

197TH ANNUAL MEETING OF THE BAPTIST GENERAL ASSOCIATION OF VIRGINIA

NOVEMBER 9-10, 2020



BGAV 2020 BOOK OF REPORTS



BGAV
Advancing the Kingdom Together

#BGAV20

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A SPECIAL NOTE ABOUT THE 2020 ANNUAL MEETING

Dear BGAV Family,

Due to the pandemic, the Officers of the BGAV and the Virginia Baptist Executive Board decided not to have an in-person gathering this year. All items of business will be delayed until we are able to gather in 2021, since our current BGAV Constitution/Bylaws do not have a provision for electronic voting. Therefore, many reports you usually see in the Book of Reports are not included in this year's volume. The 2020 Book of Reports includes the following items:

- BGAV officers
- Committee on Program members
- Virginia Baptist Executive Board members
- Virginia Baptist Mission Council members
- Report from the BGAV Treasurer
- Report of actions the Executive Board has made since the 2019 annual meeting
- Reminder that the 2020 budget will remain the same for 2021
- 2020 Alma Hunt Offering for Virginia Missions Allocations
- Report from the Committee on Program
- Report from the Committee on Christian Life
- Report from the Committee on Scholarships and Ministerial Education Funds
- Annual Report of the BGAV
- Annual reports of Ministry Partners, Educational Institutions, and Shared Ministries
- BGAV Constitution/Bylaws and Amended and Restated Articles of Incorporation

Officers, committee chairs, committee members, Mission Council members, and Executive Board members have been asked to continue to serve for an additional year of service. The BGAV is blessed to have such faithful servants and dedicated leaders who have agreed to continue serving.

As 2021 nears, we look forward to the future God has called us toward as the BGAV. Our Annual Meeting theme, "Deep Roots/Green Shoots," captures the moment in which we are living: building on a rich legacy and looking ahead toward the renewal of all things.



J. Adam Tyler
BGAV President

197TH ANNUAL MEETING

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

PROGRAM COMMITTEE

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

VIRGINIA BAPTIST EXECUTIVE BOARD

MEMBERS BY VIRTUE OF OFFICE

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

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

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

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

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

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

ELECTED MEMBERS FROM THE GENERAL ASSOCIATION

2020

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

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

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

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

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

2021

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

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

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

Wayne McCarty (M)
Church: Cowan's Branch Baptist Church
(Southwest)
1st Term

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

2022

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

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

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

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

Kevin Meadows (M)
Church: Grandin Court Baptist Church, Roanoke
(Southwest)
3rd Term

VIRGINIA BAPTIST MISSION COUNCIL

2020

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

2021

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

2022

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

REPORTS FROM THE VIRGINIA BAPTIST EXECUTIVE BOARD

- Treasurer's Report
- Report from the Virginia Baptist Executive Board
- 2021 Cooperative Missions Budget Allocation
- 2021 World Missions Causes
- 2020 Alma Hunt Offering for Virginia Missions Allocations

DISTRIBUTION OF GIFTS RECEIVED AS OF SEPTEMBER 30, 2020

TREASURER'S REPORT

DESCRIPTION	COOPERATIVE MISSIONS	DESIGNATIONS	TOTAL
BGAV Ministries	\$3,595,843	\$39,760	\$3,635,603
Partnership Missions	\$126,434	\$12,199	\$138,633
Averett University	\$67		\$67
Baptist Extension Board	\$632		\$632
Bluefield College	\$26,441	\$5,000	\$31,441
Center For Baptist Heritage and Studies	\$45,857		\$45,857
Fork Union Military Academy	\$98	\$7,414	\$7,512
Gracelnside	\$28,503	\$521	\$29,024
Hargrave Military Academy	\$311		\$311
HopeTree Family Services	\$24,311	\$20,255	\$44,566
LifeSpire of Virginia	\$2,303	\$4,640	\$6,943
Oak Hill Academy	\$10,477	\$800	\$11,277
Virginia Baptist Foundation	\$415		\$415
Virginia Baptist Historical Society	\$17,885		\$17,885
Woman's Missionary Union of Virginia	\$198,772	\$1,125	\$199,897
	\$4,078,350		
WORLD MISSION CAUSES			
Southern Baptist Convention	\$700,956	\$2,237	\$703,193
Ethics and Religious Liberty Commission - SBC	\$1,377		\$1,377
Historical Library and Archives - SBC	\$377		\$377
International Mission Board - SBC	\$174,623	\$26,262	\$200,886
North American Mission Board - SBC	\$58,579	\$2,692	\$61,271
GuideStone Financial Resources - SBC	\$6,709		\$6,709
Kingdom Advance New Mission Initiatives	\$211,620		\$211,620
Baptist World Alliance	\$58,515	\$1,831	\$60,346
Baptist Joint Committee	\$25,891	\$1,277	\$27,168
Baptist News Global	\$14,900	\$1,125	\$16,025
Southwestern Seminary	\$2,887		\$2,887
Southern Seminary	\$3,713		\$3,713
New Orleans Seminary	\$2,710		\$2,710
Southeastern Seminary	\$3,111		\$3,111
Gateway Seminary	\$2,043		\$2,043
Midwestern Seminary	\$2,622		\$2,622
Theological Education in Virginia	\$57,670	\$100	\$57,770
John Leland Center for Theological Studies	\$53,577	\$15,000	\$68,577
Baptist Center For Ethics	\$12,450		\$12,450
Missions Development & Relief	\$63,549		\$63,549
Ministering To Ministers Foundation	\$18,929		\$18,929
Ministerial Educational Fund	\$31,302		\$31,302
World Hunger	\$508	\$92,989	\$93,497
State To State Partnership	\$35,790		\$35,790
	\$1,544,410		
OTHER SPECIAL OFFERINGS AND DESIGNATIONS			
Alma Hunt Offering For Virginia Missions		\$190,285	\$190,285
Lottie Moon Missions Offering		\$1,260,682	\$1,260,682
Annie Armstrong Missions Offering		\$776,967	\$776,967
Other Designations		\$1,769,516	\$1,769,516
TOTAL RECEIPTS AS OF SEPTEMBER 30, 2020	\$5,622,760	\$4,232,677	\$9,855,437

JANUARY 1 - SEPTEMBER 30, 2020

COOPERATIVE MISSIONS RECEIPTS FOR NINE MONTHS OF 2020

WMC 1	\$1,529,221	27%
WMC 2	\$1,720,663	31%
WMC 3	\$65,056	1%
Custom Plan	\$2,307,820	41%
<hr/> TOTAL	<hr/> \$5,622,760	<hr/> 100%

REPORT FROM THE VIRGINIA BAPTIST EXECUTIVE BOARD

1. Ratified three (3) Barnabas grants, totaling \$90,000
2. Approved the 2020 Alma Hunt Allocations. When the pandemic began, the board approved a change in the allocations to meet current needs.
3. Agreed to allow the BGAV Constitutional deadlines to be treated lightly during this time of the Coronavirus epidemic.
4. Voted to hold the 2020 BGAV Annual Meeting virtually and have all business matters deferred until such a time that the BGAV can meet in person.
5. Approved a Resolution on Racism to be presented to BGAV messengers at the November 2021 Annual Meeting.
6. Approved a recommendation from the Committee on Boards and Committees:
BWA General Council
Will Cumbia (L), member of Tabernacle Baptist Church, to serve a term 2020-2025.
Anna Miller (M), a member of River Road Church, Baptist, to serve a term 2020-2025.
7. Approved the additional 2020 housing allowance requests for ministerial and ordained staff and the 2021 housing allowance requests for ministerial and ordained staff
8. Received the full 2019 audit report from Keiter
9. Proposed the \$9,100,000 Cooperative Missions Budget of 2020 and the 2020 BGAV budget be carried over into 2021 because no business will be conducted at the 2020 BGAV Annual Meeting.
10. Approved a study leave for Craig Waddell and Glenn Maddox.
11. Approved that the Treasurer be authorized to distribute all funds received by January 8, 2021 according to the 2021 budget.
12. Approved Appalachian School of Theology and George W. Truett Seminary be included in the list of Shared Ministry Partners used by the Committee on Scholarships and Ministerial Education Funds to award nontraditional scholarships.
13. Approved the Rite of First Refusal regarding the William & Mary BCM property
14. Baptist Today and Baptist Center for Ethics joined to form Good Faith Media. The board approved sending the funds in the budget directed for Baptist Center for Ethics to Good Faith Media.
15. Approved the hiring of the following: Lisa Watkins, director of Missio; Lee Spitzer, consultant for Ascent; Gary Long, CMO.
16. Approved the BGAV applying for the CARES Act.

2021 COOPERATIVE MISSIONS/BGAV BUDGET ALLOCATION

2021 BGAV BUDGET

The 2020 budget will continue into 2021, since we are not voting on a new budget this year.

	2021 BUDGET
VIRGINIA MISSIONS AND MINISTRIES	
Developing	2,512,913
Congregational Field Staff	
Kairos: Young Adult/Collegiate Ministry	
Pastor Networking & Leadership Development	
Pastor/Staff Transition & Assistance for Matching Churches & Ministers	
Children's Ministry, Youth Ministry, Family Faith Formations	
Uptick	
Coaching Network	
BGAV Scholarships & Ministerial Education Funds	
Eagle Eyrie Conference Center and Piankatank Camp	
Planting	568,753
V3/Church Planting; Evangelism; Discipleship	
Fresh Expressions/Innovative Discipleship	
Mosaic Community	
Multisite Church Planting	
Research and Consulting Services	
Sending	462,695
Partnership Missions/National and International	
Disaster Response	
Impact VA	
Virginia Missions	
Hunger and Homeless Ministries	
Latino Ministries	
Resourcing	2,442,638
Executive Director's & Treasurer's Offices	
Marketing Office	
BGAV Meetings, Conference & Promotion	
Eagle Eyrie Debt Retirement	
Emergency Assistance for Ministers	
Church Staff Benefit Support	
Education and Fellowship	
Administration	
Information Technology	
Building and Grounds	
Total Virginia Missions and Ministries	5,987,000
BGAV PARTNERS IN VIRGINIA	
Averett University	100
Baptist Extension Board	1
Bluefield College	40,248
Center for Baptist Heritage and Studies	75,000
Fork Union Military Academy	100
GraceInside	44,515
Hargrave Military Academy	100
HopeTree Family Services	34,265
LifeSpire of Virginia	100
Oak Hill Academy	16,450
Virginia Baptist Foundation	100
Virginia Baptist Historical Society	29,022
Woman's Missionary Union of Virginia	325,000
Total BGAV Partners in Virginia	565,000
WORLD MISSION CAUSES	2,548,000
TOTAL COOPERATIVE MISSIONS BUDGET	9,100,000

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

Note: See pages 16–17 for overall 2021 budget graphic.

2021 WORLD MISSION CAUSES

World Missions Causes - WM1

34% of \$9,100,000 to SBC = \$3,094,000

Distributed according to the Southern Baptist Convention Budget

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

World Missions Causes - WM2

28% of \$9,100,000 to Baptist Entities = \$2,548,000

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

	Percentage
SBC Operating.....	0.15%
International Mission Board-SBC	13.00%
North American Mission Board-SBC	4.00%
GuideStone Financial Resources-SBC	0.81%
SBC Seminaries (see list under WM1 heading).....	1.08%
Historical Library and Archives-SBC	0.01%
Ethics and Religious Liberty Commission-SBC.....	0.07%
Kingdom Advance New Mission Initiatives.....	25.50%
Latino/Hispanic Ministries	
European Baptist Federation	
Missions Development & Relief	8.00%
State to State Partnership	5.00%
Theological Education in Virginia	9.25%
John Leland Center for Theological Studies	9.25%
Ministerial Educational Fund	4.88%
Ministering to Ministers Foundation	3.00%
Good Faith Media	2.00%
Baptist World Alliance	8.00%
Baptist Joint Committee.....	4.00%
Baptist News Global	2.00%
	100.00%

World Missions Causes - WM3

28% of \$9,100,000 to KA New Mission Initiatives = \$2,548,000

Distributed according to the Kingdom Advance New Mission Initiatives budget

	Percentage
Kingdom Advance New Mission Initiatives.....	100.00%
Theological Education in Virginia	
International Indigenous Church Starts	
BGAV Regional Seminars & Training	
Church Planting in Virginia	
Latino/Hispanic Ministries	
	100.00%

COOPERATIVE MISSIONS GIVING PLANS

WORLD MISSIONS 1

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

WORLD MISSIONS 2

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

WORLD MISSIONS 3

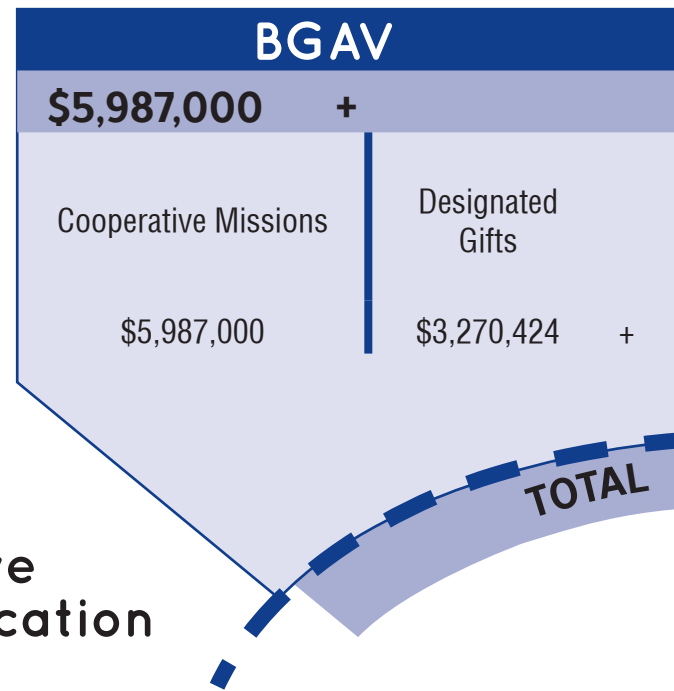
Seventy-two percent of Cooperative Missions dollars will support Virginia Missions and Ministries and BGAV Partners in Virginia. This includes 2% for Partnership Missions. Twenty-eight percent of Cooperative Missions dollars will support world missions causes according to the Kingdom Advance New Mission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

