\$251		\$251
Fork Union Military Academy	\$492	\$9,002	\$9,494
GraceInside	\$24,932	\$50	\$24,982
Hargrave Military Academy	\$237		\$237
HopeTree Family Services	\$20,894	\$23,313	\$44,207
LifeSpire of Virginia	\$2,605	\$5,639	\$8,244
Oak Hill Academy	\$9,483		\$9,483
Virginia Baptist Historical Society	\$15,282		\$15,282
Woman's Missionary Union of Virginia	\$166,621	\$1,000	\$167,621

WORLD MISSION CAUSES

Ascent	\$44,683	\$33,682	\$78,365
Kingdom Advance New Missions Initiatives	\$149,121	\$5,063	\$154,184
Renew Virginia	\$73,639	\$31	\$73,670
Missions Development & Relief	\$83,102		\$83,102
Leland Seminary	\$48,110		\$48,110
Baptist World Alliance	\$51,867	\$1,749	\$53,616
Ministerial Education Fund	\$27,530		\$27,530
Baptist Joint Committee	\$23,421	\$1,000	\$24,421
Ministering to Ministers Foundation	\$18,644		\$18,644
Baptist News Global	\$11,523	\$1,000	\$12,523
Southern Baptist Convention	\$586,040		\$586,040
International Mission Board - SBC	\$115,620	\$23,715	\$139,335
North American Mission Board - SBC	\$41,258	\$3,260	\$44,518
Ethics and Religious Liberty Commission - SBC	\$932		\$932
Historical Library and Archives - SBC	\$289		\$289
GuideStone Financial Resources - SBC	\$2,742	\$900	\$3,642
Gateway Seminary - SBC	\$1,962		\$1,962
Midwestern Seminary - SBC	\$2,134		\$2,134
New Orleans Seminary - SBC	\$2,116		\$2,116
Southeastern Seminary - SBC	\$2,115		\$2,115
Southern Seminary - SBC	\$2,275		\$2,275
Southwestern Seminary - SBC	\$2,144		\$2,144

OTHER SPECIAL OFFERINGS AND DESIGNATIONS

Alma Hunt Offering for Virginia Missions		\$142,271	\$142,271
Annie Armstrong Missions Offering		\$883,861	\$883,861
BGAV International Missions Offering		\$44,509	\$44,509
Lottie Moon Missions Offering		\$1,249,977	\$1,249,977
World Hunger		\$53,367	\$53,367
Other Designations		\$2,102,065	\$2,102,065

Total Receipts as of September 30, 2024	\$4,811,493	\$4,597,253	\$9,408,746
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RECOMMENDATIONS AND REPORTS FROM THE VIRGINIA BAPTIST EXECUTIVE BOARD

1. Approved 4 additional 2024 housing requests for staff.
2. Approved Career Professionals Recognition for Ken Kessler (Empower Coaching) and Kirk Walker (Chief Information Officer).
3. Approved a study leave for Scott Anderson (Campus Minister, James Madison University) and Darrell Cook (Campus Minister, Virginia Tech).
4. Appointed a seven-member BGAV Task Force on Women in Ministry.
5. Approved the 2024 Alma Hunt Allocations.
6. Received the full 2023 audit report from Keiter.
7. Approved and elected Josh Franklin (M), Mt. Vernon Baptist Church to fill the unexpired term of David Benjamin, term to expire 2026.
8. Reiterated the 2023 statement of affirmation of women in ministry.
9. Approved three new V3 board members: Eric Schneiderhan, Jeunee Godsee, and Jesse McCain.
10. Approved a Resolution of Appreciation for Michael D. Groves.
11. Approved a Resolution of Appreciation for Sang Yun Shin.
12. Approved a Resolution of Appreciation for Elizabeth C. Fogg.
13. Recommend the following nominees to serve on the Executive Board, terms to expire 2027: Mike Bradley (M), second term (Warrenton Baptist Church); Sarah U. Burnett, first term (Woodland Baptist Church); Angie Frame (M), first term, (Passion community Church; Beth Sloane (L), first term (Beale Memorial Baptist Church; and Mary Terry (L), first term (First Baptist Church, West Main Street, Charlottesville).
14. Recommend the nomination of Allen Jessee, Highlands Fellowship, to serve as chair of the Executive Board in 2025 and approved Brooke Blake, Memorial Baptist Church to serve as vice chair of the Executive Board in 2025 and Wayne Jenkins, First Baptist Church of Alexandria to serve as secretary of the Executive Board in 2025.
15. Approved Shannon Kiser as the new National Director for Fresh Expressions, effective January 2025.
16. Approved a Resolution of Appreciation for Rodney Brian Miller.
17. Approved the 2025 housing allowances requests for ordained staff.
18. Approved the salary scale for 2025.
19. Approved the \$7,193,750 Cooperative Missions budget goal for 2025.
20. Approved the Treasurer be authorized to distribute all funds received after January 10, 2025, in accordance with the 2025 budget.
21. Received the report of the BGAV Task Force on Women in Ministry.

REPORT OF THE BGAV TASK FORCE ON WOMEN IN MINISTRY

CONTEXT FOR THE MOTION

In March of 2023, when most pastors were preparing for Holy Week and Easter, Mike Law was publishing a list of women in ministry serving in Baptist churches. Though not all of the women named in the list served at Southern Baptist Convention (SBC) churches, some in Virginia were included on the list because of their church's affiliation with the BGAV. Prior to the publication of the list, Law had already begun contacting some BGAV churches to warn them of his intention to report them to the SBC for being out of compliance with the Baptist Faith and Message 2000.

Because some women began experiencing harassment due to their inclusion on the list and the subsequent decisions made by the SBC, Baptist Women in Ministry (BWIM) began cultivating a response. They saw their work as two-fold: first, to act as a safe repository for women to share their stories; second, to begin finding tangible ways to support and protect women serving in ministry, particularly those being targeted by the SBC.

One of the areas in which BWIM hoped to provide tangible help was in working with denominational groups who have been open to women in ministry but still remain connected, in some way, to the Southern Baptist Convention.

To that end:

- The Baptist General Convention of Texas was invited to make a statement of affirmation and the work continues in that convention to get to that point.
- The North Carolina Progressive Baptist Convention passed an affirmation.
- The BGAV had already made a statement of affirmation and so the next step was to find ways to help the BGAV put that affirmation into action.

The reason that the motion was made at the BGAV meeting last fall was because BGAV had been identified as an organization that already had made moves to affirm women in ministry. BGAV was viewed as a possible partner and one that might be willing to take further steps to move from affirmation to advocacy.

WORK TO BE DONE

Despite Mike Law's list, in recent years, there has been a growing recognition of the essential role women play in pastoral, ministerial, and leadership positions within BGAV churches. This evolving landscape not only calls for a deeper exploration of existing programs and resources but also emphasizes the need for advocating policies and initiatives that champion women's contributions in these spheres.

At the 200th anniversary of the BGAV, it felt important to call attention to this work as we gave thanks for our history and also looked toward the future with hope. We recognize that the first 150 years of the BGAV were shaped by the unquestioned assumption that church leaders would be men. So we believe we must examine how those assumptions have shaped our reality and the experiences of women serving in churches, even today. Despite the fact that we have a heritage of good work, we also know we still have more work to do. Therefore, we are guided by a desire to work for equity rather than simple equality, recognizing that systems must be put into place that actively dismantle areas where some have been disadvantaged by oppressive assumptions.

The motion was brought to the floor: **"I move that the Executive Board of the Baptist General Association of Virginia appoint a seven-member task force to explore programs, resources, policies, initiatives, and relationships which further support and advocate for women in pastoral, ministerial, and leadership roles among Virginia Baptists, and that the task force present a report of findings and recommendations to the messengers of the 2024 Baptist General Association of Virginia Annual Meeting."**

It passed by over 80% of the vote.

The Executive Board subsequently formed a seven-member task force: Kristin Whitesides (chair), Carlisle Davidhizar, Joshua Hayden, Nancy Stanton McDaniel, Shelton Miles, Herbert Ponder, Esther Shin, and Brooke Holloway Blake (ex officio).

Since March of 2024, our task force has been meeting at least once a month via Zoom as a full committee. Subcommittees have also met regularly to address various parts of the scope of our work. We now meet weekly in preparation for the annual meeting.

The motion was brought to the floor of the BGAV because Baptist Women in Ministry had already experienced Virginia Baptists as partners in the work of affirming women in their call to serve God in ministry. We are grateful for the ways we can work together to move into fuller advocacy of and support for women in ministry in the days to come.

COLLECTING OUR FINDINGS: A SURVEY OF WOMEN SERVING IN VIRGINIA BAPTIST MINISTRY

In order to know where we can go, we need to understand where we are right now. To that end, a subcommittee of the task force began soliciting feedback, stories, and responses from women serving in Baptist ministry in Virginia. This was accomplished through a survey sent out to the BGAV email list and made available to those who attended the Virginia Baptist Women in Ministry (VBWIM) annual meeting in May of 2024.

Sixty-four women responded to the survey when our results were compiled. Their voices were invaluable to our work, and we have held their stories with care, hoping to honor them well in our recommendations. The responses varied as widely as the experiences and contexts of the women surveyed. However, there were some common threads that began to shape our discussions:

- Many women responding felt the support of the BGAV—but some did not.
- Women in staff positions other than lead pastor are reporting less support and resourcing from the BGAV for their ministries. This is likely true for men serving in program ministries as well, and worth noting.
- Many women noted that men on church staff as well as men serving in BGAV leadership might benefit from some training in regard to the language used in professional interactions with women. Microaggressions and, frankly, macroaggressions are still wide-spread.
- There is a desire for more full-throated support of women serving in ministry from BGAV leaders.
- There is a desire for the BGAV partnership with Virginia Baptist Women in Ministry to be strengthened and promoted.
- There is a hope for more inclusivity in the stories shared and amplified and the language used in publications and from podiums.
- Many women noted the importance of having a female preaching, in addition to presiding, presenting, reporting, or leading, at the BGAV Annual Meeting. Recent instances of that were named as moments of great joy and affirmation.
- Responders noted that the search and call process would benefit from clarity around whether a church is open to calling a female minister. Women should also be listed on any lists made available for supply preachers.

There were outliers within the responses as well, and those were noted. For instance, some responses were focused on entities outside the BGAV. One woman expressed her own discomfort with a woman serving as a senior pastor. One response asked for the BGAV to be more clear about their association with the Southern Baptist Convention. The BGAV cut ties with CBF. What are the connections BGAV maintains with the Southern Baptist Convention and why are they protected?

The survey highlighted for our task force that we still have work to do in providing assurance for women serving in ministry leadership, more robust sensitivity as we work together (with some training for leadership to that end), and the continued creation of a model of inclusiveness within BGAV life.

We believe that BGAV has been a place where women have been supported. We also believe that BGAV can be a place where women are more openly, joyfully, and intentionally supported in the future.

To that end, our task force has used the survey responses to help us name some areas where we can grow both in our resourcing of local churches and also in our modeling of best practices as an institution.

THE CREATION OF RESOURCES FOR CHURCHES

Churches would benefit from leadership from BGAV on how to engage, encourage, and empower women serving in ministry roles.

- We believe a standing break-out session should be offered at every BGAV Annual Meeting to help interested churches learn how best to prepare to welcome women in leadership and on staff.
- The Virginia Baptist Women in Ministry has created guidelines to help churches do that. The BGAV could amplify these resources and find ways to share them with local churches through a breakout as recommended above and in other resource opportunities for churches.
- The BGAV could create examples of resources for churches to use for their employment manuals, insurance and benefits, processes for harassment and discrimination, committee structures, etc.
- The BGAV can also deploy leaders to meet with BGAV churches to help them consider these resources and training that might be made available. Churches who are doing this well can be highlighted as models and asked to share their process.

Below is information from the Virginia Baptist Women in Ministry on things for churches to consider.

1. Engage:

- Help churches consider their leadership: Are women represented in worship, in church, and on staff?
- Help churches consider the language they use to speak about God and God's people—is it expansive? Is it inclusive?
- Help churches consider whose stories and experiences they are emphasizing in Bible studies, sermons, missions education, and church history.

2. Encourage:

- Does the Church Constitution and Bylaws reflect equality in church leadership and nongendered language?
- Can the church provide equal opportunities for women and men to receive scholarships, leadership opportunities, internships, and ordinations?
- Can the church invite a woman to preach?

3. Empower: Women in ministry are supported when they are hired?

- Is the salary offered equitable?
- Does the personnel policy reflect best practices by including:
 - ◇ Sexual Harassment
 - ◇ Misconduct Training
 - ◇ Background checks
 - ◇ Grievance process
 - ◇ Paid Parental leave
 - ◇ Flexible work schedule
 - ◇ Performance Review
 - ◇ Sabbatical/Leave Request
- Is the timing of meetings considered to be mindful of the needs of parents? Is childcare provided?
- Does pastor appreciation include all members of the ministerial staff?
- Do women and men in similar roles have the same title?

When churches create a culture that supports women in ministry, it is creating a culture that is more supportive for everyone.

BGAV AS A MODEL

As we heard from women throughout Virginia, we recognized that they were speaking about two different experiences: their experiences serving in Baptist churches and organizations in Virginia, and their experience of the BGAV as an institution. We believe that BGAV can serve as a model for churches who seek to more fully embody equitable practices, structures, and policies in their shared life.

1. Women in BGAV Leadership

Incorporating women in leadership roles is not a matter of political correctness; it is about recognizing and utilizing the diverse talents and perspectives within our community. Furthermore, as we strive to reflect the way all people were created in the image of God, we believe it is essential to empower and encourage women within BGAV leadership. This can lead to a more balanced and effective leadership structure, which ultimately benefits our entire BGAV family and community. BGAV can continue to appoint women to visible leadership positions to demonstrate that women are valued and more than capable of leading. Women should be equally represented on subboards, executive board, and BGAV staff.

2. Cultural Training

Cultural training is not about imposing new ideologies, but rather about equipping our leaders and members with the skills to navigate the increasingly diverse landscape of our society. The training focuses on fostering empathy, understanding, and respect for different perspectives. It is an opportunity for us to learn from one another and grow as a community that is welcoming to all. This enhances our ability to communicate and serve across various cultural contexts, which is essential for our outreach efforts.

Questions to consider:

- What does a regular development of staff culture look like?
- How are directors trained?
- Is there a clear onboarding and evaluation process?
- Are there partnerships we already have that could be strengthened so that we may learn from one another?

3. Human Resources:

The introduction of comprehensive HR policies aimed at ensuring that all members of our organization are treated fairly and consistently, regardless of gender or other personal attributes is necessary and critical. This includes addressing issues such as workplace harassment, discrimination, and compensation equity, which are crucial for maintaining a healthy and productive environment. By establishing clear guidelines and procedures, a workplace can be created where everyone feels valued, heard, and protected. This will help reduce potential conflicts and improve employee satisfaction.

Questions to consider:

- Is 6-8 weeks of paid parental leave offered?
- Is there clarity around pay and disability leave during that parental leave?
- How are misconduct or discrimination claims handled?
- Is there a well-defined appeals process?
- How are independent contractors trained and held accountable to employee conduct expectations?

Our goal as a task force has been to work together to create a space where everyone feels supported, respected, and empowered to contribute their unique gifts within BGAV life. We do believe that this work is not over. We recommend that the Executive Board find ways to continue this work for the next few years and begin to implement some of the recommendations made at this annual meeting.

RESOLUTION OF APPRECIATION FOR BETH FOGG

We honor Beth Fogg for her many years of faithful service as parliamentarian of the Baptist General Association of Virginia and her unwavering dedication to Baptist ideals and principles.

Whereas, a graduate of the College of William and Mary, Beth was active in the BSU serving as President during her senior year, faithfully participating in BGAV summer missions teams and the state drama team, performing Baptist historical skits in churches across the Commonwealth.

Whereas, having been an active member at both Second Baptist Church, Richmond and Richmond's First Baptist Church, Beth faithfully served in numerous capacities, always providing wise counsel and parliamentary assistance when needed. During her time at Second Baptist, she taught Mission Friends for a number of years, ensuring that future generations would find their place in God's call to missions.

Whereas, Beth's commitment to the wider Baptist family is evidenced by her involvement and support of the Baptist World Alliance, serving on the Constitution and Bylaws Committee and the Committee on Baptist Doctrine and Christian Unity.

Whereas, Beth has embodied the rich Virginia Baptist legacy of her father, Rev. William J. Cumbee, who previously served as parliamentarian and President of the BGAV, and notably presided over the BGAV annual meeting in 1976 at First Baptist Alexandria. Under his leadership the BGAV approved the Christian Life Committee's report commending churches who recognized the calling of women to church leadership, including women in the pastorate.

Whereas, Beth has served in numerous capacities with BGAV, including the Mission Board, Program Committee, Executive Committee, Constitution and Bylaws Committee, Parliamentarian, and President. Beth has faithfully and tirelessly given her gifts and talents, vast knowledge, and wisdom to BGAV, always tempered by her calm demeanor and sensitivity to the spirit of who we are as Virginia Baptists and has faithfully reflected a passion for a spirit of inclusivity and oneness of all Christ followers.

Therefore Be It Resolved, that we, the elected members of the Baptist General Association of Virginia Executive Board, meeting on September 5, 2024, convey our deep gratitude to Beth Fogg for her steadfast contributions to Virginia Baptists, and we pledge our prayers to Beth and her family, and

Be It Further Resolved, that we ask the messengers of the Annual Meeting of the Baptist General Association on November 12, 2024, in Alexandria, Virginia to extend our thanks to God for the life and gifts of Beth Fogg.

RESOLUTION OF APPRECIATION FOR MICHAEL GROVES

Dr. Michael D. Groves has announced his retirement as President of Oak Hill Academy effective July 31, 2024. Michael has served as President of Oak Hill Academy since 2002 and during his 22 years in that capacity, the Academy has thrived under his leadership.

Whereas, Michael arrived at Oak Hill Academy in the summer of 1998, initially serving as Instructor of Social Studies and Assistant soccer coach, then assuming the role of Dean of Students and then Director of Admissions prior to becoming President of the Academy.

Whereas, under Michael's leadership he has overseen the construction of 6 new buildings: Williams-Berry Dormitory, Speeks Dormitory, Dixon Dormitory, the Patton Triplex, the Collins Triplex and the Lenore Equestrian Center. He led the renovation of Fields Dormitory and the alumni Campus Store and had the vision to create an amphitheater which is used regularly by the campus community and to plant more than 50 oak trees on campus.

Whereas, he raised more than ten million dollars for the school, increased the endowment, kept the school out of debt, and created significant savings for future contingencies.

Whereas, he successfully led the school through challenging times including 9-11, the 2008 economic upheaval, political turmoil, and a worldwide pandemic.

Whereas, he maintained a strong alliance with Young's Chapel Baptist Church and forged innovative partnerships that provided stability for students in an era of monumental change.

Whereas, he ensured the Lenore Equestrian Program was endowed in perpetuity and gave the needed support to Oak Hill's basketball teams and their many winning national championships.

Whereas he along with his wife, Joy, have poured their time, talents, and life into the Academy, seeing not just bricks and mortar but the changing of young lives, creating space for teens to be mentored, loved, and to grow by the timeless mission of Oak Hill Academy, staying connected to students, knowing them by name.

Whereas, Michael leaves the 145 year-old Oak Hill Academy well positioned to receive its next generation of students and to experience its best days ahead.

Therefore Be It Resolved, that we, the members of the Baptist General Association of Virginia Executive Board meeting on September 5, 2024, express our appreciation to Dr. Michael D. Groves for his exemplary leadership at Oak Hill Academy. We pledge our prayerful support for Michael and Joy, their children, Matthew and Aaron, and their granddaughter Mary Frances in the next chapter of their lives.

Be it Further Resolved, that we ask the messengers at the Annual meeting of the Baptist General Association of Virginia on November 12, 2024, in Alexandria, Virginia to express on behalf of all Virginia Baptists our gratitude to God and our deepest appreciation for the contributions of Dr. Michael D. Groves.

RESOLUTION OF APPRECIATION FOR ROD MILLER

Rodney Brian Miller, lovingly known to Virginia Baptists as “Rod”, retired March 31, 2024, as Camp Director of Eagle Eyrie Camp and Conference Center.

Whereas, Rod is a native of Parkersburg, West Virginia, a graduate of Liberty University with a bachelor’s degree in Pastoral Ministry and a Master of Divinity, and achieved the professional standing of Certified Conference Center Professional in the International Association of Conference Center Administrators, and

Whereas, Rod’s first job at Eagle Eyrie was as a part-time position to weed-eat the waste-water plant, which led to becoming a lodge inspector, set-up and sound technician, and eventually working in the retail shops. Four years later, Rod became a full-time employee in various roles – Director of Guest Services, Assistant to the Director, and Assistant, and

Whereas, Eagle Eyrie’s impact on Rod’s life was profound, especially when he met Laura, the Head Lifeguard, in the summer of 1993. He and Laura would marry, and they would have two sons, Tyler and Jackson, and

Whereas, Eagle Eyrie was a second home to the Miller family, especially Tyler and Jackson, who would eventually work 6+ years at Eagle Eyrie. The family fully invested in Eagle Eyrie, and the Eagle Eyrie family and community invested in the family, especially when Laura tragically died in 2001, and

Whereas, Eagle Eyrie was Rod’s life’s calling for nearly 35 years, culminating in his 21-year tenure as Camp Director, where he oversaw the complete renovation of the Cedar Crest Hotel, the construction of a brand new swimming pool, renovations to English Hall, and the upkeep and care of over 400 acres on top of a mountain, and

Whereas, Henri Nowen said, “Hospitality is not to change people, but to offer space where change can take place,” there is no better description of Rod and the leadership he provided Eagle Eyrie in serving over 700,000 guests during his 35 year tenure, and

Whereas, Rod’s family grew in January 2019, when he married Rhonda on a snowy day at Eagle Eyrie, and together they have 6 children and 6 grandchildren.

Therefore Be It Resolved, that we, the members of the Baptist General Association of Virginia Executive Board meeting on October 3, 2024, express our appreciation to Rod Miller for his exemplary leadership at Eagle Eyrie. We pledge our prayerful support to him, Rhonda, their children and grandchildren as they enjoy the next chapter of their lives.

Be it Further Resolved, that we ask the messengers at the Annual meeting of the Baptist General Association of Virginia on November 12, 2024, in Alexandria, Virginia to express on behalf of all Virginia Baptists our gratitude to God and our deepest appreciation for the contributions for Rod Miller.

RESOLUTION OF APPRECIATION FOR SANG SHIN

Sang Yun Shin has announced his plan to retire as BGAV Asian Church Coordinator on December 31, 2024, after 23 years of service. Since 2001, Sang's ministry with BGAV has focused on empowering cross cultural church planters and helping plant churches to reach underserved people groups in Virginia and internationally.

Whereas, prior to serving as Asian Church Coordinator, Sang served as the Director of V3 People Group Church Planting, helping plant more than 120 churches throughout Virginia as well as in Korea and served as Korean Ministries Specialist, BGAV. In 2008, Sang was appointed by BGAV/NAMB as a Church Planting Missionary.

Whereas, Sang planted a church while he was at Southwestern Baptist Theological Seminary in Fort Worth, Texas. He also planted a church in Shady Grove, Maryland which drew hundreds of Korean immigrants in the area, and grew from 20 to 400 in attendance, baptizing over 100, and sending over 12 to seminary.

Whereas, in addition to his church plants, his pastoral service included ministry as assistant pastor and pastor of churches in Texas and associate pastor at First Baptist Church, Annandale and senior pastor at Shady Grove Korean Baptist Church, Annandale. He was ordained to the ministry by Highland Park Baptist Church, Texarkana, Texas.

Whereas, Sang holds the Doctor of Ministry (Church Planting), Fuller Theological Seminary; the Master of Divinity, Southwestern Baptist Theological Seminary; the Master of Science and Ph.D. Study, University of Calgary, Canada; and the Bachelor of Arts, George Mason University, Fairfax.

Whereas, Sang and his wife, Esther, who serves as Missions Strategist, Multicultural, on the staff of WMUV, reside in Dulles, Virginia. They have one adult son and two daughters, Daniel (serving in the US Army), Grace (husband Eric), and Sophia (husband Jake), and one grandson, Atlas.

Therefore, be it resolved that we, the elected members of the Virginia Baptist Executive Board meeting on September 5, 2024, offer our appreciation for the life and work of Sang Shin, and we vow to support Sang and his wife Esther with our prayers as they move into a new chapter of life and ministry.

Be it further resolved, that we ask the messengers of the Annual Meeting of the Baptist General Association of Virginia meeting in Alexandria, VA on November 12, 2024, to offer our gratitude for the ministry of Sang Shin.

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 2027

Mike Bradley (M), Warrenton Baptist Church (NORTHERN REGION)

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 Associate Executive Director of NorthStar Church Network.



During his ministry he has served as a seminar leader with BGAV 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 VA.

Sarah U. Burnett (Layperson), Woodland Baptist Church (CENTRAL/VALLEY REGION)

Sarah has a B.S. in Finance & Management from the University of Virginia. She is a Wealth Manager, Founder & Partner in Montvue Capital Management in Lynchburg.



Her involvement with BGAV includes: Uptick Board Member/Chair, Various Mission Projects (Oak Hill Academy, Haiti, Disaster Relief Training, other local initiatives).

Her skills include: Financial, entrepreneurial, with missional mindset

Angie Frame (Minister) Passion Community Church (CAPITAL REGION)

Angie has been a pastor on staff with Passion Community Church since 2004. She graduated from Averett University with a B.A. in 2003 and from BTSR with a MDiv in 2008.



After 10 years in student ministry, she's grown to be the Senior Campus Pastor while also leading the Midlothian Campus. Angie is on the Strategic Leadership Team of her church and is a prominent teaching pastor. She has been part of a fast-paced, high-change, multi-site church environment that emphasizes leadership development, that is developing young ministry leaders and growing primarily in the area of young families. Angie is on the Leadership Team of the Middle District Baptist Association.

Beth Sloane (Layperson), Beale Memorial Baptist Church (TIDEWATER REGION)

Beth is retired from a 30-year career with an international chemical company. She has a bachelor's degree in food science and a master's degree in human nutrition from LSU.



Beth has had many mission project experiences both in the US and Honduras. She has taught Sunday School and small group Bible studies for nearly 40 years. Church committees on which she has served include finance, stewardship, personnel, and missions. She is currently serving as a deacon and Sunday School teacher.

Mary Terry (Layperson), First Baptist Charlottesville (CENTRAL/VALLEY REGION)

Mary is a member of First Baptist Church Charlottesville (Main Street) where she has served in various First Baptist Church Ministries, including the Usher Ministry; Greeter Ministry where she served as Co-Chair; Finance Ministry, and Soup Kitchen. She currently serves as a Trustee and Treasurer.



Mary earned an Associate Degree in Business Administration from Piedmont Virginia Community College. Mary has worked as a Teller, Proof Operator, Mortgage Loan Processor, Fee Appraiser and Real Estate Appraiser. She currently works as a Real Estate Appraiser II for Chesterfield County, VA.

ELECTION OF VIRGINIA BAPTIST EXECUTIVE BOARD CHAIR

Allen Jessee (M), Highlands Fellowship

Allen is currently serving on the Executive Board, term to expire 2025.



2024 ALMA HUNT OFFERING FOR VIRGINIA MISSION ALLOCATIONS

Baptist General Association of Virginia

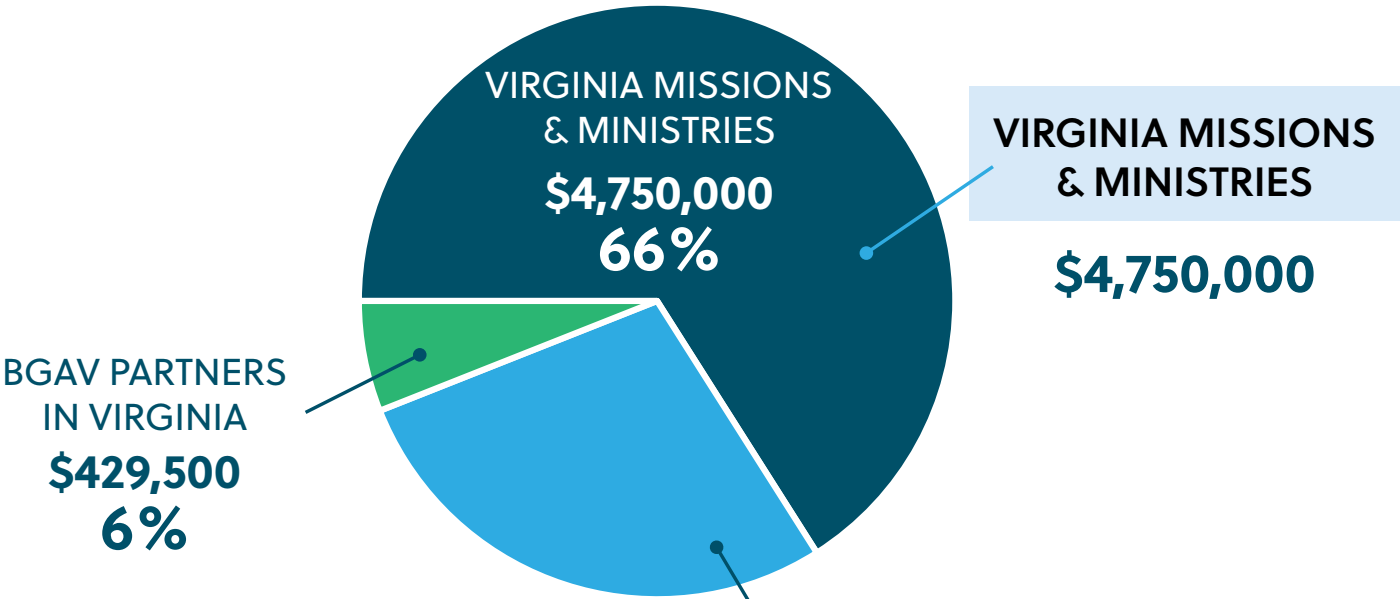
TOTAL GOAL: \$800,000

1. Church Planting	\$120,000
2. Deaf Ministry	\$2,500
3. Community Mission Opportunities	\$20,000
4. Youth Mission Focus	\$20,000
5. Disaster Response Ministry	\$25,000
6. International Ministries	\$70,000
7. Virginia Baptist Historical Society	\$7,500
8. Prison Ministry in Virginia	\$5,000
9. BGAV Chaplaincy Endorsement and Training	\$15,000
10. Piankatank Camp Scholarships	\$5,000
11. HopeTree Development Disabilities Ministries	\$10,000
BGAV Allocations	\$300,000
WMUV Allocations	\$500,000
TOTAL ALLOCATIONS	\$800,000

Note: See pages 24–25 for overall proposed 2025 budget.