CUSTOMIZED PLANS

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

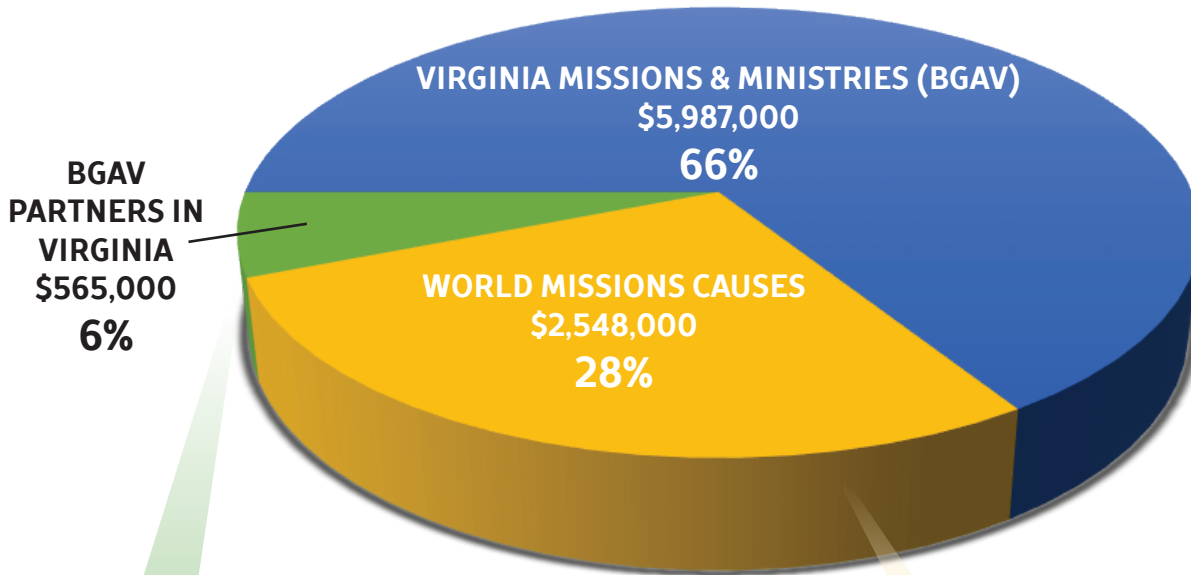
WM1, WM2, and WM3 are suggested giving plans. Percentages may be adjusted to reflect a church's giving option. A customized plan may be created by changing percentages, deleting items, or selecting items from any of the suggested giving plans.

Note: See page 16 for additional detail.



2021 Cooperative Missions Budget Allocation \$9,100,000

The 2020 budget will continue into 2021, since we are not voting on a new budget this year.



BGAV PARTNERS IN VIRGINIA

Averett University.....	\$100
Baptist Extension Board.....	\$1
Bluefield College.....	\$40,248
Center for Baptist Heritage and Studies.....	\$75,000
Fork Union Military Academy.....	\$100
Gracelinside.....	\$44,515
Hargrave Military Academy.....	\$100
HopeTree Family Services.....	\$34,265
LifeSpire of Virginia.....	\$100
Oak Hill Academy.....	\$16,450
Virginia Baptist Foundation.....	\$100
Virginia Baptist Historical Society.....	\$29,022
Woman's Missionary Union of Virginia.....	\$325,000

2021 WORLD MISSIONS CAUSES
 WM1 - Distributed according to the Southern Baptist Convention Budget
 WM2 - Distributed according to BGAV approved items which may include Virginia, national, and international ministries
 WM3 - Distributed according to the Kingdom Advance New Initiatives budget

Ministry Resources

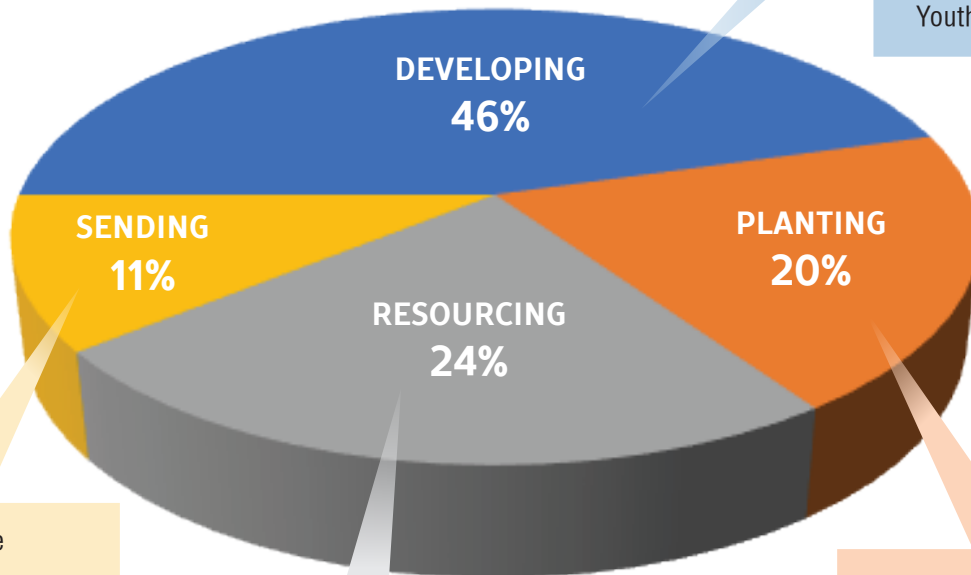
\$7,171,602

Camp & Conference Center Registration Revenue		Program Revenue		Other Income
\$2,460,346	+	\$1,223,200	+	\$217,632

= \$13,158,602

**2021 BGAV
Ministry Emphasis
\$13,158,602**

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



- Disaster Response
- Partnership Missions
- Impact Mission Camps

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

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

TOTAL ANTICIPATED GIVING

Cooperative Missions Budget Allocation	\$9,100,000
BGAV Ministry Resources	\$7,171,602
Special Offerings (estimated)	\$4,240,898
	\$20,512,500

2020 ALLOCATIONS

ALMA HUNT OFFERING FOR VIRGINIA MISSIONS

The 2020 Alma Hunt Offering for Virginia Missions will look different than previous years, reflecting the changing world in which we live as we face the challenges of a global pandemic.

This annual state missions offering is a joint venture of Woman's Missionary Union of Virginia (WMUV) and the Baptist General Association of Virginia (BGAV).

As always, this critical offering seeks to meet real needs of real people by funding ministries in a variety of specific areas. For the rest of 2020 and looking toward 2021, the allocations of this offering are being redirected in a way that will allow us to focus on human needs arising from the COVID-19 crisis.

CHANGES IN DISTRIBUTION

The state missions offering will be distributed as follows:

- 70% of funds to WMUV-directed projects
- 30% of funds to BGAV-directed projects
- All projects have a direct correlation to COVID-19 relief efforts
- Funds are to be disbursed at the close of each month beginning September 2020 during the 2020 calendar year in order to respond more quickly to immediate needs

Because of the time-sensitive nature of many of these critical needs and the plan to distribute funds monthly, we ask that you consider sending your offerings as early as possible this year.

EXAMPLES OF WMUV-DIRECTED ALLOCATIONS*

- Providing online and on-site training in various areas related to mental health and domestic violence. This will include providing information and referral resources for individuals and congregations.
- Providing grants to help continue the development of a missions lifestyle. Funds will be awarded to support women's and children's outreach ministries with a hands-on involvement component that meet human needs at home or around the world.
- Providing partial or full-summer camping scholarships to church families that cannot afford to send their children to summer camp due to the financial difficulties caused by COVID-19.

EXAMPLES OF BGAV-DIRECTED ALLOCATIONS*

- Providing financial relief to church planters who lost income from their churches and also from their non-church jobs that typically supply the majority of their income.
- Providing funds to BGAV churches that have ongoing Child Development Centers in order to provide scholarships to parents who must work but find themselves unable to pay for childcare.
- Providing funds to churches to assist them with offering WiFi hotspots so that students may participate in school online.
- Providing financial resources to partners around the world responding to COVID-19 among the most vulnerable people groups through our relationship with the Baptist Forum for Aid and Development.

* Allocations may include other needs as they arise related to COVID-19 relief efforts.

OFFICIAL REPORTS OF BOARDS AND COMMITTEES FROM THE BGAV

- Christian Life Committee
- Program Committee
- Scholarships and Ministerial Education Funds Committee

CHRISTIAN LIFE COMMITTEE

Two Pandemics: One “Novel” and One “Ancient”

COVID-19 and racial tensions are two major issues at the forefront of our culture.

COVID-19

On March 11, 2020 the Novel Coronavirus Disease, COVID-19, was declared a pandemic by the World Health Organization.

On March 13, 2020 a national emergency was declared in the United States concerning the outbreak of COVID-19.

On March 22, VA Governor Ralph Northam issued a mandate closing all schools in Virginia until the end of the academic year. This mandate also included closing nonessential businesses and limited gatherings to 10 people or less. Governors in other states issued similar orders.

RACISM

On May 25, 2020, the video of George Floyd’s death, while he was in the custody of the Minneapolis police, triggered protests around the world. It also brought renewed attention to the high-profile deaths of black Americans, like Breonna Taylor and Rayshard Brooks, and ongoing concerns about racism in our culture.

THE PROBLEM

(COVID-19)

- For the first time in modern history, the doors of many businesses and houses of worship were closed on Sunday, March 29th. All of these changes have created a unique set of challenges for everyone and every organization, including churches.
- Due to the ever changing nature of COVID-19, many people, especially those considered to be at high risk of contracting COVID-19, are suffering with loneliness and experiencing barriers to koinonea and discipleship.

(Racism)

- Once again, the issue of racism is standing in front of and staring deep into the eyes of the body of Christ. We believe sin is at the root of racism. Therefore, we believe the gospel is our ultimate solution. The Executive Board of the BGAV will be presenting a resolution, related to issues of racism, at our annual meeting on November 16th, 2020. As we receive wisdom and guidance from the Executive Board’s resolution, the Committee on Christian Life will further study the matter. We realize this issue is extremely complex and deserves our full attention and prayer going forward.

AS THE CHURCH IN THE ERA OF COVID-19...

We believe that we follow a Lord who understands human affliction, who faced the trials of human life and understands the pain of loss and sickness, standing beside Mary and Martha over the grave of Lazarus, weeping. (John 11:17-36)

We believe our Savior came to be the Great Physician, healing many from physical, mental, emotional, and spiritual illness in his earthly life, including those like the Gerasene demoniac who suffered from isolation and loneliness in addition to his physical, mental, and emotional pain. (Mark 5:1-20)

We believe Jesus as Teacher commanded that his followers observe the Golden Rule – “So in everything, do to others what you would have them do to you, for this sums up the Law and the Prophets” (Matthew 7:12) – and the Great Commandment – which includes “Love your neighbor as yourself” (Matthew 22:39).

We believe Christ empowered his followers to continue his ministry of healing after his resurrection and ascension, power which his closest disciples wielded to make the lame walk (Acts 3:1-10), restoring the bedridden (Acts 9:32-35), and those suffering from disease (Acts 28:7-10, Philippians 2:25-30).

We believe the way of Jesus involves care for those who are sick, as James taught his congregations to pray over and anoint those in the church suffering from illness (James 5:14-15).

We believe the church carries on Jesus’ concern for the marginalized, the widow, the orphan, and the destitute, refusing to overlook those (like the Greek-speaking widows) who may be isolated or overlooked in their time of suffering but who need the loving support and care of the church nonetheless (Acts 6:1-7).

Therefore, in this time of COVID-19, we believe the church has a responsibility and a calling to show the love of Jesus Christ in concrete and helpful ways, promoting and safeguarding physical health and walking with those suffering from physical, mental, emotional, and spiritual pain, loss, and grief.

WAYS TO ENGAGE WHILE SOCIAL DISTANCING

Adults and shut-ins

- Greeting cards of support, encouragement, thinking of you, etc. Handwritten notes are best, but generic cards are good also.
- Phone calls to let people know they’re being thought about and prayed for.
- Devotional large print books, magazines, crossword puzzles, word searches, crossword puzzles, journals, inspirational stories, etc.
- Goody bags with snacks (as long as you know what dietary restrictions they might have). Inexpensive gifts, things they can use- not keep, wrapped with bows or masculine cover to give the joy of opening, enclosed in a plastic zip bag so it can be sanitized.
- Electronic methods of communication for those who are able. A simple \$80 tablet will allow those with access to WiFi the ability to connect with loved ones in real time and provide a way for them to attend livestream worship services and more.
- Magazines with lots of pictures, a personal gift subscription to be delivered by mail, or more personal a month-old issue of your own subscription with personal note enclosed, enclosed in a manila envelope to make it more acceptable to be taken in.
- For persons with dementia, computer printed pictures of family members or friends (printed 8x11 on plain paper) so they can enjoy but not need to save.

*A lot depends on where the residents and/or COVID patients are located. Check with the facilities to see what is/isn’t permitted.

People who are stuck at home

- In addition to many of the things referenced above:
- Help by picking up and delivering their groceries
- Rides to doctor's appts
- Pick up RX
- Deliver meals from time to time
- Celebrate and acknowledge where we see God at work

Young Adults and Students

- Create safe online and in person spaces where people have opportunities to talk about and process life
- Virtual small groups and Bible studies
- Scavenger hunts and movie nights
- Social media is a great way to engage
- Service projects and local mission opportunities to those most impacted by

COVID19

- Teach older adults how to use technology
- Drive by celebrations for milestone events, birthdays, graduations, new school year, etc.....
- Porch visits, Celebrate and acknowledge where we see God at work

Children

- Virtual small groups and Bible studies
- Scavenger hunts and movie nights
- Service projects and local mission opportunities
- Teach older adults how to use technology
- Drive by celebrations for milestone events, birthdays, graduations, new school year, etc.....
- Celebrate and acknowledge where we see God at work

Pastors and Administrative Staff

- Pray for and encourage your church staff, who are working through unprecedented and difficult challenges.