2025 PROPOSED
COOPERATIVE MISSIONS
BUDGET ALLOCATION

\$7,193,750



BGAV PARTNERS IN VIRGINIA

Averett University
Baptist Extension Board
Bluefield University
Center for Baptist Heritage and Studies
EverBless Foundation
Fork Union Military Academy
GraceInside
Hargrave Military Academy
HopeTree Family Services
LifeSpire of Virginia
Oak Hill Academy
Virginia Baptist Historical Society
Woman's Missionary Union of Virginia

WORLD MISSION CAUSES

- BGAV + ASCENT MINISTRIES
- BGAV + PARTNER MINISTRIES
- BGAV + SBC MINISTRIES

COOPERATIVE MISSIONS BUDGET ALLOCATION	\$7,193,750
BGAV MINISTRY RESOURCES	\$7,236,178
SPECIAL OFFERINGS (ESTIMATED)	\$3,735,592

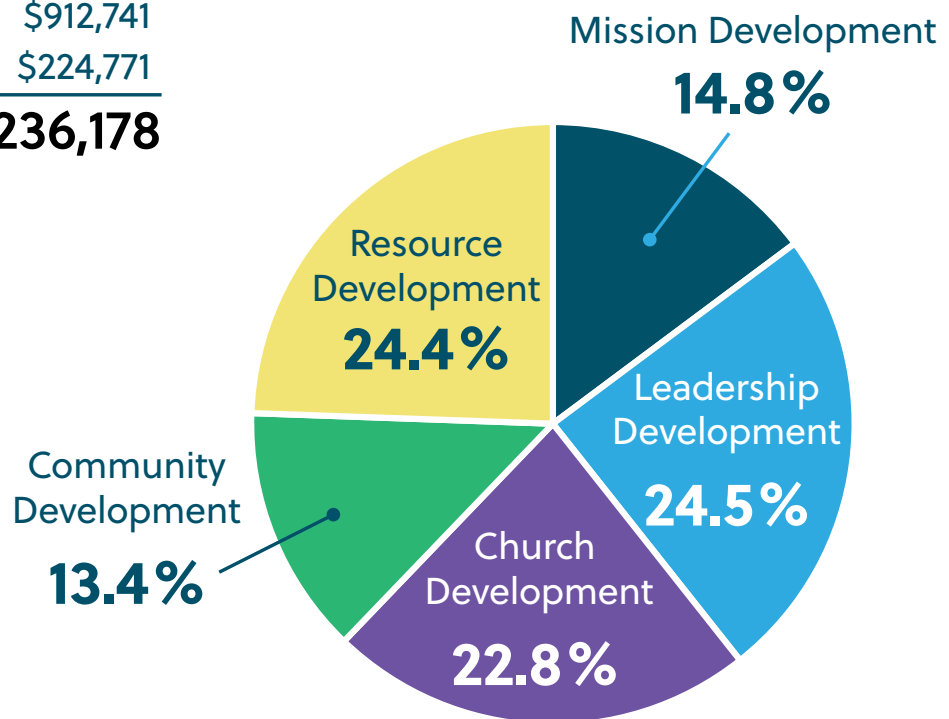
2025 TOTAL ANTICIPATED GIVING	\$18,165,519
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BGAV MINISTRY RESOURCES

Designated Gifts	\$3,545,191
Camp & Conference Center Registration Revenue	\$2,553,475
Program Revenue	\$912,741
Other Income	\$224,771
	<hr/>
	\$7,236,178

2025 PROPOSED BGAV MINISTRY EMPHASIS

\$11,986,178



Mission Development

congregations and leaders engaging and participating in God's greater mission

Leadership Development

leaders experiencing growth unique to their context and specific to their ministry passion, giftedness, and focus

Church Development

churches maximizing their Kingdom Impact in this challenging season of ministry

Community Development

churches connecting with their respective communities including the surrounding population they aim to serve

Resource Development

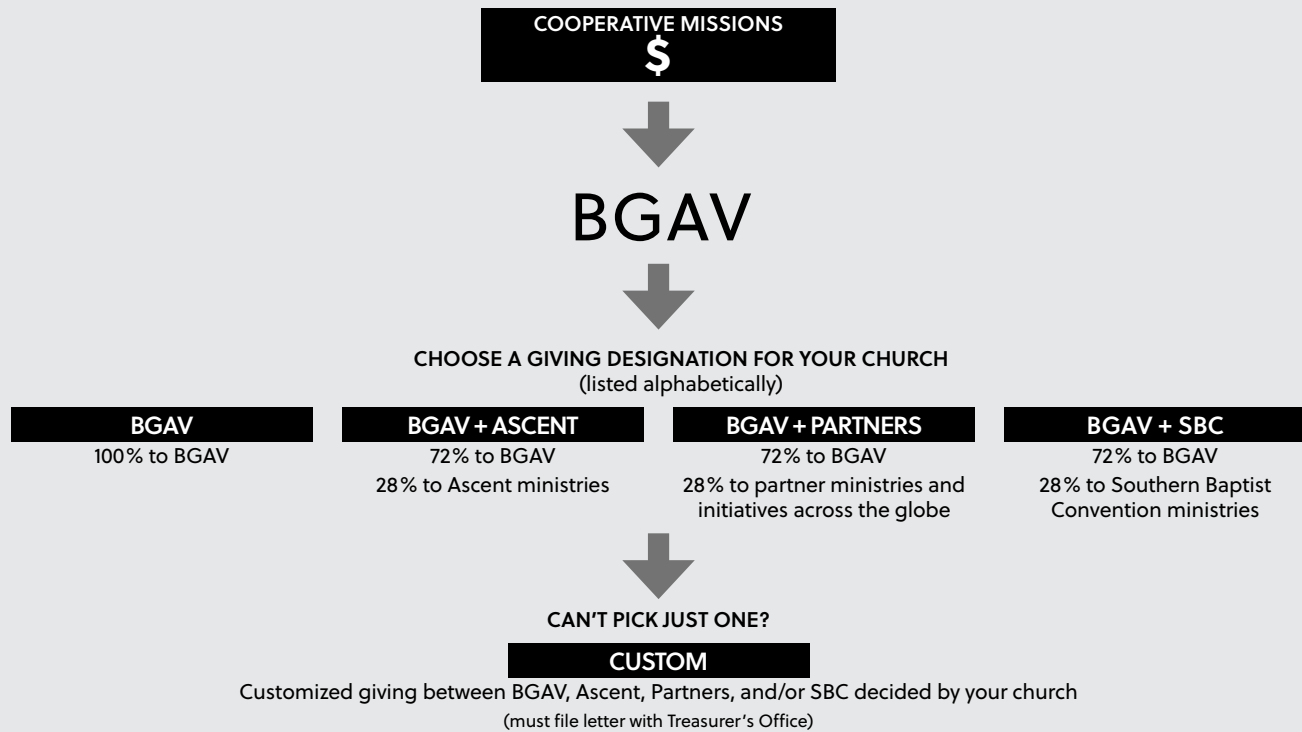
providing our diverse demographic of congregations and leaders reliable sources of support through a wide array of resources

2025 PROPOSED COOPERATIVE MISSIONS/ BGAV BUDGET ALLOCATION

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

	2024 Budget	2025 Proposed Budget
VIRGINIA MISSIONS AND MINISTRIES		
Mission Development - congregations and leaders engaging and participating in God's greater mission		1,000,880
<ul style="list-style-type: none"> Congregational Field Strategists: dedicated support and personalized assistance to help local churches, pastors, and leaders network and thrive in their ministry context V3 Church Planting Movement: a grassroots church planting movement with the practices of boundary-crossing mission, locally-rooted presence, life-forming discipleship, and tight-knit community 		
Leadership Development - leaders experiencing growth unique to their context and specific to their ministry passion, giftedness, and focus		347,000
<ul style="list-style-type: none"> Coaching Network: helping leaders establish where they are presently in their lives and where they think God is calling them to move toward in the future Uptick: investing in a generation of Jesus shaped leaders of today so they can be equipped to lead effectively and effect change in their communities tomorrow Eagle Eyrie Conference Center: a Christian environment where leaders discover, develop, and nurture their spiritual lives 		
Church Development - churches maximizing their Kingdom Impact in this challenging season of ministry		679,624
<ul style="list-style-type: none"> Impact Missions: striving to connect churches and leaders with hands-on mission opportunities as they seek to serve Christ and thrive as disciples in their local, national, and global communities Fresh Expressions: providing opportunities for congregations and leaders to reach unengaged people by developing new Christian communities and transforming congregations through innovative mission practices Camp Piankatank: a serene camp setting where Christian hospitality, high adventure, and relationships create an environment for spiritual growth and discipleship Emergency Assistance for Ministers: providing support and resources for renewal, restoration, and revitalization to pastors and ministers experiencing mental, economic, and personal hardships Church Staff Benefit Support: providing life and disability insurance to participating pastors and ministers through GuideStone 		
Community Development - churches connecting with their respective communities including the surrounding population they aim to serve		656,496
<ul style="list-style-type: none"> Kairos Initiative: connecting young adults and college students to the heart of the local church through leadership development and vocational discernment toward missional living Missio Alliance: coming together under a common commitment to provide a safe place to address what faithfulness to Christ looks like for today's church in the face of new cultural challenges 		
Resource Development - providing our diverse demographic of congregations and leaders reliable sources of support through a wide array of resources		2,066,000
<ul style="list-style-type: none"> Executive Director's and Treasurer's Offices: leading the mission and ministries of BGAV alongside the Executive Board, Mission Council, standing committees, churches, and partners to administer the vision and business of BGAV and Cooperative Missions Marketing and Information Technology Offices: connecting church leaders to the resources of BGAV through news delivery in print and digital formats, customized marketing and demographic reports, promotion of events, BGAV annual meeting, and technical solutions for all team members Facilities Support: maintenance and infrastructure needs of BGAV offices 		
Total Virginia Missions and Ministries	4,655,000*	4,750,000
BGAV PARTNERS IN VIRGINIA		
Averett University	100	100
Baptist Extension Board	1	1
Bluefield University	31,000	31,000
Center for Baptist Heritage and Studies	58,000	58,000
EverBless Foundation	100	100
Fork Union Military Academy	100	100
GraceInside	34,500	34,500
Hargrave Military Academy	100	100
HopeTree Family Services	25,500	25,500
LifeSpire of Virginia	100	100
Oak Hill Academy	12,500	12,500
Virginia Baptist Historical Society	22,500	22,500
Woman's Missionary Union of Virginia	245,000	245,000
Total BGAV Partners in Virginia	429,500	429,500
VIRGINIA COOPERATIVE MISSIONS TOTAL	5,084,500	5,179,500
WORLD MISSION CAUSES		
	1,977,360	2,014,250
TOTAL COOPERATIVE MISSIONS BUDGET	7,061,860	7,193,750

How to Choose Your Church's Mission Giving



2025 PROPOSED WORLD MISSION CAUSES

BGAV 100% to BGAV		BGAV + ASCENT MINISTRIES 72% to BGAV and 28% to Ascent Distributed according to the Ascent Ministry	
BGAV (VA Cooperative Missions)	100.00%	BGAV	72.00%
	100.00%	Ascent	28.00%
			100.00%
BGAV + PARTNER MINISTRIES 72% to BGAV and 28% to Partner Ministries Distributed according to BGAV Partner Ministries budget		BGAV + SBC MINISTRIES 72% to BGAV and 28% to SBC Ministries Distributed according to the Southern Baptist Convention budget	
Kingdom Advance New Mission Initiatives	28.00%	International Mission Board	50.41%
Renew Virginia	20.00%	North American Mission Board	22.79%
Missions Development & Relief	14.00%	SBC Seminaries	21.92%
Leland Seminary	11.00%	(Gateway, Midwestern, New Orleans, Southeastern, Southern, Southwestern)	
Baptist World Alliance	10.00%	SBC Operating	2.99%
Ministerial Educational Fund	6.00%	Ethics and Religious Liberty Commission	1.65%
Baptist Joint Committee	5.00%	Historical Library and Archives	0.24%
Ministering to Ministers Foundation	4.00%		
BGAV News & Resources	2.00%		
	100.00%		100.00%

2025 COOPERATIVE MISSIONS BUDGET ALLOCATION RECOMMENDATIONS

1. That the 2025 Virginia Baptist Cooperative Missions Budget Allocation totaling \$7,193,750 be adopted.
2. That the Treasurer be authorized to distribute all funds received after January 10, 2025, in accordance with the 2025 budget.

2025 PROPOSED COOPERATIVE MISSIONS GIVING PLANS

BGAV

This means that 100% of your church’s contributions go to support BGAV missions and ministries. Your giving helps our missions, ministries, and partners across Virginia to advance the Kingdom.

You may also consider supporting other ministries in addition to BGAV that align with the mission and values of your congregation. To allocate a portion of your giving to one of these groups, choose one of the following giving options:

BGAV + ASCENT MINISTRIES

This means that 72% of your giving goes to support BGAV’s Cooperative Missions and 28% goes to support initiatives of the Ascent Movement around rural churches, evangelism and discipleship, leadership development, and mission engagement.

BGAV + PARTNER MINISTRIES

This means that 72% of your giving goes to support BGAV’s Cooperative Missions and 28% goes to support national and international ministry partners and initiatives:

- Kingdom Advance New Mission Initiatives
- Renew Virginia
- Mission Development & Relief
- Leland Seminary
- Baptist World Alliance
- Ministerial Education Fund
- Baptist Joint Committee
- Ministering to Ministers Foundation
- BGAV News & Resources

BGAV + SBC MINISTRIES

This means that 72% of your giving goes to support BGAV’s Cooperative Missions and 28% goes to support initiatives and ministries of the Southern Baptist Convention (SBC).

Of course, your church may want to support more than one of these ministry groups!
If that is the case, choose the giving option below:

CUSTOM GIVING

This means your giving designations are customized by your church between BGAV, Ascent Ministries, Partner Ministries, and/or SBC Ministries. Your church must file a letter of explanation with the Treasurer’s Office to create a Custom Giving designation



OFFICIAL REPORTS OF BOARDS AND COMMITTEES FROM THE BGAV

- **Committee on Boards and Committees**
- **Nominations to the Committee on Boards and Committees**
- **Nominations to the Virginia Baptist Mission Council**
- **Christian Life Committee**
- **Program Committee**
- **Religious Liberty Committee**
- **Resolutions Committee**
- **Scholarships and Ministerial Education Funds Committee**

COMMITTEE ON BOARDS AND COMMITTEES

Official Report

The Committee on Boards & Committees, in accordance with the charge given to us by the Baptist General Association of Virginia, has spent the last several months working in partnership with local pastors, laity, associations, and BGAV staff to provide leadership that represents the diversity of gifts and experience that is necessary for the ongoing Kingdom work to which Virginia Baptists are committed. As we have talked with so many people all around our state this year, we have been reminded of how rich the ministry of the BGAV is and how blessed we are with the Spirit-given gift of cooperation. We would like to thank all of those who brought recommendations to our committee for consideration. We could not accomplish our task without your invaluable guidance and input. We would also like to thank the BGAV staff for their commitment to ministry and missions and for always standing ready to support our work as a committee. We are deeply grateful for each individual who has agreed to serve on a committee or board representing the BGAV. As you read over the slate of nominees, please take a moment to offer a prayer of thanksgiving for their willingness to serve and a petition for our Lord's wisdom and grace to guide them in their tasks.

The Committee on Boards & Committees presents this slate of nominees to the gathered assembly of the Baptist General Association of Virginia and moves the acceptance of these nominations.

In Christ,

Mark Mofield, Chair

Caleb Bittler

John Grieser

Rose Hinnant

Jay Lawson

Larry Perkins

Greg Randall

Pam Turner

Gwynn Tyler

Herbert Ponder (by Virtue of Office – Past President)

Rebecca J. McKinney (by Virtue of Office – President)

Wayne D. Faison (by Virtue of Office – Executive Director)

I. BGAV STANDING COMMITTEES

Committee on Christian Life *Terms to expire November 2027*

Mike Haywood (L)	Hampton Church Hampton	Hampton 23661
Jay Russ (M)	Stevens Memorial Church Newport News	Hampton 23669
Susan Spangenberg (M)	Pocahontas Church Bassett	Martinsville 24112

Committee on Memorial *Terms to expire November 2027*

Mike Hatfield (M)	Chatham Heights Church Martinsville	Ridgeway 24148
Jacqueline Knight (L)	Collinswood Agape Church Portsmouth	Portsmouth 23701
Robert Thompson (M)	Richmond's First Richmond	Glen Allen 23059

Committee on Program *Terms to expire November 2027*

Julia T. Andrews (L)	Bethlehem Church	Henrico 23231
Alan Miller (M)	Orange Church Orange	Orange 22960
Marcus Vaughan (M)	Beale Memorial Church Tappahannock	Tappahannock 22560

Committee on Religious Liberty *Terms to expire November 2027*

Sarah Amick (L)	Richmond's First Church Richmond	Richmond 23220
Rick Clore (M)	Orange Church Orange	Orange 22960
Teresa Wallace (L)	Melrose Church Roanoke	Daleville 24083

Committee on Resolutions
Terms to expire November 2027

Debbie Dajon (M)	Calvary Church Virginia Beach	Norfolk 23503
Edith Kennedy (L)	Haymarket Church Haymarket	Gainesville 20155
Whitney Russell (M)	Vinton Church Vinton	Vinton 24179

Scholarships & Ministerial Education Funds
Terms to expire November 2027

Tracey Garrett (L)	Madison Heights Church Madison Heights	Amherst 24521
Dana Jackson (L)	Randolph Memorial Church Madison Heights	Madison Heights 24572
Paula Lufsey (L)	Jackson Memorial Church Chesapeake	Chesapeake 23321

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

GraceInside

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 2028

James George (M)	Fairview Church Fredericksburg	Fredericksburg 22401
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Hargrave Military Academy
Term to expire 2027

John O'Bannon	River Road Church, Baptist Richmond (to serve a second term)	Richmond 23229
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Oak Hill Academy
Term to expire 2030

Danny Collins (M)	Fairlawn Church Fairlawn	Fairlawn 24141
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Marty Parks	First Church Galax	Galax 24333
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Averett University
Term to expire 2029

Dan Carlton (M)	Culpeper Church Culpeper	Culpeper 22701
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Bluefield University
Term to expire 2026

Elizabeth Keene (L)	Green Valley Church Lebanon (filling an unexpired term)	Abingdon 24210
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Bluefield University
Term to expire 2028

Roger M. Collier	Glen Allen Church Glen Allen	Glen Allen 23060
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John Leland Center for Theological Studies
Term to expire 2026

Randy Shepley (M)	First Church Newport News	Newport News 23602
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Baptist Extension Board
Term to expire 2029

Bill Emory (L)	Oakland Church Roanoke (to serve a second term)	Roanoke 24019
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Robert E. Lee IV	Huguenot Road Church Midlothian (to serve a second term)	Midlothian 23114
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TBD

Center for Baptist Heritage and Studies
Term to expire 2028

Jocelyn Henry-Whitehead	Mount Zion Church Williamsburg	Quinton 23141
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HopeTree Family Services
Term to expire 2025

L. Richard Martin, Jr. (L)	Huguenot Road Church North Chesterfield	North Chesterfield 23236
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HopeTree Family Services
Term to expire 2028

Stephanie Cook (L)	Melrose Church Roanoke	Roanoke 24019
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EverBless Foundation
Term to expire 2028

David J. Fairchild (L)	Bon Air Church North Chesterfield	Midlothian 23113
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Britton L. Glisson (L)	First Church Ashland (serving a second term)	Doswell 23047
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Robert L. Smythers (L)	Church on Main Street Blacksburg (to serve a second term)	Blacksburg 24060
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LifeSpire of Virginia
Term to expire 2028

Priscilla Shuler (L)	Bowling Green Church Bowling Green	Bowling Green 22427
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Baptist News Global

None needed this year.

Baptist Joint Committee for Religious Liberty

None needed this year.

Baptist World Alliance
Term to expire 2030

Jim Baucom (M)	Columbia Church Falls Church	McLean 22053
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Valerie Carter Smith (M)	Mt. Tabor Church Richmond	New Kent 23124
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Jesse McCain (M)	First Baptist Church Alexandria	Alexandria 22304
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Anna Miller (M)	River Road Church, Baptist Richmond	Glen Allen 23059
Jim Somerville (M)	Richmond's First Church Richmond	Richmond 23221

NOMINATIONS TO THE COMMITTEE ON BOARDS AND COMMITTEES

Nominations from the BGAV President and 2 Vice-Presidents

Terms to expire 2027

Alan Buchanan (L)	Highlands Fellowship Abingdon	Bristol 24202
David Donahue (M)	Manassas Church Manassas	Manassas 20108
Todd Latham (M)	Memorial Church Staunton	Verona 24482

NOMINATIONS TO THE VIRGINIA BAPTIST MISSION COUNCIL

The regions nominate the following persons to serve on the Virginia Baptist Mission Council.

CAPITAL REGION

2025

Pamela Vaughn
Mount Tabor Baptist Church
1st Term, term to expire 2025
(filling an unexpired term)

Pam works in the development office of VCU Health. She is active in many ministries at Mount Tabor including Missions and Community Outreach, Multimedia, Finance, was the lead coordinator when the church adopted a family from Somalia, and has been involved in Woman's Missionary Union of Virginia and River City Faith Network. She is very focused and detailed in her work and is forward looking in ministry.



2026

Richard Sandberg (M)
Corinth Baptist Church
1st Term, term to expire 2026
(filling an unexpired term)

Richard has been married to Ashton and served as a pastor since 2008. He is a graduate of New Orleans Baptist Theological Seminary with a Masters in Christian Apologetics. Richard has served with BGAV through Impact Mission Camps, Impact Disaster Response, and as a trainer for the Darkness to Light sexual abuse response training. Richard previously served on the Mission Council for the Northern region, and he is currently the pastor of Corinth Baptist Church.



Jennifer Mullins (M)
Gayton Baptist Church
1st Term, term to expire 2026
(filling an unexpired term)

Jennifer is currently the Youth/Young Adult & Discipleship Pastor at Gayton Baptist Church in Richmond, Virginia. She has a B.A. in Religion and Church Ministries from Averett University; a M.A. in Christian Education from Southern Baptist Theological Seminary; and is working on a doctorate from Newburgh Theological Seminary. Her skills include leading, organizing, preaching/speaking, leader training, visioning, relating, and communicating. She has been in ministry for 35 years.



2027

Kyle Dobyys (M)
Taylorsville Baptist Church
1st Term, term to expire 2027

Kyle is grateful to serve as Pastor with Taylorsville Baptist Church in Doswell, VA. He is a graduate of Carson-Newman College, has a Master's degree from East Tennessee State, Graduate Certificate from the John Leland Center for Theological Studies, and is in the final stretch of completing his Master's degree from the John Leland Center. Prior to serving as Pastor at Taylorsville, Kyle also served in the sports & recreation world, the non-profit space, and as Youth Pastor for over five years. Kyle is married to Lisa, and they are the proud parents of a wonderful daughter. Kyle is grateful to serve the local church, and is excited about the ministry- and mission-focused efforts of BGAV.



Brenda Evans (L)
New Bethesda Baptist Church
2nd Term, term to expire 2027

Brenda has been a member of New Bethesda Baptist Church for over 35 years. She has been active in leadership of the church and served on many committees. Brenda is also a Regional Area Coordinator for Operation Christmas Child. She has volunteered with them since 1996. Brenda encourages others about the importance of supporting our churches and missions.



Denise Harcum (L)
Sandston Baptist Church
2nd Term, term to expire 2027

Denise has been a member of Sandston Baptist since 1977. She has served on many different committees and teams. Currently she leads the church as Project Leader for Operation Christmas Child and serves on the church mission team encouraging all mission opportunities, especially that of reaching out to the local community. Denise has served one term on the Mission Council.



Tom Williams (M)
Carlisle Avenue Baptist Church
2nd Term, term to expire 2027

Tom was born in Richmond, VA, and raised in Mechanicsville, VA. Prior to answering God's call to the ministry, he worked in the real estate industry. In 2014, he enrolled in seminary classes from the Baptist Theological Seminary at Richmond. While pursuing the Master of Divinity, the school closed, and his studies were completed from McAfee School of Theology. In 2016, Adams Grove Baptist Church in Emporia, VA, called Tom as their current pastor.



Mac Jordan (M)
Poplar Springs Baptist Church
1st Term, term to expire 2027

Mac was born and raised in Conway, SC, just 15 minutes from Myrtle Beach. Mac would meet his eventual wife Amy while in elementary school. They both attended and began dating while at Coastal Carolina University. Upon graduating with a degree in history, Mac and Amy—newly married—moved to Richmond, VA, to attend the Baptist Theological Seminary at Richmond (BTSR). Mac graduated from BTSR with a Master of Divinity and began full-time ministerial work. For the past 21 years, Mac has served churches in the Richmond, VA, area. Mac served as a minister to youth and young adults at Chesterfield Baptist Church in Moseley, VA, before stepping into the role of Associate Pastor. Mac then joined the staff at Bon Air Baptist Church, first as Student Pastor and then as Campus Pastor of the Buford Road Campus. Mac now serves as Pastor of Poplar Springs Baptist Church. Mac loves the outdoors, exercise, cheering on Coastal Carolina and South Carolina sports, music, and audio books. He and Amy have one daughter, Addy, and a lovable dog named Allie.



CENTRAL/VALLEY REGION

2026

Debby Ashley (L)
Calvary Baptist Church
1st Term, term to expire 2026
(filling an unexpired term)

Debby has been an active member of Calvary Baptist Church for over 50 years where she has served as the Church Clerk, as a Sunday School Teacher, on the Finance Committee, Long Range Planning Committee, and various other committees. She previously served on the Board of Trustees for the WMU of Virginia and the BGAV Mission Council. She is presently serving as an Awana T&T Leader, VBS Teacher, Church Council member, Pastor Search Committee, and has served for over 20 years as the WMU Director. Debby is a graduate of Mary Baldwin College with a Bachelor of Arts Degree in Business Administration, with a minor in Marketing and Management. Debby was married to her high school sweetheart for over 51 years before his passing in 2022. She has four adult children and eight grandchildren.



Doug Frazier (M)**First Baptist Church of Woodstock****1st Term, term to expire 2027**

Doug is a native Virginian from Charlottesville. He graduated from Averett University (then College) and from Southeastern Seminary. He has served churches in Fredericksburg, New Kent, Palmyra, Winchester, and is currently pastor of First Baptist Church - Woodstock in the beautiful Shenandoah Valley. Doug served as a NAMB Church Planting Strategist with Dover Baptist Association from 1994-2006 (including stints in shared ministry with BGAV and Middle District Baptist Association). He lost his beloved wife, Betsy, just short of their 45th anniversary. He has two children and three grandchildren. Through God's mercy, Doug found love again and married his wife, Colleen, in June 2024.

**Tyler Phillips (M)****Berryville Baptist Church****1st Term, term to expire 2027**

Tyler is a native of Cincinnati, OH, currently serving as the pastor of Berryville Baptist Church. He received a Bachelor of Arts in Religion & Philosophy from Georgetown College (2016), and a Master of Divinity from Truett Seminary at Baylor University (December 2019). Tyler was called to serve in Berryville in October 2020. Within the BGAV, he currently serves on the Scholarships Committee, and previously completed an Uptick Core cohort.

**Jake Roudebush (M)****Beaverdam Baptist Church****2nd Term, term to expire 2027**

Jake has pastored Beaverdam Baptist Church since 2019. A Virginia native, he has served churches in Kentucky, Indiana, and Virginia for the last 30 years. Married with three children, he loves electric guitar and coffee.

**Greg Wissinger (M)****Beaver Dam Baptist Church****1st Term, term to expire 2027**

Greg has been the pastor at Beaver Dam since 2009. Previously, he was a youth minister in Indiana for 15 years. He has a passion for studying and teaching the Bible. He earned his MDiv from Southern Seminary in 1993 and previously worked as an engineer with the Naval Research Lab in Washington, DC. He has been married to his wife, Dianna, for 35 years and they have three adult children and two grandchildren. His get-a-way time involves hiking and camping in the Shenandoah National Park; when he can't get away, he enjoys reading and birdwatching on his back patio.

**Matt Winters (M)****Harrisonburg Baptist Church****1st Term, term to expire 2027**

Matt was born and raised in Marion, VA. He has a wife, Jessica, and two daughters, Leigha and Samantha. They have lived in Harrisonburg, VA, since March 2020 where he currently serves as Senior Pastor of Harrisonburg Baptist.



NORTHERN REGION

2026

Kristin Olson (L)

Haymarket Baptist Church

1st Term, term to expire in 2026

(filling the unexpired term of Richard Sandberg)

Kristin has been a member of several Baptist churches in different parts of Virginia for over 20 years. She is currently a member of Haymarket Baptist Church in Haymarket, VA, where her father, Dr. Mark J. Olson, serves as Senior Pastor. Kristin is a Trial Attorney with the U.S. Department of Justice, Commercial Litigation Branch, where she litigates civil cases before the U.S. Court of Federal Claims, the U.S. Court of International Trade, and the U.S. Court of Appeals for the Federal Circuit. She previously worked as an Assistant United States Attorney and as an associate at a large law firm in Washington, DC. She holds a J.D. from Columbia Law School and B.A. in Political Science from Wake Forest University.



Vacancy

1st Term, term to expire 2026

2027

Philip Elliott (M)

Gourdvine Baptist Church

1st Term, term to expire 2027

Philip holds a Bachelor of Music in Music Education from UNC-Greensboro and a Master of Divinity from Campbell Divinity School. Currently Philip is pastor at Gourdvine Baptist Church in Rixeyville, VA. He has pastored six congregations over four states: Virginia, Pennsylvania, West Virginia, and Indiana. He served on the Board of Trustees and Executive Board for the Southeastern Baptist Youth Camp in Westport, IN, for six years and served on the Region Board for American Baptist Churches of Indiana and Kentucky for three years. Philip is married to Laura.



Eric Gilchrest (M)

South Run Baptist Church

1st Term, term to expire 2027

Eric serves as the pastor of South Run Baptist Church in Northern Virginia, where he leads with a heart for discipleship, community outreach, and spiritual growth. With a PhD in religion, he brings a depth of theological insight and practical wisdom to his ministry. He is passionate about helping people navigate the challenges of faith and life, fostering connections between biblical teachings and everyday experiences. Beyond his pastoral role, Eric enjoys coaching youth soccer and engaging with his local community. His wife, Kendel, is a College and Career Specialist for Fairfax County, and his three children attend public schools in the area.



Mindy Graham (L)

Wilderness Baptist Church

1st Term, term to expire 2027

Mindy has been a follower of Jesus since she was eight years old. She currently teaches Bible studies (she is certified in Precept Upon Precept) and works from home. She is married to Ray, pastor of Wilderness Baptist in Spotsylvania Courthouse, and they have two grown children, Josiah and Ashtyn. Mindy earned a Bachelor's in Christian Religion and Philosophy (Biblical Studies emphasis) from Judson University. She worked at Pioneer Clubs (headquarters), The Evangelical Alliance Mission (TEAM), and she has served in lay ministry including music and youth. Mindy homeschooled their two children from kindergarten to graduation and taught Latin, Biblical Worldview, history, literature, and other subjects to homeschool co-op students as well as her own. God has put amazing people in Ray and Mindy's life who have mentored them and poured the Word of God into them. They want to continue to pour the Word into those God places in their path.