IN CLOSING

We believe the current COVID-19 pandemic and issues related to racism have brought many hardships upon the BGAV churches and the communities they serve; it is also a time for reflection. Sociological duress accelerates cultural trends and brings about inevitable changes more rapidly than could be anticipated. But we take great comfort and strength knowing that God does not change. His truth and mission are consistent throughout history and into eternity; to reconcile those who would receive Him unto Himself by grace through faith in Jesus Christ. As He leads His people forward, we have confidence that he precedes and walks with His people. As Moses instructed Joshua, who would lead the Hebrews forward into a challenging future, "The Lord is the One who will go before you. He will not leave you or forsake you. Do not be afraid or discouraged." (Deuteronomy 31:8)

This is the time to evaluate the effectiveness of our ministries and prayerfully seek where God is taking the church. This is the time to prepare for a challenging future. We go forward with great confidence in the One who goes before us. We believe that He will not leave or forsake us. We go forward without fear or discouragement, as the Holy Spirit illuminates our paths, staying true to the calling of Matthew 28:19-20 and Acts 1:8:

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." (Matthew 28:19-20)

“But you will receive power when the Holy Spirit has come upon you, and you will be My witnesses in Jerusalem, in Judea and Samaria, and to the ends of the earth”. (Acts 1:8)

Respectfully Submitted by The Committee on Christian Life:

Rev. John Sawyer, Committee Chairperson

Mr. Michael Hines

Rev. Dr. Ricky Hurst

Rev. Dr. Mark Jones

Mrs. Pamela Mentz

Rev. Alan Ray

Rev. Dr. Adam Tyler, BGAV President

PROGRAM COMMITTEE

The Program Committee is responsible for preparing the order of business for the annual meeting of the Baptist General Association of Virginia and assuring that worship is emphasized during the meeting. Due to the global COVID-19 pandemic, the Executive Board announced that our 2019 annual meeting would be held online with no business conducted. The Program Committee planned a worship celebration for Monday evening, November 9th, and breakout sessions for Tuesday, November 10th.

Our theme this year is “Deep Roots, Green Shoots.” Our worship celebration speaker is N.T. Wright, and singer songwriter Kate Campbell is performing an original song. BGAV churches submitted videos showing ways they are worshipping and serving during this pandemic, which are included in our meeting and on the meeting website. The BGAV Mission Development Team sponsored a Mission Run 5K, with proceeds going toward this year’s mission offering – to assist BGAV and ministry partners in purchasing building materials to repair and rebuild homes.

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

Respectfully submitted,
Ann Brown, Chair
Dianne Jones-Freeman, Secretary
Beth Fogg, Gathering Subcommittee Chair
Bruce Powers, Breakout Subcommittee Chair
Paul Dakin
Eric Davidson
Mary Beth Miller
Jonathan Hilliard
Helen Foster
Donna Barnum
Carol Johnston

SCHOLARSHIPS AND MINISTERIAL EDUCATION FUNDS COMMITTEE

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 Academy Scholarships financing education at one of the BGAV-partnering academies;
- 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

The Scholarships and Ministerial Education Funds Committee of the Baptist General Association of Virginia awarded 118 college scholarships, ministerial education funds, nontraditional scholarships and internships grants totaling \$161,005 for the 2020-2021 academic year. (This count does not include scholarships for students attending BGAV related academies that will be announced in the fall, nor additional nontraditional applications in the fall award cycle.) These recipients represent 79 BGAV churches attending 47 institutions of higher education.

Since the inception of the Scholarships and Ministerial Education Funds 12 years ago in 2008, we have been able to help 1686 students representing an average of 83 BGAV Churches each year with awards totaling \$2,150,609.90. We are looking forward to continuing to support students financially, and with new ways to help them walk the path they have been called to follow.

- In addition, the Educational Endowment Fund has grown to \$1,160,399 (as of June 30, 2020). This endowment will continue to provide opportunities for future leaders in Virginia Baptist churches.

Additional responsibilities of the Committee include:

- Review of policies and current guidelines;
- Ongoing discussion of futures and priorities in the support of emerging leaders;
- Careful audit of our fiduciary responsibility with respect to the purposes and terms of particular endowed resources;
- Tactical planning with respect to award levels and number of awards when the number of applications is increasing, as well as costs for education;
- Analysis of patterns in complete and incomplete applications, schools attending, and awards per partner institutions;
- Planning and evaluation of the orientation for ministerial scholarship recipients;

- Assessment of mentoring relationships and post-graduation service requirements for ministerial award recipients;
- Review of application procedures and forms, and providing programming updates for online applications;
- Audit of scholarship recipient compliance with the terms of the award;
- Review of financial and statistical input from the Support Ministries Team; and,
- Dealing with exceptional circumstances in the lives of scholarship recipients.

We wish to offer our deepest appreciation:

- To those who have contributed to the endowed resources of the BGAV Scholarships and Ministerial Education Funds.
- For the essential, often indispensable, and unfailingly supportive contributions of the staff of the BGAV.
- To Virginia Baptists who intentionally provide for the training and education of present and future leaders of our BGAV churches.

BGAV 2020 BOOK OF REPORTS

ANNUAL REPORT
OF THE BGAV

REPORT OF THE BGAV EXECUTIVE DIRECTOR

The theologian, Paul Tillich, had a tough moment when he was a teenager preparing for his confirmation. All the candidates for confirmation were to select their favorite passage, memorize it, and recite it to the congregation. Tillich chose, “Come to me all ye who labor or are heavy laden and I will give you rest.” The instructors were not pleased. They said, “You are a 15-year-old boy, living under happy circumstances, what do you know about being heavy laden and in need of spiritual rest?” Tillich later wrote that he could not give them an answer and he was embarrassed but he knew he had chosen rightly.

How is it those adults did not know that a teenager often carries very heavy burdens. That is the thing about burdens; none of us fully knows what the other is trying to carry. What I bear and what you bear are different. What you have to carry will not be known fully by anyone but you.

So imagine this, when Jesus says these famous words, “Come to me all ye who labor and are heavy laden and I will give you rest,” he is looking directly at you. He is looking at your burdens. So what are they?

During this pandemic we have all had to stop and look at the burdens we are carrying while trying to be sensitive to the burdens of others, even if we are unclear what their burdens involve. We all entered the COVID crisis bearing burdens already. Maybe someone laid shame on us at some point in our lives and we are still carrying it. Maybe we learned early that if we were not pretty much perfect, we would not be approved of and we are still trying to earn that approval. Maybe we made some pretty big mistakes, and we are still toiling under the burden of regrets, embarrassment, and guilt.

Add to that the more recent burdens that have been piled on top of the ones we already had. Burdens of worry, uncertainty, of whether there are enough resources. Burdens of impossible obligations or frustrations over all that goes undone or unresolved.

There is still more stacked on top of all that. There is the current mess of the world that is crushing. An election process that is nothing but painful. Add all the half-truths told by all groups, the rage, the denials of people that some people are treated unfairly, all the losses, and our sense of helplessness. Stack all that up, all the burdens of your past, your present, your world—what an exhaustion it makes.

So, his eyes are on you and me when he says, “Come to me, you who are heavily burdened and weary, and I will give you rest. Take my yoke on you, learn of me, for I am humble and gentle of heart and you will find rest for your souls.”

Is that possible? What does it even mean? Honestly, I cannot say what it fully means, but there are burdens I wish I did not have to carry, and sometimes my soul gets really weary. I want to draw nearer to what Jesus is offering here, to learn from him, and to find rest for my soul. Will you come, too?

This report is an accounting of the effort by the staff of the BGAV to be a part of pastors’, leaders’, church members’, and unchurched people’s finding rest for their souls. That effort has taken many forms: a contact by Zoom, a webinar, a hunger grant, a new church start, or a revitalized idea of church. Maybe it took the form of helping some hear Jesus say, “Thank you for your application, but the position of God has already been filled. You can also quit your membership in that famous congregation of ‘The Church of Perpetual Responsibility.’”

I hope you will see in this report that the invitation by Jesus to “Come to me...” is given in the language of recruitment. It is an invitation to join Jesus by taking on his yoke that actually fits. What makes this yoke easy as we stand with

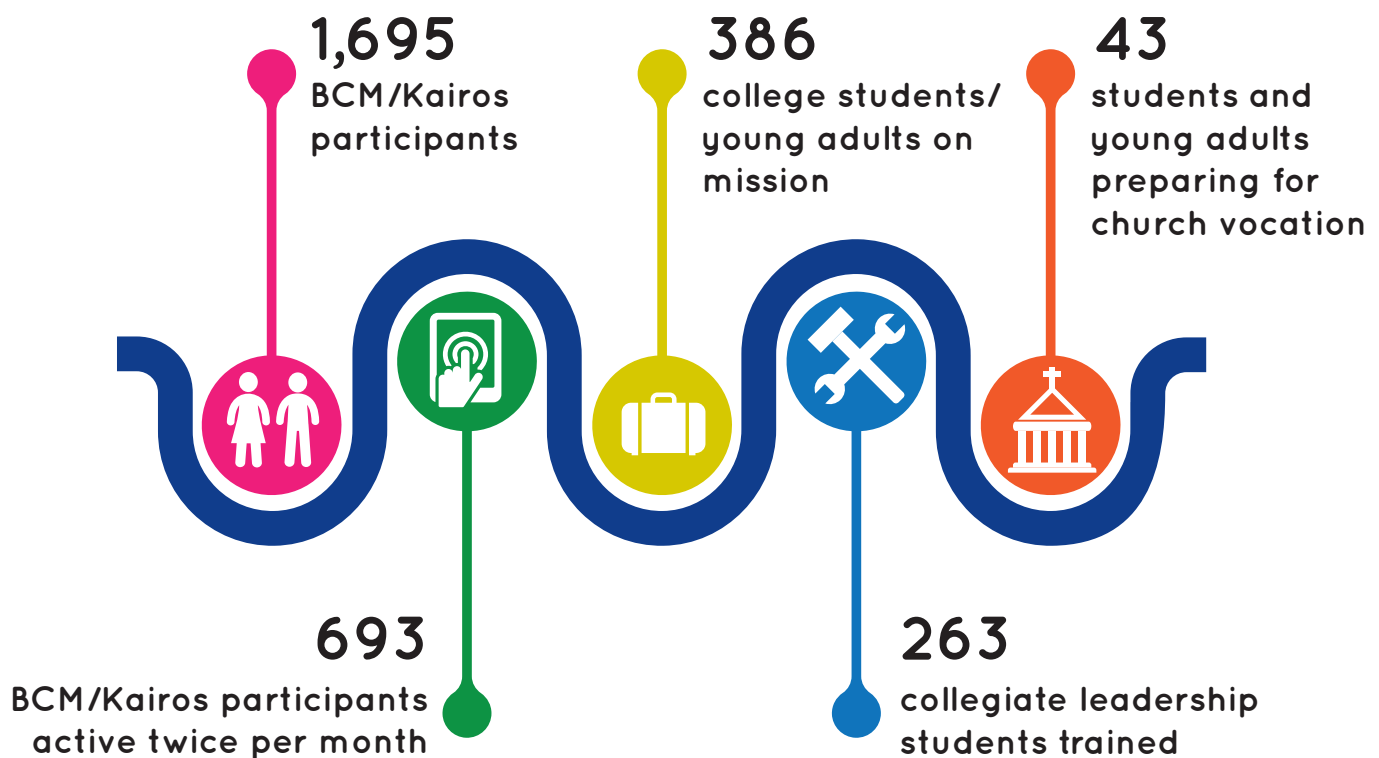
so many—who are desperately struggling, who are vulnerable to a virus because of their race, who are refugees, who are hungry—is the one with whom we get to carry it with, and that makes all the difference.

I hope you see in this report the need to ask ourselves: Whose hands hold the world—yours, or God’s? Who gives you life, strength, inner freedom, good community—you, or God? This report is a record of all the ways the BGAV staff has embraced the privilege of bearing love’s burden.

DEVELOPING

Kairos/BCM

- 1,695 Participants (2019–2020 School Year)
 - 693 Active (2 times a month or more)
- 8 from various collegiate and young adult ministries for statewide Kairos Leadership Initiative (KLI) Program (8th class)
- 386 College Student/Young Adults on Mission
- \$30,000 Raised for Missions
- 263 Collegiate Leadership Students Trained
- Approx. 350 at BCM Fall Gathering October 26–28, 2019
- 43 students and young adults preparing for church vocation
- Completed pilot year for Kairos Intern Initiative program (KII). KII is for the purpose of providing recent college graduates with practical ministry experience, intentional theological reflection, and vocational discernment within the context of collegiate ministry. Austin Williams and Abigail Kramer are our first interns serving on our campuses through KII. Austin is working with Janice Kiehm at Longwood and Abbie is at Radford, serving with Chris Leeper.