Heather Saunders (M)
Antioch Baptist Church

1st Term, term to expire 2027

Heather has been pastor of Antioch Baptist in Unionville, VA, since 2023, having served as the church's Associate Pastor since 2021. She served as Associate Pastor of Woodland Heights Baptist in Richmond for 22 years, where she was ordained in 2000, having graduated from BTSR after attending the College of William & Mary. Heather grew up in Middlesex and Essex counties, and has lived in Richmond for 28 years, where she currently lives with her 13-year-old daughter, Rachel.



Brenda Hastings (L)
Shiloh Baptist Church

2nd Term, term to expire 2027

Brenda was born and raised in King George County, VA. She grew up attending Oakland Baptist Church and accepted Christ as Savior and Lord of her life at age 12. Once married, she moved her membership to Shiloh Baptist in King George, where she has been as an active member for the last 34 years. She has served on many committees and is currently serving as the WMU director. Brenda is married to Miles Hastings and they have three grown children.



SOUTHSIDE REGION

2025

Dan Davis (M)
Reedy Spring Baptist Church

1st Term, term to expire 2025
(filling an unexpired term)

Dan has served as pastor at Reedy Spring Baptist Church since 2014. He is a graduate of Liberty University and Liberty Theological Seminary. Dan has served churches in both Virginia and Florida and has a desire to help people discover and live out their true identity in Christ. He married his wife, Laura, in 2004 and is a dad to Layna Joy and Evan Daniel. In his free time, he enjoys gardening, cooking, fishing, great coffee, and watching football.



Rebecca Jordan (L)
New Chapel Baptist Church
1st Term, term to expire 2025
(filling an unexpired term)

Rebecca became a member of New Chapel at a young age. She has served on various committees—Nominating Committee, Historical Committee, and Extension Committee—and has also served as WMU director, a member of the church council, church clerk, children's Sunday School teacher, and choir member. Rebecca was a public school teacher for grades 4-6 and a K-5 librarian for 31 years.



2027

Josh Crews (M)
Church
2nd Term, term to expire 2027

Josh is in his eighth year of ministry as Associate Pastor of Family Life at New Prospect Baptist Church in Hurt, VA. He holds a Bachelor of Arts degree in Christian Studies from Grand Canyon University. He has truly embraced this multi-faceted area of ministry as he enjoys sharing life and Christ with people of all ages.



Laura French (L)
Heritage Baptist Church
2nd Term, term to expire 2027

Laura grew up attending a small church in Elizabethtown, KY. This is where she first learned the gift of loving and caring for others. Laura has been married to her husband, Mark, for 40 years and they have two sons, one daughter, two daughters-in-law, and six grandchildren. She joined Heritage Baptist in Farmville shortly after moving to Virginia in 1985. She has been called to serve in many capacities including children's ministry, music, vacation bible school, women's ministry, pastor search committees, and missions. Laura has most recently enjoyed learning and growing while serving as a deacon at Heritage.



Lynn Marstin (M)
Midway Baptist Church
2nd Term, term to expire 2027

Lynn is originally from Brookneal, VA, and has been a pastor affiliated with BGAV for 38 years. His current pastorate is Midway Baptist in Gretna, VA, where he is in his 35th year of service.



Jerry Stanfield (M)
Childrey Baptist Church
2nd Term, term to expire 2027

Jerry is a graduate of Cumberland College in Williamsburg, KY. He is also a graduate of Southwestern Baptist Theological Seminary in Fort Worth, TX. Jerry has been in full-time Christian ministry since 1984. He has pastored South Roanoke Baptist Church in Roanoke, VA; New Chapel Baptist Church in Rustburg, VA; Grace Baptist Church in Mount Holly, NC.; and he currently serves Childrey Baptist Church where he has been the senior pastor for the past 18 years. He also serves as Chairman of the Dan River Baptist Association's Missions & Evangelism Team. Jerry enjoys fishing and gardening. He is an author and avid reader. He is married to Danita



Catherine White (L)

2nd Term, term to expire 2027

Graduating from Lynchburg College and then the University of Tennessee-Knoxville, Catherine has served as the Director of Music Ministries/Organist at Madison Heights Baptist Church since October 1991. In that ministry, she has had the privilege of ministering with children, youth, and adults through music—vocal, instrumental, and handbell—in congregational worship and in the community of the greater Lynchburg area and beyond. She has been a member of the Virginia Baptist Women's Chorale, worked with the Music and Worship Arts Camp at Eagle Eyrie, and is currently the music director for the Bells of the Blue Ridge—an auditioned community handbell ensemble based in Lynchburg. Married for 26 years, Catherine and her husband, Michael, have one daughter who is a senior at the University of Lynchburg.



SOUTHWEST REGION

2026

Terry Semones (M)
Floyd Baptist Church
1st Term, term to expire 2026
(filling an unexpired term)

Terry is Senior Pastor of Floyd Baptist Church, a church in the Western Blue Ridge Baptist Network. He is currently a student at West Coast Baptist College.



2027

Kris Aaron (M)
First Baptist Church of Bristol
1st Term, term to expire 2027

Kris is Senior Pastor of the First Baptist Church of Bristol, VA. He is a graduate of Mercer University's McAfee School of Theology and Texas Christian University's Brite Divinity School. He is married to Clary Gardner Aaron, and they have two children.



Pat Craft (L)
First Baptist Church of Nickelsville
2nd Term, term to expire 2027

Pat was born in Rutherford, NC, and graduated from RS Central High School. She has been married to Wilbur (Chub) Craft since 1973 (48 years). Pat is retired from St Vincent's Medical Center in Jacksonville, FL. She and Wilbur had two children but lost their daughter in 1994. Their son currently lives with them in Church Hill, TN. She attends church at First Baptist Church of Nickelsville, where she serves as teacher in the nursery. In addition, she is enrolled in the Appalachian School of Theology and involved in Disaster Response through BGAV by serving in feeding, recovery, and crisis care chaplaincy.



Travis DeBusk (L)
Glade Spring Baptist Church
1st Term, term to expire 2027

Travis has been an active member of Glade Spring Baptist Church for over 35 years. During that time, he has served the church in many different roles. He has spent time as Sunday School director, teacher, youth and RA leader, recreational ministry leader, and deacon. Travis has been a part of many local, state, and international mission projects and trips. He has a desire to continue to help and support our SBC missionaries and our BGAV churches in their endeavors to spread the Gospel message to the ends of the world.



Judy Vicars (L)
First Baptist Church of Gate City
1st Term, term to expire 2027

Judy has been a member of First Baptist-Gate City for 66 years. She has also been a member of WMU for 66 years, GA Director for 40 years, Sunday School teacher, and WMU Director. She has served as WMU Director for the Clinch Valley Baptist Association and as Assistant Clerk. She is a past trustee of WMUV, Advisory Board member, and WMUV Great Commission Team. Judy has made trips to South Korea and Standing Rock with WMUV as well as many other mission trips. She is a retired elementary teacher, now teaching ESL classes part-time. Judy is a widow with three children, five grandchildren, and three great-grandchildren.



Susan Smith (Layperson)

Bonsack Baptist Church

1st Term, term to expire 2027

Susan is a lifetime member of Bonsack Baptist Church. Her grandparents and parents were members. Her grandmother was the first WMU president at Bonsack, and her grandfather was a trustee. Susan's family life centered around the church; she grew up doing all things SS, VBS, GAs, etc. and made a profession of faith at nine years old. She played the piano for several activities and became full-time church pianist around 1984 and later moved to organist where she retired in 2022. She participated in the Brazil Partnership and went to Curitiba with several other Virginia Baptists around 2000. After retiring from the music program, Susan became GA Director where she has enjoyed refocusing her attention on missions and a wonderful group of GAs and families. Susan and her husband (who was a music director at Bonsack) are strongly rooted in Virginia Baptist life and have one daughter, who has been encouraged by and participated in BGAV programs like Impact Missions.



TIDEWATER REGION

2025

Vacancy

1st Term, term to expire 2025

Russell Goodrich (M)

Cape Charles Baptist Church

1st Term, term to expire 2025

Russell and his wife have three children and two grandchildren. He has been pastor of Cape Charles Baptist Church since 2000.



2027

Richard Abbot (M)

Morattico Baptist Church

1st Term, term to expire 2027

Richard is the pastor of Morattico Baptist Church in Kilmarnock, VA. He is a native of Lancaster County and was baptized into faith at Kilmarnock Baptist Church. He is a graduate of Randolph-Macon College (BA in Economics) and Averett University (MBA). Richard was called to the pulpit of Morattico Baptist in 2019 and ordained in 2020. His ministry is a Gospel-centered celebration of Jesus Christ with an emphasis on local missions. Richard is married to Jan Simmons, and they have two adult children: Jordan and Joshua.



Kevin Crowder (M)

Kilmarnock Baptist Church

1st Term, term to expire 2027

Kevin, pastor of Kilmarnock Baptist Church, is a native of Arkansas. He is a retired Association of Professional Chaplains (APC) Board Certified Chaplain (BCC) and Association of Clinical Pastoral Education (ACPE) Certified Educator, having worked at Mary Washington Hospital in Fredericksburg for almost 28 years. He has previously served on the Board of Directors of the APC as well as numerous certification committees for APC and ACPE. He holds degrees from Ouachita Baptist University (Bachelor of Church Music), Southwestern Baptist Theological Seminary (Master of Divinity), Virginia Commonwealth University (Master of Science, Patient Counseling), Shenandoah Conservatory (Master of Music, Violin Performance), and Gardner-Webb University (Doctor of Ministry, Pastoral Care and Counseling). He is a violinist in the Northern Neck Orchestra. In 2016, he and his wife, Terri, opened the Northern Neck Popcorn Bag, a gourmet popcorn retailer that now has five locations. Kevin and Terri share three grown children.



Warren Johnson (M)
Beaverdam Baptist Church
1st Term, term to expire 2027



Warren returned home in 2017 to pastor his boyhood church, Beaver Dam Baptist, and live in his boyhood home. He was licensed to preach by Beaver Dam in 1974 while he was a student at UVA and then ordained by them in 1977. He graduated from Southeastern Baptist Theological Seminary in 1981. Warren has served churches in various capacities in Virginia, North Carolina, South Carolina, and back in Virginia in 2004. He has served in numerous denominational positions and committees in each Association and State Convention where he's lived, including a term on the Executive Committee of the SC Baptist Convention. Warren and his wife, Beth have two grown children, two wonderful children-in-love, and three adorable grandchildren.

John Ryland (L)
Urbanna Baptist Church
1st Term, term to expire 2027



John is a native of Urbanna, VA. After 50 years in Williamsburg, John and his wife, Claudia, returned to his Urbanna homeplace, where he served as Claudia's primary caregiver until she passed away in April 2023 after 56 years together. They have two children and six grandchildren.

John taught high school English, coached track, was president of the Williamsburg-James City Education Association, and co-founded the Virginia-North Carolina Fishing Report prior to beginning his career as a real estate agent. After studying through the Mid-Tidewater Baptist Association under Pastor Rick Hudock with seven classmates, John is now supply preaching once a month at Middle Peninsula and Northern Neck churches. John is a deacon in Urbanna Baptist Church and UBC representative to the Mid-Tidewater Baptist Association. He also sings in the choir. Jesus Christ is not only John's Savior, but true Lord of his life.

Susan Stone (L)
Millfield Baptist Church
1st Term, term to expire 2027



Susan Stone is a member of Millfield Baptist Church. She just completed a term as chairman of deacons, is a member of the missions committee, and serves as church pianist for worship services and the choir. She and other Millfield members have gone to Bland Ministry Center several summers to assist in their ministries. She recently retired from the Suffolk Center for Cultural Arts and previously was Development Director at Lake Prince Woods Retirement Community.

CHRISTIAN LIFE COMMITTEE

Official Report

The committee's discussions this year focused on the health of BGAV churches and the challenges they continue to face as a result of the COVID-19 pandemic. It is possible in the years ahead that these reflections will slowly grow less surprising or insightful, but if that is the case, they might yet serve as confirmation that we are currently living at the beginning of an entirely new moment in the Church's life together. For this reason, we pray the thoughts below will serve not just as an encouragement to the churches in the BGAV of today but as a historical record for the Christian communities of the future: that they might find strength in knowing they face nothing that has not been faced before – and that the same God who has been faithful in 2024 will undoubtedly be faithful to His people tomorrow.

We have organized our reflections around three main themes: The Post-Pandemic Era, The Church's Response, and The Hope of the Gospel.

1. The Post Pandemic Era

Regardless of what exactly the pandemic caused, it remains a critical inflection point in the life of the Church. Certain trends that were evident in years prior have only quickened while others have disappeared or transformed. In either case, it is imperative for us to reevaluate our current context given these dramatic changes.

There is a presiding sense among many ministers and lay leaders that the purpose and relevance of the Church can no longer be assumed; that what once felt self-evident and self-explanatory no longer seems to connect in the same way, either with long-standing church members or those we seek to reach with the Gospel. One of the more superficial examples of this shift has come with the rapid adoption of new technology. When in-person attendance was simply not possible for so many months, many congregations by necessity began streaming their services online for the first time. Doing so has been a powerful tool and a decisive advantage in many places yet has also prompted significant theological questions about the nature of Christian community and the value or sanctity of physical presence. The answers are not yet clear.

Reaching younger generations continues to be a challenge, and for many young people, the pandemic only normalized life spent without connection to the Church or to faith. Some who were only loosely affiliated have never returned and the consequences have been complicated. On the one hand, the Church must choose to take responsibility for the loss; not because of fault, but because of love. We cannot simply welcome young people back if and when they decide to return. Rather, we must engage them by seeking them where they are. Doing so will require more energy and knowledge than most churches currently have at their disposal. But the pattern of Jesus' ministry among us remains clear: we cannot wait for the broken and hurt to reveal themselves. We must seek them as we have been sought.

On the other hand, we also cannot allow the vacancies in our churches – especially those of younger generations – to breed resentment among those that have stayed. We risk perpetuating a cycle of misunderstanding if we blame young people for abandoning our current models or refuse to acknowledge that other forms of Church might now be necessary. Again, we must choose to take responsibility as Jesus has done for us. The BGAV should seek out young adults to lead short-term projects. We should pay special attention to the skills and insights these young adults bring to the table. We should carefully invest in the next generation – not just in formal mentorship or preparation for tomorrow – but in extending the opportunity to actually lead and shape ministry today.

It would be unfair, however, for us to ignore the impact of the pandemic on other generations as well. Most churches rely on older members for financial support and volunteers, but these senior adults have also chosen to participate less in the Church since the pandemic. We must be creative, therefore, in reestablishing connections but also in diversifying the Church's "human resources" portfolio. If in reality, the pandemic has diminished participation across all ages, God's people must renew their efforts at reaching not just younger and older adults, but unmarried adults and adults without children as well. Too many feel isolated and disconnected from the life of the Church and too often we have failed to provide them with any opportunity to foster those relationships – especially those in churches who currently base their programming around the traditional family structures. The body needs all of its members – and each demographic stands to gain when the others are present and nourished.

Unfortunately, the pandemic continues to fuel incredulity, hatred, and complacency – both within the Church and the world. Those who are disgruntled and angry with religion and religious institutions have only become more brazen in their criticism. Long-standing problems continue to fester without any real resolution in sight – in part, at least, because our capacity for empathy and compromise has been so damaged. Cynicism and distrust are rampant. Fractures are tearing many revered institutions apart at the seams. Consensus to face significant crises, even amongst Christians – e.g., the abuse of women and children, financial indiscretions, socio-economic, racial, and gender inequity, etc. – feels stubbornly and confusingly out of reach. Often times, crises like these have been the impetus for renewed unity but the pandemic is unique in that it has unfortunately not resulted in that same strength.

At root, because the Church exists to make disciples, any existential problem it faces is ultimately a discipleship problem. The world must see that Jesus actually makes a noticeable difference if they are to commit or recommit themselves to gathering with His people. We must guard ourselves from envy, greed, and jealousy (Luke 12:15), speak out against racism and ethnic strife (Acts 10:34-35), avoid self-righteousness and passing judgement on others (James 4:12), and forfeit our desire for revenge and retribution (Romans 12:17-21). Because trust in the Church as an institution is so low, we must choose – not just to be welcoming and gracious – but to avoid even the appearance of inhospitality. We must become more interested in resolving the systemic problems of “church hurt:” the idea that individuals have had harmful experiences or somehow have felt rejected by the Church, and now no longer feel capable of even approaching God, let alone God’s church.

In short: old problems have taken on a new intensity and urgency, and it is our opinion as a committee that we may need to do Church in ways that are different from the ways we are used to doing them. In the face of undeniable and unrelenting change, we must set our aversion to change aside. We must adapt – not just in small, incremental ways – but we must ask ourselves “what can we do that no one has ever done before?”

2. The Church’s Response

If it is true that we inhabit a new “era” – replete with undiscovered dangers, exciting opportunities, and unprecedented upheavals all its own – the Church must be mindful of its own bias as we weigh what actions to take in response. In other words, if new times call for new measures (and new wine should not be poured into old wineskins), we should be reluctant to apply old solutions to our current predicament – regardless of how effective they once proved to be.

Certainly the worship service – and worship ‘style’ in particular – has been a more obvious lever for church leaders in past seasons. Seeking to adapt aesthetically has been a consistent suggestion for churches struggling to attract younger people. But this advice risks misunderstanding the depth of the problems we face. For one, regardless of what style is deemed preferable, church cannot succeed in concept if it is understood primarily in such superficial terms. The pandemic may be revealing that there are deeper and more substantial purposes that have been neglected below the surface – even if the style of our worship may seem like an easier problem to solve. The fundamental objective of church must be to foster community with one another and with God. Only when this remains at the center can a Christ centered community/family take root. In which case the worship service may not be the central issue at all. Perhaps other elements become more important: preaching a compelling Gospel, serving the community, building consistent groups, rhythms, and habits, etc.

The pandemic has clearly focused our attention on the ways we choose to gather as the Church. Certain ways of doing so seem to have unraveled in recent years – or at least have slowly grown less effective. The Church, therefore, now faces the choice between recommitting to previous practices or abandoning models altogether in favor of new possibilities. These decisions will determine the discipleship pathways of future church communities: Sunday School programs, small group initiatives, mentorship programs, community service projects, etc. But behind all these programmatic choices and adjustments is a larger question: something like, “are there different ways of organizing our life together – or better yet, different goals, that may be common across all churches, that we can re-prioritize to keep our discipleship strategies thriving?” And implicit here are other questions about the ‘metrics’ of our success. What can we measure to determine the severity of the problem and the effectiveness of a given remedy? Perhaps in the years ahead, the BGAV could help churches in our family define these priorities more clearly. If we can identify what drives “success,” perhaps we can measure it and manage it to greater effect.

Churches must demonstrate in word and in deed – both to those inside and outside of their walls – that there is ample reason to participate. As much as we want that to arise out of an ingenious new program or strategy, the reality is that it will only come by our love for one another. Church leaders and laity must demonstrate that love clearly and effectively if

we are to attract a hearing for the Gospel. We know, because Jesus has shown us, that incarnating the love and reconciling power of Christ in our community creates a powerful attraction, especially to those who recognize various levels of need in their lives. We have to engage – not just creatively – but in ways that cost us time, money, and talent – and to extents that exceed what we may once have thought was normal or appropriate. Essentially, we need to work harder and with greater innovation than we have typically been willing to do.

Whatever form our response takes: the BGAV must face at least two distinct challenges: First, that as Christians we are too often known by what we are against and not what we are for; and second, that we do not offer any unique contributions to the current problems and issues facing the world more broadly. With respect to the first: we must choose to assert the Gospel in loving, robust, and constructive ways (through service, compassion, advocacy, etc.), and avoid allowing our witness to be controlled by negative, polemical reactions (boycotts, denunciations, contention, hatred, etc.). With respect to the second: we must prioritize our collective identity as Christ's body on earth, and not allow other associations – especially in culture and in politics – to constrain our moral imagination. Only in Him can we find our life and our future. All other attachments are forfeit.

3. The Hope of the Gospel

Throughout our conversations together as a committee, we have chosen deliberately to set these daunting challenges alongside the hope of the Gospel; allowing Jesus to have the final word in each case. The “Gospel” is “good news:” the announcement of Jesus Christ, and the proclamation of His birth, life, death, and resurrection – just as John the Baptist proclaims in Mark 1:4-5. It is joy for those who mourn, forgiveness for those who sin, and meaning for those without purpose. And so as we look to scripture, we find rich reservoirs of comfort and assurance. Rather than give in to despair, it is fitting that the Church savor and recount these many gifts God grants us in His word – not only to encourage and secure us, but to equip us for the work ahead.

For example: in Revelation 21:5, John writes, “And the one sitting on the throne said, ‘Look, I am making everything new!’ And then He said to me, ‘Write this down for what I tell you is trustworthy and true.’” Penned by John while in exile on Patmos, these words remind us that believers have indefatigable hope in new beginnings. The broken cities, homes, and lives of individuals and families will all one day be rebuilt. Natural disasters and man-made destruction will all give way to new life. What comes about may have scars – and it may involve remembering realities that no longer exist in the same way – but God remains faithful in bringing the new out of the old. Where terrorism once took down towers, there is now a memorial. Where hurricanes and tidal waves once wiped out everything in their path, new homes and playgrounds exist – and new beginnings are to be enjoyed. So churches, too – in all the obstacles and challenges they face – must see opportunities for proclaiming the Gospel message even in the midst of what feels daunting or uncertain.

In Luke 4:17-21, Jesus inaugurates His ministry by reading from Isaiah. He says, “The Spirit of the Lord is on me, because He has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord's favor.” His announcement of this “year” is the announcement of God's eternal jubilee – and this is a relevant and rich idea for the Church's witness today. Not only is there joy in the life God has promised us, but perhaps more significantly, there is serendipity. The upside-down Kingdom of God that Jesus has brought to earth upends our expectations and assumptions, reforms our relationships, renews our minds (Romans 12:2), and grants us motivation for the struggles we face today in His name.

In Jeremiah 29:11, the Lord tells us through His prophet, “For I know the plans I have for you ... plans to prosper you and not to harm you, plans to give you hope and a future.” We pray that these words would spur the BGAV on towards hopeful prayer and expectation – seeking the guidance of God's Spirit and His leading over any of the suggestions and strategies of people. His plans for us are for our flourishing regardless of the challenges, and only in His leadership can we find – not only a path through obstacles – but courage and optimism along the way.

Exactly how God will lead us is up to Him alone. In Acts 7 we see that the results of faithfulness may be uncomfortable and tragic. But even in the death of martyrs, God is quick to use His people for incredible good. If God cared for Stephen in His life and His death then God can certainly take care of His Church, even when it faces such tragedy and loss. No historic moment is beyond the purview of His power or outside the boundaries of His mercy. As representatives of the BGAV, we confess our need for His intervention and wisdom, and we abide in His unrelenting support and care as we follow Him in obedience.

Respectfully submitted,

Reed Bernick, Chair

Roger Austin

Christian Esleck

Chris Jordan

Anita Roy

Lee Royce

Keith Robinson

Kevin Moen

Hutt Williams

Jody Faig, Field Strategist, BGAV (staff liaison)

Rebecca J. McKinney (by Virtue of Office – President)

Wayne D. Faison (by Virtue of Office – Executive Director)

PROGRAM COMMITTEE

Official Report

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. We are grateful to the First Baptist Church of Alexandria for hosting our annual meeting this year. We are blessed by their warmth and hospitality.

Our theme for this year is “Free Indeed.” Our main speakers are Robert Stephens, Miriam Swanson, Elijah Brown, and Wayne Faison. We will be led in worship by various musical groups from First Baptist Church of Alexandria, Commonwealth Worship, and a mass choir made up of members from many of our BGAV churches.

It is our prayer that our time here will be refreshing and inspiring and will challenge and encourage us to continue the calling God has placed on us to serve God’s kingdom

The Program Committee makes the following Motion:

1. that the program, as printed, be adopted as the agenda for the 2024 meeting of the Baptist General Association of Virginia
2. that the times on the program are indicated merely as a guide
3. that to expedite discussion, debate on all matters will be limited to three minutes per speaker, and that speakers, pro and con, be alternated
4. that future dates and sites for the Annual Meeting be affirmed as:
 - 2025: November 10-12, 2025, at Highlands Fellowship Church, Abingdon
 - 2026: November 9-11, 2026, in the Tidewater area
 - 2027: November 8-10, 2027, in the Richmond area

Respectfully submitted,

Stephen Gray, Chair
Beth Anderson
Brenda Armistead
Marco Capayachi
Carolyn Demery
Mary Gilley
Sylvia Hobgood
Tom Rosemeier
Sylvia Wade
Alan Miller (by Virtue of Office)

Rebecca J. McKinney (by Virtue of Office – President)
Wayne D. Faison (by Virtue of Office – Executive Director)

RELIGIOUS LIBERTY COMMITTEE

Official Report

The Religious Liberty Committee of the BGAV is charged with “reporting 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.” It is also instructed to “make available information relating to the subject with the view of safeguarding these cherished principles.” This mission has been an essential part of the uniquely Baptist witness of the BGAV from its very beginning, and the need to safeguard our cherished principles of religious freedom and the separation of church and state, as well as helping churches wrestle with what this principle looks like in practice in our current context, is as vital as it has ever been.

For several years, there has been a significant conversation in our society about the role of religion, and specifically of Christianity, in our public life. Decades-long debate over issues such as prayer in schools and the display of religious teachings (such as the Ten Commandments) in public or governmental spaces has reemerged as a major point of contention in many states. New provisions in Texas for government-provided school chaplains and efforts in Oklahoma and Louisiana to incorporate the Bible and the Ten Commandments in public school classrooms also bring religious liberty concerns into the national discourse. Many states continue to struggle with balancing the need for protecting vulnerable communities with the need to protect the religious liberties of faith-based organizations. Finally, the influence of Christian nationalism – which “seeks to merge Christian and American identities” and “demands Christianity be privileged by the State and implies that to be a good American, one must be Christian”¹ – is gaining traction with an increasing number of American Christians.

With such attention given to issues involving religious liberty and the separation of church and state, the Religious Liberty Committee believes it is important to highlight the historic Baptist understanding of these core freedoms for all people – freedoms created not by constitution or legal decree, but by the God who creates us all. The fundamental nature of God is grounded and rooted in love, and such love thrives in being freely chosen. Several texts in Scripture² speak to freedom as the result of God’s saving work in and through Jesus Christ, and that freedom includes the liberty to seek God, respond to God, and embrace God, not through coercion, but through the liberty of love that Christ has shown to us. Virginia Baptists have historically carried that understanding of freedom through Christ to the principles of civic life that Baptists have long championed: that each person is free to worship God in whatever manner they understand best, or not worship God at all; that the State provides no favor to any religious group or privilege to any particular faith over another; that no religious expression or practice be required by the State; and that all persons of faith, or no faith at all, are equally treated by the law. This Virginia Baptist perspective parallels that of many other Baptist organizations, including the Southern Baptist Convention as reflected in its 2024 resolution “On Defending Religious Liberty.” That resolution states, “Our Christian witness is better preserved by the separation of church and state,” and resolves “that we oppose any effort to establish a state religion of any nation, including the United States of America; that we refute the idea that God has commanded any state to establish any religion or any denomination; and we reject any government coercion or enforcement of religious belief.”³

With these principles in mind, the Religious Liberty Committee of the BGAV has been and continues to be at work to help BGAV churches better understand and safeguard the principles of religious liberty that are part of our Virginia Baptist DNA. Activities of the committee include:

- **Participation in Religious Liberty Day:** Each year, on the anniversary of the enactment of the Virginia Statute for Religious Freedom, the Religious Liberty Committee invites interested Virginia Baptists to join it in visiting the State Capitol in Richmond to meet with legislators and legislative aides, providing information on religious liberty and advocating for religious freedom. While weather made it impossible to participate in 2024, the committee is making plans to visit the Capitol again on January 16, 2025, to share Virginia Baptist perspectives on religious liberty.

¹ <https://www.christiansagainstchristiannationalism.org/statement>.

² A non-exhaustive list: Gal. 5:1, 13; 1 Pet. 2:16; John 8:36; Dan. 3, 6.

³ <https://www.baptistpress.com/wp-content/uploads/2024/05/2-On-Defending-Religious-Liberty.pdf>.

- **Educational Videos:** Last year, the committee created and published a video on the Religious Liberty Committee Facebook page that told the story of Elder John Weatherford in 1773 and infringements on religious liberty in colonial Virginia; this video is available on several platforms⁴ and is useful for congregations and individuals. The committee is working on a second video in what we hope will be a series of educational tools, this time focusing on the historic meeting of John Leland and James Madison in 1788.
- **Curriculum:** In conjunction with the Virginia Baptist Historical Society, the committee continues its work on updating and augmenting the VBHS Heritage Tours: “Freedom Trails, Sites Associated with the Baptists and Religious Liberty.”
- **Breakouts:** At the 2024 BGAV Annual Meeting, the Religious Liberty Committee is offering two breakouts. The first, “Religious Liberty: Our Virginia Baptist Heritage and Future,” introduces the Virginia Baptist principles concerning religious liberty and ponders how those principles might influence our faith and our world today. The second, “What’s at Stake for Young Leaders in Religious Liberty?,” is part of the NextGen track of breakouts and offers space for young leaders to engage with the importance of religious liberty in our churches and our communities.

The Religious Liberty Committee of the BGAV continues the work of resourcing BGAV churches and safeguarding the religious liberty principles that Virginia Baptists have cherished for generations. We look forward to continuing this work in 2025.

Respectfully submitted,

Adam Tyler, Chair
 Belinda Barnett
 Warren Johnson
 Allan F. Livers, Jr.
 W. Shelton Miles III
 Nettie Stokes
 Rebecca J. McKinney (by Virtue of Office – President)
 Wayne D. Faison (by Virtue of Office – Executive Director)

⁴ YouTube, Vimeo, Facebook.

RESOLUTIONS COMMITTEE

Official Report

RESOLUTION OF APPRECIATION

With praise and thanksgiving to God through our Lord Jesus Christ, in whose name we have gathered, and to whose glory we consecrate our work together,

We, the messengers to the 201st meeting of the Baptist General Association of Virginia, meeting in Alexandria, Virginia, November 11-13, 2024, do hereby make it known that:

We express our gratitude to Alexandria First Baptist Church for their gracious hospitality, and we thank all the church members and volunteers for the work they have done to facilitate this annual meeting.

We give thanks to the Program Committee, and we commend the program participants for their positive and inspiring contributions.

We are grateful to the staff of the BGAV for their continuous committed service to Virginia Baptists, our churches, ministers, and lay people. We especially appreciate our Executive Director, Wayne D. Faison, and give thanks to God for his wise and visionary leadership.

We commend the service and contributions of our First Vice President, Shelton Miles III; Second Vice President, Alan Miller; Clerk, Nathan Taylor; Assistant Clerk, Barbara Bareford; and Parliamentarians, Beth Fogg, Richard Martin, and Adam Tyler.

We appreciate the dedicated leadership of our President, Becky McKinney, and her faithful service to Virginia Baptists. Finally, we resolve to continue working together, as the Baptist General Association of Virginia, to share the gospel message and to advance the Redeemer's Kingdom.

Respectfully Submitted,

Pam Moyer, Chair

Darrell Foster

Jeff Kinder

Harold Massie

Dayne McNabb

Phil Peacock

Greg Versen

Horace Wade

Patrick Wood

Rebecca J. McKinney (by Virtue of Office – President)

Wayne D. Faison (by Virtue of Office – Executive Director)

SCHOLARSHIPS AND MINISTERIAL EDUCATION FUNDS COMMITTEE

Official Report

The Scholarships and Ministerial Education Funds Committee oversees financial awards “to further the educational development of (a) persons who are preparing for the Baptist ministry and (b) emerging leaders of all ages. “(Constitution, Article VII, Section D, The Committee on Scholarships and Ministerial Education Funds.)

Eligible Virginia Baptist students may receive assistance through:

- BGAV College Scholarships providing aid for undergraduate education;
- BGAV Ministerial Education Funds which support undergraduate or graduate education in preparation for vocational ministry; or,
- BGAV Nontraditional Ministry Education Scholarships that allow individuals to capitalize on opportunities to secure training and continuing education for work in the local church.
- BGAV Internship Grants made available to churches who want to provide internship opportunities in ministry settings

When it was created, the purpose of the BGAV Scholarships and Ministerial Education Funds was to “invest” in the lives of students who make up the ministries and disciples of our cooperating Virginia Baptist Churches. Our aim, then and now, is to show that the Baptist General Association stands in partnership with individuals who are called to further their education and, in particular, the preparation of ministers leading our congregations.

Despite the recent pandemic years, the Scholarship Committee has continued to answer the requests of many who sense a calling to “Higher Education.” This year, BGAV Churches have been able to assist 90 individuals who are a part of 69 different churches in our Association.

Thank you for your gifts, partnerships and prayers that have enabled so many to further their training and education.

I express my gratitude to all the members of this committee for the work they have done.

AWARD	MONIES	RECIPIENTS	CHURCHES	INSTITUTIONS
College	\$42,500	43	34	30
Ministerial	\$63,300	14	13	10
Nontraditional	\$11,520	19	14	1
Church Internships	\$17,550	13	8	N/A
Unique Totals	\$134,870	89	69	41

Respectfully submitted,

Pastor Jim Bunce, Chair
Kris Clifford
Mary Davis
Harriet Dawson
Judy Edgell
Steve Gibson
Joe Glass
Diane Grant
George Jones
Melanie Lassiter

Holly McConnell
Mark Olson
Tyler Phillips
Jerry Sinkfield
Katie Toler
Virginia Waddell
Rebecca J. McKinney (by Virtue of Office – President)
Wayne D. Faison (by Virtue of Office – Executive Director)



ANNUAL REPORT OF THE BGAV

ANNUAL REPORT OF THE BGAV

Official Report

BGAV EXECUTIVE DIRECTOR'S REPORT

Recently, I preached a sermon at the church I pastor in Suffolk, VA, East End Baptist Church, entitled “Turning the Corner.” This sermon was based on Matthew 7: 13-14, where Jesus told his listeners to, “¹³Enter through the narrow gate. For wide is the gate and broad is the road that leads to destruction, and many enter through it. ¹⁴But small is the gate and narrow the road that leads to life, and only a few find it.” I shared with the church how we, as followers of Christ, should strive to be a part of the few who follow the voice of Jesus rather than to be a part of the many who seem to be following the multitude of voices in the world.

One of the interesting discoveries found in this passage of scripture surrounds Jesus’ use of the word “enter.” In the original Greek, this word “enter” simply means “to come on in.” However, it is the way Jesus uses this word that is so intriguing. Apparently, Jesus was using the word “enter” in the politest way possible to invite others into his ministry. In a world that is so divisive, so polarized, and so confrontational, it should do our hearts good, as followers of Christ, to know that Jesus continues to politely invite us to give him leadership over our lives towards a greater future.

I truly believe this is exactly what the Lord has been doing with BGAV over this past year—politely inviting and leading Virginia Baptists toward a greater future. This greater future is being nestled in the new vision God has so kindly revealed to us: “to become greater agents of mission together with our churches, partners, and leaders impacting the Kingdom locally, nationally, and globally with the gospel of Jesus Christ.” We hope that through this new vision, Virginia Baptists will be able to participate and engage in a missionary movement unleashing the power of the resurrected Christ through the local church for the renewal of all things.

One thing is for certain: we are living in an ever-changing world – climate change, economic change, political change, demographic change, social change, global change, ministry change, and personal change—the list goes on and on. These are the reasons why I believe that the Lord is politely inviting us to connect and develop congregations and leaders for this ever-changing world. I believe Virginia Baptists are up to the task. Why am I so confident in this belief? Because for more than 200 years, Virginia Baptists have always been at the front of the line when it comes to advancing God’s Kingdom mission.

So, Virginia Baptists, let’s turn the corner and enter into this greater future God has in store for us. Let’s turn the corner by developing a greater mission, greater leadership, greater churches, a greater community, and greater resources. As I move into my junior year as your executive director, I am so excited to turn this corner together with believers who have stood the test of time by trusting and believing in the promises of God. As you read this annual report, you will quickly realize that we are already seeing these promises come to fruition.

IMPACT MISSIONS

Our team is grateful for over \$650,000 that has been entrusted to us since November 2023 to carry out Kingdom work here in Virginia, across the nation, and throughout the world. Added to the financial gifts are the time, talent, and sacrifice of countless volunteers who stand alongside us to physically do what others pray for and fund. This work cannot be captured as an event or enumerated but rather is embedded throughout all our work. We are listening to congregations and church leaders in all that we do so that we might be the best stewards of all our resources.

- We engaged in an extended conversation series with Eun Strawser, author of *Centering Discipleship*, as we continue to develop our “Asset Based Mission Development” concept for BGAV congregations.
- We are collectively building a series of “Getting Started” articles and resources to assist congregations with local mission opportunities. This also includes enlarging our library of materials and resources in other mission areas as well.
- We are actively engaged with the Baptist General Convention of Texas with Chaplaincy endorsement and training and with Texans On Mission in developing a new network for disaster response and mission engagement – the On Mission Network.

INTERNATIONAL

- BGAV has distributed \$12,000 from our world hunger fund to international partners. These funds have assisted hundreds of families worldwide who need regular and emergency assistance.
- BGAV is involved in a new effort to create a church planting movement across West Africa with the leadership of the National Baptist Unions of 13 countries. This will be a seven-year effort that we hope will result in over 2,000 churches planted by 2030. Funds have been distributed to three of the countries and the businesses to fund the church planting are underway.
- We hosted a half-day meeting prior to last year’s annual BGAV Meeting with churches who are partnered with Nicaraguan communities through Food for the Hungry. There are now 14 congregations which have entered a long-term relationship with a community in Nicaragua through this partnership.
- We launched a year-long dialogue called “Flourishing and Mission” with churches and partners involved in refugee ministry in Austria and Central Europe.
- We launched a new mission formation in the area of “focus: refugees 2.0” with Italian Baptists, Mediterranean Hope, and FBC Ashland.
- We led a vision trip to Nicaragua with two churches that have since become partners with Nicaraguan communities and organized exploratory trip to Pearl Lagoon, the third and newest region where BGAV churches can partner with Food for the Hungry Nicaragua to help communities graduate from extreme poverty.
- We added two indigenous church planters (Latvia and Lebanon) to our current cadre of church planters with the European Baptist Federation bringing the total for 2024 to seven (7).
- We connected several BGAV churches with partner churches in Western Europe for long-term collaboration.
- We placed four Venturer long-term volunteers for service in South Africa, Austria, and Germany/Greece.
- We participated in regional summit with ReEstablish Richmond to add a regional faith-group coordinator to central VA Refugee integration.

NATIONAL

- The BGAV has distributed \$98,000 to more than 30 BGAV congregations, 3 district Associations, and 16 Virginia based hunger organizations through August of this year and anticipate ending the year by distributing an

additional \$30,000. These funds continue to support local entities as they try to stem the tide of hunger across the Commonwealth.

- The Eastern Shore Partnership has been renewed after being severely hampered by the COVID-19 pandemic for the past four years. The Summer Splash Camp is back up and running and several congregations are beginning to take teams to work on a variety of projects in Northampton County. A new Advisory Group is being formed that will focus on six areas of concern: Housing, Healthcare, Education, Spiritual Needs, Recreation/Activity, and Employment.

DISASTER RESPONSE

- We trained new volunteers via church-based training in five locations across the Commonwealth, which will allow churches to mobilize locally and as part of Virginia Baptist Disaster Response.
- The overhauling of the online training for Introduction to Disaster Response and Supply Distribution has been completed. The focus now will turn to the recording of training videos for Feeding and Cleanup which we hope to conclude by early summer.
- Hands-on training in Feeding is scheduled to occur at three of our student Impact Mission Camps this summer.
- A new feeding unit has been purchased and has been inserted into the rotation as people are getting acclimated to it. In addition to being active during disasters, this unit will also serve as part of an ongoing feeding ministry, strengthening the connection between disaster response and daily church ministry.
- We became more heavily involved with the Virginia Emergency Management Association's faith-based caucus which includes the support of a new Faith Based Summit, which was hosted by FBC Waynesboro in August with over 100 participants from 17 faith-based organizations and 25 governmental or private sector entities.
- Disaster Response has been asked to provide meals on-site for the BGAV's Annual Meeting in 2024.
- The BGAV has received over \$600,000 in aid for the response to the war in Ukraine. Most of our funding was distributed through the Romanian Baptist Union and the 4:7 boxes which are being prepared in Romania and delivered into Ukraine for further distribution. This project ended in December. Additional funding was sent through the Baptist Forum for Aid and Development and the European Baptist Federation with a portion of gifts being held in reserve at the request of our partners and will be utilized in the near future.
- We completed recovery response in Florida after Hurricane Ian and the recovery response in Buchanan after 2022 storms.
- We deployed volunteers to Vermont, Connecticut, and Texas in response to flooding.



Impact Disaster Response volunteers participate in the Faith Based Summit

YOUTH MISSIONS

- Impact! Mission Camp was held in three locations in 2024 – Mecklenburg County, Danville, and Roanoke. The Camp registered 236 participants led by 6 young adult staff members and completed 21 construction jobs making homes warmer, safer, and dryer for those families. We also added a smaller Camp during spring break which added two more homes repaired. The Camp participants also raised over \$700 in an offering that will be used toward our ongoing sponsorship of a community in Nicaragua.
- We continue to lead the BGAV in training congregations and any volunteers who work with minors on a regular basis. The Darkness to Light Sexual Abuse Prevention Training is a key component to make certain we provide the utmost responsible care for children and teenagers. Training sessions are available year round and can be scheduled through our team. This could also include assisting congregations in establishing child protection policies.
- Our team will be hosting a NextGen youth retreat for middle- and high-school aged students and their leaders at Eagle Eyrie Oct 11-13, which will have a missional focus.



"I can't thank you enough for everything you all did for me. Y'all truly made a impact on me."

– Facebook comment from Kimberly Harris about Impact Mission Camps

DEVELOPING

KAIROS INITIATIVE

- Becca Bennick (UMW) began a new role in partnership with Kairos and Uptick to help develop young adult leadership development and campus ministry practices that combine teaching and content from Kairos and Uptick.
- Cadance Tyler (Longwood and Hampden-Sydney) began a new role in partnership with Kairos and Impact Missions to strengthen connections between campus ministries and Impact Missions and strengthen the bridge between BGAV youth ministries and campus ministry groups.
- Emma Hammond took over as the Director for the Center for Faith and Leadership, the BCM community at the University of Mary Washington.
- Brandon Bennick joined the Center for Faith and Leadership staff team as associate campus minister at University of Mary Washington.
- Sarah Wiss joined the Center for Faith and Leadership staff team as associate campus minister at University of Mary Washington.
- Haley Gillespie joined the BCM staff team at James Madison University as associate campus minister.
- Talon Brandon joined the BCM staff team at Virginia Tech as associate campus minister.
- BCM mission teams served in many different North American and international locations including: Dominican Republic; Guatemala; Nicaragua; London, England; Boulder, CO; Portland, OR; Thibodaux, LA; New York City, NY; Wilmington, DE; Ashland, KY; Richmond, KY; West Lafayette, IN; and Fort Myers, FL.
- Kairos relaunched the Kairos Missions Initiative (KMI) in partnership with Food for the Hungry in Nicaragua. An exploratory team was sent in June 2023. A team of eight students and two leaders was selected to serve in Nicaragua in June 2024.
- Kairos hosted our Fall Gathering at Eagle Eyrie in October 2023 with almost 200 participants, leaders, and guests in attendance for a wonderful weekend of worship, fellowship, discussion, and retreat.



Students travel to Nicaragua for a mission trip



College students pray together at Kairos Fall Gathering in Fall 2023

- Kairos continues to award Student Evangelism Grants to ministries seeking to enhance an existing initiative or launch a new initiative to share the Gospel with students in their communities. These initiatives have been fruitful in engaging students with the love of Jesus in new and creative ways!
 - 2023 (Jan-Dec): A total of 30 grants were given to 16 congregations and ministry patterns and six BGAV campus ministries totaling: \$58,037.35
 - 2024 (Jan-Mar): A total of 12 grants were given to six congregations and ministry partners and four BGAV campus ministries totaling: \$24,000
- 2023-2024 Academic School Year
 - Total Participants in BCM Ministries: 1,466
 - Raised for Missions: \$22,612
 - Students involved in missions: 160
 - Students involved in leadership training: 182

UPTICK

Uptick was birthed by BGAV in 2007 for the purpose of raising up a generation of Jesus-shaped leaders. For the last 16 years, we have worked with small cohorts of pioneering young-adult leaders, ages around 25-35, to equip them to function through the lens of discipleship, leading like Jesus led. While most of our participants have been from historic BGAV churches and ministries, Uptick has included and partnered with other similarly minded Christians from around the nation and world to share this model of identifying, equipping, and deploying these mission-critical leaders. Here are highlights of the work of Uptick:

- Uptick Cohorts
 - Uptick Core ran our 17th cohort, with eleven diverse leaders (six men and five women from different regions, church backgrounds, and ethnicities) from BGAV and other churches and ministries. We had residential retreats in September, January and May, with online meetings and one-on-one coaching sessions in between retreats.
 - Uptick Catalyst completed three more cohorts, with a total of 12 leaders combined from the three regions of Northern Virginia, greater Richmond, and Tidewater. Catalyst focuses on developing intercultural intelligence and community bridge-building in these regions. This year Catalyst moved to an academic calendar schedule to synchronize with Uptick Core and help the Uptick team operate more efficiently. Uptick Catalyst continues to be funded by the \$1,000,000 grant from the Lilly Foundation and a further \$500,000 sustainability grant until 2027.
 - Uptick Entrepreneur completed its seventh cohort with five young businesswomen. Uptick alum Amie Burkholder is now leading this network, having taken over from Brittney Rossie last summer. The Fredericksburg

network of Uptick Entrepreneur alum/spouses/mentors now consists of around 90 leaders in the greater Fredericksburg area.

- Uptick Global has continued to grow under the leadership of Laura McDaniel, who is now serving in an adjunct capacity. This year, Dr. TaNikka Sheppard has joined Laura on the Uptick Global Team to help lead cohorts and help to think through strategy going forward.
- Having created a partnership in 2023 with Asia Baptist Women's Union (ABWU), this year Uptick Global launched training for 60 participants and 11 mentors from 13 countries, as well as equipping the ABWU Executive Team with Uptick principles so that they can recruit future participants.
- We also renewed partnership with Baptist World Alliance Women (BWA Women), equipping the BWA Executive committee in Uptick principles so that they can recruit participants and starting a new cohort of 14 participants representing all of the continental unions from around the world. The Global team is also continuing to invest quarterly into the alum of the Global BWA 2022 cohort.
- Uptick Alum Network
 - In October we held an Alum Gala and Conference in Richmond. It was a wonderful event with over 100 people in attendance. At the Friday evening gala, we celebrated John Chandler and Laura McDaniel in their retirement. On Saturday, we held a conference with teachers including Jo Saxton and Pastor Vernon Gordon and a worship team made up of Uptick Artists.
 - We have set up the digital infrastructure for Uptick Alum, with a new website, using the platforms of Kartra and Circle; and we have started to hold regular online webinars and huddles for Alum who wish to participate. We have also begun work on a regular podcast, aimed at Alum but available publicly, which will be available in the fall of 2024.
- Uptick Team
 - In December, Laura McDaniel retired from her full-time role on the Uptick team. She continues to oversee Uptick Global in a part-time, adjunct capacity.
 - In February, John Chandler retired from his role on the Uptick team.
 - In December, Becca Bennick took up a joint role working for Uptick and Kairos to learn how to lead and convene Uptick training for campus pastors.
 - In January, Pastor Vernon Gordon took up a role to develop a regional expression of Uptick in the Richmond area, aimed at helping expand recruitment beyond referral-only models and also to find ways for Uptick to better serve local churches
- Wider Growth and Partnerships
 - Kairos and Uptick are working together to synchronize and partner with our leadership training, through Becca Bennick.
 - Impact Missions and Uptick are working together to synchronize and partner with our leadership training, through Kristen Curtis who is joining Uptick Core this year.
 - We are seeing the potential for new Uptick cohorts in the Midwest as well as stronger links with Uptick Canada
 - We are working with the BWA to help plan for the Emerging Generation event at the 2025 Baptist World Congress in Brisbane, Australia, and to strategize for ongoing training and resourcing of emerging high-capacity leaders within the global Baptist family on a longer-term basis.

CONGREGATIONAL FIELD STAFF

- Pastor Search Teams trained or assisted: 101
- Church Weekday Education Conference: 165
- Church Finance Seminars: 124

- 3 attended Planning Financial Support for Church Staff webinar
- 13 ordered a video of the September webinar
- 8 attended Preparing for Retirement webinar
- 14 ordered a video of the October webinar
- 6 attended the Church and Clergy Tax webinar in February 2024
- 24 ordered a video of the February webinar
- 19 registered for the Church Financial administration webinar in May 2024
- 37 ordered a video of the May webinar
- Webinars are planned for September 26 and October 24
- Field Strategists Around the State:
 - Church closure consultations
 - Bylaw revision consultations
 - Deacon retreats
 - Bible study/SS/ Discipleship consult
 - Pastor Succession Planning
 - Church Facility/Property Strategic Planning consults
 - Church merger consult
 - Deacon training events: more than 50 participants
 - Attend spring and fall associational meetings
 - Other meetings/lunches with associational leadership
 - Led revivals
 - Preaching in churches
 - Southwest VA Mission fair
 - Individual meetings with pastors
 - Monthly/Quarterly Pastor Groups
 - Zoom with Leland/President Ken Pruitt and Kellie Boyle
 - Attended graduation at Nickelsville Baptist of the class of '24—Appalachian School of Theology
 - Pastor/Key Leader listening sessions with Christy Foldenauer
 - Co-hosted Central VA Leadership event: 155 participants
 - Dan River Baptist associational leadership Training event: 50
 - Staunton River Baptist associational leadership training event: 50
 - Lynchburg Area Pastors training event: 25
 - Helped plan Eagle Eyrie preaching conference: 40 attendees
 - Helped plan annual Pastors Conference: 60 attendees
 - Helped host Digital Proficiency Workshops: 63 attendees
 - Met with students at Truett Seminary who are interested in coming to VA: 5
 - Fanning the Flame with Ed Stetzer (Zoom): 60 participants
 - Fanning the Flame with Daryn Henry: 73 participants

- Institutional vs Discipleship Mindsets of Churches: 12 participants
- Experience Ascent: 5 participants
- The Word to the World: 12 participants
- Ministers in Residence:
 - Church Finance: 579 phone/email/Zoom consults
 - Congregational Care: assisted 6 churches
 - Leadership Development:
 - ◇ The 2023-2024 Next Level Leaders cohort met in person in Richmond and via Zoom between the in-person meetings, with 19 participants.
 - ◇ The 2024-2025 Next Level Leaders cohort will meet in Richmond and via Zoom between the in-person meetings, with 18 participants.

COACHING NETWORK

- 16 people trained and prepared in 5 virtual classes
- 35 pastors, staff, church leaders, and BGAV staff coached through Empower Network
- 320 hours spent coaching individuals and teams
- 100 hours of mentor coaching for people working on coaching certification
- 14 people earned the Empower Coaching Leadership Certificate for 2024. Three of those were new in 2024.
- Continued coaching partnership agreements with Uptick, Uptick Catalyst, and Kairos to provide coaching for participants
- Explored partnerships with additional ministry teams
- Held monthly coaching conversations for coaches in the network
- Offered opportunities for coaches to earn hours for the International Coach Federation (ICF) through coaching cohorts
- Served as facilitator and host for World Business and Executive Coach Summit, an international non-profit that supports excellence in coaching
- Offered new class, “A Coach Approach to Discovering Your Niche”
- Continue working on additional classes:
 - A Coach Approach to Transformational Bible Study
 - Short-term classes on different coaching skills
- Provided resources for churches in interim transitions and maintained connection to interim ministers and those interested in interim ministry
- Created new videos to support coaching and interim ministry.
- Developed another version of Empower Coaching Book Club with four resources targeted for use:
 - Caring by Denise Massey
 - Narrative Coaching, 2nd Edition, by Dr. David Drake
 - Making Shifts in Waves of Change by Eddie Hammett and Randy Pearce
 - Becoming Coachable by Scott Osman and Jacquelyn Lane
 - 13 joined for learning and development through reading in 2024.
- Maintained Professional Coaching Credential through ICF

V3 CHURCH PLANTING MOVEMENT

As V3 starts her 12th year, it is evident that the new way to train church planters through an 8-month cohort, as opposed to a church planting bootcamps has been replicated through many different organizations over the few years. This is both beautiful, because of kingdom expansion, it also poses a challenge in that more people are doing training similar to V3.

In addition, we discovered that people are a little more hesitant to make longer commitments, and that the missional church has moved beyond the innovators and early adapters. With all this in mind, we are planning for the future, with the goal of reaching middle adapters, who given a broader picture of our current context, with a deeper understanding the nature of Praxis Communities, might be able to develop the courage to start new communities of faith, that connect meaningfully to the needs of those who do not self-identify as Christians. Thus, in January, we are hoping to start a new offering entitled “Praxis Community Primer: Helping people to follow the way of Jesus”. It will be a 12-week journey to help people discern if they want to start a community of faith.

Our team is solid, and we are so glad to have Aaron Thomas as our new recruitment and enrollment manager. He comes as a V3 church planter and coach, with much wisdom and passion.

Finally, we are considering starting a Leadership Praxis Cohort, where we can develop soul-healthy leaders, who better understand power dynamics, have a cross-cultural intelligence and can learn how to live in polycentric leadership. We look forward to what the future has to offer. Something new is possible!

- **Recruiting:** One of the ways we seek to connect with new friends and old is by hosting webinars as well as immersions to give people a taste of the various offerings we have at V3. Here are some of the webinars and immersions we have had this past year.
 - Webinar Statistics
 - ◇ March 2024: *Starting Faith Communities from Scratch in 2024: Part One Church Planting and Power*
 - » Participants: JR Woodward, David Fitch, 89 Registrations
 - ◇ April 2024: *Starting Faith Communities from Scratch in 2024: Part Two Neuro-Informed Church Planting*
 - » Participants: Jessie Cruickshank & Steve Cuss, 91 Registrations
 - ◇ May 2024: *Starting Faith Communities from Scratch in 2024: Part Three Place-Based Church Planting*
 - » Participants: Dan White Jr, Tim Soerens, 69 Registrations
 - ◇ July 2024: *Is There One Missional Approach? A look at Missional Communities, MicroChurch, Home Church, Dinner Church*
 - » Participants: JR Woodward, Jessie Cruickshank Dan White Jr, 96 Registrations
 - V3 Immersions
 - ◇ Ordinary Discipleship
 - » Facilitator: Jessie Cruickshank, 4 weeks; Pageviews: 229; Tickets: 5
 - ◇ Developing a Discipleship Pathway
 - » Facilitators: Jessie Cruickshank and David Sundae, 5 weeks; Pageviews: 436; Tickets: 13
 - ◇ Communities on Mission
 - » Facilitators: JR Woodward and Jessie Cruickshank, 5 weeks; Pageviews: 147; Tickets: 6
 - ◇ Structured for Movement
 - » Facilitators: JR Woodward and Uday Balasundaram, 6 weeks; Pageviews: 1766; Tickets: 10

- Key Media
 - ◇ Facebook – 2,242 Followers, 181 Likes, 9 comments, 9 shares, 646 link clicks
 - ◇ Twitter – 12.5K Followers, no longer provides free analytics
 - ◇ Instagram – 455 Followers, 416 likes, 12 comments
 - ◇ Claritysoft – 6,330 Subscribers
- Website Statistics
 - ◇ Total Visits – 10,963; Direct – 4,410; Google – 5,637; Facebook – 111; Referral – 356
- Pre-Conference Events
 - ◇ Inhabit Conference, April 2024, “New Paradigms for Neighborhood Church Planting”, JR Woodward and Taeler Morgan
- V3 Movement App
 - ◇ 1,999 downloads, 152 this year; 11,758 launches, 451 this year; 76,998 impressions, 3,944 this year
- **Equipping:** The heart of what we do is help planters live into the values of a grounded spirituality, missional theology, and movement ecclesiology, by being involved in 30-week learning cohorts.
 - Cohort Participation
 - ◇ 14 North American/Europe
 - ◇ 73 Africa Cohorts
 - ◇ 4 Japan Cohorts/SE Asia
 - ◇ 91 Leaders in Cohorts
 - Grounded Missional Movement Assessment
 - ◇ In our desire to see how our training helps planters grow in their grounded spirituality, missional theology, and movement ecclesiology, we provide an assessment at the start of the cohort and at the end, as another way to monitor progress.
 - Events
 - ◇ This year instead of having a national Praxis Gathering, we are hosting Praxis One Days in various cities. The first two cities on the schedule are Praxis One Day San Antonio and Praxis One Day New York. Others coming next year include Spokane, WA and Boston, MA.
- **Decentralize Ecosystem:** The goal of our movement pilgrimage is to cultivate leaders who will become contributors by developing new ministries that would become a part of our decentralized ecosystem.
 - V3/100 Movements Publishing
 - ◇ *The Scandal of Leadership: Unmasking the Powers of Domination in the Church* was released at the end of April 2023 and is doing well. It was first book in the partnership between 100 Movements Publishing and V3. In December the book won two awards: Book of the Year 2023 – Books and Big Ideas with Joel Wentz and Readers Best Awards 2023 (Runner-Up) – Englewood Review of Books.
 - ◇ During this past year, JR has spoken at 6 live events, related to the book, and has been on 12 Podcasts regarding *The Scandal of Leadership*. When he shares on the book, he is also able to promote what V3 is doing.
- **Connected to the V3 Platform**
 - Kineo Center
 - ◇ 98 Personal Ministry Leader Development Retreats
 - ◇ \$250.00 dollars raised

◇ 14 Denominations, 54% men, 46% women.

◇ 29 leaders in 24-week cohorts

◇ Mission group came to repaint

- Operational Excellence

◇ We continue to use ClaritySoft for our communication, and Emii has shifted us over to Engage Spaces for our immersions and cohorts for greater engagement, collaboration and reporting. We utilize VS4 for management.

- Financial Sustainability

◇ In order to reach our 2030 goals, we have set a goal to raise \$1,000,000 over the next five years by gaining 25 partners at \$250 a month, 100 partners at \$100 a month, and to gain \$15,000 in special gifts. We have developed a framework for financial sustainability.

FRESH EXPRESSIONS NORTH AMERICA

- Vision Days

- Wisconsin – 40
- Halifax, NS – 50
- Moncton, NB - 40

- Cohorts

- Virtual Pioneer Cohort – 20

- Special Events/Summits

- Dinner Church Summit - 125
- Virtual Small Church Week – 2350
- Gathered to Scatter Summit (Boise, ID) – 85
- Great Lakes Leadership Summit - 200

- Dinner Church Encounters

- Parkersburg, WV - 53
- Lewiston, ID - 107

- Dinner Church Launch/Post-Launch Cohorts

- Parkersburg, WV - 55
- Seattle - 5

- New Initiatives & Special Projects

- Dinner Church School of Leadership (Grad. Certificate) – 10 Students
- Adaptive Church Leadership Cohort (Great Plains) – 10 Churches
- Transforming Prayer – 15



"I met Dan [White, Jr.] in 2019 when he led a V3 church planting pre-conference session. I remember thinking 'I met my tribe.' In the years since, I've had the opportunity to have gone through their training and become more connected with like-minded practitioners."

"I'm grateful for the opportunity to come spend time at The Kineo Center- and for their outdoor kitchen, with which I was able to whip up some Pollo Guisádo y Arrós con Guandúles and break bread with Dan & Tonya."

– Facebook post by Macho Lara from August 6, 2024



- Small Church Think Tank – 5 Congregations
- Collegiate Pioneer Cohort – 10 Students
- Misc. Training
 - Local Church Workshops – 1
 - Church Coaching – 40
 - Church Consulting Relationships – 2
 - Conference Presentations – 3 representing 700 + people

ASIAN CHURCH MINISTRIES

- New Church Starts and Development
 - Coordinate and assist in spreading the gospel through the starting and growing of healthy, reproducing, indigenous congregation.
 - Provide and deploy appropriate ministry resources to new church starting.
 - Catalytic efforts--coaching for new church planters.
 - Develop contextualize assessment tool.
- BGAV New Prospect Participating Churches
 - Burke Korean Baptist Church, Burke, join March 2024
 - Washington Hallelujah Church, Springfield, Virginia to join September 2024
 - Manassas Grace Mission Church, Manassas, Virginia to join October 2024
- Contextualization Leadership Development
 - Nine female lay leaders of Virginia Agape International church congregation
 - Congregational leadership development-Communication Skill, Personal relationship
- Network Ministry
 - For cooperative ministry partners among various Asian language groups in Virginia, BGAV is seeking to become a missional 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
 - Continuous equipping and training for over 50 years old Korean Pastors. Meet every month with 10-12 pastors at Stafford, Virginia. Covering Pastoral leadership, current trends of Missional Movement, Preaching, Leadership, System Development, and pastoral coaching. Total 43 pastors participating.
- Timothy network-emerging next generation leaders
 - English-speaking Korean American community at Northern Virginia area. Connecting, sharing own experience, developing for next level pastoral leadership. Meet quarterly as cohort learning format for 4-6 peoples by Zoom. Total 10 pastors participating.
- New Missional Church Multiplication Movement Initiative - Global Community
 - Starting for ground works 'major research' for missional church movement. Meet prospect missional leaders and start network for pursuing strategic planning as cohort group.
 - Cultivating Strategic New Work Project on Asia Churches. Vision trip for Creative Missional Culture. A creative missional culture is seeking to positive impact in sharing the message of gospel in meaningful ways.
 - Missional Vision Trip to North America. Three days trip, and a total of six lay leaders and pastors participated. Theme: 'What is the missional church movement?' New Jersey

- Promoting and Relationship Build Up. Promoting and developing the vision of missional movement of BGAV with affinity partners, and other ministry partners.