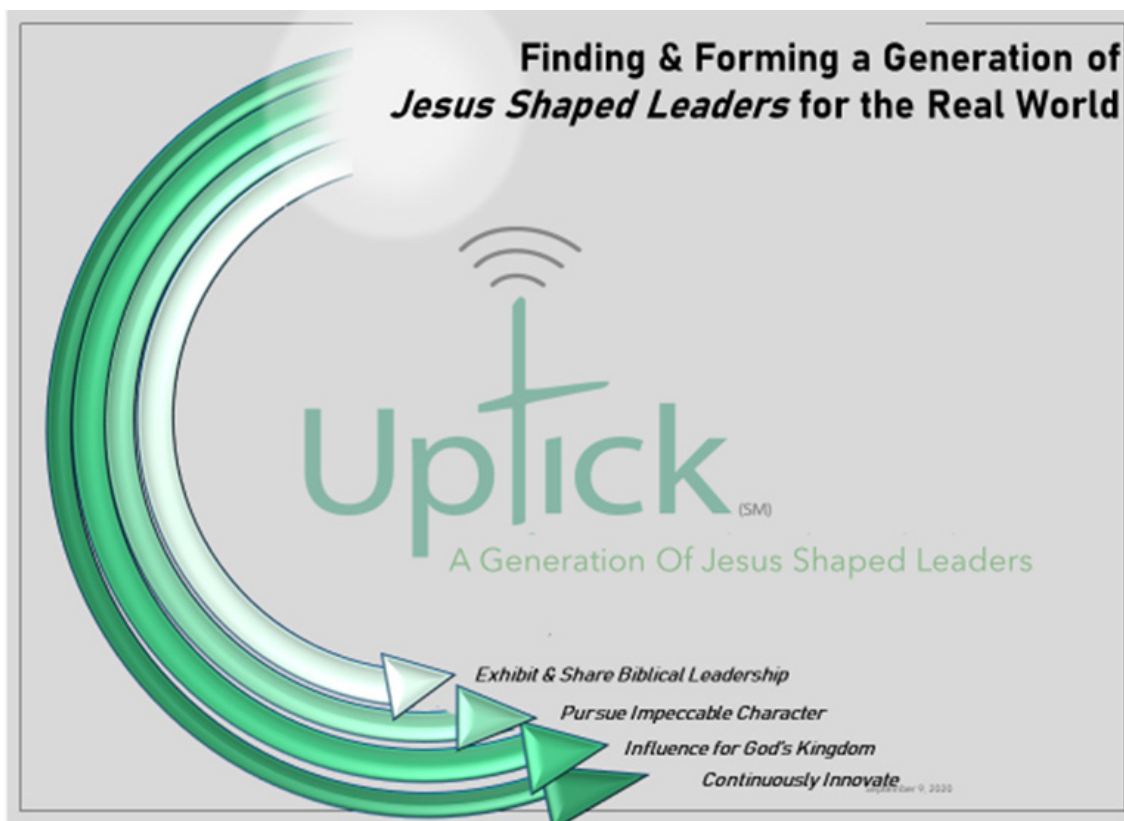
- Kairos ministries adapted to online/remote platforms for Bible study, worship, discipleship, pastoral care, etc. in response to school closures due to COVID-19 with positive continued student engagement.
- Created new resource area on Kairos website, KairosInitiative.org/blog, for original content related to collegiate and young adult ministry.
- Hosted first webinar for Kairos network.
- Collegiate mission teams served in New Bern NC (DR); Washington DC; Baltimore MD, New Orleans LA, Thibodaux LA, NYC NC, Danville VA, Costa Rica, Atlanta GA, Nickelsville VA, Delaware, Richmond VA,
- Ongoing \$100,000 grant from the Lilly Endowment through their Campus Ministry Theological Exploration of Vocation Initiative to expand and enhance KLI program over the next 3-5 years.
- Received an additional \$50,000 sustainability grant from the Lilly Endowment for continued support for the Kairos Leadership Initiative (KLI) program.
- Lilly Endowment Grant funds used for: Expenses for Kairos Leadership Initiative Fall Gathering @ EE, January KLI Retreat @ EE, and May Weeklong KLI Retreat in NC; Coaching Registration Fees for KLI Students; Books for KLI Participants; KLI Coordinator Expenses



January 2020 Kairos Leadership Initiative Retreat

Uptick

- Uptick Strategic Planning: Vision/Mission/Values



- Uptick work has been flourishing in the first quarter of 2019. The disruption of pandemic in the second quarter is causing us to rapidly shift our modes of forming young leaders.
- Over 300 candidates have completed Uptick networks at this point, with over 50 new Uptick participants currently in the Uptick pipeline.
- Launched the first three classes of Uptick Catalyst, the Lilly-funded Uptick networks focusing on developing intercultural intelligence in three densely population regions of Virginia.
- Uptick core – launched our 12th class of the foundational Uptick network, with 6 women and 6 men, including leaders from North Carolina, California, and Texas networks who intend to replicate the Uptick process in those regions.
- Uptick Voice – launched our 5th North America-wide Uptick network. Nine participants from various provinces of Nova Scotia, Toronto, North Carolina, Tennessee, Texas, Louisiana, Nebraska, and Virginia.
- Uptick Entrepreneur – launched our fourth Uptick network for emerging entrepreneurs in the Fredericksburg area. The Fredericksburg network of Uptick Entrepreneur alum/spouses/mentors convened for a vision night in January, with over 75 leaders now in the network.
- Third class of Uptick Baptist Women of Ontario/Quebec in April with 9 participants. This year has been very successful in the greater Toronto area, and they have raised over \$10,000 for this year's cohort.
- Uptick EBF – “Transform,” the European Baptist Federation’s iteration of Uptick, concluded. Participants from 11 nations, including Estonia, Norway, Germany, Denmark, and England are part of this network. Gatherings in Armenia, Lebanon, and Ukraine explored themes of transformational conflict, leadership and sexuality, and Christian life and leadership as a minority in culture.
- Uptick Romania – our 1st international Uptick network continues to function in Romanian Baptist life, exploring themes of faithful leadership as a minority presence in culture.
- Our 2020-21 goals, especially in light of pandemic, are to begin to “scale up” effectively with a rapid prototype of “Uptick Online.” We would prayerfully evolve from the current 8 Uptick cohorts toward 25 cohorts nationally and internationally. We will continue to search for with whom we can share the Uptick model widely beyond BGAV life.
- Uptick completed a very successful fundraising year, including implementing a Lilly Grant for one million dollars to fund Uptick Catalyst networks for pastors in Virginia in 2020-2023.
- Finally, we celebrated recent publication of the “Uptick” book from John Chandler. The purpose of the book is to serve as a field manual to help make the Uptick model more widely available to others in and beyond the BGAV. We are actively using the book as a tool to codify what we have learned in Uptick so that we can share it for the sake of transformation.



“I am so grateful to be a part of this movement with Uptick Catalyst. It is such an important conversation to have with the church and our communities, for we are one and the same. This opportunity for growth both spiritually and missionally will give room for greater impact, especially given the way in which Uptick will function with three regions at a time. The journey will be hard and more than likely press into areas of my own life that have been left unexamined, but I am entrusting all things to Christ.”

– Artemia Tamayo, Uptick alumni and convener of the DMV region, and Pastor at Greenbrier Baptist Church, Arlington, VA



Congregational Field Staff

- Total Church Contacts: over 26,800
 - 1,555 FormStack (significant) contacts from September 2019–July 2020
 - 25,300 other church contacts from September 2019–August 2020
- 40 Pastor Search Committees trained or assisted, September 2019–March 2020
- Music:
 - 106 participants: Combined Richmond Handbell Festival, January 31–February 1, 2020
 - Senior Adult Festival (Richmond): May 13–14, 2020 (event cancelled due to COVID-19)
- Youth retreats
 - 176 attended Ignite, October 2019
 - 191 registered for Journey, March 2020 (event cancelled due to COVID-19)
 - Ignite/Journey 2020: retreat resources will be sent to all BGAV churches/youth ministers
- Church Weekday Education Conference
 - 122 at the 2019 NoVA conference (September 21, 2019)
 - 2020 conferences cancelled due to COVID-19
- Ministry Equipping Network
 - New partnership with Truett Seminary's Online Certificate Program launched August 2020
 - Children, Youth, and Family Certificate programs
 - ◇ 28 students participated in 6 Children's, Youth, and Family Ministry Certification courses in October 2019
 - ◇ 52 participated in 9 March/August 2020 courses
 - ◇ 10 registered so far for 5 October 2020 courses
 - ◇ 4 certificates awarded in 2020
 - Church Finance Course of Study
 - ◇ 4 students are enrolled in the 2020 Church Finance Course of Study
 - ◇ 2 students should complete the Course of Study in October 2020
 - ◇ 1 non-certificate participant
- Church Finance Seminars: 190
 - 13 attended Planning Financial Support for Church Staff seminars, September 2019
 - ◇ 18 ordered a video of the September seminar
 - 39 attended the Church and Clergy Tax Seminar, February 2020
 - ◇ 35 ordered a video of the February seminar
 - 33 participated in Church Financial Administration webinar, May 2020
 - ◇ 52 ordered a video of the May webinar
 - Webinars are planned for September 15, 2020, and October 17, 2020
- Regional events:



An Ignite 2020 Resource Packet was sent to all BGAV churches in September 2020.

- Capital/Southside Hub:
 - ◇ Capital:
 - » Bi-monthly Zoom meeting with 9 retired pastors
 - » 10 Zoom meetings with 75 pastors
 - ◇ Southside:
 - » 54 Zoom meetings with over 300 participants
 - » Revitalize 2: April 25, cancelled due to COVID-19
- Central/Valley Hub:
 - ◇ 8 Zoom meetings with 30 pastors
 - ◇ Revitalize (Central/Valley): March 21, cancelled due to COVID-19
- Northern/Tidewater Hub:
 - ◇ 4 Zoom meetings with about 16 participants in each
 - ◇ Revolutionary Civility webinar: 82 registered, 137 additional views
- Southwest Hub:
 - ◇ 59 total attendees - Small Church Conferences, October 2019
 - ◇ 46 attendees - Roanoke
 - ◇ 13 attendees - Fort Trial
 - ◇ 4 pastors - Bi-monthly Zoom meetings March-May
- Ministers in Residence (Sept. 2019-March 2020):
 - Children: assisted 21 churches and 27 individuals
 - Church Finance: 188 phone/email consultations, 8 face to face
 - Congregational Care: assisted 14 churches
 - Deacon Training: assisted 150 individuals from around 50 churches
 - Evangelism: assisted 44 churches and 90 people
 - Traditional Music/Worship: assisted 42 churches
 - Youth: 8 churches, 14 individuals, plus 32 at the BGAV breakout

Coaching

- 61 people trained and prepared in 5 virtual and in-person classes
- 46 pastors, staff, church leaders, and BGAV staff coached through Empower Network
- 460 hours spent in coaching individuals and teams
- 90 hours of mentor coaching for people working on coaching certification
- 15 people earned the Empower Coaching Leadership Certificate. Three of those are new in 2020.
- Entered coaching partnership agreements with Uptick, Uptick Catalyst, Kairos, and the BGAV Mission Development team to provide coaching for participants
- Held monthly coaching conversations for coaches in the network
- Provided 20 hours of Resilience Coaching for pastors and staff during COVID-19
- Offering opportunity for coaches to earn hours for International Coach Federation through coaching cohorts

- Served as facilitator and host for World Business and Executive Coach Summit, international non-profit that supports excellence in coaching
- In 2021, plans are to create 2 new coaching classes for pastors and congregations to learn about elements of coaching and how they apply to the local church
- Provided resources for churches in interim transitions and maintained connection to interim ministers and those interested in interim ministry
- Began providing regular blogs through our BGAV webpage (BGAV.org/Empower) about coaching and benefits to the pastor and local church
- Provided new Advanced Coaching Community of Practice for coaches to promote healthy growth and learning.
- Served as liaison for new partnership with Northern Seminary and SeminaryNow resources.

Assistant Executive

- New campus launches
 - Mt View, Culpeper launched a new physical campus in Orange County
 - 4 additional online campuses were launched as well: Gospel Community in Lynchburg, Coastal Community in Virginia Beach, Journey Church in Chesapeake, and The Life Church in Richmond
 - 10 other churches are in conversation regarding potential launches in the church year 2020 - 2021
- Recruiting churches new to the BGAV
 - 4 new churches joined the BGAV: The Life Church in Richmond, VA; First Baptist Church, Silver Springs, MD; St John Baptist, Columbia, MD; and Journey Church, Chesapeake, VA
 - 6 additional churches are pending
- Community Demographics
 - 15 churches have requested and been provided demographic data. Raw data, with no interpretation provided, is available for free. Customized reporting, analysis, and with a leadership presentation carries a cost.
- Consultations
 - Provides consultations on a range of topics or issues: potential relocation sites, potential mergers, closures/disbanding options, staff structures, and staff compensation plans. Ten churches utilized this outside look at their situation and welcomed insights and recommended options.
- Church Visits
 - 11 onsite visits were made to out of state churches
 - 32 onsite visits to in state churches
- Coaching
 - Coaching topics includes church governance, pastoral relations, pastoral retirement planning, disbanding/closing, facility utilization, relocation issues, etc.

Eagle Eyrie

- Hosted 267 participants for the Special Needs Retreat in October 2019.
- Hosted 333 college students for the Kairos Fall Gathering in October 2019.
- Hosted 566 ladies for the Women’s Get Away in November 2019.
- Hosted 144 teens for the Cool Spring Baptist Church Youth Retreat in November 2019.
- Hosted 663 participants for the Virginia UMC Youth Retreat in November 2019.
- Hosted the BGAV Executive Board, the Virginia Baptist Male Chorale, and the Virginia Baptist Women’s Chorale in January 2020.
- Hosted 4 Virginia Synod Lutheran events in November 2019 – March 2020 with a total attendance of 701 youth and adults.
- Hosted 35 personal retreats in the Pastors’ Cabin (Catalpa Lodge) and other facilities for ministers and their families.
- Added a number of recreational features on campus, including a Gaga ball pit, soccer goals, nine square in the air, corn hole, spike ball, four square volleyball, and a hammock village.
- Replaced heat pump units for Maple and Walnut lodges.
- Installed new air conditioning and heating system in the Uzzle Chapel.
- Replaced roofs on Boxwood, Clarendon, and New River lodges.



Youth play Gaga ball at Eagle Eyrie in late Fall 2019.

Camp Piankatank

- 42 campers attended our 3rd annual Winter Blast Camp in February. This was 10 more than last year
- All our Spring and summer retreats were cancelled for 2020, but there are a couple of groups that are planning to come this Fall.
- Hosted several church youth day camps
- Because of the global pandemic, we changed our program to be completely Day Camp. We had a total of 110 campers over 4 weeks of camp.
- After the summer, to help our community, we were able to receive the Religious Exemption for Child Care Centers allowing us to offer a safe place for parents to send their children for virtual learning. We are now hosting between 8–12 children each day to do their virtual learning, and then to have a fun afternoon at camp. We are hoping that this will help to lay the groundwork for an after-school program, and an environmental education program once schools start back full-time.



Camp Piankatank’s day campers walk to the river in Summer 2020.



A Piankatank Learning virtual learning student does schoolwork outside in Fall 2020.

PLANTING

V3 Church Planting Movement

Reflecting on this past year brings all sorts of emotions. It has been an incredibly challenging year, but a year that we chose to live by faith and hope. Our hope for new creation has been based on the love of the Father, the faithfulness of the Son and the power of the Holy Spirit. Faith has allowed our team to rise to these new challenges. We are encouraged by our church planters, who are willing to take the risk of starting new churches even in the midst of a pandemic. The love that God has put in their hearts, has compelled them to live out their calling, knowing that in this liminal time, people need some Good News.

Though we have been on lockdown, the Word of God cannot be contained, it continues to break through in fresh ways. God has given us the grace, like Paul, to continue to proclaim the kingdom of God and train new church planters - with all boldness and without hindrance!

Sincerely,



JR Woodward
National Director, The V3 Movement

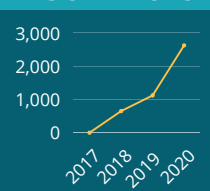
- Vibrant Team
 - Dan White Jr. published a short e-book on Dialogical Preaching
 - JR Woodward was awarded a PhD from the University of Manchester (UK) on July 9, 2020, on the theme of Missional Leadership, Mimetic Desire, and a Theology of the Powers
- Fruitful Recruiting
 - Our webinars attracted 2,623 participants this year, compared to 1,119 last year
 - 112 planters and missional leaders will participate in our 8-month learning cohorts this year
 - Even in the year of COVID, we surpassed our all-time high last year, in which we had 101 leaders involved, and far exceeded the 15 we had in the first year we offered learning cohorts

SOCIAL MEDIA

WEBINAR STATISTICS

- December 2019, Co-Pastoring in Community, Participants: Karrie Thomas, Aaron Thomas, Lori Ruffin, **78** Registrations
- February 2020, Processing Pain as a Planter & Pastor, Participants: Kevin Sweeney, Dan White, Lori Ruffin, **106** Registrations
- March 2020, Living Missionally Amidst COVID-19, Participants: Christine Sine, Eun Strawser, Jevon Washington, Kalvin Kim, Cory Doiron, JR Woodward, **720** Registrations
- April 2020, The Great Pruning: Remissioning the Church in Druptive Times, Participants: Josh Hayden, Kyuboem Lee, Christy Foldenauer, Lori Ruffin, **407** Registrations
- April 2020, The 5-Fold Church Start Up: A Resilient Planting Approach, Participants: JR Woodward, Alan Hirsch, Lori Ruffin, **400** Registrations
- May 2020, Marketplace Mission in a Tanked Economy, Participants: Hugh Halter, Taylor McCall, JR Woodward, Lori Ruffin, **163** Registrations
- May 2020, Decolonizing the Church, Participants: Brandon Wrencher, Lori Ruffin, Dan White Jr, **232** Registrations
- June 2020, The Church Without Walls Part I, Participants: JR Woodward, Eun Strawser, Muss, **233** Registrations
- June 2020, The Church Without Walls Part II, Participants: Dan White Jr, Taeler Morgan, Kyu Lee, **88** Registrations
- July 2020, Everywhere You Look: Discovering the Church After Covid, Participants: Christiana Rice, Tim Sorens, Lori Ruffin, Dan White JR, **196** Registrations
- **2,623 TOTAL REGISTRATIONS FOR YEAR**

WEBINAR REGISTRATIONS



(NEW) V3 Community on Facebook

Started March 25th, 2020
187 Members by March 31st
421 Members by September 1st

KEY GATHERINGS

PRAXIS GATHERING
Postponed this year due to COVID-19

MALIBU

We had 35 leaders at our online gathering

STORY FORMED COMMUNITY

3 Online Events,
66 Total Participants

SPEAKING ENGAGEMENTS

- Speaking Engagements Sept - March (After Covid live speaking)
- 1,615 pastors and leaders were at speaking events before Covid-19
- 15 speaking gigs

V3 Learning Cohorts

V3 PARTICIPANTS

30 Engaging Cohort

17 Africa Cohort

5 Euro Cohort

5 Asia Cohort

17 Market Place Cohort

14 Establishing Cohort

88 Total Planters

24 Remissioning Leaders

112 Grand Total

*New Church-Based Cohort Subscription

Coach: Scott Austin
Church: The Park

18

V3 COACHES

28 Active Church Planting Coaches,

*4 of which are Apprentices

Matt Alexander (Miami)

Evette Alexander (Miami)

*Thomas Ammah (Ghana)

Ben Atkins (London)

*Scott Austin (San Antonio)

John Tial Chum (Myanmar)

Cory Doiron (Portland)

Dale Durie (Minneapolis)

Christy Foldenauer (Richmond)

Shala Graham (Maryland)

Josh Hayden (Ashland, VA)

Hugh Halter (Alton, IL)

Kyuboem Lee (Philadelphia)

*Taylor McCall (Alton, IL)

Andy McNeely (Maryland)

Taeler Morgan (Tacoma)

Emmanuel Mustapha, Muss (Ghana)

Mike Pumphrey (Hampton Roads)

Joe Racek (Blacksburg)

Sterling Severns (Richmond)

Eun Strawser (Hawaii)

Aaron Thomas (Maryland)

Karrie Thomas (Maryland)

*Guy Wasko (New York)

Matthew Watson (Washington, DC)

Dan White Jr (Syracuse)

JR Woodward (Seattle)

Brandon Wrencher (Greensboro, NC)

*New Immersions

STRUCTURED FOR MOVEMENT

Coaches: JR Woodward, Eun Strawser

Participants: 32, 747 Page Views

Length: 6 weeks, Started June 2020

REMISSIONING YOUR ESTABLISHED CHURCH

Coaches: Josh Hayden, Christy Foldenauer

Participants: 15

Length: 4 weeks, Started July 2020

STARTING A BUSINESS FOR MISSION

Coach: Hugh Halter

Participants: 20

Length: 4 weeks, Started July 2020

DIALOGICAL PREACHING

Coach: Dan White Jr

Participants: 16

Length: 4 weeks, Started August 2020

The V3 Immersions, launched in 2020, are 4-6 week training/coaching experiences.

- We were excited to start new learning cohorts in Africa, Asia and Europe, led by local coaches who have gone through V3's training
- Equipping Practitioners Holistically
 - We have finished our first qualitative and quantitative research on planters who have gone through our cohorts over the last seven years. We will take the next few months to analyze the data, then use this data to continue to improve our equipping
- Community of Belonging
 - Started an online V3 Facebook community in March of this year, which has grown to over 400 people
 - Lori Ruffin was a catalyst for us to experiment with Story Formed Community, an online experience for our planters to share their pains, pressures, and possibilities, especially related to processing the pandemic and racial injustice in real time
 - We have added 5 new watch care churches this year, with 9 more churches in process.

SOCIAL MEDIA

KEY MEDIA

- Facebook – 2,099 Followers
- Twitter – 13.8K Followers
- Instagram – 230 Followers
- Linked In – 101 Followers
- Mailchimp – 3,625 Subscribers

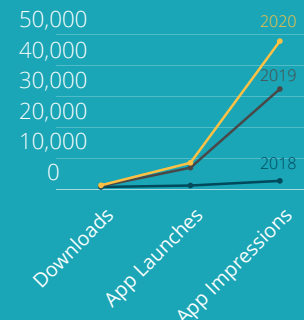


New V3 Movement App

- 1,204 Downloads
- 8,456 App Launches
- 47,734 App Impressions

New Podcast – The Church Planters Life with Matt Alexander

- 5th episode: Taeler Morgan, a V3 Planter in Tacoma, Washington
- 6th episode: Jevon Washington, a V3 Planter in Seattle, Washington
- 7th episode: Ben Atkins, a V3 Planter in London, England
- 8th episode: John Carter, a V3 Planter in Ithaca, NY
- 9th episode: Eun Strawser, a V3 Planter in Honolulu, HI



Praxis CO-OPS

PARTNERSHIPS



BONDING PARTNERS (TIGHTER PARTNERS)

- Missio Alliance
- Parish Collective
- New Churches
- InterVarsity Press
- Reliant Mission
- Asbury Theological Seminary
- Pittsburg Theological Seminary
- Fuller Theological Seminary
- Missio Theological Seminary
- Capital Seminary
- The Table Network
- Northern Seminary
- Forge America

BRIDGING PARTNERS

- 100 Movements
- Azusa Pacific University
- Center Quest
- Church of God (Northwest Region)
- Missional Challenge
- Mission OC
- The Missional Network
- The Seattle School of Theology & Psychology

BOTH CO-OPS

- Shared Social Space Event, 53 participants

POTENTIAL UPCOMING PRAXIS CO-OPS

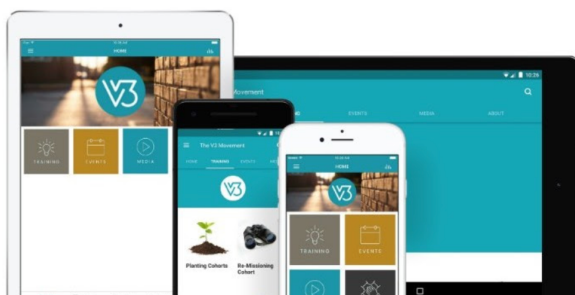
- Washington DC (early stages)
- Roanoke, VA (being explored)
- Philadelphia, PA (being explored)
- Greensboro, NC (being explored)

• Financially Sustainable

- We received two special gifts from Virginia churches, totaling \$200,000
- Developed a beta testing for church-based cohort subscriptions
- Started new 4-6-week training opportunities, what we call “Praxis Immersions”. Over 200 leaders have been trained in these immersions.

The V3 Movement

Available in App Stores



NEW CHURCHES

NEW WATCH CARE CHURCHES

- Pathfinders Fellowship Church/ Rick Saunders / Woodbridge, VA / October
- Good Neighbor Movement / Brandon Wrencher / Greensboro, NC / November
- Mosaic Church West Queens / Dan Sadlier / New York City, NY / May
- Sanctuary Church NYC / Guy Wasko / New York City, NY / August
- The Table / Josh Wilson / Boston, MA

CHURCHES IN THE PIPELINE

(Expressed Interest in joining GA - Not presently part of the BGAV, but starting the process)

- Journey / Joe Racek / Blacksburg, VA
- The Mill Church / Alex Kranjec / Havertown, PA
- Church on High St / Nick & Krista Feyma / San Luis Obispo, CA
- Dorea Church / Kee Hyon Higgins / Monterey, CA
- City Vineyard / Luke & Lena Glover / Portland, OR
- Paul Stolwyk / Greensboro, NC
- The Church at Network / Darren Harroff / Houston, TX
- Neighborhood Church DC / Daniel Clark / Washington, DC
- A church in San Francisco, CA **due to sensitive information, this church's name cannot be published*

*New Immersions

DECOLONIZING THE CHURCH

Coach: Brandon Wrencher, Apprentice: Erica Wrencher
Participants: 45
Length: 5 weeks, Started August 2020

DEVELOPING A DISCIPLESHIP PATHWAY

Coaches: Eun Strawser, Taeler Morgan
Participants: 23
Length: 4 weeks, Started August 2020

DECENTRALIZED SHIFT

Coach: Dan White Jr, Apprentice: Tonya White
Participants: 62
Length: 5 weeks, Started August 2020

Rapid growth.
We are meeting
new audiences,
creating new
collaborations,
and enjoying a new
income stream.

TOTAL NUMBERS

Total Participants: 213

VIRGINIA HAPPENINGS

MIKE PUMPHREY

- Walked with Port Norfolk Baptist Church in their closing and gifting V3 \$50,000
- Hosted Missional Community Training w/ Kevin Tremper and Crossroads Church in Norfolk, 6 week training w/ 30 leaders (In Person then Virtual)
- Continue to lead Hampton Roads Co-Op with 9 Community Leaders and 1 Coach. Networking area of Hampton Roads through Social Space, roughly 30 people (event had Soong Chan-Rah and two local leaders, Kevin Tremper & Leslie McClendon (50 total leaders participated around the country (Virtual)
- Lead short training on Decentralization of Leadership with Pastors in Tony Brooks Region. 12 participated. (Virtual)
- Lead Five-Fold Workshop with Mission Church Leaders in Norfolk. 10 participated
- Continue to walk with Buckroe Baptist in finding next steps
- Offering Transitional Coaching to Awaken Church as a V3 Church
- Early Stages of Developing a State Team to help Planters
- Spoke at Crossroads Church in Norfolk (small venue, mostly online)
- Connecting First Baptist of Alexandria to V3 with another Planter
- Recruited 9 VA Planters in Training, 7 of them in year 1 and new to V3
- First Baptist Church of Newport News, introducing to V3



Fresh Expressions US

- Vision Days

- 40 - Atlanta, GA
- 75 - Harrisburg, PA
- 20 - Homestead, FL
- 40 - Jackson, MS
- 75 - Springfield, IL
- 250 - Knoxville, TN
- 40 - Eastern Shore, MD
- 100 - Des Moines, IL
- 25 - Orlando, FL
- 40 - Evansville, IN
- 40 - Oklahoma City, OK
- 25 - Tulsa, OK
- 40 - Toledo, OH
- 75 - Muncie, IN
- 90 - Madison, WI (Virtual)
- 30 - Bloomington, IN (Virtual)
- 75 - Reformed Church in America/
Christian Reformed Church (Virtual)
- 30 - Michigan UMC (Virtual)
- 40 - Indiana UMC (Virtual)
- Several Others Canceled/Postponed
Due to COVID-19

- Pioneer Communities

- 25 - Virginia
- 15 - Indiana
- 15 - Atlanta (Accelerator Version)
- 15 - Columbus
- 25 - Jackson Hole, WY
- Several Others Canceled/Postponed Due to COVID-19

- Roundtables

- 25 - Newport News
- 15 - Eastern Shore

- Dinner Church Encounters

- 60 - Austin, TX

- Dinner Church Launch Cohort

- 75 - Statesville, NC
- 50 - Williamsburg, VA
- 50 - Lexington, KY

- Resilient Church Academy

- 1,250 registrations - May/June Session
- 1,300 registrations - August/September

- Other

- 20 - Dinner Church Immersions
- 30 - Dinner Church School of Leadership
- 20 - Online Coaching Communities
- 40 - 7 Practices
- 75 - Expresiones Divinas – Chicago
- 25 - Expresiones Divinas – Charlotte
- 20 - Expresiones Divinas – Michigan (Virtual)
- 15 - Expresiones Divinas – Florida (Virtual)



Resilient Church
Academy
by Fresh Expressions US

- Ministry Initiatives

- 1,200 – subscribers - FX Connect APP – Launched May 2020
- Re-Missioning Assessment
- Ananias Project
- Contextual Intelligence w/ Leonard Sweet
- Adaptive Leadership w/ Tod Bolsinger
- FX North America Umbrella
- FX Global Connection

- Partners

- Florida UMC
- Kentucky UMC
- Asbury Seminary
- Indiana UMC
- ABC Vermont/New Hampshire
- Western NC UMC
- North Georgia UMC
- Mission Northwest (ABC)
- Central Florida Episcopal Diocese
- Mississippi UMC
- Michigan UMC
- Wyoming Episcopal Diocese
- Great Plains UMC
- Oklahoma UMC
- Reformed Church in America
- Christian Reformed Church

- New Publishing

- How to Pioneer (Available April 2020)
- Sacred Overlap (Launched Sept 2020)
- Contextual Intelligence (Launched October 2020)
- Fresh Expressions – Spanish (Forthcoming)
- Dinner Church – Spanish (Forthcoming)
- Inaccessible Church (Forthcoming)
- The 21st Century Christian (Forthcoming 2021)
- Journey Together (Forthcoming 2021)

- COVID-19 Response

- Webinar Series:
 - ◇ How Your Church Can Be Faithful During Coronavirus
 - ◇ Historical Response of Church to Pandemics
 - ◇ How to Become a Distributed Church Overnight
 - ◇ Leading Two Churches at Once: Adaptive Change
 - ◇ Light in the Darkness: Healing Souls During the Pandemic and Beyond
 - ◇ Dealing with Financial Crisis
 - ◇ Innovating in Times of Crisis
 - ◇ Navigating Change in Uncertainty
- Think Tank Sessions



Luke Edwards leads a webinar on drive-through dinner church via Zoom in June 2020.