LATINO CHURCH MINISTRIES

- A new Semilla was launched in Warrenton in October 2023.
- Starting of a new Semilla in Arlington, Virginia.
- 15 students finished the Integral Church Growth II class
- 15 students finished the Public Ministry of the Church class
- 17 students enrolled in the Theology I class
- Ongoing mentoring of Sembradores of the Remington, Front Royal, Marshall, Charlottesville, Warrenton and Harrisonburg's Semillas de Mostaza.
- Semilla at Marshall celebrated a Christmas outreach event
- Planning meetings with the leadership of Clarendon Hispanic Baptist Church.
- Planning meetings with Dr. Kenneth Pruitt to plan the training of Latino leaders in church planting and spiritual multiplication.
- Planning and participation with Sembradores in the Leadership Matters event at the First Baptist Church Newport News.
- Planning meetings with pastors Scott Hamilton and Job Marquez to plan the launching of a new Semilla de Mostaza at Oakland Baptist Church in Roanoke in November 2024.
- Biweekly meetings with Juan Mendez to supervise the progress of the Harrisonburg Semilla.
- Biweekly evangelistic home visitation in Warrenton and Marshall.
- Meeting with pastor Eulogio Vazquez, and Sembradores of the Eastern Shore in January 2024, to plan the annual gathering of the Latino Network.
- Participation with the Latino Praise Band in the BGAV annual meeting in November 2023.
- Leading the Leadership Theological Training for Church Planting workshop during the BGAV annual meeting in November 2023.
- Meeting with President and Vice president of the Zuriel Baptist Association to develop a partnership with the Baptist General Association of Virginia for the launching of Semillas in Guanajuato, Mexico on April 12, 2024.
- Collaborating with Rev. Dr. Christy, pastor of First Baptist Church Front Royal in planning the ordination of Carlos Camacho and Miriam Bruno, to the ministry of the Gospel. Being part of the ordination council on May 2, and attending the ordination service on June 30.
- Meeting with Alfonso, leader of the Amelia Hispanic Baptist Congregation, and leading a conference on Church Growth on May 3.
- The Semilla at Charlottesville celebrated baptisms on July 21.
- Meeting with Bill Davis to plan participation as speaker at the 2025 Preaching Conference organized by the Augusta Baptist Association in Eagle Eyrie (August).
- Meeting with Dr. Kenneth Pruitt, president of the John Leland Center for Theological Studies to plan the creation of a program to train Sunday School teachers and youth leaders on August 1st and 22nd.
- First Futbol Soccer Tournament outreach event organized by Josue and Louisa Baptist Church, July 21, July 28, and August 4, and August 11.
- Organizing the Latino pastors and Sembradores' Retreat at Cross Roads with 60 participants from different churches and Semillas' Groups on August 23-24.

- Ongoing mentoring of Eduardo Negrete, emerging leader in Northern Virginia (August-September 2024).
- Meeting with Magdiel, staff member of Equipping the Saints in Wayers Cave to collaborate in the training of Sembradores and Sembradoras.

AFRICAN AMERICAN CHURCH MINISTRIES

- Preaching Camps
 - Fourth Baptist Church Portsmouth, VA - October 2023; 36 attendees
 - Antioch Baptist Church Henrico, VA - September 2024; 48 attendees
- African American Fellowship
 - Monthly in-person meetings: Avg monthly attendance 15
 - Communicated with pastors seeking resources for ministry and partnering with the BGAV.
 - Monthly National Black Church Life Pastors' Gathering – Zoom



AAFVA Preaching Camp in 2024

MISSIO ALLIANCE

- Church and Organizational Partnerships
 - BGAV (Fresh Expressions US/V3)
 - North Park Theological Seminary
 - InterVarsity Press
 - Northeastern Seminary
 - Cultivating Communities Initiative
 - Seminary Now
 - Forge America
 - Movement Leaders Collective
 - Christ City Church (Washington, DC)
- Online Resourcing
 - Web Traffic | 130K users
 - Tech: 76k used mobile, 51k desktop, 3k tablet
 - A new website was in development as of January. Phase 1 of the new site launched in June. Ongoing enhancements and development will continue until the end of 2024, with an increased focus on person-to-person connection.
- Leadership Network
 - 37 members
 - The Friends Network was reimagined and improved to provide greater value and service to our network. It is now known as the Leadership Network. We're excited for it to become an integral part of our engaged community in the coming months.
- Writing Collective
 - Writers: With a focus on elevating theology & praxis from minoritized voices we have accomplished the following:

◇ 11 Leading Voices

- » 6 women (1 new!), 5 men
- » 6 Persons of Color

◇ 12 Featured Writers

- » 7 women (1 new!), 5 men (1 new!)
- » 6 Persons of Color (1st time in several years the % of Featured Writers who are POC is over 50%, a welcome growth area)

◇ 2024 Writing Fellows Cohort of 12 launched in Mar 2024 (BRAND NEW PILOT!)

- » 10 women, 2 men (All brand new to Missio, short of 1 female writer who had written previously for us)
- » 8 Persons of Color
- » Lead Mentor (& Co-Facilitator of WFC): Dr. Oneya Okuwobi (Assistant Professor of Sociology at University of Cincinnati, Co-Lead Pastor at 21st Century Church, a church plant in Cincinnati)
- » We gather multiple times a month on Zoom for teaching, coaching on writing, dialogue and shared learning, group spiritual direction, and more.
- » Our first set of pieces written by our WFC published on our site in August/September
- » We will gather in person for a retreat in the greater DC area in Oct. 2024 and cast vision for a longer-term writing project beyond the cohort.

◇ 35 Contributors, including 21 brand-new writers for Missio Alliance

• Articles Published

- 82 articles published

- ◇ 47 of 82 pieces (57%) written by women; 35 of 82 pieces (43%) written by men.
- ◇ 37/82 pieces (45%) written by Persons of Color (*This will be an area of priority to grow in 2024-2025 year*).
- ◇ An additional goal is to increase our global writing presence.

- Long-Form Series Published in 2023-2024 (within Articles above)

◇ “Do Black Lives Matter?”

◇ Our third long-form series, “Do Black Lives Matter?” conceived of with Leading Voice (and Missio Alliance Board Member) Rev. Dr. Dennis Edwards, ran in June 2024. 8,850 words were published by 5 African American writers, 3 of whom were brand-new to our site. This is the first longer-form effort at writing from a particular cultural/ethnic perspective that we have undertaken.

- Series Conclusion Piece from Rev. Dr. Dennis Edwards: “Listening to Black Voices Experiencing Oppression”

◇ “Advent”

◇ Our second long-form series, “Advent,” featuring several of our Leading Voices and Featured Writers, ran in December 2023. Over 10,600 words were published by 6 voices during the 4 weeks of Advent in 2023. We are prayerfully discerning whether to publish this series in a digital format later this year.

• Forge America as new article content partners

- As of September 2024, Forge America is a new content partner with Missio. Forge America is a network of practitioners cultivating practitioners who join in the everyday mission of God. In the coming months, articles from missional practitioners within the Forge network will be featured in our Writing Collectives.

• Online Events

- 5 Webinar events reaching 2469 leaders

◇ In Our Pursuit of ‘The Gospel,’ Have We Lost Jesus?’ with Alan Hirsch

- ◊ Is Discipleship Dying? with Eun Strawser
- ◊ The Connection of Neuroscience and Mental Health with Curt Thompson (PARTNERSHIP WITH SEMINARY NOW)
- ◊ Spiritual Disciplines and the Experience of being Loved by God with Jared Patrick Boyd (PARTNERSHIP WITH SEMINARY NOW)
- ◊ Faithful Politics: Navigating Our Christian Faith and American Politics with Miranda Zapor Cruz
- 1 Learning Community reaching 14 leaders
 - ◊ The Contemplative Practitioner: An Integrated Pathway of Formation, Justice, Mission
- 1 Cohort- length of six months reaching 10 leaders
 - ◊ Sustaining Women in Ministry
- Total Online Reach: 2,493 Leaders
- In-Person Events
 - Why Stay Retreat: 8 leaders- October 2023
 - ◊ Missio Alliance hosted its annual Why Stay Retreat for leaders who need space to ask the hard questions and take a much-needed rest from their ministry context. This retreat was held at Serra Retreat Center in Malibu, CA. Missio Staff created the content and facilitated this retreat. Some feedback from a participant
 - ◊ “Missio Alliance has thoughtfully created a rich and unique opportunity that provides both the rest and challenge needed to leave feeling refreshed and reoriented for ministry”
 - Women’s Cohort Retreat: 10 leaders- October 2023
 - ◊ As part of the Sustaining Women in Ministry Cohort, 10 women met for 3 days in a large retreat house in PA. Sessions were facilitated by Sherin Swift and the women left having reflected on their calling and context of ministry as well as their personal stories. Camaraderie and supportive relationships were built that hopefully will continue on beyond the end of the cohort.
- Book Lines
 - 26 books in the Missio line with IVP, including 6 new books.
 - *Centering Discipleship* by E.K. Strawser (Sept 2023)
 - *Finding Freedom in Constraint* by Jared Patrick Boyd (Sept 2023)
 - *Humility Illuminated* by Dennis Edwards (November 2023)
 - *Improvising Church* by Mark Glanville (Feb 2024)
 - *Faithful Politics* by Miranda Zapor Cruz (August 2024)
 - *Confronting Sexism in the Church* by Heather Matthews (August 2024)
- Communications
 - Email Marketing - Total sends 509,205; 36% open rate; Click rate 0.79%; Total Contacts: 16,522; Subscribed: 10,476
 - Facebook - 6,695 followers; 1,290 page likes; Post engagement 1.5k; Gained 153 new followers and lost 75 followers; 4.8k page visits; 24.1k reach; 1.1k link clicks
 - Instagram - 2,339 followers; 272 New Followers; 99 Posts, 299 Stories; 1.1k Content Interactions, 99 Link Clicks; 6.2k Post Reach; 895 Profile Visits
 - X (Formerly Twitter) - 13.8K followers; 54.5k impressions; Average engagement rate 2.7%; 389 New followers; 129 Profile visits; 130 likes; 43 Repost

- **Familias Unidas**

- We officially launched the Familias Unidas Initiative in January 2024. The goal of the initiative is to develop a long-term partnership (5 years) with local churches to create resources, artifacts and liturgies that will help Latina/o parents nurture healthy relationships with their children and support their spiritual formation. We've accomplished the following milestones between January and August 2024:
- Selected the three congregations we'll be partnering with for the next 5 years (these congregations are from the Portland area. Northeastern Seminary is in the process of selecting the congregations they will be partnering with)
- Established a monthly rhythm for connection, training, and support
 - ◊ 7 monthly meetings since the beginning of the year
- Hosted an in-person Strategic Retreat with the key leaders from each congregation
 - ◊ 1 In-person Strategic Retreat on June 1 (12 pastors and church leaders attended)
- Featured our initiative launch through our Brave Spaces Newsletter
 - ◊ 1 Featured article on Brave Spaces Newsletter
- Provided ongoing support, onboarding, and training to NES partners, including their recently hired Program Director

- **Organizational Development**

- After a decade with its initial website, Missio Alliance launched a new website in 2024, and simultaneously completed a simple brand refresh. With its steady staff team composed of a diverse staff from North America and abroad, Missio Alliance continues to expand its reach and impact. As we pursue curating courageous conversations around the most challenging issues facing the Church in North America, we do so through a blended ecology of excellent digital content and timely events. Increasing collaborative partnerships is an ongoing focus. In 2025, Missio Alliance will host its biennial conference, Awakenings. Plans are underway for an incredible gathering to be held March 6-8, 2025 at Columbia Baptist Church in Falls Church, VA.

RESOURCING

INFORMATION TECHNOLOGY

- The Information Technology department has deployed new desktops and laptops for BGAV staff. We have replaced 15 laptops and 2 desktops this year. We are in the process of reloading the old desktops and laptops and re-deploying them at our camps, our BCM centers as well as BGAV churches in need via our travel staff.
- Information Technology, Support Ministries and Marketing are working together to implement Blackbaud Luminate Online. Luminate online will allow us to combine all our online giving, event registration, eMarketing and eCommerce efforts into one software package. Luminate Online is fully integrated with our current Blackbaud Raiser's Edge constituent database as well as our Blackbaud Financial Edge accounting software.
- We are continually updating our Raiser's Edge constituent database with current church and leadership information for each of our 1,300 churches and 20,000+ church leaders. This data is provided by churches through the ACP (annual church profile) survey.
- We have recently replaced our aging Rukus wireless access equipment with a new Cisco wireless access system. The new wireless access system is a cloud-based system with remote management capabilities.
- We have renegotiated a new contract with our current internet provider for faster internet access for the BGAV and its building partners. Level 3 Communications has upgrade the BGAV to five times the internet speed at no additional charge.

EAGLE EYRIE

- Hosted 750 men for the Concilio De Dios Alfa & Omega Retreat in September 2023.
- Hosted 80 men and women from Christian Motorcyclists Association of Virginia State Rally in September 2023
- Hosted 370 college students for the Every Nation Campus Fall Retreat in September 2023.
- Hosted 115 men from Destination Church in October 2023.
- Hosted 163 participants of all ages for the Special Needs Retreat in October 2023.
- Hosted 203 college students for the Kairos Fall Gathering in October 2023.
- Hosted 385 women for the WMUV Women's Get Away in November 2023.
- Hosted 235 teenagers for the CBF Virginia Youth Retreat in November 2023.
- Hosted 275 students from Liberty University for their Marching Band Christmas Banquet in December 2023.
- Hosted both the Virginia Baptist Women's Chorale Retreat and the Virginia Baptist Male Chorale Retreat in January 2024.
- Hosted 135 high school students for the Virginia Lutheran Synod Winter Celebration in February 2024.
- Hosted 162 teenagers for first ever BaseCamp Youth Retreat in March 2024
- Hosted 377 teenagers for the Mountain Top Experience (MTE) Youth Retreat in April 2024, with 40 students making first-time decisions for Christ!
- Hosted 143 people of all ages for the Revival Harvest Churches Family Retreat in April 2024.
- Hosted 261 mothers and daughters for the GA Mom & Me Weekend in April 2024.
- Hosted 600 women from Concilio Iglesias Pentecostals Emanuel Women's Retreat in May 2024
- Hosted 259 people of all ages for Liberty University's Graduation Weekend in May 2024.
- Hosted 938 women for the Concilio De Dios Pentecostal Alfa & Omega Women's Retreat in May 2024.
- Hosted 402 people of all ages for the Mid-Atlantic Chinese Christian Conference in May 2024.
- Hosted 141 adults and teenagers for the Sovereign Grace Churches Mid-South Region Parent/Youth Retreat in June 2024.
- Hosted 241 third-sixth graders for PASSPORT Kids Camp in June 2024.
- Hosted 1,013 third-sixth graders during three CentriKid Camps in June-July 2024, with 42 children making decisions for Christ!
- Hosted 840 teenagers from Liberty Live in July, with 203 students making first time decisions for Christ!
- Hosted 131 youth and children for Music & Worship Arts Camp in July 2024.
- Hosted 274 participants for MC2 in July 2023, packaged 14,256 meals for the Source of Light orphanage in Haiti.
- Hosted 275 teenagers for the Destination Church Youth Camp in July 2024, with 21 students accepting Christ and seeking baptism.
- Hosted 950 teenagers for the Concilio De Dios Alfa & Omega Youth Retreat in August 2024.
- Hosted 200 people of all ages from Grace Evangelical Free Church with 11 more people being baptized in our pool!
- Received donations to install three new laser projector in the auditorium and one new laser projector in the Cedar Crest Hotel Conference Room



*Music and Worship Arts Camp
was held at Eagle Eyrie in July 2024*

- Received donations for the construction of the new Shaved Ice Shack with over 600 snow cones sold summer of 2024!
- Received donations to replace HVAC and flooring in Mulberry Lodge

CAMP PIANKATANK

- The theme for this summer 2024 was “Road Trip”. We focused on Philippians 1:6, which says, “And I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ.” We talked about the road that God leads us on in life, and that we can trust the outcome because He is in control.
- We continued to see growth in the number of campers that we had, as well as the number of retreat groups that we had. Even more important than this, we saw over 100 campers make some sort of decision to follow Christ for the first time, rededicate their life, or answer God’s call to vocational ministry. It is our greatest privilege to be able to partner with the Lord, families, and churches in order to see so many lives changed for God’s glory.
- Our new Associate Director for Summer Camp and Programming, Calvin Hedeem, started this summer. Cal started on April 15th, and his family joined him six weeks later, after his children finished school the week after Memorial Day. His wife, Renée, and three children (Nicole - 7, Naomi - 5, and William – 2) are excited to be here and be a part of the ministry. The rewards of seeing so many lives changed because of this ministry far outweighed the challenges of the first summer in ministry. We are already looking forward to next year, and what Calvin is planning for the program and how to see continued growth.
- We gave over \$20,000 in scholarships this summer to campers in need, and we partnered with Prison Fellowship to bring in a number of Angel Tree campers to be a part of the program.
- We are planning our annual Fall Festival for October 26th, and we’re excited to be able to host people from our local community that includes activities, games, pumpkin painting, bounce houses, live music, and more!
- The new house for Cal and his family should be complete in just a couple of weeks so they can finally be able to live on campus.
- Other construction plans/needs include: expansion of our wireless internet to new buildings, new doors in our dining hall, new floors in our dining hall, and a standby generator for our wellhouse.

CHAPLAINCY

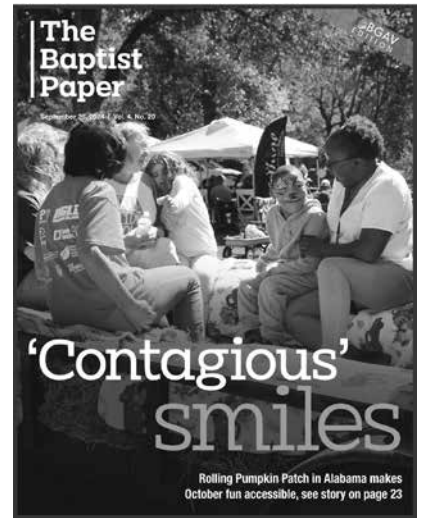
- Baptist Chaplaincy Relations (BCR) exists to endorse, support, and train military, health care, corrections, public safety and other chaplains who relate to the Baptist General Convention of Texas and BGAV.
- The office provides ecclesiastical endorsement through a process that affirms to an employer 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. Three members of the Endorsement Council are from BGAV. The Council establishes guidelines for endorsement requirements.
- Endorsement Totals (2002-2024):
 - Chaplains Endorsed – 1182, 28 added between November 2023 and September 2024.
 - We currently have 567 active chaplains serving in 41 states and 8 foreign countries.
 - We average 31 Zoom meetings and 43 phone calls per week as part of our pastoral care and support with individual chaplains.

- We have a number of Pastoral Care volunteers divided in 11 regions across the continental United States to support our chaplains where they serve. Of note: Three of those regions are in Texas where we have 67% of our chaplains. Approximately 11% of our chaplains live/minister on the East Coast; 6% on the West Coast.
- 37 attended our April 14-17 Training Event in Richmond, VA (at BGAV Building).
- 124 attended the September 17-20 Training Event in Dallas, TX (at the Doubletree Hotel-Love Field).

MARKETING

- Update on Luminate Deployment
 - We have continued to transition email marketing, event registration, and form-building to Luminate as projects and technical limitations allow. Marketing continues to work in tandem with IT and the Business Office to provide a seamless integration of data and payments from Luminate into the BGAV database system
 - Since beginning to deploy Luminate in early 2024, we have sent 99 emails (includes promotions, *Advance Notice* eNewsletter, *The Baptist Paper* digital issues, and other news updates)
 - We have utilized Luminate for our registration process for BGAV 2024 Annual Meeting
- BGAV Website Stats
 - From January-September 2024, BGAV.org has had 40,000 active users and over 308,000 views
 - We have posted 94 articles to the BGAV blog in 2024 (to date)
 - In 2024, our top webpage continues to be Ministry Jobs (<https://www.bgav.org/ministry-jobs>) with almost 70,000 views
 - The top blog article in 2024 (to date) is “Five Ways to Show Appreciation to Your Pastor” with 899 total views from 415 active users (<https://www.bgav.org/blog/five-ways-to-show-appreciation-to-your-pastor>)
- *Advance Notice* eNewsletter
 - Latest issue (September 19) was sent to 1,990 recipients with an open rate of 58%
- Social Media
 - BGAV Facebook page
 - ◇ We have more than 7,000 followers.
 - ◇ In 2024 (to date), we have posted 127 times.
 - ◇ Our recent post with the most engagement was celebrating WMUV’s 150-year anniversary (September 9) with a reach of 1,331 people and engagement by 267.
 - ◇ Our second most active post was about religious freedom and Margaret Meuse Clay (written by Nathan Taylor/VBHS) from July 3 – this had a reach of 1,345 people and engagement by 156.
 - ◇ Post reach is described as “The number of people who saw any of your posts at least once.”
 - ◇ Post engagement is described as “The number of times people engaged with your post through reactions, comments, shares, and clicks.”
 - BGAV Instagram page
 - ◇ We have almost 700 followers.
 - ◇ We are ramping back up our presence on Instagram, so we have only posted 11 times in 2024 (to date).
- *The Baptist Paper*-BGAV Edition
 - BGAV has partnered with *The Baptist Paper* to create a new “BGAV Edition” version for BGAV audience.
 - BGAV is providing a complimentary subscription for church pastors through 2024.

- First issue of *TBP-BGAV Edition* paper was August 1 to 1,584 subscriptions.
- Current digital subscriber count (as of September 12 issue) is 737 with an open rate of 51%.
- Content production is 94 unique content pieces (compared to 20 news/resource pieces for 2023).



- BGAV 2024 Annual Meeting

- This year we will use the Whova app for electronic voting, livestream video access, and a customized meeting experience for participants.
- Marketing continues to work alongside BGAV's Program Committee, Executive Office, and other teams to plan a gathering that will include:
 - ◇ Special tracks for NextGen, Pastoral Wellness, and Disaster Response & Church Security
 - ◇ An immersive BGAV experience to introduce the new "banner" structure of our ministry teams
 - ◇ Ministry Fair of partner organizations and institutions, plus other relevant resources for churches
 - ◇ Tailgate on Monday afternoon
 - ◇ Book club gatherings Monday and Tuesday
 - ◇ Breakout sessions on Monday and Tuesday afternoons
 - ◇ Special group gatherings Monday and Tuesday
 - ◇ Main gatherings with guest speakers and group-led worship times
 - ◇ Onsite meal options available Monday and Tuesday
 - ◇ Shuttle service from local-area hotels to the meeting venue
- Be sure to visit the Annual Meeting website for the latest information about this year's gathering in Alexandria, VA: <https://meeting.bgav.org/>

- Other Items of Note in 2024

- Worked with Executive Office to create a revised logo for BGAV that was revealed in July 2024
- Assisted Executive Director in producing monthly video updates
- Implemented a new model for content production to focus on more news gathering/article production on BGAV website, social media, email, and The Baptist Paper-BGAV Edition newspaper
- Continued to assist Ascent as needed
- Worked in partnership with Bon Air Baptist Church to complete a new video studio onsite at BABC that will be jointly used by BGAV/BABC
- Converted current video studio at BGAV building into a podcast studio for future production needs
- Worked with 63 churches on demographic services utilizing GIS reports in 2024 to assist them with outreach in their communities; distributed free basic GIS reports to all Digital Church Proficiency Workshop attendees noted below
- Held an "Easter Tune-Up" online webinar in Spring 2024 for churches to enhance their digital presence ahead of Easter Sunday

- Held five Digital Church Proficiency Workshops across the state this year:

- ◇ Ruckersville: 11 churches

- ◇ Woodstock: 9 churches

- ◇ Abingdon: 8 churches

- ◇ Franklin: 7 churches

- ◇ Roanoke: 12 churches



Tom York leads a Digital Church Proficiency Workshop in Woodstock, VA, in March 2024.



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

MINISTRY PARTNERS:

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

EDUCATIONAL INSTITUTIONS:

- Averett University
- Bluefield University
- Fork Union Military Academy
- Hargrave Military Academy
- Leland Seminary
- 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
- Gardner-Webb University
- International Mission Board
- McAfee School of Theology at Mercer University
- Ministering to Ministers
- Northern Seminary

BAPTIST EXTENSION BOARD

Annual Report



The Baptist Extension Board was organized in 1940 during the church building boom that followed World War II. The 15-member board is comprised of both clergy and lay leaders who volunteer their time to serve. In the subsequent 84 years, its loan fund has grown to more than \$20 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 period of 12 to 15 years. The interest rate is currently 5.90% for a first mortgage loan and 6.65% for a second mortgage loan. Interest rates are reviewed and adjusted by the Board at regularly scheduled meetings.

During the first eight months of the 2024 fiscal year, there were six loans approved totaling \$3,790,000.00. These funds were requested for new construction projects, land purchases and renovations to existing church facilities. As of August 31, 2024, the Baptist Extension Board, Inc. services 38 loans with a combined balance of \$9,051,166.92.

Loans granted by the Baptist Extension Board are a Virginia Baptist investment in outreach. Several Virginia Baptist church starts in the last 84 years have significantly impacted their communities because of the financial assistance received from the Baptist Extension Board, Inc.

Visit our website at www.bgav.org/beb/ to obtain information about the loan application process or call our office at 1-800-ALL-BGAV.

BOARD OF TRUSTEES

*Charles Tilley, President
**Todd Bradbury, Vice President
*Audrey Holmes, Recording Secretary
*David B. Washburn, Treasurer
*Wayne D. Faison, Executive Director

Terms to expire in 2024

**Robert E. Lee IV (1st Term)
Bill Emory (1st Term)
**Todd Bradbury (1st Term)

Terms to expire in 2026

~Angelee Godbold (1st Term)
Tim Burnett (1st Term)
**John Saunders (2nd Term)

Terms to expire 2027

P. Duaine Fitzgerald (1st Term)
*Charles W. Tilley (2nd Term)
~Darl Wilburn (1st Term)

Terms to expire 2028

*Audrey Holmes (1st Term)
~Allan Smith (2nd Term)
Brian Hughes (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

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 research and exploration of the Baptist tradition, especially utilizing the material record of Virginia Baptists maintained by VBHS.

The ministry performed by the Center offers creative and challenging resources to assist individuals and congregations 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. The mission of the Center has four dimensions:

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.

The mission continues, across Virginia and beyond.

The Center's Heritage Fellows program continues, with an emphasis on aligning each Fellow's research experience with their academic and professional goals. The program provides an in-depth introduction to Baptist history and heritage over the course of one academic year, as Fellows pursue supervised research using the VBHS collections on topics of their choice. More broadly, the experience strengthens future Baptist leaders by deepening their engagement and critical reflection on the principles, polity and historical currents that give shape to the tradition. As young scholars contributing to the field, Fellows earn a stipend for their work, currently \$4,000 per academic year. In 2023-2024, Catherine Storke (William and Mary) developed a plan for a forthcoming video series on Baptist freedoms. Due to the expansive nature of her project, the work continues. Final Fellow selection for 2024-2025 is ongoing at time of publication.

Following on the success of the Center's May 2023 discussion panel on the rise of Christian nationalism with Amanda Tyler, Adam Bond and Bill Leonard, the Center once again held a panel conversation in advance of the Annual Meeting of the VBHS, this year at Culpeper Baptist Church on May 14. Due to the multiple layers of significance for our return to Culpeper, the Center offered a meaningful look-back at the 1993 pre-Inaugural Sunday worship visit to the church by President-elect Bill Clinton and Vice President-elect Al Gore (both Baptists) and their families. Center board member and former pastor of the church at the time, Bert Browning offered reflections, along with his wife, Rose, about their experience as a family and church in that moment. Many in attendance had been present for that memorable event in 1993, during which Center Director Emeritus Fred Anderson made a powerful presentation on religious liberty with the Lock & Key of Culpeper Jail (behind which numerous Baptist ministers were imprisoned for preaching during the Colonial Era). Following reflections from the Brownings, Brent Walker, Executive Director Emeritus of the Baptist Joint Committee for Religious Liberty, offered his remembrances of the Baptist prayer meeting held at First Baptist Church of the City of Washington, D.C., late in the evening before the Inauguration that year. The prayer service was closed to journalists and included words from President Carter, Gardner C. Taylor, Bill Moyers and Barbara Jordan. While some articles appeared at that time, the event has not been widely explored, as it was closed to the press. Overall, the well-attended "Spirit of '93" panel provided reflection on Baptists in modern history and public life during an evening otherwise dominated by early American history. Nathan Taylor moderated.

The Center continues collaborating with our partners wherever possible, such as introducing the history of Baptists and other dissenters in Colonial Virginia during the Baptist Joint Committee's Fellows program held in Williamsburg in recent years, which typically begins with a walking tour of points of interest for religious freedom. We will be building upon this collaboration in new ways in 2025. In addition, our longstanding host community, the University of Richmond, continues to call upon the Center with a renewed level of interest in understanding its Baptist origins, which brings new generations of students into deeper engagement with the historic role of the Baptist tradition. We also enjoyed providing

artifacts and commentary for the recent Alma Hunt video produced by WMUV, as well occasional Baptist history content for BGAV media.

To reach as many as possible with the unique insight that it is charged to offer, the Center continues its commitment to increasing access to the material collections of the VBHS. As the primary sources of Virginia Baptist history, these irreplaceable collections form the foundation for all educational work of the Center. A variety of challenges, such as the rapid deterioration of records and the significant expense of technology and personnel remain at play. Along with these issues comes immense opportunity. Since the mission of the Center entails “making available Baptist records and historical materials,” and “serving as a research center for undergraduates, scholars, and church historians,” the fulfillment of that mission requires providing the elements necessary to make it a reality. With this backdrop, the Center continues, alongside VBHS, to develop systems to make the materials more available digitally. We look forward to facilitating increased access to original materials for the Center’s Fellows, who are usually non-residential, which will revolutionize the experience. Researchers overall will be able to make more extensive use of the materials toward greater understanding of Baptist history and heritage (pillar 2), as we make available more sources through digital means.

Thus, the leadership of both the Center and VBHS continue advocating for stronger financial support of these ongoing advancements. The generous support of BGAV for the Center is not only appreciated but vital for fulfilling this special mission. The work is more urgent than ever, from the challenge of engaging church members in Baptist heritage formation, to the prevalence of false narratives about religious freedom that are commonly promoted in society.

The Center continues to support staff visits to local churches, preaching/teaching frequently on our Baptist heritage of dissent and related topics. Please contact the Center if your church would like to schedule a preaching or teaching experience on Baptist history and identity.

We are grateful to “BGAV Baptists” for making it all possible, as we share this heritage of soul freedom with current and future generations.

BOARD OF TRUSTEES

BGAV

Richard Martin (2026)
James Ryland (2027)
Amanda Lott (2024)
Richard Clore (Vice-Chair) (2025)

University of Richmond

Ellis West (Chair) (2026)
Vacancy (2024)
Edward Pruden (2024)
Craig Kocher, University Chaplain (standing)

VBHS (Current officers of the VBHS)

Joseph Lewis (2024)
Dennis Sacrey (2024)
Vivian Clingenpeel (2024)
Herbert Browning (2024)

Executive Director

Nathan Taylor (standing)

EVERBLESS FOUNDATION

Annual Report



In 2023, EverBless Foundation embarked on its 101st year of service, continuing its mission to support the church and its communities. With over a century of experience, EverBless assists clients in advancing the mission of the church through comprehensive estate planning, financial management and educational initiatives.

OUR SERVICES

Estate Planning: Ensuring an individual's giving legacy has been EverBless' highest calling since its inception. In the past year, we have helped individuals create estate plans that include wills, charitable remainder trusts, charitable gift annuities, endowed scholarships and donor-advised funds. We also manage and distribute charitable gifts and endowed funds according to donor wishes.

Financial Management: EverBless manages \$227.6 million in assets as of year-end 2023. Partnering with Mercer, a leading investment advisor, we oversee funds for more than 300 churches and nonprofits, enabling them to focus on their core missions. We use a low-cost investment approach and proven financial tools as we manage various accounts, including those dedicated to building, missions, cemetery maintenance, endowments, children's ministry and scholarships.

Donor-Advised Funds: Our donor-advised funds are designed to maximize individual contributions, enabling donors to effectively and efficiently support their favorite causes.

Bible-Study Curriculum: To promote generosity and spiritual well-being, EverBless offers a Bible study titled "Unstoppable." Available for free on our website, the study can be streamed, downloaded or requested on CD or USB. Hundreds of individuals and numerous churches have participated, many of whom have created wills and other planned giving tools as a result.

Scholarships: In May 2023, EverBless awarded \$319,000 in scholarships to 131 students at the undergraduate, graduate, doctoral and seminary levels. Our scholarship program continues to grow, thanks to the visionaries whose planned gifts support the next generation's educational goals and ministry callings.

2023 IMPACT

During 2023, EverBless added \$17.1 million in assets under management and distributed over \$12.3 million to more than 300 organizations, including churches, mission groups, schools and other nonprofits. Beneficiaries included the Baptist General Association of Virginia, HopeTree Family Services, the Virginia Baptist Historical Society, LifeSpire and the Woman's Missionary Union of Virginia.

EVERBLESS FOUNDATION: MISSION FORWARD

As we move forward into 2024, EverBless remains committed to our mission of supporting the church and its communities through financial stewardship, educational initiatives and comprehensive estate planning. We look forward to another year of growth, service and impact.

"Where there is no guidance, a people falls, but in an abundance of counselors there is safety." —Proverbs 11:14

BOARD OF TRUSTEES

Leigh Anne Baggs, Manakin-Sabot
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Patrice R. Stokes, Henrico
William E. Watson, Farmville
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GRACEINSIDE: VIRGINIA'S PRISON CHAPLAIN SERVICE



Annual Report

Since its founding in 1920, GraceInside has been blessed by the support of the Baptist General Association of Virginia (BGAV). The BGAV took the lead and brought six other Protestant Christian denominations together to join them in the early 20th century to found a statewide prison chaplaincy ministry in Virginia. That support has continued until the present day, and we cannot thank the BGAV family enough for the prayers and funding that make it possible for GraceInside to staff 32 Chaplains in all 40 of the state's adult prisons. As the BGAV's arm for prison ministry, GraceInside endeavors to reach out to the 24,000 men and women incarcerated in the Commonwealth's penal facilities and offer them the salvation and newness of life only Jesus Christ can give. What a mission field! Your investment in GraceInside helps to bring the Good News to thousands of inmates every year. Our Chaplains guide many through the journey of remorse and the transformation from criminals to believers, thus sparing potential additional crime victims once these prisoners are released. We reach out to those characterized by our Lord as "the least of these."

In this report, we want to share the story of Chaplain Daniel Theiben. Daniel lives in Clintwood, VA. He holds undergraduate degrees in Theology and in Christian Counseling, as well as a Master of Divinity. Daniel was ordained to the ministry in Cincinnati, OH in 1981. In 1985 Daniel moved to Southwest Virginia. It was there – in the mountains, hills and hollers of "coal country" that Daniel pastored local churches for 30 years (through his retirement in 2015)!

In 2018, GraceInside was blessed to add this Servant of God to our staff in a newly-established position, Chaplain at the Restorative Housing Units (RHU's – i.e. maximum security cells) at the state's highest-security prisons: Red Onion and Wallens Ridge. Chaplain Daniel truly has a heart for these inmates that are segregated from the general population as they slowly earn their way back into the general prison population. In this role, this humble and kind-hearted man has led vast numbers of men to find the Savior that turns hearts of stone into hearts of flesh. Each month Daniel sends stories about several of the inmates he is working with – sharing some of the amazing things that he is doing to assist these men that are living in this cold, dark, dreary environment. Daniel always sees the bright side of each situation. He KNOWS and PRAYS for each of the men that are housed in these special units! Following are Daniel's own words – from a monthly report that he sends us. He called this particular report "From the Heart of a Servant":

As I entered the pod's general area (or "classroom"), A.O. was sitting chained to a table; he was the last man left from his class. As I approached him, it was clear that he was not interested in anything the Chaplain might have to say. However, my spirit told me that he was hurting, so I began sharing some scriptures with him. By the end of our conversation, he was fighting back tears. He knew that I was real; he knew that I was a person that loved him and that truly cared for his soul. His fatalistic attitude about how everyone had done him wrong was pierced by a word of hope from the Bible. Several weeks later, A.O. called me to his cell door and – with tears in his eyes – he asked me how to accept Jesus into his heart and life. I prayed the prayer of salvation with him. I went home with a spring in my step that day, praising God and thanking Him for breaking through and entering even the most hurting and hardened hearts.

As I think of the heartaches and dangers our Chaplains face, I am encouraged by the words of the Apostle Paul in Acts 20:24, "But none of these things move me, neither count I my life dear unto myself, so that I might finish my course with joy, and the ministry, which I have received of the Lord Jesus, to testify of the gospel of the grace of God. Chaplain Daniel Theiben often ends off his monthly reports with words like: "I'm looking forward to another month inside the prison with Jesus!"

We want to thank the BGAV for your partnership and dedicated support over these last 104 YEARS!



Chaplain Daniel Theiben



Red Onion State Prison



Wallens Ridge State Prison

EXECUTIVE STAFF (BAPTISTS)

Rev. J. Randy Myers, Executive Director
Rev. Lois Carter, Outreach & Community Relations Mgr.
Rev. Bernie Morris, Religious Advisor/DOC Liaison
Mr. Steve Law, Finance Manager
Mr. Lee Hargrave, Office Mgr./Exec. Asst.

CHAPLAINS (BAPTISTS)

Chaplain Tommy Armstrong, Dillwyn CC
Chaplain Carolyn Briggs, VA CC for Women
Chaplain Janice Broadie, Central VA CU
Chaplain Ashton Brock, Caroline CU
Chaplain Clifton Cauthorne, Red Onion SP
Chaplain Calvin Corbitt, St. Brides CC
Chaplain Charles Davis, Baskerville CC
Chaplain Linda Fox, VA. CC for Women/Work Ctr.
Chaplain Alan Hill, Lunenburg CC
Chaplain Doug Huff, Green Rock CC/Patrick Henry CU
Chaplain Darrell Hunley, Pocahontas State CC/Cold Springs CU
Chaplain Patrick Jones, Sussex I SP/Greensville CC
Chaplain Stephen Layne, Buckingham CC/Rustburg CU
Chaplain Randy McDaniel, River North CC
Chaplain William Moore, Nottoway CC
Chaplain Randy Reagan, Wallens Ridge SP/Wise CU
Chaplain Vera Rhyne, State Farm Complex/SCC@VCU
Chaplain Lynn Robinson, Deerfield Corr. Complex
Chaplain Jerusha M. Tiller, Fluvanna CC for Women
Chaplain Henry Tysor, Greensville CC (S3)

BOARD OF TRUSTEES

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Tyler S. Johnson, Esq., pro bono Attorney, Episcopalian
S. W. Dawson, Esq., United Methodist
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Mr. Sherwood Bowditch, Episcopalian
Mr. Carter T. Whitelow, The Life Church

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Mr. Ryan Cavanaugh, Prison Discipleship Ministry
Mrs. Terri Lee Clark, My Brothers' Crossing Ministry
The Rev. Kelly Bayer Derrick, VA Synod, Lutheran
Ms. Monica Eriksen, Prison Fellowship Ministries
The Rev. Deacon Christine Garcia, Episcopal Diocese of VA
Rev. Marilyn Heckstall, VA Conf., United Methodist Church
Pastor Jason Nicholas, Chapel RVA
*Mr. Eldridge "Frank" Smith, BGAV, Mt. Tabor Baptist Church
Mr. Lindell Tinsley, KAIROS Prison Ministry of VA
Ms. Tina Wandersee, Catholic Diocese of Richmond
Ms. Karla Yocum, KAIROS Prison Ministry of VA

* Indicates BGAV Representative(s) appointed by the Board on Boards & Committees

HOPETREE FAMILY SERVICES

Annual Report



HopeTree Family Services (formerly the Virginia Baptist Children's Home & Family Services) serves more than 1,000 individuals and family members annually through a variety of programs and services in locations across the state. We exist to offer hope to create strong, healthy, resilient individuals, families, and communities across Virginia through the following programs:

- Developmental Disabilities Ministry (DDM) – offers group homes, Sponsored Residential and Community Engagement to adults with intellectual and developmental disabilities
- Treatment Foster Care – out of home care provided by trained foster parents
- HopeTree Academy – a fully-accredited private day school, on our Salem campus, for middle and high school students who have an Individualized Education Plan (IEP)
- Therapeutic Group Home – time limited, residential services for youth ages 11 to 17 on our Salem Campus
- Family Centered Treatment – an evidence-based model that provides services and support to families in their homes to keep children safe and thriving in their home environment
- Clinical Services – provides outpatient counseling to individuals and groups and Equine Assisted Psychotherapy on our Salem campus.

Our programs provide quality services to our youth, adults and families. Some key outcomes and impact include:

- 78% of our Foster Care youth experienced a successful discharge with 20 of our youth being adopted.
- HopeTree Academy experienced a 100% graduation rate last year and achieved 89% of average daily attendance.
- Our Therapeutic Group Home program increased the number of youths served last year with 55% of our residents stepping down to a lower level of care.
- 90% of our DDM residents are regularly involved in community-based activities and 100% of our residents have two or more skill-building outcomes.
- Our FCT program has experienced an 80% successful discharge rate with 60% of the participants maintaining or reuniting with their biological families.

HopeTree underwent two extensive accreditation reviews this past year. The Commission on Accreditation of Rehabilitation Facilities (CARF) awarded HopeTree a 3-year accreditation for Foster Care, Therapeutic Group Home, and the Governance of the organization. The Virginia Association of Independent Specialized Education Facilities (VAISEF) awarded HopeTree Academy a 5-year accreditation. These two outstanding outcomes are a testament to our hardworking team members who continually strive for excellence.

For the past two years, we have been engaged in assessing our current campus and imagining what could be done, and what should be done, to ensure HopeTree is best equipped to serve in the future. After two years of charrettes, planning sessions, workgroups and many meetings, we presented our new campus plans to the City of Salem's Planning Commission and City Council. Salem City Council voted to approve the Planned Use Development (PUD) on June 24, 2024, however, some neighbors have filed a lawsuit challenging the approval. When this is resolved, HopeTree plans to conduct a capital campaign to help fund the redesign, which could begin in early 2026.

Our Chaplain has been extremely busy this past year providing an array of support to our residents and to our staff. Joel Elmore sends devotionals to our staff several times each week, leads an agency prayer every Monday morning, and provides bible study to students, residents, and staff. He also ministers to our youth and adults throughout the week and takes our youth to church on Sundays.

In the coming months, we are looking to move forward with our campus redesign plans and to expand our services into new markets across Virginia. We are grateful to the BGAV and all of our partners who support our ministry with your time, talents, treasure and your prayers.

BOARD OF TRUSTEES

Term Expires December 2024

Wayne Brockwell – BGAV

Trinette Randolph

Dr. Kathy Matthews

Mia Pumo

Bill DeWorken

Tracy Hale

Term Expires December 2025

Rev. Bert Browning - BGAV

Derek Hicks

Richard Martin

Rev. George Fletcher

Carla Shepherd

Rev. Bill Bryan

Term Expires December 2026

Ron Clark

Mike Elmore

Laura Riha

Melissa Jackson

Kim Baskette

Patrick Wood - BGAV

Term Expires December 2027

Sydney Gustafson

John Mizell

Dick Wright

Morgan Meador

Pat Shaffner

John Garnett

LIFESPIRE OF VIRGINIA

Annual Report



LifeSpire of Virginia (formerly Virginia Baptist Homes) serves more than 1,700 senior adults aged 62 to 100+ in five continuing care retirement communities across Virginia: Culpeper, Newport News, Richmond, Daleville and Lynchburg. We also provide services to seniors who prefer to stay at home and age in place in the Richmond area through a program called AgeSmart (originally implemented as Lakewood at Home). LifeSpire's mission is to empower individuals with choices in purposeful living.

Throughout 2023, our Board of Trustees and leadership team worked together to refresh the organization's strategic plan and refine its vision for the next three to four years. Changing demographics and consumer demands, workforce challenges, rapid technological advancements, and regulatory requirements are just a few of the factors impacting senior living organizations across the country. These and other pressures require organizations to develop strategic plans with shorter time horizons and revisit them frequently to adjust as conditions change. In order to fulfill our mission for the next 75 years, it is critical to respond with agility to the evolving landscape, adapting to the changing consumer, adapt to changing demographics, embrace technological advances, prioritize team members and deliver exceptional resident and member experiences. The strategic plan outlines LifeSpire's future state vision, or what we wish to be known for by 2027, along with the organizational priorities we will focus on for the next 18 months:

People – We will prioritize team member experiences and support their learning, growth and personal lives.

Operational Excellence – we will continue to improve and standardize processes and systems, leverage scale and increase efficiency.

Growth – We will continue to invest in our existing communities; grow the LifeSpire family through affiliation, acquisition and/or new development; and, continue to expand the mission of the Virginia Baptist Homes Foundation.

In 2023 The Culpeper, the first Virginia Baptist Homes community, celebrated 75 years of serving older adults. Today, LifeSpire is well positioned to fulfill its mission of empowering individuals with choices in purposeful living for another 75 years and beyond.

The Virginia Baptist Homes (VBH) Foundation continues to provide traditional benevolence for residents and strengthen program support for our team members through the employee education and crisis funds. The Foundation remains integral to fulfilling the mission and staying strong in our faith-based roots of ministry and service. In 2023, the VBH Foundation provided \$1,244,795 in benevolent assistance to 43 residents who have outlived their financial resources.

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 HISTORICAL SOCIETY

Annual Report



Now in its 148th 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 entrusted to the Society, as well as responding to regular requests for assistance from churches and other researchers.

On May 14, 2024, we were delighted to hold the Annual Dinner and Meeting of the Society with Culpeper Baptist Church, in concert with their 250th anniversary celebrations. The first VBHS meeting was held with Culpeper Baptist Church in June of 1876, and thus the meeting also served as a nod to the upcoming 150th anniversary of VBHS in 2026. If that were not enough, we also celebrated early Baptist leader John Leland's birthday (May 14, 1754) with a cake at dinner, prior to the program. John Ragosta, PhD/JD, Senior Historian at the Robert H. Smith International Center for Jefferson Studies at Monticello and noted author and religious liberty scholar, offered the keynote lecture, "Hornets, Snakes, Baptists and Presbyterians: How Religious Freedom Developed in the American Revolution." During the program, Executive Director Nathan Taylor and President Joe Lewis presented the church with a certificate of recognition for 250 years of ministry, which was received by longtime Culpeper church historian, Roger Clatterbuck. A highlight of the evening was the presence of the Lock and Key of the Culpeper jail on the platform during the proceedings, its first return to Culpeper since 1993. The Society remains grateful for the extensive hospitality and planning offered by Culpeper Baptist Church and Dr. Dan Carlton, Pastor, and member of the VBHS Executive Committee.

The work of the Historical Society to assist Virginia Baptist churches with records preservation is ongoing. While statistics for 2024 are still accruing, as of 2023 the Society's church records repository now includes more than 4,550 church record books from 514 different churches (some still being processed). These records, as well as the Society's archives and library, are constantly consulted by researchers. In 2023, the staff responded to 316 different researchers (238 VBHS; 84 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 1,498 items were added to the Baptist Files in 2023, while 25 regular acquisitions were added to the Baptist Collections alone. Numerous archival collections continue to be received by VBHS. Congregations regularly experience major anniversaries and often take stock of their existing records, turning to VBHS for assistance, as well as congregations at the end of their life cycle. We also continue to receive the personal/family papers of figures in Baptist life with Virginia connections. Several have been received thus far in 2024, including the personal papers of theologian, religion professor and member of the Virginia House of Delegates, Dr. Robison James, and materials from descendants of Mary Catherine Jeter.

VBHS continues to play a vital role in helping the University of Richmond to explore and understand its origins and history as a Baptist institution, especially regarding the complexities of race and the early Baptist pursuit of religious liberty and an educated clergy. VBHS and its various collections serve as critical resources in this work. University classes consulting the VBHS collections for academic research continue to be highlights of the year and introduce those beyond Baptist life to this story. It is important to understand the vital role that VBHS has played in nurturing both emerging and established scholars by sharing our expertise and making these unique primary sources available. VBHS remains a major repository for understanding American history, American religious history and more, as evidenced by frequent citations in these fields, which have included Pulitzer Prize winning and NYT bestselling books.

VBHS actively seeks to strengthen its financial capacity for saving and sharing the collections so that they will be available for present and future generations. Current methods of digital preservation and protecting centuries-old materials with the best archival environments require significant financial and long-term commitments to ensure that our Virginia Baptist history is available for the future. It is becoming more expensive, not less, and the collections only grow larger. At time of publication, we are currently planning for additional personnel to carry out with this work, yet funding remains critical for adequate staffing. VBHS is grateful for the ongoing support of BGAV, as we tell our story together. We invite all churches to be sure that their memberships are up to date, which is one way to strengthen our capacity to carry out this work on behalf of Virginia Baptists. Ultimately, major gifts from individuals and churches are needed to safeguard the collections and the work required to sustain them for the future. Naming opportunities are available.

Executive Director Nathan Taylor participated in a Baptist historians' conference at Mercer University on African American Baptist preaching throughout history, which also provided the opportunity to encourage ongoing research engagement with the VBHS collections. He continues to relish frequent visits when invited to Virginia Baptist churches for preaching and presentations on Baptist heritage, particularly in light of the many church and organizational anniversaries that have been observed this year, including the 250th anniversaries of Culpeper, Lyles, North Pamunkey, Muddy Creek, the 140th celebration for First Martinsville, as well as the 150th anniversary of WMUV. In addition, church groups and others continue to visit the Virginia Baptist Heritage Gallery for an educational encounter explaining the history of Baptists in Virginia through the art and artifacts of the VBHS.

We delighted in preparing for and commemorating the 200th anniversary of the General Association in 2023. It was a gift to see it all come together. As always, we hope that the Virginia Baptist story truly speaks through our work, deepening and enriching our own sense of rootedness in this free and faithful tradition. We look forward to the 150th anniversary of VBHS in 2026.

Please join with us as new friends and members who share a passion for this work! For more and/or to update your membership, please visit us at baptistheritage.org.

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WMUV CELEBRATES 150 YEARS!

The Woman's Missionary Union (WMU) of Virginia celebrated 150 years this year! It was on September 7, 1874, that Baptist women in Virginia organized to work with God as co-laborers in the mission's enterprise. Our celebration was held on Saturday, September 7, 2024, at our beloved CrossRoads Camp and Conference Center. Our theme was Roots & Wings. In attendance were over 230 in attendance including our speaker, Sandy Wisdom-Martin, Executive Director/Treasurer of National WMU. Our president, Lucianne Warren authored a litany for all former presidents to read responsively in worship. The worship experience began with a prelude by Allison Allgood followed by congregational singing of the traditional WMU song, "We've A Story to Tell to The Nations. It ended with a contemporary song led by Lauren Tucker, a young woman who is also a camp counselor. The new song called, "Send Me" displayed the continuous courageous progression of the WMU women in Virginia to not shrink back but to move forward in service! Jocelyn Henry-Whitehead a former WMUV board member and harpist, offered praise for the present, when she graced the worshippers with a song that she had written and composed called, "WMUV: Influence the World for Christ! Abigail Girl, Eva Contreras, read scripture with a focus on our future and our executive director/treasurer offered a charge to all women on mission. This celebration included a mission fair, a museum exhibit, and a historical fashion show. Heidi Craft, Dover Baptist Association led in the event planning. A 459-page history of WMU of Virginia (1874 – 2024) was written by Fred Anderson entitled, Roots & Wings: Rejoicing in the Days the Lord Has Made.

WMUV STANDING ROCK MINISTRY

The Standing Rock Ministry has been a hallmark work for WMUV for more than 15 years. Last year, we transitioned from deploying over two hundred people for one week in the summer to a decentralized year-round model. Through the Standing Rock Ministry Network, a non-profit led by Dr. Maria Lynn former staff member of WMUV and presently the Director of Missions for the RiverCity Faith Network, volunteers are deployed year-round into varied ministry opportunities. WMUV supports the network through the Alma Hunt Offering and through marketing and communications.

CROSSROADS CAMP & CONFERENCE CENTER (CCCC)

On the heels of the pandemic outdoor spaces have been coveted by many. CrossRoads is a place to experience God. In 2024, conference guests totaled 2,915 persons while summer camp engaged 354 children.

This year we accepted the resignation of Reverend Sara Hubble as Operations and Pastoral Director of CCCC. In the fall, she became an associate pastor at the Freemason Street Baptist Church in Norfolk. Sara has led us well as she hosted guest with utmost professionalism, shared throughout Virginia Baptist churches, trained, and pastored young leaders in camping ministry, and organized a stellar camping program. We are grateful for her five-plus years in ministry.

In late fall, Reverend Kenny Daniel pastor of the Colonial Beach Baptist Church and Camp Council Representative to the Board of Trustees accepted the call to serve as the new Operations and Pastoral Director. For over seven years, Kenny served as a camp counselor and leader at CrossRoads. His seminary experience included a one-year internship in Christian camping ministry in the state of Wisconsin. Joining Kenny in this ministry is his wife, Becca, and baby boy Leo.

ALMA HUNT OFFERING (AHO) FOR VIRGINIA MISSIONS

The AHO is cooperative giving that allows WMU and the BGAV to engage in ministries that provides missions education and involves people in hands on ministries. WMUV staff lead in the facilitation of the production of the promotional materials sent to the churches. This year, our focus testimonies in the prayer guide highlighted the ministry of men/boys, children, and of HOPE: Mental Health. We hosted a Brazilian soccer team to co-lead outreach ministries with local churches and community non-profits in the Roanoke area. The Children's Council coordinated again Mom & Me where elementary aged daughters retreated with their moms as they learned about missions. The HOPE: Mental Health Team led an educational awareness conference on mental health and the church's response for pastors and key leaders in the Dan River Baptist Association in Halifax County. The Alma Hunt Offering brings Virginia Baptists together as we keep our focus on missions!

PARTNERSHIP UPDATES

This year concluded the formal medical mission's partnership with the Mully Children's Family in Ndalani, Kenya. Dr. Lynne Stockman former president of WMUV, led the teams for three years to serve the Mully Children and the community which surrounds the family property. In 2024, the team of medical professionals treated 1786 patients, dispensed 5641 prescriptions, treated 323 dental patients, distributed 577 readers and 189 prescription glasses, and 19 Kenyans accepted Christ! National WMU, published about this ministry in the July issue of Missions Mosaic magazine.

The work of WMUV in Cajamarca, Peru is in its second year of a three-year partnership. Outreach includes meeting human needs such as feeding many hungry families, distributing protein-rich bread to schools, leading Bible school programs in the public schools in some of the most isolated areas tucked away in the Andes mountains, and supporting clean water projects. Lucianne Warren current president of WMUV and our Peru Partnership Team Leader, led in a special project while serving in Cajamarca in 2023. She learned that a young growing boy who could not walk had to be carried daily by his ailing mother. The boy needed physical therapy and eventually some sort of prosthetic device. Team funds were used to provide physical therapy for several months. In August of 2024, we heard the good news and saw photos of the boy walking across the dirt floor of his house with great joy! As clean water is an issue for these communities, our outstanding missional girls called Abigail Girls, raised funds this year for a well that will be installed in an isolated community outside of Cajamarca!

WMU AND THE LOCAL CHURCH

In spite of the rapidly changing church and denominational landscape, Virginia Baptist women are yet mobilizing the entire church to be on mission. Women are facilitating outreach opportunities in their churches that engage members to feed the hungry, help in literacy work, pray, and give to missions. No doubt, there are less churches with traditional WMU groups with the rural churches more likely utilizing the traditional model. The new audiences in WMUV are not privy to the traditional model but are connecting in areas of interest to be on mission that include praying, giving, and going as well!

WMUV LOOKING AHEAD

CrossRoads Camp and Conference Center will celebrate its 40th Anniversary next year. WMUV Missions Strategists and volunteers are eagerly planning for the WMUV events for 2025 to include Mom & Me, SHINE, Women's Get Away, Sisters Who Care Conference, and more! As Dr. Valerie Carter Smith has announced her retirement effective January 31, 2025, a new executive director/treasurer is expected to be in place no later than February 2025.

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ABOUT AVERETT UNIVERSITY

Since 1859, Averett University has grown and developed into a dynamic institution that serves students of all ages, offering more than 40 undergraduate majors, minors, and special programs (on-campus and online), along with 11 master's programs that help drive the regional economy and quality of life. Averett enrolls a diverse student body of approximately 1,500 students from nearly 33 different states and 30 countries and boasts an alumni network of over 29,000 that spans the globe. Some of our distinctive offerings include degree programs in Aeronautics, Applied Data Analytics, Equestrian Studies, Hospitality Management & Tourism, Nursing, and Teacher Education. Our mission is to prepare students to serve and lead as catalysts for positive change, fostering a sense of global community.

WHO WE ARE

At Averett University, we understand that relationships are the key to future success, which is why we foster a strong family atmosphere on campus and online. Our students feel a true sense of belonging, supported by our unwavering dedication to their success. We equip our students with skills for a lifetime of success, knowing that personal growth and community well-being are interconnected. With a legacy of over 165 years, our influence is felt far and wide. This is All Averett, where we are committed to student success.

GREETINGS FROM AVERETT UNIVERSITY PRESIDENT DR. TIFFANY MCKILLIP FRANKS

Averett University continues to navigate the dynamic higher education sector with agility, responsiveness, and laser-sharp focus, strategically positioning itself in this ever-evolving landscape. Steady enrollment increases in Averett Online with each start of the academic year and new partnership initiatives geared toward workforce development underscore our commitment to providing accessible and affordable education. Attracting and retaining strong faculty and staff is also crucial to our success, as they play a vital role in delivering high-quality education and driving our institution forward.

This year, Averett University proudly welcomes 350 new students, one of the largest incoming classes in our history, reflecting our continued growth and the expanding reach of our academic community. Their arrival reaffirms our unwavering commitment to fostering a dynamic educational environment that prepares all students for success in an increasingly global society.

Alongside welcoming these bright new minds, we are excited by new partnerships and initiatives that drive innovation, enhance the student experience, and generate additional resources supporting our mission.

SPIRITUAL LIFE

Over the past year, our new chaplain has become a cherished member of the Averett community, providing invaluable support to our local and educational environments. Despite Averett facing some unexpected and significant losses during his first year, he has led with grace and compassion, guiding our community through challenging times.

Spiritual Life has strengthened its ties with nearby churches and actively supported and hosted University events. Additionally, Spiritual Life has maintained its commitment to student fellowship, offering weekly opportunities for Bible study and interfaith worship on Sundays. Our interfaith learning spaces and the prayer and meditation room remain accessible to all students.

In response to student interest, Spiritual Life was instrumental in helping form the first AU Gospel Choir, which held an inaugural Gospel Extravaganza last spring featuring five choirs from around the region.

ENROLLMENT SUCCESSES

Last academic year, we marked a significant milestone with the largest-ever new spring traditional class in our school's history, and with Averett Online, that growth surged to a nearly 10% year-over-year increase. This comes after an increase in the fall 2023 semester, for which the University recruited its third-largest traditional class in recent history and its largest class in Averett Online since its inception. Our virtual workshops, boasting over 800 attendees last year, have been a resounding success.

With the opening of the 2024-2025 academic year, Averett is excited to welcome one of the largest incoming classes in our history with over 350 new students. Averett Online now comprises around 40% of our total enrollment, and the number of returning online students has nearly doubled from last year. We are also seeing increased retention and persistence numbers of traditional students, including a marked increase among some of our most vulnerable student populations.

ACADEMICS

Aeronautics and AU Aviation Services: Enrollment in Averett's Aeronautics academic program is expected to nearly double over the next four years, and it remains our fastest-growing major. With the increasing number of students entering our Aeronautics program, we have expanded our fleet to include a 13th aircraft.

Averett proudly operates as the fixed-base operator (FBO) at the Danville Regional Airport, where our customer service has earned widespread acclaim within the aviation community and our success has also far surpassed initial expectations. This FBO is a fully integrated, practical learning environment for our students, providing invaluable hands-on experience.

Hospitality Management and Tourism: During the program's first year, Averett has witnessed growing interest and a need for hospitality management and tourism in our region. Additionally, in the fall of 2023, Averett collaborated with Virginia Tech to host the region's first Hospitality Management and Tourism Summit. The event was an astounding success and further solidified that Averett is to become a recognized and reputable name within the hospitality industry.

Nursing: In response to health care industry needs, Averett's School of Nursing has now reinstated its RN to BSN program, providing career growth and social mobility to more of the region's nurses and a higher-educated workforce to health systems. Averett's Accelerated Bachelor of Science in Nursing (ABSN) program based in Norfolk recently received full Virginia Board of Nursing Approval. ABSN enrollment is up this new year, and the program boasts an overall 97% total NCLEX pass rate since its inception.

AI: Generative artificial intelligence (AI) is both a challenge and opportunity for higher education institutions. At Averett, we are leveraging AI to accelerate student learning by developing a more robust online and traditional curriculum, preparing students to engage with AI tools in ethical ways, therefore preparing them for the workplaces of tomorrow.

STRATEGIC AND INNOVATIVE PARTNERSHIPS

New partnerships that drive new enrollments and resources continue to expand. We have been blessed to generate additional revenue from partnerships with some of our most scalable growing areas, like Aeronautics and Averett Online.

Working in tandem with the City of Danville and Danville Community College, Averett is pleased to be helping drive the launch of the region's first Aviation Maintenance Training program. Both institutions are diligently working alongside the City to assist in securing funding to offset the cost of the training facility. The new Aviation Training facility, slated to be housed adjacent to the Averett University Flight Center, will accommodate the teaching and learning needs of Averett's growing Aeronautics program and the new Aviation Maintenance program delivered by DCC, scheduled to open in 2026.

We have found unique ways to generate new revenues through initiatives like "Workforce Rx," where we partner with employers to educate their workforce through Averett Online. This responsive, agile, and inclusive partnership strategy between Averett and area employers is helping to elevate regional workforce and meet talent development needs with no tuition out-of-pocket for employees. To date, we have partnered with eight corporations and have several additional in the pipeline.

FUNDRAISING ACHIEVEMENTS

The University was successfully awarded a congressional earmark to further invest in a Center for Continuing Education, which will allow for the delivery of in-demand micro-credentials, badges, and certifications. This initiative aims to serve a significant local population of 1.7 million individuals within a 75-mile radius. The Center will offer affordable and accessible workforce-oriented opportunities for certifications and customized credentials, catering to students and learners of all ages and providing experiential learning, apprenticeships, and internships.