Missio Alliance

- Alliance Partnerships:

- Alliance Theological Seminary
- Fuller Formation
- Herald Press
- Northern Seminary
- Plough Publishing
- Fresh Expressions
- V3
- Friends University
- Wesley Seminary
- World Impact
- Malone University (in-kind)
- Intersity Press (in-kind)
- Seminary Now (in-kind)
- Ecclesia (legacy)

- Local Church Partnerships:

- First Church of the Nazarene (Pasadena, CA)
- Renew Communities (Cleveland, OH)
- Ann Arbor Vineyard (Ann Arbor, MI)
- Citizens Akron (Akron, OH)

- Friends Network:

- 53 paying members
- 126 total members

- Online Resourcing:

- KingdomEvangelicals.org:
 - ◇ 1,642 unique visits
 - ◇ 612 Subscribers for the Mailchimp list
 - ◇ 447 e-book downloads (unique); 554 Total downloads
- 8 Leading Voices, 16 writing team members, 32 guest authors | Writing Team
- 262K users, 737K page views | Web Traffic
- 112 articles published; Top 5 include:
 - ◇ 13.5k views - “A Pastoral Response to the Hug Seen Around the World”
 - ◇ 7.7k page views - “When ‘Go Home’ Is Innocent No More”
 - ◇ 7k page views - “Six Responses to CT’s Editorial on Trump’s Removal”
 - ◇ 4.4k page views - “Pastor, Can’t We Just Preach the Gospel?”
 - ◇ 4.3k page views - “Dear Church: Your Mission Isn’t to Attract Millennials”
- 16 webinars produced, engaging nearly 6k leaders
 - ◇ 427 - Rethinking Incarceration: Advocating for Justice that Reforms
 - ◇ 256 - Church Among the Urban Poor
 - ◇ 208 - When Churches Show Up and Stay Put
 - ◇ 179 - How to Launch Your Own Podcast
 - ◇ 174 - Future Conversations: 10 Era-Defining Church Issues & How to Talk About Them
 - ◇ 1,509 - How Your Church Can be Faithful During Coronavirus
 - ◇ 211 - Reframation: Four Important Questions (and answers) for Your Ministry Context
 - ◇ 237 - Thou Shalt Not Be a Jerk
 - ◇ 1,091 - Strengthening the Soul of Your Leadership
 - ◇ Caring for Neighbors from a Distance
 - ◇ 324 - Leading Well After the COVID-19 Crisis
 - ◇ 329 - Healing from Trauma for Women in Leadership
 - ◇ 314 - Dialogical Preaching
 - ◇ 385 - The Hole in Our Discipleship



Through a partnership with Missio Alliance, Seminary Now offered a video course led by Dr. Brenda Salter McNeil on justice and reconciliation in September 2020.

- ◇ 91 - Resiliency Now: Leading Teams in Disruptive Times
- ◇ 234 - Costly Solidarity
- 6 Podcasts
 - ◇ 103 episodes released
- 14 books in the Missio line with IVP
- Communications:
 - 13.6K subscribers | Newsletter
 - 14K followers | Twitter
 - 6.2K followers | Facebook
 - 1.1K followers | Instagram
- ChurchTogether: Shared Leadership in Sacred Spaces (Online Event)
 - 360 registrations (44% first time attendees to a Missio event)

African American/African Church Development

- Preaching Camps:
 - 9 attendees: Preaching Camp Committee Planning Retreat: March 11–12, 2020, CrossRoads Camp and Conference Center
 - Preaching Camp Planning Committee Follow-up meeting: March 31, 2020, via Zoom
 - All Scheduled Preaching Camps scheduled May–October 2020 were cancelled due to COVID-19
 - 5–10 attendees: Weekly Zoom Noon Day Prayer Gathering on Monday
 - 90 attendees: WordSearch Essential I Bible Software Training via Zoom - August 21, 2020
- WordSearch Essential II Bible Software Training via Zoom - September 18, 2020
- Weekly Meetings for new enterprise: C.A.M.P.
- African American Fellowship:
 - 10–15 average attendance at monthly meeting
 - Communicated with pastors seeking resources for ministry during this pandemic season
 - 2 Mission trips to Kenya cancelled due to COVID-19

Asian Church Development

- Share the resource for how to do:
 - Digital worship Services for members
 - Stewardship and Financial Resources
 - Responding to Community Needs
 - Pastoral Opportunities
- 35 participants - Virtual meeting (Zooming) April, May, June, September 2020
- 3 churches received the COVID-19 Grants from BGAV
- 26 churches and 120 leaders of Asian Churches were contacted for encouragement and sharing the information of COVID-19 Crisis
- Tips for managing small congregation budget during the COVID-19 Crisis
 - Increase communication with our church member
 - Consider expenses you can reduce or eliminate
 - Prioritize expense and establish new procedures
 - Identify expense that may be deferred
 - Assess your income sources

- New Church Starts and Development
 - Catalytic efforts- Coaching for new church planters
 - Training and equipping to potential planters
 - Develop contextualize assessment tool
- BGAV Prospect Church Planting (Progress)
 - VCU Campus Korean Student Fellowship, Richmond, expected launching, October 2020
 - NV Fellowship Network (FX church), Woodbridge, expected launching, September 2020
 - Virginia Fellowship Church, Sterling, progress to join BGAV (expecting 2021)
- Contextualization Leadership Development
 - Advance (CLD) program of Gateway Seminary for unreached people groups
 - 8 students: CLD program (Richmond, VA) “Lisu Grace Church Ministry program “
 - ◇ Fall 2019: “Biblical Interpretation” class 5 students, Instructor: Dr Sang Shin
 - ◇ 4 students: January 2020 Graduation, Christian Ministry Certification
 - ◇ 20 students: Planning new ‘Advance site to Korean-American church next leaders near Northern Virginia for 2021 Spring
- Network Ministry
 - For cooperative ministry partners among various Asian language groups in Virginia
 - BGAV is seeking to become a champion for the propagation of Gospel of Jesus Christ and for the advancement of the Redeemer’s Kingdom by all multi-cultural ministries among various people groups in Virginia and beyond.
 - Pastor’s School
 - ◇ Continuous equipping and training for Korean pastors over 50 years old
 - ◇ Meet every month with 10 pastors at Stafford, Virginia
 - ◇ Jan, Feb, Mar, April, May, June 2020 (by virtual meeting)
 - ◇ Covering for 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
 - ◇ Total 27 pastors participating
 - Friends of International Restaurant Employees (FIRE)
 - ◇ Partnership with BGAV/NAMB/ local BGAV churches for church planting movement through unlikelyst of ministries...reaching unreached Chinese restaurant workers across Virginia, Maryland, and North Carolina area.
 - ◇ Total 15 worship community at Atlantic Region Area
 - Forming Chinese American Fellowship of BGAV, Richmond, Virginia
 - ◇ It was first step to developing a fellowship for cooperative mission and ministry between BGAV and Chinese churches for advancing mission in Virginia. 20 people were invited, and 5 people participated at BGAV resource building on September 23, 2019
- New Church Multiplication Movement
 - Initiative of BGAV Church Multiplication in South Korea and East Asia Area

- Starting for ground works 'first major research' for missional church movement
- Site visitation to Busan, Daejeon, Seoul and Gyeonggi providence in October 2019
- Met prospect missional leaders and started a network for pursuing strategic planning
- Contacted prospect BGAV church, Immanuel church (Osan), Young Kwang (Ihsan)
- College international church (Busan)
- Initiative for expanding the movement of BGAV to unreached language group
 - Starting to explore expanding Fresh Expression and V3 movement
 - Beginning translation materials in Korean language and preparing next ministry
 - Expecting 'Vision Day' for new missional movement to Asian Church Group
 - ◊ May 2021 (Manassas, VA) and October 2021 (Busan, South Korea)
 - Start' "Cohort Learn Program" for 15 months, September 2021

Latino/Latino American Church Development

- 8 Leaders attended a Semillas' training at Grace Hispanic Baptist Congregation in Woodbridge, October 2019
- Iglesia Cristiana Horeb in Stafford became a participating church of the BGAV
- 5 new members were added through baptism to the Exmore Semilla on September 8, 2019
- Church Planting Training Event held on July 14, 2019
- 2 new members were added through baptism to the Marshall Semilla, August 2020
- Meeting with Leadership of the Hermon Baptist Association and the Ladysmith Hispanic congregation to provide support and guidance during their search for a new pastor, August and September 2019
- The Ladysmith Hispanic Congregation made improvements to their facilities
- Meeting with leadership of Mount Vernon Baptist Church to provide support for their Hispanic ministry and to provide information about the Semillas' initiative
- We will have a virtual gathering of the Latino Network later this year
- Certificate in Ministerial Formation went virtual on September 12, 2020
 - 1 Student from Mexico City
 - 4 Students from Guanajuato, Mexico
 - 1 Student from Mexicali, Mexico
 - 1 Student from Arizona
 - 16 Students from four different congregations in Virginia
- Diploma classes for Sembradores with emphasis on church planting
 - 18 students from 5 different congregations
 - Started classes on September 5, 2020

Meeting Basic Human Needs...

- \$114,800 in Virginia Hunger funds were distributed to 46 distinct BGAV ministry partners (29 congregations, 5 district Associations, and 12 Virginia based hunger organizations) since September of 2019. An additional \$48,500 was distributed internationally through established partners.
- \$100,000 set aside in March 2020 to assist congregations in responding to their communities due to COVID-19. 124 BGAV churches were awarded individual grants of \$500 - \$1,000 that totaled \$121,750 in grants to help assist in responding to the COVID-19 pandemic in their communities.
- 30 people representing 8 BGAV congregations participated in the distribution of the remaining mosquito nets in Yendi, Ghana. Our 100,000 goal was met and celebrated at our annual meeting in November and in a special celebration in Ghana in February. The More Than Nets program will continue as it has proven extremely successful at preventing the spread of malaria in the region.
- We hosted Impact! Mission Virtual Camps this summer with worship 3 nights a week each week of camp, individual and group devotional material and supports for mission projects for churches. The online engagement with Impact! averaged over 1,400 individuals for the worship experiences. Participation in virtual worship exceeded in person participation in previous years. Impact 2021 will include in person options as well as virtual supplements to allow churches to have the Impact experience no matter what they do for a summer mission trip. We will also be able to include churches in their youth's in person Impact experience through virtual camp.

Bringing Relief and Development...

- Over 100 people attended the kick-off community dinner held on the Eastern Shore to officially introduce the new partnership to other community organizations, local government, churches, and other non-profit groups. (with an astonishing 85% positive RSVP rate from invitations). In addition to Impact! Mission Camps being present and an expansion of Cape Charles Baptist Church's summer children's program, our initial dialogue led to a \$2 million dollar gift being given and a donation of land from the county which will lead to a YMCA being completed in the area in 2020.



Outdoor Food Pantry at Biltmore Baptist Blesses the Community | by Barbara Francis

Biltmore Baptist Church in Glen Allen, VA, may be a small church, but the congregation's heart for the community and its generosity knows no bounds. The church's latest missions project is a Blessings Box with a simple rule that applies to all: Take what you need, Give what you can.

Biltmore received a \$1,000 grant from the Baptist General Association of Virginia (BGAV) in March to assist in ministries directed toward responding to the COVID-19 virus and its effect on the community. This grant was instrumental in stocking the outdoor food pantry and providing a "feature product" on Saturdays. This item is typically a perishable food which could not be kept in the box during the week.

"Biltmore's Blessings Box is a simple way to solve a temporary problem and fulfill this need identified by our community," says Pastor Ken Wright. "COVID-19 may have prevented us from being at church, but it didn't stop us from being God's church during this crisis."

Read the entire article:
BGAV.org/outdoor-food-pantry-at-biltmore-baptist-blesses-the-community/

- The Baptist Forum for Aid and Development has been officially approved through the Baptist World Alliance and had a “soft” launch in July. We are one of the founding entities of this movement and will retain a seat on the initial Steering Group for a minimum of three years. This international Baptist network will seek to coordinate the work of the global Baptist family in times of large-scale disasters thus combining efforts, reducing overlap, consolidating reporting, and supporting the local communities.
- Led volunteers in virtual training in four areas: Intro to DR, Intro to Feeding, Intro to Crisis Care, Intro to Local Church Disaster Response. These included protocols for Disaster Response under restrictions due to the COVID pandemic. Those training webinars are free to view on my.BGAVDR.org.
- New Disaster Response/National Ministries staff started their work in January and have been very active this year.
- Virginia Baptist Disaster Response has been active in Virginia (Tazewell, Richlands, Gloucester, and the Tidewater region) as well as in Louisiana and Florida.
- Virginia Baptist Disaster Response led a feeding simulation utilizing a grant from the Department of Homeland Security to determine the possibilities of utilizing local church kitchens to provide mass care feeding. 5 Richmond area congregations participated in the event which proved very successful. A report was issued for the Central Virginia region which may be used as a national model.



Working Toward Peace and Justice...

- Began hosting the Virginia Community Capacity Initiative every 2 months at our Richmond offices. The VCCI is comprised of stakeholders in refugee and immigrant support and integration across the Commonwealth. This allows us direct connection with a multitude of organizations that would support our focus: refugee work in Virginia.
- More than \$60,000 coming from multiple sources has been sent to our partners to assist them with their work in serving refugees.

Strengthening Faith Communities...

- The BGAV continues to support indigenous church planters and leaders across Europe and Africa. Seven church planters in six (6) countries are supported through our partnership with the European Baptist Federation – Romania, Turkey, Macedonia, Latvia, Moldova (2), and Poland. Additionally, the BGAV supports a church planter in Austria through the Austrian Baptist Union and 17 church planters receiving support through our partnership with the Ghana Baptist Convention and the More Than Nets project.
- A gift catalogue website which was introduced in November of 2019 will again be utilized toward the end of this year to allow individuals the opportunity to support for our international partners through the purchase of a host of materials and supplies such as food bags, hygiene kits, freshwater wells, church planter support, etc. These financial gifts are then passed on to the partner to purchase the items in country.

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

- Prior to March 2020, 18 churches traveled to 6 different countries in partnership mission efforts. Haiti remained closed for our volunteers for much of 2019 and into 2020. Since March, we have held 6 Virtual Global Discipleship sessions with international partners and held Virtual Mission Trips with our partners in South Africa, Austria, Ghana, and Lebanon (with at least 3 more planned before the end of the year)
- The BGAV had many international guests visiting prior to March:
 - Alia Abboud from Lebanon, Toma Magda from Croatian Baptist Aid, and Walter Klimt from Austria Baptist Union visited Virginia churches and BGAV annual meeting. Each participated and led in worship, breakout sessions and other dialogues over the course of their two-week visit.
 - A team which works directly with refugee ministries in Austria visited and toured many of the BCM ministries, attended the BCM Fall Gathering, and spoke in several churches.
 - Ronel Mesidor from Haiti visited to share with churches and discuss strategy around our partnership.
- The Venturers program added two new volunteers to Panama in September and December and a graduate internship student traveled to Lebanon, working in their SKILD program which gives focus to children with learning disabilities. The program adds a mission learning cohort for the Venturers as well as the formation of a new steering group.



Brittney Mumma
Venturer in Panama



Josh Nuckols
Venturer in Panama



Julia Wallace
Venturer in Lebanon

- A marketing and communications plan for the Mission Development team is completed and will be put into place along with other plans set forth from the Communications and Marketing department. These include enhancements to our social media platforms as well as a monthly newsletter.

RESOURCING

BGAV Chaplaincy

- Through a strategic planning process that began in the fall of 2018, Texas Baptists have decided to become known as Baptist Chaplaincy Relations, recognizing their partnership with the BGAV and the interest of other Baptist state conventions to partner with our ministry among chaplains and their families. (Official endorsement documents will continue to be recognized as BGCT Office of Chaplaincy Relations for the Armed Forces and Health Care Credentialing).
- Since 2002, 1,035 chaplains have been endorsed, with approximately 650 currently serving in an active status. We endorsed 51 this past year!
- Due to COVID-19, our April chaplain training event in Richmond, Virginia, and our September training event in San Antonio, Texas had to be cancelled. However, we replaced those in-person events with an on-line training opportunity in September and October. One of the classes is for correctional chaplains working in local, state and federal prisons; we have partnered with Gracelnside to provide training for their 30 chaplains this year.
- We currently have chaplains serving in 43 states and 6 foreign countries, including 25 in Virginia. As our ministry has expanded, we have developed a nationwide Pastoral Care Network, led by Todd Combee in a working relationship between the BGAV and the BGCT. A chaplaincy relations office has been established at the BGAV building in Richmond.
- Mission Statement: Baptist Chaplaincy Relations exists to: endorse, support and train Baptist chaplains and those of compatible theology to provide the highest quality ministry and fulfill their calling by extending the reach of the church in specialized settings!

Marketing

- 11,837 readers receive Advance Notice e-newsletter twice per month
- Beginning in March 2020, Advance Notice transitioned into a twice-weekly e-newsletter to communicate resources and updates related to the COVID-19 pandemic, with an average open rate of 20% (industry overall average is 17%; nonprofit industry average is 25%)
- 123 additional promotional and informational emails sent to BGAV constituents between October 2019 and October 2020
- Over 39,000 monthly visits to BGAV website (average number of pageviews per month)
 - 67% of monthly website views are from new visitors
- 70,000+ followers on BGAV social media platforms
- The quarterly magazine, BGAV Express, is mailed to approximately 2,000 recipients, including 477 individual subscribers. It has also been viewed online more than 3,120 times.



1,933
recipients received
the Summer 2020
BGAV Express magazine

over 3,554
total online views
of the digital issues

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

MINISTRY PARTNERS:

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

EDUCATIONAL INSTITUTIONS:

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

SHARED MINISTRIES:

- Baptist Joint Committee for Religious Liberty
- Baptist News Global
- Baptist World Alliance
- Campbell University Divinity School
- Duke Divinity School
- Gardner-Webb University
- Good Faith Media
- International Mission Board
- McAfee School of Theology at Mercer University
- Ministering to Ministers Foundation, Inc.
- Northern Seminary

BAPTIST EXTENSION BOARD

Officers

Mike Robinson*, President
John Saunders*, Vice President
Audrey Holmes*, Secretary
David Washburn*, Treasurer
John Upton*, Executive Director
Wayne Faison*, Ex-officio
Vacant*, Attorney

Consultants

Laura McDaniel
Rod Hale

Terms to expire 2020

Kirk Beene
Tracy Pendelton**
John Saunders**

Terms to expire 2021

Bob Collins~
Audrey D. Holmes*
Charles W. Tilley**

Terms to expire in 2022

William Beals~
Joseph Elmore
Mike Robinson*

Terms to expire in 2023

Rufus Adkins
Victor L. Davis
Marvin Gregory~



*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 Baptist Extension Board was organized in 1940 during the church building boom that followed World War II. In the subsequent 80 years, its loan fund has grown to more than \$16 million through interest on loan repayments and allocations from Virginia's Cooperative Missions contributions. By lending money at attractive interest rates, the Baptist Extension Board assists churches, mission congregations, and district associations that are not able to secure full commercial financing. Loans are usually issued over a maturing date of 12 to 15 years. The interest rate is currently 2.15% for a first mortgage loan and 2.90% for a second mortgage loan and is reviewed by the Board at regularly scheduled meetings.

The 15-member board is comprised of both clergy and lay leaders who volunteer their time to serve. During the first eight months of the 2020 fiscal year, there were four loans approved totaling \$1,487,400.00. These funds were requested for new construction projects, land purchases and renovations to existing church facilities. As of August 31, 2020, the Baptist Extension Board, Inc. services 59 loans with a combined balance of \$13,491,003.52.

The Baptist Extension Board, working with local associations, will secure and hold strategic locations for new congregations until they are able to initiate the start-up of a new congregation. Loans granted by the Baptist Extension Board are a Virginia Baptist investment in outreach. Several Virginia Baptist church starts in the last 80 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.

"O Lord our God, as for all this abundance that we have provided for building you a temple for your Holy Name, it comes from your hand, and all of it belongs to you. I know, my God, that you test the heart and are pleased with integrity. All these things have I given willingly and with honest intent. And now I have seen with joy how willingly your people who are here have given to you." - 1 Chronicles 29: 16-17

Together Building the Future of Virginia Baptists

CENTER FOR BAPTIST HERITAGE AND STUDIES

Officers

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

BGAV Appointees

Mrs. Betty Ann Dillon* (2022)
Mr. James Ryland* (2023)
Mrs. Amanda Lott* (2024)
Dr. Robert C. McKinley* (Chair) (2025)

UR Appointees

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

VBHS Appointees

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

Executive Director

Dr. Nathan L. Taylor



From its headquarters at the Virginia Baptist Historical Society, within the University of Richmond community, the Center seeks to carry out its fourfold mission:

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 Center embodies a shared commitment to fulfilling this mission, providing a vital educational component to the work of the VBHS in a nearly seamless partnership. This mission continues.

The events of 2020 have presented not only the challenges of the pandemic, but a construction project in VBHS collections space and the required staff attention necessary to facilitate this work. Staff worked from home for significant portions of the year, but were separated from the materials in doing so. When the University-initiated construction of a new emergency egress corridor through our space occurred throughout the summer, staff needed to be present to safeguard the materials, and will continue to make adjustments for months following the project.

If nothing else, these conditions highlighted the need for the Center and its partner organization, VBHS, to continue moving toward electronic cataloging and digital preservation to ensure access to the collections, which provide the foundation for any education programming put forth by the Center. In other words, as we continue looking to the future, enhancements to the electronic accessibility of the VBHS collections are necessary for fulfilling the Center's stated objectives and will greatly expand the ability of the Center to introduce future generations to the contributions of Virginia Baptists. In early 2020, the Center Board moved to direct more of its allotted resources toward such ends. Overall, the ongoing support of the BGAV family is crucial for empowering the Center to expand its reach and share our heritage of spiritual freedom with the world.

GRACEINSIDE: VIRGINIA'S PRISON CHAPLAIN SERVICE

Executive Staff (Baptists)

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



Board of Trustees

Rev. Dr. Wm. Eric Jackson, Chair (Fourth Baptist Church)
Mrs. Pat Carrowiano, RN, Vice-Chair (Atlee Community Church, BGAV)
Rev. Barbara Sadtler, Treasurer (Grace Baptist Church)
Mr. James T. Bailey, Counsel
Mrs. Emily Bailey (Zoar Baptist Church, BGAV)*
The Rev. Deacon Christine Garcia
The Rev. Deacon Sally Gunn
Rev. Marilyn Heckstall
Ms. Rachael Lastrup
Mrs. Marilyn McCarty (Bon Air Baptist Church, BGAV)*
The Rev. Deacon Linda Ricker
Mr. Lindell Tinsley

*BGAV Representative

2020 is GraceInside's 100th year of ministry, having been "birthed" in 1920 by a coalition of Protestant Christian denominations led by the Virginia Baptists. This year has also been GraceInside's most challenging, with a global pandemic, political unrest and economic uncertainty threatening our ministry's very existence. We are always grateful for the BGAV's unwavering support in funding and prayer, which is critical in these surreal and unprecedented times.



The BGAV is an essential partner in the network of support that allows GraceInside's ministry to continue to exist. It is no exaggeration to say that the Coronavirus emergency has threatened GraceInside's ability to work inside the penal facilities and offer chaplains as your representatives of the Living Christ.

Your support is both timely and critical in the context of the COVID-19 pandemic and its impact on faith-based programming within the facilities of the Virginia Department of Corrections (VADOC). At the outset of the coronavirus crisis, the lockdown of the correctional system posed an existential threat to GraceInside by eliminating the very structure on which our VADOC contract was based, i.e., chaplains entering the prisons to serve and minister. We were blessed by a direct intervention of the Holy Spirit when the VADOC upper echelon management forged a new agreement allowing GraceInside's chaplains to telework via computer, to send emails to offenders over the state's restricted J-Pay system, and to visit the administrative offices semi-weekly for mail and management consultations. Offender emergencies requiring pastoral counseling, such as death notifications, are handled via private phone calls approved and arranged by facility administrators. This arrangement has worked well, though most of our staff are understandably eager to resume their ministries on a face-to-face basis. Originally, the telework agreement was set

to expire on August 1. However, the ongoing nature of the COVID-19 emergency required the VADOC to postpone the chaplains' physical return to the prisons until September 15.

Although GracelInside has been blessed with the survival of the VADOC contract, our supplemental funding to augment chaplains' hours has been negatively affected by the pandemic. Donations from denominations, churches and private individuals have trended downward in response to the economic and societal impact of COVID-19. Particularly devastating has been the imminent schism in the Virginia United Methodist Conference, once GracelInside's largest denominational supporter. As the VAUMC approaches its "divorce," it has halved 2020 contributions and effectively eliminated funding in 2021, resulting in a loss of \$100,000 per annum for GracelInside. In the midst of these circumstances, we are especially grateful for the steadfast generosity of the BGAV, and for your willingness to proverbially "step up to the plate" and help us in this time of great need. Indeed, BGAV is GracelInside's partner in bringing the salvation, love and life-changing grace of Jesus Christ inside Virginia's prisons. Where we can staff a chaplain, a seed of faith is sown to change lives both in this world and the everlasting Glory to come. Without a chaplain, there is stony ground.

Although our chaplains must work remotely for the time being, there remains much to be done. To date, 13 precious lives have been lost despite the heroic countermeasures taken by the Virginia Department of Corrections to limit and aggressively treat infections. Since March, offenders in most prisons have lived on a partial lockdown basis without contact visitation and the usual activities that define their existence. It is a difficult and challenging time for offenders and staff, and we ask for your prayers of comfort, patience and hope.

An offender at Greensville Correctional Center wrote: "The lockdown and loss of contact visitation stretching over months has strained many of us to the breaking point. Reality seems to be skewed. Though we can't meet for congregate worship and Bible study, I can still write and email my Chaplain, and she always answers. I could write page after page, but the point is my Chaplain helped to renew my spirit and refresh my faith. It will still be a rough road, but she showed me that Jesus has walked this way before, and He's walking it again with me. Praise God." Those words encapsulate the mission of our Chaplains in the lives of the close to 30,000 men and women held in the Virginia prison system. The BGAV is an integral part of our mission and has been so for a century.