ATHLETICS

In our second year within the Old Dominion Athletic Conference, we proudly introduced our inaugural Men's Volleyball team. Academically, our achievements for the fall term of 2023 were remarkable, including a record-breaking 18 teams achieving a team term GPA exceeding 3.0 – the highest count ever recorded in either fall or spring since our tracking commenced in 2013.

In competition, Averett saw a school record six wrestlers qualify for the NCAA Championship and our men's and women's tennis team become ODAC runner ups. Also, Zaivon Evans earned second team All-American honors in outdoor track and field. With more than 10,500 items collected and donated locally, Averett's Student-Athlete Advisory Committee (SAAC) won the Old Dominion Athletic Conference's conference-wide food drive amongst the league's 15-member institutions.

CONCLUSION

In conclusion, Averett University remains steadfast in its mission. Our continued growth, innovative partnerships, and commitment to student success underscore our role as a vital contributor to the region and beyond. As we welcome one of the largest and most diverse incoming classes in our history, we look forward to the many opportunities ahead, confident in our ability to adapt, innovate, and excel in an ever-changing world. This is the essence of Averett—where tradition meets progress, and every student is empowered to achieve their fullest potential.

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WHO WE ARE

Bluefield University is a place where students can “Go Further.” Located in Bluefield, Virginia, we are a Christ-centered learning community, developing servant leaders to transform the world. On-campus or online, students enrolled in one of our seven graduate, or forty undergraduate degree programs develop both technical and soft skills for future success. Partnering with the Via College of Osteopathic Medicine (VCOM) and the Appalachian College of Pharmacy, we form the Harvey W. Peters Research Foundation family of schools. Bluefield creates a pipeline directly to professional and healthcare degrees. Coupled with a dynamic student experience, students are finding ways to build and serve in communities.

A YEAR OF TRANSITION

After a 17-year tenure at the helm of Bluefield University, Dr. David W. Olive transitioned from the role of President to Chancellor of Bluefield University. Dr. Olive is the first person to be designated the ceremonial title of Chancellor in Bluefield’s 102-year history. As Chancellor, Dr. Olive remains connected to Bluefield University as an advocate and representative. The Olives have retired to their hometown of Maryville, Tennessee, enjoying the benefits of living closer to family.

During his tenure, the institution adopted a university model and name, created its online division, began offering master’s degree programs, expanded its facilities, and formed relationships with the Via College of Osteopathic Medicine and Appalachian College of Pharmacy.

Following Dr. Olive’s retirement announcement, Bluefield University began its search for a new president in October 2023, starting with 135 candidates. By March 2024, the Presidential Search Committee narrowed the field to eight finalists and unanimously recommended Dr. Steve Peterson to the BU Board of Trustees in June. The Board offered him the position on July 9, 2024, and he officially became the university’s tenth president on August 19, 2024.

Dr. Steve Peterson, formerly the Vice President for Online/Digital Learning at Houston Christian University brings nearly 30 years of experience in leadership, advocacy, recruitment, and student aid. His background includes roles at Liberty University, where he significantly contributed to their online student enrollment growth to nearly 100,000 students.

“I am honored to be joining Bluefield University at such a pivotal time in its history,” said Dr. Peterson. “I look forward to working with the entire Bluefield community to build on the strong foundation already in place and to explore new opportunities for growth and innovation.”

“The President Search Committee is excited to have Dr. Steven Peterson and his wife, Faith, join Bluefield University for this next season,” said Craig Stout, chair of the search committee. “The PSC is highly impressed with Dr. Peterson and believes he is the right man for ‘such a time as this.’”



Dr. Steven Peterson

Dr. Peterson holds Master of Arts in Religion, Master of Business Administration, and Doctor of Education in Educational Leadership degrees from Liberty University. He has published articles on leadership, institutional policy, and marketing and offered presentations on adult learner enrollment and student retention. Additionally, he has taught undergraduate business and Christian studies courses.

“The Board is very excited that Dr. Peterson has agreed to become the next President of Bluefield University,” said Jack Reasor, Chair of the BU Board of Trustees, “and we believe, with God’s blessing, he will be a leader to move Bluefield University forward.”

“I want to thank the members of the Committee for their diligence, their prayers, and their thoroughness,” Stout shared. “The Committee consisted of the stakeholders of the University: Trustees, Faculty, Administration, Students, and

Alumni.”

INTERIM LEADERSHIP

While Dr. Olive transitioned from President to Chancellor, Provost Dr. Michael A. Salmeier also assumed the role of Interim President from January 1, 2024 to August 18, 2024. Dr. Salmeier walked into a unique set of challenges for an interim president. Not only dealing with the departure of a beloved leader and difficulties with the nationwide FAFSA rollout, but Bluefield University was also facing financial challenges.

To help address these challenges, the Board of Trustees appointed a Task Force, headed by Dr. Dixie Tooke-Rawlins, a Bluefield Trustee and the President of the Edward Via College of Medicine (VCOM). She worked with many other specialists and the Bluefield University administration to solve critical issues the university was facing. The work of the Task Force centered around strengthening BU’s financial position and focusing institutional priorities.

LEADERSHIP GOALS

As the recently appointed 10th president of Bluefield University, Dr. Steve Peterson has spent the opening weeks of the semester listening and learning but also recasting the vision of Bluefield University. His goal for Bluefield University is to build on the firm foundation laid for over 100 years. Higher education faces many challenges on several fronts. However, Bluefield is unwavering in its commitment to creating an environment that fosters Christ-centered learning and, as a result, develops servant leaders who will impact their community. The institution is deeply connected to our mission of serving the students of the Appalachian region.

Bluefield University has a solid academic foundation led by a stellar faculty. As it moves forward, the institution will continue to enhance its existing educational programs and foster a culture of innovation. BU will continue expanding opportunities for students to succeed personally, spiritually, and professionally.

Additionally, BU has enjoyed many partnerships with our local community and the region. The goal is to foster new relationships and ensure that Bluefield University remains a dynamic, forward-thinking institution that prepares students for future challenges.

PARTNERSHIP WITH LOCAL SCHOOLS TO ADDRESS THE TEACHER SHORTAGE

Tazewell County Public School employees wishing to pursue a bachelor’s degree in Elementary Education or Special Education at Bluefield University can now have their tuition, textbook, and teacher license assessment costs covered by a grant from the Virginia Department of Education. Participants in this new Teacher Apprenticeship Program can complete their degrees online over the course of two years while continuing to serve in the local school system.

There are currently eight teacher apprentices who serve as paraprofessionals in seven schools throughout TCPS. This program will continue to grow as the partnership expands to also include Scott and Lee County Public Schools in January. Bluefield University School of Education and Social Sciences seeks to work with school districts throughout Region 7 to provide high-quality teachers and to help with the current teacher shortage.

TRAINING FOR CRITICAL SHORTAGES IN HEALTHCARE FIELDS

Bluefield University’s highly sought-after Master of Health Science in Anesthesia (MHSA) program, launched in collaboration with VCOM, began during the 2023-2024 academic year at VCOM’s Auburn, Alabama campus. This program prepares students to become anesthesiologist assistants. Now in its second year, the program is set to expand to VCOM’s Spartanburg, South Carolina campus in 2025. In partnership with VCOM and the Appalachian College of Pharmacy, along with our MA in Counseling and nursing programs, Bluefield is addressing the healthcare shortage in the Appalachian region.

MAKING CHRISTIAN EDUCATION AFFORDABLE FOR ALL

Bluefield University has reduced tuition and restructured scholarships for on-campus undergraduate programs to simplify admissions and student accounts. For the 2024-2025 academic year, on-campus tuition has been lowered by over 10 percent to \$24,950, with fees also reduced by nearly 10 percent. On-campus residents will see room and board rate decreases of up to \$334. Provost Dr. Michael Salmeier emphasized that these changes continue the university’s century-long commitment to providing affordable, accessible education.

BLUEFIELD UNIVERSITY STUDENTS SING IN CARNEGIE HALL

In May, Bluefield University students, alumni, and friends performed at Carnegie Hall on Memorial Day, led by former BU music professor Bryant Moxley in a program titled “A Celebration of American Folk Hymnody.” The performance

featured members of BU’s Variations and Masterworks chorales. During their visit, they also partnered with the New York School of Urban Ministry and Latino Pastoral Action Committee to distribute food, baby clothes, cleaning supplies, and Bibles in the Bronx.

THRIVING STUDENT MINISTRIES

Bluefield University Student Ministries is thriving, with significant growth and momentum. In addition to weekly chapel services, a student ministry service meets on Monday nights. Called “Home,” this service provides a welcoming space for students to experience fellowship and worship and find a sense of home in Christ. Ten students were baptized during this academic year. The small group Roots Initiative, with 7 leaders and 40-50 regular participants, continues to grow. The Missions Club saw record engagement this year with over 30 sign-ups for trips to Spain and Ecuador.

New initiatives this year include increased alumni involvement, more student participation, and regular baptisms. Monthly “Home Night” services feature alumni speakers, and bi-weekly student testimonies have been added to chapel services. The ministry’s growth and impact are inspiring the campus community as student leaders are developed and encouraged to serve with love.

CHRIST-CENTERED COMMUNITY

Dr. Salmeier sent weekly updates to the faculty and staff during the eight months of his service as Interim President. He shared his experience meeting incoming students and families during an on-campus event:

“It was a joy to greet the students and their families. Bluefield is a special place – we have a welcoming, Christ-centered community. Here, students aren’t just names on a sheet of paper or faces in a crowd. We believe that each of our students is created in the image of God and thus valuable, known, and loved. Further, we believe that whatever the reason that led them to enroll at Bluefield University, the real reason they are here is that God has called them, and God has a purpose for them. We, as fellow disciples, get to be used by God in helping our students ... realize the passion and purpose God has for them. What a great opportunity for us! “

There is a great opportunity for you, as well. We invite you to be part of what God is doing in Bluefield. Visit us on campus, and to send us your students of all ages to be educated in this Christ-centered learning community where they will be developed into servant leaders to transform the world. Find these stories and more by visiting www.bluefield.edu/news-events/news-archive/

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FORK UNION MILITARY ACADEMY

Annual Report



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.

We continue to be proud of the diversity of our Cadet Corps. The Academy enrolls students from throughout the United States and from every socio-economic background. Our international enrollment includes students from 11 different countries. Approximately 52% of our Corps of Cadets are persons of color.

THE ACADEMIC PROGRAM

Our Upper School and Eighth Grade utilize 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.

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 chapel services two 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 a devotion in the classroom. Opportunities to emphasize the service aspect of the Christian faith are afforded to cadets through local mission partnerships with BGAV churches. Bible studies are offered on campus during the school year, and are well-attended by faculty, staff, and cadets.

THE 2023-24 ACADEMIC SESSION

In September of 2023, 253 young men from 21 states and 11 foreign nations arrived on our campus to begin the 126th academic session. Approximately 66% had been FUMA cadets the previous year, and 224 of them were boarding students.

On June 7th, the FUMA Alumni Association welcomed 51 new members as the class of 2024 received their diplomas.

Although these young men were awarded over \$5.5M 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 250, 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

Annual Report



BUILDING LEADERS OF CHARACTER

With the 2024-25 school year, Hargrave Military Academy commemorates 115 years of building leaders of character. In the fall of 1909, Mr. Jesse H. Hargrave, a merchant, and his son, Mr. J. Hunt Hargrave, joined with the pastor of Chatham Baptist Church, the Reverend T. Ryland Sanford, to launch a new school. In September 1909, the academy opened its inaugural year with seventeen boarders and eighteen-day students. Reverend Sanford was elected President, a post he held until 1918. In 1913, the Baptist General Association of Virginia made its first gift, \$1,000, to the school, marking the beginning of a relationship that continues to this date.

HEALTHY AND GROWING

Hargrave has experienced three consecutive years of double-digit enrollment growth. Enrollment for the 2023-24 school year was the highest since 2017-18, and consisted of students from 26 different states, and 13 countries. In short, more families are selecting Hargrave as the school of choice for their young men.

AN EFFECTIVE ACADEMIC COMMUNITY

Hargrave completed its 114th year of developing young men in mind, body, character, and spirit. Families and friends of our graduating cadets hailing from Virginia, eleven other states, Rwanda, and Indonesia joined us in Cheatham Chapel for Baccalaureate and Commencement services on May 16 and 17, 2024, as 34 young men received their diplomas. Continuing our trend of 100% college acceptance for over 20 years, every member of this class received at least one college acceptance. As a group, they received 94 acceptances to 70 unique colleges or universities. Two graduates were accepted to a U.S. Service Academy (U.S. Naval Academy, and the U.S. Air Force Academy), and one enlisted in the U.S. Air Force.

As usual, these college acceptances run a wide gamut: Service Academies (e.g., U.S. Naval Academy, U.S. Air Force Academy), Senior Military Colleges (e.g., Virginia Military Institute, VT Corps of Cadets), flagship state universities (e.g., Virginia Tech, University of Virginia,), large Christian Universities (e.g., Liberty University, Carson Newman University), and many smaller public and private institutions (e.g., Longwood University, Averett University, Bluefield College,).

We are very proud of the Class of 2024, who earned over \$1.6 million in college scholarships (not including financial aid offers) tied to their excellence in academics, merit (community, service, character), and athletics. More important than scholarship awards, because of Hargrave's commitment to build young men into leaders of character, these graduates left well equipped not only for the next step (college), but also for wherever life may lead them. Our graduates prove that the family investment in an accredited, college preparatory education at Hargrave pays a return seen as a difference in men equipped to start strong in facing challenges of the mind and spirit.

FAITH LIFE INITIATIVES

Under the stewardship of Chaplain Michael Washington, the faith pillar at Hargrave continues to thrive as a key component of the academy's commitment to the holistic development of young men. The Chaplain ensures the academy's spiritual values are represented across all aspects of the Hargrave community, underscoring the Academy's commitment to a well-rounded education, emphasizing spiritual development, emotional well-being, and physical fitness alongside academic achievement.

2023-24 in review:

The Cadet Chaplain program: "Company Cadet Chaplains" serve as peer faith leaders formally and informally through evening devotionals (selected to be teen-focused) to encourage the development of the spiritual disciplines of Bible study and prayer. They also help organize each company's community service project. From these activities, authentic conversations can take root whether it is inner reflection, acting as the hands and feet of Christ, or discipleship with others.

The Faith Pillar Advisor Committee: Recognizing the wisdom of steel sharpening steel, the Faith Pillar Advisory Committee, formed of Christian brothers and sisters from the Hargrave and local community was created to serve

as a sounding board for the Chaplain, providing additional perspective, wisdom, fresh ideas, and other resources to strengthen the Faith life at Hargrave.

The gift of hospitality: In service to his kingdom this past summer, we are grateful for the opportunity to host an Impact Mission Camp (Pittsylvania Baptist Association) at Hargrave. This Baptist mission group completed a number of projects in the local community while staying at Hargrave and taking advantage of our facilities as their “home base”. We look forward to the opportunity to continue that relationship in the upcoming year.

Initiatives for 2024-25:

R.E.A.C.H. Launch: The R.E.A.C.H. (Recreation, Education, Awareness, & Community Hub) Initiative is a family-centered youth spiritual development program. The program will help cadets grow into faithful leaders in their homes and future pillars of their communities. The R.E.A.C.H. Initiative also partners with local churches and community groups so Cadets can put into practice the skills and core values here in our local community.

Cadet Praise and Worship Band: In cooperation with Hargrave’s Band Director, MSgt. Tyler Selden, USAF (Ret), the Cadet Praise Band has been re-launched as a cadet-led music ministry. There is much excitement among the Corps of Cadets surrounding this effort to serve fellow Cadets and to glorify God in worship.

A PLACE FOR FAITH TO BE PLANTED AND GROW

The Christian environment at Hargrave continues to maintain its traditional and time-honored aspects. Each Cadet is issued their own personal Bible, scripture is the authority in 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. Faculty and staff are welcomed and encouraged to attend and participate in Chapel services, our Fellowship of Christian Athletes (FCA) chapter, a Young Life chapter, and provide opportunities for worship at local churches.

As it has from the beginning, a Hargrave education continues to provide the direction and spiritual support that is so critical in developing a foundation of faith that equips young men to be faithful leaders in their families, churches, communities, and professions. Our nation continues to need Hargrave men who are respected leaders living a life of integrity, courage, and faith.

Hargrave’s administration, faculty, staff, families, and alumni deeply appreciate the long-standing bond between Hargrave Military Academy and the Baptist General Association of Virginia. We welcome your prayers for the school year, our ongoing fundraising campaigns, and for the wisdom, discernment, and generosity of the BGAV, its churches, and individuals that directly or indirectly provide support for scholarships and other funds that provide a unique and otherwise unattainable experience for these deserving young men.

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* BGAV representative

The need for Christ-centered leaders represents one of the greatest imperatives facing our culture today. Preparing theologically educated and passionate leaders trained to bring God's love to a hurting and fractured world represents the heart of Leland's programs. Through equipping, encouraging, and empowering pastors, church leaders, and ministry volunteers, Leland's mission of sending out transformational leaders for the global ministry of Jesus Christ continues to grow in effectiveness and reach. Leland Seminary exists as the seminary for the church, and Leland continues to offer programs that are urgent and relevant to the growing needs of leaders and congregations in Baptist life and beyond.

LELAND'S HISTORY

Leland Seminary was launched in 1997 through Virginia Baptist Pastors. Today, Leland celebrates twenty-five years of equipping and sending Christ-centered leaders, many of whom serve faithfully in Virginia Baptist churches, as well as in other parts of our world. In May of 2024, Leland hosted a 25th Anniversary celebration with a large crowd of present and former students, trustees, faculty, and many other guests and ministry partners. Dr. Randel Everett, founding president of Leland Seminary, was presented with the Leland Legacy Award. With a very strong history, and with a growing and energetic present, Leland moves forward to a very promising future.

LELAND'S PARTNERSHIP WITH VIRGINIA BAPTISTS

Leland Seminary expresses sincere gratefulness for the partnership with the Baptist General Association of Virginia. Because of your generous gifts, our students receive scholarships and our institution becomes strengthened by your financial and prayerful support. Having entered into a founding covenant as an educational institution with BGAV in 2004, Leland remains joyfully committed to the vision and purpose of the BGAV and to BGAV churches and their leaders and congregations. Leland also expresses deep gratitude for the many Virginia Baptist associations and churches that partner with Leland to make our mission to equip pastors and church leaders increasingly successful.

In March of 2024, Leland presented the Martha Philipps Award to BGAV Congregational Field Staff Coordinator Dr. Susan McBride at Leland's annual Women in Ministry Celebration. We are so thankful for her service to our God and His Kingdom Work.

LELAND'S PROGRAMS

Leland offers the following programs:

- Master of Divinity degree (MDiv)
- Master of Theological Studies degree (MTS)
- Master of Christian Leadership degree (MCL)
- Graduate Certificate in Christian Leadership
- Graduate Certificate in Theological Studies
- Graduate Certificate in Biblical Justice Formation
- Graduate Certificate in Pastoral Leadership
- Graduate Certificate in Trauma and Healing Ministry
- Graduate Certificate in Worship Arts (see description below)
- Diploma in Theology from Leland's School of Ministry

Leland's master's degrees are accredited by The Association of Theological Schools (ATS) and Leland is a member of the Washington Theological Consortium.

WHAT'S NEW AT LELAND?

In the Fall Semester of 2024, Leland launched a new Graduate Certificate in Worship Arts (GCWA) in partnership with Ruakh Arts. The GCWA offers such foundational courses as Spiritual Formation and In Search of Biblical Justice, with concentrated courses such as Theology & the Arts. This program for artists and all ministry leaders focuses on the development of fine and performing arts in congregational settings.

Leland has also recently formed a partnership with the Remissioning Collective, headed by Leland alumnus, Rev. Dr. Josh Hayden, and offers a foundational course in the fall semester of 2024. Leland will launch an Executive Certificate in Remissioning in the fall of 2025.

Beginning in 2025, Leland will launch Discipling Young, a new Leadership Certificate in Children and Youth Ministry. Leland also has plans to join Truett Seminary in launching a Doctor of Ministry in Northern Virginia in 2025. Please contact Leland for the exact launch date of these new programs.

Leland has also recently launched a new teaching center in Winchester, VA in partnership with First Baptist Church, Winchester. This site will offer classes in the diploma program in the Fall of 2025.

Leland Seminary has also launched Leland Leads, a growth campaign for 2024-2025. Through this campaign, and with such strong partners as EverBless, Leland continues to generate and expand support for its existing and developing programs.

Leland recently welcomed to the adjunct faculty, Larrin Robertson (Preaching), Josh Hayden (Remissioning), Eun Strawser (Remissioning), and Elena Aronson (Worship Arts). Leland recently welcomed to the seminary staff, Director of Recruitment, Rose Mary Stewart.

Finally, Leland congratulates Dr. Daniel Dapaah, its longtime professor of New Testament, on the release of his latest book, "Growing in Discipleship." This book represents an insightful and practical resource for individual study, small groups, and classroom study.

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OAK HILL ACADEMY

Annual Report



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.

The Academy completed its 145th academic session on May 11, 2024 with 29 graduates receiving high school diplomas and college acceptances. It was a great year and a particularly poignant ceremony for all of us here as our long-serving president, Dr. Michael Groves, retired at the end of July. Dr. Groves and his wife Joy served Oak Hill Academy selflessly during their tenure. We extend our appreciation to Dr. & Mrs. Groves for their dedication to OHA and wish them well as they enter their retirement. Mr. Micah Kurtz began serving as President August 1st. We are welcome Mr. Kurtz and his family to the Oak Hill community and are excited for the future of the school.

The enduring connection between Oak Hill Academy and Young's Chapel Baptist Church dates to the very founding of the school. The idea of the Academy was first proposed by the YCBC congregation, and after working for several years to bring the idea to life, the school doors opened in the fall of 1878. Since then, the church and the Academy have enjoyed a seamless relationship of amazing depth. OHA is unique among church-affiliated schools. We are proud of our Baptist affiliation, and the spiritual growth of our students is important to us. That's why every Sunday morning for the past 145 years our students have made the short walk from campus to the sanctuary of the church to hear God's Word, and to enter in to and experience congregational life. They stand as we sing the storied hymns of our faith, pray for those on the prayer list, and often add their own concerns to the list. They participate in the workings of the church by singing in the choir, helping pass collection plates or serving on work teams. They help with children's ministry, work the sound board, and help with VBS. Truly what our students experience here is unique among Christian schools and an amazing blessing to them and to the congregants who make them care packages, send them Valentine candy, and host a trunk-or-treat in the parking lot.

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 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. Each day begins with corporate prayer and devotion at our morning assembly. Each graduate is required to have taken at least one religion course as part of our requirements. And there are abundant extracurricular opportunities designed to help students grow in faith, including a youth group that meets on Sunday nights, a girls bible study that meets on Wednesday nights, and ample opportunities to serve in our community. Our students are regularly involved in such ministries as tutoring at the local elementary school, working at our local food bank, or assist in church service projects. Our emphasis, in this diverse student body, is to demonstrate how to love our neighbors as ourselves, as Jesus commanded.

Oak Hill Academy enrolled 122 students during the 2023-2024 school year, and they hailed from eighteen U.S. States, the District of Columbia, the US Virgin Islands, and around the world. Our International Students hailed from sixteen countries, including Canada, China, New Zealand, Indonesia, Kenya, Senegal, Hong Kong, South Africa, Japan, the United Kingdom, and others. Graduates from 2024 are now attending some of the finest colleges and universities in the world. Of particular interest, several years ago the Academy began establishing admissions articulation agreements with regional colleges that shared similar core values as our school. To date we've established thirteen such agreements, whereby our students are able to gain admission and in some cases, guaranteed scholarships to attend. These agreements have become important in our college placement practices, and we are thankful for our post-secondary partners.

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. The comprehensive fee per student for the 2023-2024 school year was \$39570, and our operating budget was \$6,902,021. 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 over \$950,000 in scholarships or tuition reduction for students in need of financial assistance.

One hundred and forty-five 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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- Mr. Marty Park

Class of 2031 (off during 2024-25)

- Mr. Kenny Bowen
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* BGAV trustee

BAPTIST HOUSE OF STUDIES AT DUKE DIVINITY SCHOOL



Annual Report

The Baptist House of Studies at Duke Divinity School 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 Duke Divinity School. Eight regular rank faculty and four administrative staff serve as advisers and mentors for the students with Baptist affiliations. Curtis W. Freeman serves as the Ruth D. Duncan Director of the Baptist House of Studies.

In the fall 2024 semester, 650 students were actively enrolled in classes at Duke Divinity School, across seven degree programs in two modalities. Half of all this year's incoming students are pursuing the Master of Divinity degree. The Baptist House currently includes 124 students, and most Baptist MDiv students work toward a Certificate in Baptist Studies. This fall marks the fourth year of the Master of Divinity hybrid program, where students engage in remote online coursework that allows them to participate in deep theological reflection and academic study while continuing to balance professional and personal responsibilities. Hannah Anderson is an author and Bible teacher living in Roanoke, Virginia. She is also a third year MDiv hybrid student. Hannah describes her experience as "fantastic—better than I could have ever hoped."

The Baptist House works collaboratively with a variety of Virginia Baptist programs and initiatives in the formation of Christian leaders. First year MDiv residential student Christopher Kostrzewa discerned his call to ministry through participating in the BGAV sponsored Center for Faith and Leadership at the University of Mary Washington, a ministry then directed by 2009 Duke alumni, Gannon and Carey Sims. Christopher describes his experience in campus ministry as "an invaluable introduction to faith formation, community building, and leadership." When asked why he decided to prepare for ministry at Duke, Kostrzewa answered, "In order to deepen my theological understanding and enhance my leadership skills while being integrated in a supportive community that prioritizes faith formation and pastoral care."

Baptist House students regularly serve in Virginia Baptist congregations through the Duke Divinity field education program. Duke graduates also benefit from BGAV related ministries. Allan Smith, a 2014 MDiv Duke alumnus, participated in the Uptick leadership programs. He now serves as pastor of the Mechanicsville Baptist Church in Gordonsville, Virginia. Smith expressed gratitude for the ministry formation he received through Virginia Baptists. "The Uptick programs have been instrumental in my formation to serve the church as a minister for the long haul by helping me to develop networking skills, habits for a faithful devotional life, leadership skills to make disciples through church ministry, and a community of peers in a cohort setting that have become close friends."

Virginia Baptist students at Duke Divinity School are eligible for grants from the Keesee Educational Foundation. They may also receive additional financial support through the Baptist House of Studies scholarship funds and endowments. 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/houses/baptist> or 919-660-3599).

BAPTIST JOINT COMMITTEE FOR RELIGIOUS LIBERTY

Annual Report



OUR MISSION

For more than 87 years, the Baptist Joint Committee (BJC) has been unwavering in its commitment to safeguarding and advancing religious liberty for every individual. Rooted in the Baptist tradition of “soul freedom,” we stand firm in defending the foundational freedom outlined in the First Amendment—advocating for the free practice of religion while opposing its governmental imposition. BJC is uniquely positioned as the only faith-based entity in the country dedicated exclusively to this vital intersection of church and state, continuing the Baptist legacy of championing faith freedom for all people.

Supported by fourteen denominational bodies, including the Baptist General Association of Virginia (BGAV), as well as numerous churches and thousands of individuals from a variety of faith traditions, BJC’s influence extends to the highest levels of government. Our work encompasses advocacy before the United States Supreme Court, engagement with Congress and the executive branch, and visibility in national media. As a vigilant defender of religious liberty, we strive to ensure that faith freedom for all remains a cornerstone of our nation’s identity.

OUR VALUED RELATIONSHIP WITH BGAV

BJC deeply values its enduring partnership with Virginia Baptists and extends sincere gratitude for the ongoing collaboration with BGAV. Together, we are dedicated to the shared mission of educating Baptists and the broader community about our rich legacy of religious liberty. While our work is national in scope, we consistently emphasize Virginia’s critical role as a cradle of religious freedom.

BGAV’s representation on the BJC Board of Directors ensures that Virginia Baptists play a vital role in shaping and guiding our efforts. This partnership builds upon the deep historical roots of religious liberty that began with the courageous witness of early Virginia Baptists like John Leland, who famously met with James Madison to advocate for the inclusion of religious freedom protections in the Bill of Rights. This tradition of promoting religious liberty continues today through our collaborative efforts with BGAV, ensuring that future generations benefit from the freedoms that Virginia Baptists fought so valiantly to secure.

SIGNIFICANT ACHIEVEMENTS AND DEVELOPMENTS

The past year has been a time of significant growth and development for BJC. We continue to lead the national effort to combat the rise of Christian nationalism through our Christians Against Christian Nationalism campaign, now in its fifth year, which has engaged over 40,000 signers across the country. Our legal advocacy remains robust, as we oppose harmful legislation that threatens the separation of church and state, such as the Ten Commandments bill in Louisiana and untrained chaplains in public schools in Texas.

This year marked the launch of our first local organizing project for Christians Against Christian Nationalism in North Texas, where our field organizer, Lisa Jacob, has made significant strides in mobilizing communities to resist Christian nationalism. Her work, including a six-week intensive cohort for pastoral leaders, is laying the foundation for expanding these efforts nationwide.

The BJC Center for Faith, Justice, and Reconciliation continues to explore the intersection of religious freedom and racial justice, most recently welcoming our most diverse cohort of BJC Fellows. Our communications efforts have also expanded, with our Respecting Religion podcast surpassing 100,000 downloads—a remarkable 200% increase in just one year. This growth in our digital presence is complemented by new staff roles, including a Digital Strategist and a Community Partnerships Manager, which position us for even greater impact in the coming years.

Work internal to the organization throughout this year also positioned BJC for even greater impact. We have transitioned our constituent records from a development-only database to EveryAction, a comprehensive system that will handle all of our email communications, donor records and advocacy contacts. This new system will help streamline our work and provide a more powerful tool to mobilize advocates to take action at federal, states, and local levels.

Our new Director of Development, Jonathan Davis, formerly pastored two BGAV churches, and served on the BGAV's Mission Council and Religious Liberty Committee. Additionally, Todd Blake, Jenny Hodge, Wayne Faison, and Megan Thomas represent the BGAV on our board and our General Counsel, Holly Hollman, is a longtime Virginia Baptist.

This year, we are excited to highlight the upcoming release of Amanda Tyler's new book, *How To End Christian Nationalism*, which delves into the critical issues surrounding religious freedom and the challenges posed by Christian nationalism. As part of her book tour, BJC's staff is partnering with several BGAV churches and pastors to provide an opportunity for local communities to engage directly with these timely and important discussions.

VISION FOR THE FUTURE

Looking ahead, BJC remains committed to expanding our advocacy, education, and legal work to ensure that faith freedom for all is recognized as a fundamental human right. We see growing needs for funding and support as we scale our efforts, especially in areas related to racial justice through the BJC Center for Faith, Justice, and Reconciliation, and the expansion of the Christians Against Christian Nationalism movement into local communities across the country.

In alignment with the BGAV's theme for this year's annual gathering—Free Indeed—BJC's work resonates deeply with the focus on "Freedom in Church," "Freedom in Community," and "Freedom in Christ." Our mission to protect faith freedom for all speaks directly to the heart of these freedoms. By safeguarding the separation of church and state, we ensure that all individuals and communities can experience the true freedom that comes from the liberty to practice one's faith without government interference.

BUILDING ON SHARED HISTORY

As we continue our work, we are reminded of the words of Leland, who argued that "the liberty I contend for is more than toleration ... all should be equally free, Jews, Turks [Muslims], Pagans and Christians." This vision of religious liberty is as vital today as it was in Leland's time, and it is one that BJC and BGAV are proud to carry forward together.

Thank you for your continued support and partnership. Together, we are making a difference in ensuring that faith freedom for all remains a cornerstone of our nation's values. We look forward to another year of shared ministry and advocacy as we work to protect the freedoms that are foundational to our faith and to our democracy.

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Baptist News Global, successor to the historic Religious Herald of Virginia, continues the long Virginia Baptist tradition of truth telling through free and faithful journalism.

With about 35 pieces of original content — news, opinion and analysis — each week, BNG helps its readers make informed decisions about a wide range of world, national, state and local issues. We are unique in that we are truly autonomous and independent. In fact, we are fiercely independent.

We tell the big stories no one else can tell. And we tell them in such a way that an average person in the pew may read and understand. We believe in the old Baptist adage to “trust the Lord and tell the people.”

BNG is overseen by a board of directors, which includes three Virginians. We continue to appreciate the supportive relationship we have with the Baptist General Association of Virginia and seek to honor that legacy every day.

Thank you for your legacy, for your readership and your encouragement as we seek to live into the Baptist principles of free and faithful Christianity.

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BAPTIST WORLD ALLIANCE

Annual Report



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 266 Baptist church organizations in 134 countries and territories comprising 51 million Baptists in 178,000 churches worldwide.

Our 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, the BWA:

- Welcomed ten Baptist unions/conventions into membership from the countries of Cape Verde, Mauritius, São Tomé and Príncipe, Republic of Congo, Democratic Republic of Congo, Central African Republic, and Rwanda. Three Baptist groups were accepted as BWA Member Partners in the categories of aid, education, and mission: Baylor University (Texas), Buckner International (Texas), and Hungarian Baptist Aid (Hungary).
- United more than 10,000 prayer partners weekly in prayer with the BWA Team utilizing the “Baptists One in Prayer” guide, which facilitates prayer for every country in the world over the course of the year. As part of our commitment to multilingual engagement for this prayer movement, the guide is now available in Spanish and Portuguese.
- Engaged more than 400 registrants from 64 countries in worship, prayer, fellowship, and deliberation at the BWA Annual Gathering in Lagos, Nigeria, in July 2024.
- Released an updated BWA Baptist Vulnerability Index, identifying the BWA Baptists living in contexts facing the highest levels of war, persecution, hunger, and livelihood, that can serve as a guide for prayer, giving, and advocacy.
- Hosted a virtual Pentecost worship service and launched the BWA Global Impact Offering as a major opportunity for Baptists to give to support the work of holistic mission around the world.
- Continued planning for the 23rd Baptist World Congress and Baptist Women's Summit to be held



July 7-12, 2025, in Brisbane, Australia, with the theme “Living the Good News” based on Luke 4:18-19. Find out more and register at bwabrisbane.com.

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:

- Adopted a Charter to guide the work of the Global Baptist Mission Network that launched in 2023 as a partnership connecting mission-focused organizations, mission departments, and individuals working with a focus on advancement of world mission. The GBMN aims to facilitate relationships among Baptist mission leaders and movements, provide thought leadership in the field of mission, identify and reach new mission fields, collaborate between agencies and mission personnel, and curtail resource waste and avoid unnecessary duplication. This worldwide network currently has 23 members from 17 countries representing over 7,000 missionaries.
- Celebrated the month of May as Evangelism Emphasis Month and urged Baptists to focus on united prayer and personal evangelism.
- Provided grants to support evangelism initiatives around the world including:
 - Partnering with the Council of Baptist Churches in Northeast India to help train 560 individuals in discipleship multiplication
 - Partnering with the Baptist Church of Damascus, Syria, in a Christmas Invitation Outreach that helped train teenagers and reached out to neighborhoods experiencing greater poverty
 - Partnering with the Faithful Baptist Community Church in the Congo in sending 21,000 Bibles to pastors and churches in areas of persecution.
- Launched the 2033 Acts 2 Movement – a call to Holy Spirit prayer and unprecedented collaboration in global mission. In anticipation of the 2000th anniversary of the birth of the Church, the Acts 2 Movement seeks to mobilize the whole of the Baptist family in prayerful pursuit of a global Pentecost, that in the Holy Spirit, overflows in church renewal and holistic Gospel witness in every language around the world. Each of the five Paths – Bible Path, Witness Path, Care Path, Neighbor Path, and Religious Freedom Path – corresponds to one of the BWA’s five core ministry areas. Kyle Henderson (Texas) has been hired to lead this initiative. More information is available at www.baptistworld.org/acts2/.



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 both fund categories and stood in solidarity with Baptists around the world.
- Facilitated the BWA Forum for Aid and Development (BFAD) which was chaired by Dean Miller (Virginia). This network of more than 20 Baptist aid agencies mobilized for collaboration and impact.
- Completed a \$1.1 million USD handover humanitarian aid grant in Ukraine.
- Held the inaugural International Humanitarian Action and Development course in Lagos, Nigeria, in July 2024. Drawing 69 participants from 19 countries, this three-day intensive course was an opportunity for students to engage in dialogue and reflection on the role of the Church as a humanitarian actor, and to learn tools to respond to the crises affecting our world, particularly focusing on the continent of Africa.

In 2023, BWAid supported
30 PROJECTS in
24 COUNTRIES
impacting the lives of
496,780 PEOPLE
\$3,917,840
INVESTED WORLDWIDE

RELIEF EFFORTS

20 PROJECTS
16 COUNTRIES
249,945 PERSONS
\$3,776,115 INVESTED

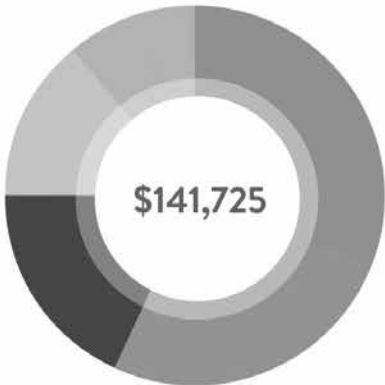


- 56% • FOOD SECURITY
- 41% • MPCA*
- 2% • SHELTER
- 1% • HEALTH
- >1% • NON-FOOD ITEMS
- >1% • PSYCHOSOCIAL SUPPORT
- >1% • WATER, SANITATION & HYGIENE

MPCA = Multi-Purpose Cash Assistance

DEVELOPMENT

10 PROJECTS
9 COUNTRIES
246,835 PERSONS
\$141,725 INVESTED



- 31% • AGRICULTURE
- 26% • CAPACITY BUILDING
- 18% • HEALTH
- 14% • PSYCHOSOCIAL SERVICES
- 11% • CLIMATE

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.
- Celebrated the retirement of Randel Everett as founding president of 21Wilberforce Global Freedom Center and welcomed a new president, Wissam al-Saliby of Lebanon.
- Adopted a new strategy to build religious freedom centers in various regions of the BWA over the next 10 years. While still maintaining a presence in Washington, DC, this expansion will create a global network of freedom centers to respond to human rights and religious freedom challenges around the world.
- Led 15 religious freedom advocacy trainings around the world attended by 8,500 people.
- Continued a three-year program of training and mentoring 21 leaders under the age of 35 from Africa, Asia, Europe, North America, and South America.
- Continued to sponsor the Global Defenders Network, a network of legal defenders and human rights advocates that work together to defend victims of religious persecution and unjust laws with a pilot project in 2023 to provide training, mentoring, and professional development for young lawyers in Nigeria committed to defending human rights and religious freedom.
- Continued BWA Women's Stand Against Domestic Violence Initiative to raise awareness and provide resources to prevent violence against women. Find out more at StandAgainstDV.net.

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:

- Continued to enroll students in the Horizons program, a 24-module online training offered in 14 languages to equip youth and children's leaders to effectively reach and disciple the next generation. Offered at no cost, the training addresses both practical and theological facets of ministry leadership. To date, more than 1,000 students have participated worldwide.
- Mobilized 14 BWA Commissions of more than 350 global Baptist leaders 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.
- Convened the 10th Baptist International Conference on Theological Education (BICTE) in Lagos, Nigeria, from July 5-7, 2024, focused on the theme "Blessed Are the Peacemakers: Becoming Agents of Peace." In addition to times of worship and prayer, paper presentations, breakout groups, and panel discussions, attendees participated in a "Special Evening with Peacemakers" where they heard stories of conflict, peace, and reconciliation from Baptist leaders in Israel, Ghana, and Ukraine.
- Appointed Tim McCoy of Canada/USA as the new BWA Director of NxtGen Leadership to develop and implement a strategic new BWA initiative for leaders ages 18 to 35. He will also lead the NxtGen Leadership Summit to be held July 7-8, 2025, as a pre-conference to the 23rd Baptist World Congress.

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!

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2022-2025

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Kang-San Tan, UK

2023-2026

Wayne Faison, USA (Virginia)
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VIRGINIA BAPTISTS ON BWA GENERAL COUNCIL, COMMITTEES AND COMMISSIONS, 2020-2025

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

The Campbell University Divinity School is once again honored to be in partnership with the Baptist General Association of Virginia!

This year CUDS celebrates its 29th anniversary offering Christ-centered, Bible-based, and Ministry-focused theological education for those whom God has called. With our programs and through our people (students, alum, faculty/staff) CUDS is making a difference in the world on behalf of Christ's kingdom - where we are "free indeed." (John 8:36)

PROGRAMS

Master of Divinity (MDiv) Program Revision

Beginning Fall 2024, the number of credit hours required to earn the MDiv will be 78 (reducing the required elective hours by 12). The revised MDiv program continues Campbell's long tradition of weaving together classical disciplines with practical ministry to form the next generation of faith leaders while being both affordable and attuned to the current realities of pursuing theological education.

Master of Arts in Christian Ministry (MACM) and MACM Online Hybrid

The MACM is one degree offered in two formats— 1) fully in-person or 2) online with in-person retreats. The course of study allows students to dive into the riches of theological education in a shorter timeframe than the lengthier Master of Divinity curriculum, preparing them for vocational ministry.

Master of Arts in Faith and Leadership Formation (MAFLF)

This degree 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.

Doctor of Ministry (DMin)

The Doctor of Ministry degree is designed to prepare qualified candidates to render spiritual, ecclesiastical and vocational Christian leadership at the highest level of confidence consistent with the mission statement of the Divinity School.

PEOPLE

"People are our business" isn't just a cliché at Campbell University Divinity School - because "community" is at the heart of who we are and what we do. You sense it in the hallway, experience it in the classroom (in person and online), and find it at retreats. As Dean Andrew Wakefield states, "...we will model what it means to be in genuine Christian community. One of the most important distinctives of our school is the way that faculty, staff, and students love and support each other as family." Here are a few of the noteworthy highlights regarding the CUDS family from this past year.

Dr. Sarah Boberg now serves as Assistant Professor for Christian Education and the Director of Empowering Families for Spiritual Formation (an initiative funded by the Lilly Foundation) which partners with churches, ministers, and parents to develop strategies and resources to equip and encourage families to experience regular, substantive, holistic, family-centered spiritual formation.

The Boundary Spanning Theological Education initiative (also funded by Lilly), which strengthens CUDS educational and financial capacity to recruit and equip boundary-spanning leaders for the church, has two new staff. Rev. Rebecca Mathis is the initiative's Director while Rev. John Norman, Jr. serves as Director of Partnership Development.

Additional faculty and staff joining CUDS includes Dr. Adrienne Aiken Morgan (Adjunct Professor of Pastoral Care), Mrs. Nicole Turransky (Administrative Assistant to the Dean) and Mrs. Azizi Culpepper (Administrative Assistant for the Empowering Families initiative).



This year we celebrated with 36 graduates who join the ranks of nearly 1,000 CUDS alum. These graduates will continue to serve God's kingdom in a variety of ways - as church clergy and chaplains, as professors at schools and leaders of non-profits, in houses of worship and local community businesses, as part of traditional contexts and innovative opportunities - representing Christ and being Campbell University Divinity School's best asset.

The Divinity School is also eager to serve churches - not just through its degree offerings, but through a variety of resources, programs, and opportunities. Our faculty and staff regularly serve congregations through pulpit supply, retreat leadership, Bible studies, consultation, topical 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 be the body of Christ, carrying out God's mission in the world.

INTRODUCTION/OVERVIEW

Throughout the Gardner-Webb's history, the institution has drawn its core strength from community. Indeed, today's University owes its creation to the local community that first envisioned and then nurtured its growth. In the ensuing 119 years, Gardner-Webb has championed its Christian community and done so in an intentionally outward-facing way. Gardner-Webb has sought to build and enhance a sense of community connectivity, not only across our beautiful 225-acre campus but throughout Cleveland County, into the broader Foothills region and beyond.

SIGNIFICANT ACCOMPLISHMENTS & ACTIVITIES

This year, students, staff and faculty participated in mission trips to Florida, Eswatini (formerly known as Swaziland), Kentucky, New Mexico, and Guatemala, where they performed various jobs in hospitality, construction, medical clinics and ministry. Locally, students regularly volunteer at a community garden that supplies fresh vegetables to families in need or visit elementary schools to inspire and mentor students. In September 2023, over 300 volunteers responded to the call from GWU's College of Health Sciences to partner with Remote Area Medical (RAM) to provide free medical and dental care to more than 50 people in Cleveland County, N.C.

Every single day at Gardner-Webb there is a growing spirit of community and a tangible commitment to serving others. GWU's mission plays out in some very practical ways. The University makes a direct economic impact in Cleveland County, as measured by such traditional metrics as job creation, consumer spending and tax revenues. A comprehensive study by Tourism Economics, which was commissioned by Visit Cleveland County, N.C., analyzed the most recent data and concluded that GWU generated a total economic impact of \$155.3 million in the local economy, was responsible for 1,315 full- and part-time jobs, and produced \$8.0 million in tax revenues at the state and local levels.

The new Brinkley Amphitheater is another outward manifestation of GWU's commitment to bringing people together... in this case by leveraging the power of music. The Amphitheater opened on Oct. 28, 2023, for an enthusiastic sold-out crowd gathered to hear 15-time Grammy winner Ricky Skaggs and Kentucky Thunder along with Gardner-Webb student Lindy Bryson and country artist Will Jones. In 2024, the University launched the first "Summer in The Springs" Concert Series at the Amphitheater, while also using the space for student-led worship, movie screenings and student recruitment activities. And, for the first time, the Brinkley Amphitheater served as a perfect location for musicians performing at the fourth annual Webbstock festival, a collaboration with the Town of Boiling Springs.

Gardner-Webb's athletic venues bring thousands of fans together annually to cheer on the approximately 600 student-athletes who compete for Gardner-Webb at the NCAA Division I level. Whether it is a home field, a home court, or a home pool, Runnin' Bulldog teams benefit from the loud enthusiasm of those who come to cheer them on. GWU Football will enter the Fall 2024 campaign as reigning back-to-back conference champions. Men's Tennis won back-to-back regular season conference championships. Softball won 33 games in 2024, its highest victory total since 2007. Swimmer Justin Bender competed in Indianapolis at the Olympic Trials and recorded his best time ever in the breaststroke.

The landscape and architecture of Gardner-Webb's campus are evolving in spectacular ways. In addition to the new amphitheater, a donor-funded fieldhouse was added for Men's and Women's Soccer. And in what was clearly the biggest construction project of the year, The Caf has been completely renovated and remade. Now equipped with a new annex that features an inspiring cross in the glass front wall, GWU's primary dining space now serves as a gathering space where food, fellowship, and laughter will create lifelong memories.

Forged each day in GWU's classrooms is academic excellence displayed in the achievements of several University programs. This year, the dedication of nursing faculty and diligence of students was rewarded with 95.9% (BSN) and 100% (ASN) on the national nurse licensure exam, the NCLEX-RN. Graduates of the Doctor of Nursing Practice Psychiatric Mental Health Nurse Practitioner (DNP-PMHNP) also achieved a 100% pass rate on the American Nurses Credentialing Center (ANCC) Psychiatric Mental Health Nurse Practitioner (PMHNP) Board Certification exam. Further, the Physician Assistant Class of 2023 earned a 94% Pass Rate on the Physician Assistant National Certifying Examination (PANCE).

For the second year in a row, Washington Monthly listed Gardner-Webb as a top five private college in North Carolina. This honor is based on excellence in three areas: social mobility, research, and promoting public service. Only 442 schools in the U.S. were named to the National University list, which is the magazine's highest tier of U.S. colleges, reserved for colleges that award a significant number of doctoral degrees. Gardner-Webb was one of 15 public and private schools in North Carolina that met the criteria for the national tier.

North Carolina Independent Colleges and Universities (NCICU) awarded two of 11 Undergraduate Research Program Grants to students in the Gardner-Webb University Department of Natural Sciences. Tuyet “Snow” Anh Nguyen, a chemistry major, and Kyndal Elaina Jackson, a biology major, received over \$500 each to complete their research in the 2024 Fall Semester.

Gardner-Webb University placed 82.75% (307) of its 371 eligible student-athletes on the Big South Presidential Honor Roll. To be named to the list, student-athletes must maintain a grade point average of 3.0 (on a 4.0 scale) or better for the recently completed academic year. In addition, Gardner-Webb had 35 student-athletes who achieved a 4.0 and received the Commissioner's Award distinction.

During commencement ceremonies in December 2023 and May 2024, Gardner-Webb celebrated the achievements of nearly 1,000 graduates. Fourteen were recognized with scholastic awards.

FUTURE GOALS & INCENTIVES

To strengthen, the University's commitment to academic excellence, Gardner-Webb has formed a partnership with McAllister & Quinn, a consulting firm that supports the University's efforts to secure federal and private foundation grants. McAllister & Quinn maintains the largest and most specialized grant consultant network in the country. The company's expert staff helps GWU pursue and obtain funding for scholarships and student support, academic programs, research, and equipment.

Every university depends on the lifelong engagement of its alumni. With approximately 38,000 living alumni spread out across the country and indeed around the globe, Gardner-Webb benefits in vital ways by staying connected with those who once lived, learned, worshiped and played at our campus home. These alumni and many friends supported the University in a big way on Double Dawg Day, April 11, 2024, setting new and impressive records for philanthropic giving. The one-day fundraising total reached its highest dollar amount ever—\$1.4 million. New heights were also reached when GWU recorded the greatest number of gifts received in a single day and when the donor map for the first time included contributors residing in every U.S. state.

Gardner-Webb also celebrated the longtime support of several foundations. The Golden LEAF Foundation toured campus and met with the 15 scholarship recipients. Since 2006, nearly 100 GWU students have received financial support from the Foundation. Continuing its support of Gardner-Webb, The Cannon Foundation awarded a \$150,000 grant for health care, science and fine art education at the University. The funding will benefit students in the College of Health Sciences and the College of Arts and Sciences, fostering interdisciplinary collaboration and enriching educational experiences.

The Lettie Pate Whitehead Foundation Inc. (LPW) is another major partner in providing scholarship opportunities for students. For nearly three decades, LPW has supported Christian higher education at GWU with a donation history reaching close to \$4 million. These gifts, along with other University aid, provide scholarships in financial aid packages to students in nursing and other undergraduate programs.

The University also welcomed a gift from the HealthCare Foundation of Cleveland County, which established an endowed scholarship for the Department of Physician Assistant Studies. Preference will be given to PA students who are residents of Cleveland County, N.C., and/or who are committed to practicing in Cleveland County.

Built on the foundation of these partnerships and achievements, Gardner-Webb's vibrant community is united around a common objective, Pro Deo et Humanitate—For God and Humanity. Through the efforts of students, faculty, staff, coaches, alumni and friends, Gardner-Webb will continue to be an indispensable partner in the communities, near and far, that it serves.

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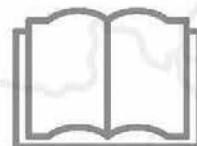
Philip Turner

Archie Wood



Celebrating God's work in 2023

As reported by IMB missionaries and partners



141,206

new Christ followers

116,992

baptisms around
the world

879,798

people who heard
the gospel



885,964

views of digital gospel
content in multiple
languages

269,571

individuals discipled globally

63,481

national believers trained in
leadership and evangelism

21,992

national believers trained to send
missionaries cross-culturally



401,654

people served by human
needs projects

REACHING
THE NATIONS,
TOGETHER.

imb.org



INTERNATIONAL
MISSION BOARD

McAFEE SCHOOL OF THEOLOGY AT MERCER UNIVERSITY

Annual Report

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, Columbus, 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:

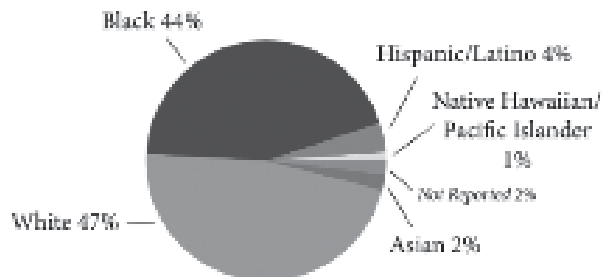
- Master of Divinity (Residence and Online)
- Master of Arts in Christian Ministry (Residence and Online)
- Master of Theological Studies
- Doctor of Ministry
- Graduate Certificate in Theological Studies

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
- MDiv and Master of Music in Church Music
- MACM and Master of Science in Organizational Leadership
- MTS and Master of Science in Clinical Mental Health Counseling
- MTS and Master of Music in Church Music

McAfee includes nearly 1000 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*



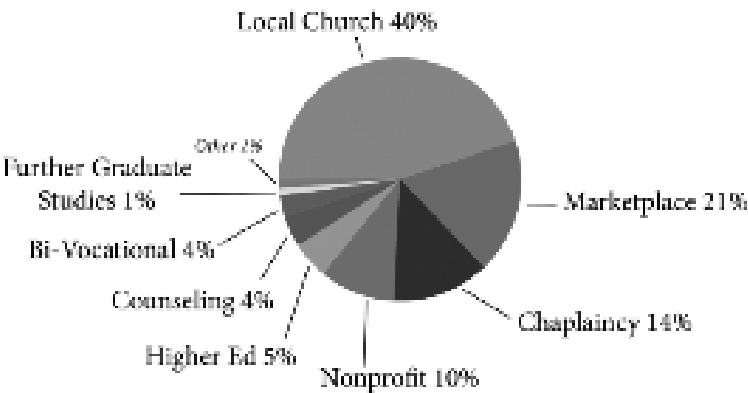
GENDER*

Male 48% Female 52%



McAfee has more than \$29 million in endowments and this previous year received \$240,000 in gifts to the annual fund and an additional \$765,000 towards scholarships and other endowed gifts. Three years ago McAfee received a grant just under one million dollars from the Lilly Foundations “Pathways for Tomorrow Initiative.” Two years ago McAfee received a grant from the Georgia Rural Health Innovation Center to work with the School of Medicine in the area of faith and healthcare. This grant was for nearly \$500,000.

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, and Seminary Stewardship Alliance.

MINISTERING TO MINISTERS FOUNDATION

Annual Report



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 are in acute conflict with their congregations 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 BGAV pastors through:

- The Wounded Ministers Retreat for Clergy and Spouses. Held annually at the Eagle Eyre Conference Center in Lynchburg VA, at the Samford University’s Center for Congregational Resources, Birmingham AL, the Center for Lifelong Learning, Atlanta GA, and at Montreat NC. 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 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 individual’s worth and the authenticity of their call, amid 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 to service and ministry. 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 in new work or positions.

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

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NORTHERN SEMINARY

Annual Report



Seminary (Latin, seminarium) = "a derivative of seed, meaning: a nursery for young plants"

In Norway, on a remote island, in the permafrost, you will find a fortress-like building, the Svalbard Global Seed Vault, that holds tens of thousands of seeds from every culture and agriculture known to humankind. The Seed Vault project is a plan to sustain humanity, just in case there is an apocalypse! Seminaries, too, can be set-apart places that hold "seeds" (seminarians) for three years, removing them from their contexts and preparing them for planting and ministry sometime in the future.

But seeds often grow best when they are in their natural environment. We believe this so deeply at Northern that in recent years we have pivoted our model to deliver decentralized education to our students — allowing church leaders to stay in their homes and ministries while engaging with their faculty and peers online and through on-campus intensive classes several times each year.

At the Svalbard Global Seed Vault, every seed bears the potential to become the very image of the original plant. In Christ, every student is the same: they bear the image of Christ with the potential every day to grow, serve, and become more and more in His likeness. I wish you could see the incredible beauty God is nourishing through Northern as our extraordinarily capable students study, learn, and grow.

Here, you will read about students who came here with the seed of a dream and have seen them grow into something some never thought possible. It is in part because of our partnership with the BGAV that Northern students are going out to plant gospel seeds that grow into true kingdom roots. Thank you!

If you would like to hear more stories or learn more about the exciting initiatives of Northern Seminary, my door is always open.

Rev. Dr. Karen Walker Freeburg
Interim President



Karen Walker-Freeburg

THE IMPACT OF YOUR GIFTS



THIS YEAR
NEARLY **40%**
OF OUR STUDENTS RECEIVED
SCHOLARSHIP
SUPPORT.



IN THE PAST
5 YEARS
115 STUDENTS
HAVE RECEIVED SCHOLARSHIPS
TO ATTEND NORTHERN.



THIS YEAR, NORTHERN
IS GRADUATING OUR
LARGEST
GRADUATING CLASS
IN ITS HISTORY —
80 STUDENTS!



Mike Pumphrey
BGAV & V3 Recruiter
for Northern Seminary

For more information
about Northern contact
mpumphrey@seminary.edu

YOUR SUPPORT IMPACTS MINISTRIES THROUGHOUT THE WORLD

NO ONE WAY

KENDRA SPEARMAN ON MINISTRY AND CIVIL RIGHTS

Kendra Spearman felt called into ministry, but was reluctant. She couldn't reconcile the idea she grew up with — that women shouldn't be in ministry. She grew up in a Baptist church in Memphis, TN, and went to college in Arkansas. "By the time I graduated," she says, "there'd been a shift in thinking about women in ministry from some of the men I grew up around."

Searching for a way to pursue her desire for ministry, Kendra discovered Northern Seminary's Christian Community Development Program, which focuses on developing the whole person, and knew she wanted to be part of the program. But Kendra also felt drawn to law school, wrestling with reconciling her call to ministry and working for civil rights.

One day, her professor, Dr. Wayne Gordon, took her class to Lawndale Community Church, which he also pastored. While there, he showed them the church's Lawndale Christian Legal Center, and Kendra left in tears. "For the first time, I felt I could connect my call to ministry with my call as a civil rights attorney," she recalls. "I saw that God is a God of the oppressed and is concerned about social justice."

Kendra entered Chicago-Kent College of Law while still at Northern. She completed her law degree in 2016 and her master's degree in 2018 and soon opened her civil rights law firm, Spearman Law. Today, she is also Pastor of Social Justice at Mt. Ebenezer Baptist Church on Chicago's West Side.

Simultaneously, Kendra started a non-profit, the Justice Renewal Center, to complement her law practice and strategically walk alongside clients through the legal and social services they need.

"I wanted to be intentional in launching a practice that could navigate clients through the legal system," she says, "but also walk alongside them so they know they can still be redeemed, regardless of their past mistakes."

Kendra says Northern has helped her see there's no one way to do ministry. She often interacts with people who will never enter a church. "I get to show the love of Christ that way," she says. "My work as a civil rights attorney is ministry. At Northern, I learned how to serve the needs of my community in my culture."



A PLACE TO HEAL

ELIJAH SHAMENDA ON THE JOURNEY TO PLANTING A MULTIETHNIC CHURCH

Elijah Shamenda is not your traditional "missionary kid." His father came to faith through the work of missionaries in his native Zimbabwe, and later, he moved the family to the U.S. to attend a seminary. "He wanted to be a missionary to China because of the impact missionaries had on his life," says Elijah. But a funny thing happened on the way to China: Elijah's father became an accidental missionary to America.

"He would start a Bible study with five or six students, and within a couple of months, 150-200 were involved," says Elijah. "He'd turn it over to someone else to lead as a church, then start another Bible study." One by one, each Bible study became another church his father would hand off.

"Every church was ethnically diverse," Elijah says. "Looking back now, it's very clear my dad unknowingly came over here as a missionary to the U.S."



Elijah currently serves as the Pastor of Overflow Church in Southwest Michigan and will graduate in June from Northern Seminary. Like his father, Elijah planned one path, but ended up on another. Hoping for a football career, he played at Liberty University, where also began to discern a call to ministry. Then, for financial reasons, he couldn't finish school at Liberty. He began working as a youth pastor and eventually as an associate pastor at a church in Orchard Park, NY, a wealthy suburb of Buffalo.

However, Elijah soon realized that many white church members had trouble being pastored by a black man. "It was a painful time for me; it was the impetus to go and plant a multiethnic church because I wanted to see a community that looks like Jesus," he adds.

During this time, Elijah began devouring books and podcasts by N.T. Wright, Scot McKnight, and Dallas Willard. He felt like there was a missing piece to the puzzle of what God was calling him to do. He began to look into attending Northern Seminary.

Elijah soon realized that many white church members had trouble being pastored by a black man. "It was a painful time for me; it was the impetus to go and plant a multiethnic church because I wanted to see a community that looks like Jesus," he adds.

Though finances ended his football dreams at Liberty, Northern gave Elijah enough scholarship money to finish this race. As he prepares to graduate with his Master of Arts in New Testament, Elijah says his time at Northern deepened his love for Jesus, but it was also a safe place to heal.

"For folks like me, Northern was such a healing place from the pain of being in ministry after the death of George Floyd," he says. "Northern has given me a voice to speak about things that are important to me from my background and experiences."

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NORTHERN Seminary

*A 111 year mission to lead the church
and engage the world*



CONSTITUTION/BYLAWS OF THE BGAV

- **Constitution/Bylaws**
- **Amended and Restated Articles of Incorporation**

CONSTITUTION/BYLAWS

Baptist General Association of Virginia

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. Meetings and voting may take place in person and/or electronically in accordance with applicable law.

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 from among the candidates submitted by the Mission Council 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. Meetings and voting may take place in person and/or electronically in accordance with applicable law.

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 annually 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. Meetings and voting may take place in person and/or electronically in accordance with applicable law.

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 nine (9) members, 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 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.
Amendments approved by the Baptist General Association of Virginia, November 16, 2022.
Amendments approved by the Baptist General Association of Virginia, November 15, 2023.

AMENDED AND RESTATED ARTICLES OF INCORPORATION

Baptist General Association of Virginia

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:

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;

the corporation shall not engage in any act of self-dealing as defined in §4941(d) of the Code;

the corporation shall not retain any excess business holdings as defined in §4943(c) of the Code;

the corporation shall not make any investments in such manner as to subject it to tax under §4944 of the Code; and

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.