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



*A baptism to a new life in Christ at
Deerfield Correctional Center*

HOPETREE FAMILY SERVICES

Term Expires December 31, 2020

*Mr. R. Wayne Brockwell
Mr. Charles E. “Chuck” Clement
*Ms. Edith M. Kennedy
Mr. L. Richard Martin, Jr.
Ms. Mia Pumo
Mr. Paul D. Taylor

Term Expires December 31, 2021

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

Term Expires December 31, 2022

*Rev. Peyton W. Wiltshire
Mr. Richard W. “Dick” Wright
Ms. Lauren R. Sherwood
Dr. Melissa A. Jackson
Mr. Michael Dean Elmore



Term Expires December 31, 2023

Ms. Stephanie Pitsenberger Cook
*Ms. Ann McGee Green
Ms. Sydney Gustafson
Ms. Morgan M. Meador
Mr. John G. Mizell, Jr.
Mr. Patrick N. Shaffner

HopeTree Family Services (formerly the Virginia Baptist Children’s Home) provides vital services to youth, adults and families across Virginia. Headquartered in Salem, VA, HopeTree offers services in localities from Abingdon to Virginia Beach; from Martinsville/Henry County to Fredericksburg. The four programs offered by HopeTree are Treatment Foster Care, Developmental Disability Ministries, Children’s Residential Services, and HopeTree Academy, a private-day and alternative school. HopeTree employs more than 200 professionals and serves approximately 500 youth, adults and families annually.

This year has been a year of transition and transformation at HopeTree. Our Fiscal Year started with the retirement of our beloved and longtime Executive Director, Dr. Stephen Richerson, the arrival of our new CEO Jon Morris, and the retirement of longtime Finance Director, Ted Borny. The transition that HopeTree would undertake would be enough for any “normal” year. But with the arrival of COVID, this year was anything but normal.

We’ve highlighted a couple of the major changes and areas of impact for HopeTree this past year.

Organizational Change and Restructuring

HopeTree began the year with a major restructuring of Leadership Team and within two of our major programs as well. HopeTree hired a new Chief Financial Officer (Lori Mullen), a new Chief Advancement Officer (Joanna Coleman) and a new Chief Compliance Officer (Carla Warner), which is a new position for the organization. Our Chief People Officer (former Human Resources Director) was promoted to the Senior Leadership Team. Long Time Vice President of Programs, Johnnie Nash has a new title; Vice President & Chief Operations Officer.

Our Foster Care and Developmental Disabilities Ministry (DDM) both underwent major program reorganizations to ensure that all sites providing these services are operating consistently. Shannon Updike was promoted to the State Director of Foster Care and Adoption and Crystal Burgess Hillman was promoted to the State Director of DDM.

Buildings and Properties

HopeTree had a lot of activity for our properties during the last year. We consolidated our Henrico and our Chester offices into one location by moving into our new Richmond office located in Midlothian.

Some minor work and upgrades took place on our Salem campus. A light remodel and refresh of our administration building has begun and should be completed in the next 30 days. A new, large training room has been secured with new technology features and new furniture that will be used for Board Meetings, Agency Leadership meetings and increased staff trainings. Our administration Board Conference Room also received a facelift and new technology.

We sold our Camp on Craig and Glory Road properties, ending an era in HopeTree's history. These two properties served as a wilderness camp for boys and rural camp for girls respectively. The state has made big strides over the years in reducing the number of children in congregate care facilities, thus making these facilities and properties no longer viable for us.

Mission, Vision, and Values

HopeTree underwent an extensive process to review our current mission statement and create a new vision, mission and core values that would serve as our guide as we continue the legacy of this amazing organization.

Our Mission: Through God's love, we foster hope by empowering families, youth, and adults to lead fulfilling lives.

Our Vision: To be a beacon of light in the community so all may have hope for a bright tomorrow

Core Values

Ministry: We are servant leaders. We strive to be the hands and feet of Jesus and demonstrate Christ's love to everyone we come in contact with. We believe we are here for the purpose of going the extra mile while serving those in our care and one another.

People: We love and care about people. All people have dignity and deserve our respect. Each HopeTree employee is important. We will be intentional in earning the respect of our team members, colleagues, partners, and those we serve. We will assume positive intent of everyone we engage, as we accept that everyone is doing his or her best. We value healthy relationships, team work, collaboration, support, and creating a healthy work environment.

Stewardship: We recognize that HopeTree and the resources we are blessed with are not our own. We commit to apply our time, money, talents, and other gifts wisely. We will work collectively to grow the resources entrusted to us so we can continue this good work.

Excellence: We pursue excellence. We commit ourselves to personal, professional, and organizational growth, in order to be the best provider of human services in Virginia. We will constantly measure, evaluate, and refine our approach and focus on solutions.

Accountability: We are accountable to God, our funders, our clients, our board, and one another. We will do the right things at the right time for the right reason. And when we fall short, we will be honest and make it right.

Strategic Plan

The staff and Board of Trustees developed a new Strategic Plan for FY 2020. The Strategic Plan addressed four distinct areas; Program Development, Financial Performance, Organizational Development, and Clinical/Compliance/Quality Assurance.

Marketing & Branding

We've started some initiatives to increase our marketing & branding efforts in the past year. New exterior signage is being installed on our Salem Campus. New interior signage highlighting our new mission, vision, and values are being installed in our Salem and Richmond offices. Our Website is in the process of being updated. We created a new brochure describing our programs and services.

COVID

HopeTree has been significantly impacted by COVID. In March, HopeTree Academy transitioned from providing in-person classroom instruction to 40 students to virtual, online instruction. Our nearly 90 DDM residents were confined to their homes, unable to continue with their normal routines in the community. Our Foster Care program continued to serve families and children across Virginia, but much of the work was done virtually. Our Foster Care Team performed intakes and transitions to foster homes for 18 children since March. Our Children's Residential program also went on lockdown, but we continued to bring in children to our care during the pandemic. Most all of our administrative positions worked from home for several months. All of our in-person fundraisers were cancelled. The financial impact from COVID to HopeTree has been approximately \$500,000. We've had several cases of COVID impact our youth and our staff, but we praise God that we've not experienced any outbreaks.

Christian Education

Our Chaplain has been busy over the past year providing hands on and spiritual support to our staff and our residents. Devotionals are regularly sent to our staff first thing in the morning. The Chaplain provided much needed coverage for our children's residential cottage when COVID-19 began impacting our campus. He is a regular presence in our Academy and our DDM homes on campus and worked with residents to plant a garden this summer. One of the highlights of the year was when he led one of our residents to salvation in Christ. Sadly, we had a one DDM resident and one former resident pass away over the past year and he coordinated and led the memorial services for both. He also coordinated our annual Christmas service for our Salem campus.

Looking Forward

HopeTree will be focusing the next six months on improving our programs and services, creating outcomes for all services and implementing a continuous quality improvement plan to ensure we are providing the best quality of care for those we serve. We will be looking to grow organically our current services and will be looking toward growth and expansion opportunities next year.

LIFESPIRE OF VIRGINIA

Officers Of The Corporation

Jonathan R. Cook, President/CEO
 D. Raymond Fisher, Executive Vice President/COO
 Christopher M. Markwith, Senior Vice President/CFO/
 Treasurer
 J. Peter Robinson, Vice President of Marketing and
 Public Relations/Asst. Secretary
 Robert L. Musick, Jr., Secretary
 Tiffany Flora, Assistant Treasurer

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R. Scott Cave, Chair
 Rev. Dan Carlton, Vice Chair

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 Susan C. Rucker
 Matthew Scott
 Michael M. Smith
 Dr. Valerie Carter Smith *
 J. Robert Yeaman, III



*BGAV Representative

LifeSpire of Virginia (formerly Virginia Baptist Homes) serves more than 1,200 senior adults aged 62 to 100+ in four continuing care retirement communities in Virginia: Culpeper, Newport News, Richmond, and Daleville. We also provide services to seniors who prefer to stay at home and age in place in the Richmond area through a new program called Lakewood at Home. LifeSpire’s mission is to empower individuals with choices in purposeful living.

In 2019, all four of our resident communities underwent capital projects aimed to improve and enhance services. Lakewood’s \$85-million expansion in Richmond includes a total of 64 new units housed in two new 10-apartment hybrid homes and a four-story clubhouse (with 44 apartments on the upper floors). The Culpeper’s \$33.5-million, 125,000 square foot expansion replaced the old brick structure built in the 1940s. Residents moved ‘across the street’ into their new home in May 2019. The Chesapeake in Newport News is continuing a \$10-million renovation, upgrading dining and communal areas throughout the campus. A new 20-unit memory care neighborhood at The Glebe in Daleville opened in September 2019, completing the full continuum of care in that community.

In 2019, LifeSpire launched Lakewood at Home. Our experience in retirement living allows us to offer a membership-based program that will allow a member to stay in their home as they age, enjoying financial protection against the unknown costs of long-term care with the continuum of care and amenities of a continuing care retirement community. Better known as a continuing care retirement community (CCRC) without walls, this innovative program for healthy, independent seniors in the Richmond area allows members to:

- remain at home as long as medically feasible
- protect their assets against unanticipated long-term care expenses
- give their families assurance they will not be burdened with the stress of coordinating, arranging or paying for custodial care
- have peace of mind, knowing they have a great long-term care plan in place should they ever need one.

The goal for the program was to reach 12 members by the end of 2019. We currently have over 70 members and growing.

After extensive research and committee work to determine best practices in memory care, The Cornerstone memory care program was developed for all four communities. The Cornerstone program aims to provide excellence in memory care by empowering individuals through self-directed living. The vision of the program is to empower self-directed living where the person, whose life is changing due to dementia, experiences a vibrant life. LifeSpire is committed to continuous training for team members to maintain a dementia-capable workforce, encompassing two platforms to educate our team members. The Alzheimer's Association essentialALX® certification offers modules for staff and family members. The certified Dementia Practitioners® CDP certifies staff for two years. LifeSpire's goal to maintain a dementia-capable workforce is a continuous initiative that is an integral part of providing excellence in memory care.

The Virginia Baptist Homes (VBH) Foundation continues to provide traditional benevolence for residents and strengthen programs for our staff, such as our employee education fund and employee crisis fund. The Foundation remains integral to fulfilling our mission and staying strong in our faith-based roots of ministry and service. In 2019, we provide \$1,173,050 in benevolent assistance.

Our Board of Trustees took the time in 2019 to discuss and determine the future role of the VBH Foundation within the LifeSpire family. Thoughtful conversations took place in expanding the Foundation's role beyond benevolence, to further enhance the lives of our residents. In recognizing that faith was at the core of our mission in 1949, and remains at the heart of everything we do, we determined that an effective way to ensure that our faith-based approach to resident services continues in the future was to fund LifeSpire's Spiritual Life Program through the Foundation. For 2020, our chaplain salaries and benefits will be supported by the Foundation by using a portion of our investment earnings. As the Spiritual Life Fund grows over several years, our hope is that we will be able to help the communities who have part time chaplains to afford full-time staff, and that the cost of additional spiritual life projects and programs can be funded in the future.

Partnering with other BGAV entities has also strengthened our commitment to our core values. In the summer of 2019, LifeSpire entered an agreement with Averett University. Through this new initiative, full-time employees of LifeSpire will be given a 20% tuition reduction from Averett and another 20% tuition reduction through the VBH Foundation. This 40% discount can be applied to credit-bearing courses at Averett and will surely aid our employees in striving to offer the best care to our residents.

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

VIRGINIA BAPTIST FOUNDATION

Officers

Jon C. Hatfield, Chair
Ann F. Brown, Vice Chair
Janet C. Garrett, Corporate Secretary

Board

John G. Beck
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David J. Fairchild
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Robert A. Whitehead, Sr.
James L. Wilkerson



**VIRGINIA
BAPTIST**
FOUNDATION

In fulfillment of its mission of strengthening and encouraging Christian Stewardship, the Virginia Baptist Foundation raised \$7.7 million and distributed \$6.1 million in 2019 to nearly 450 charitable causes including the Baptist General Association of Virginia, Hope Tree Family Services, the Virginia Baptist Historical Society, the Virginia Baptist Retirement Homes (LifeSpire), Woman's Missionary Union of Virginia, 139 BGAV churches, all 8 of the BGAV's commonwealth-based schools, colleges, military institutions or seminaries and 12 of her Baptist Associations. In fact, over the past five years the Foundation has raised \$40.4 million and distributed \$35.8 million to hundreds of donor-directed charitable causes.

Legacy

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

- Receiving planned gifts for any Baptist cause;
- Providing charitable estate planning assistance for individuals and their loved ones. This personalized attention offers more than one plan for the donor to make permanent use of assets for Christian causes: bequests through wills, charitable remainder annuity and unitrusts, charitable gift annuities, the "Give It Twice" trust or concept of giving, lead trusts, donor-advised funds or a combination of several giving plans tailored to meet the donor's goals or objectives;
- Providing assistance in preparation of wills with individuals and their various allied legal and financial advisors;
- Preparing trust or endowment documentation, investing the funds, administering the agreement, filing all tax reports and forms required, and distributing charitable income to the cause(s) of the donor's choice according to the donor's instructions;

- Managing assets on a revocable basis for churches, associations, institutions, and missions causes;
- Managing endowment and trust assets, maintaining accounting records on individual funds where the donor has directed who is to receive the income;
- Assisting development staffs of Baptist institutions that request estate planning computations and trust documentation for individuals.
- Assisting churches and associations in establishing estate stewardship programs and training committee members;
- Conducting seminars and workshops on charitable estate planning for churches and associations;
- Providing programs for church meetings, worship services, and retreats;

Serving alongside the donor’s allied professionals and utilizing planned giving software, the staff of the Foundation are able to provide individuals and their trusted advisors donor-friendly illustrations for carrying out the best plans for the perpetual use of the donor’s assets (i.e., cash, real estate, securities, life insurance, collectibles, individual retirement accounts, 401(k), etc.). As of August 31, 2020 the assets of the Foundation were approximately \$176.4 million and are held as trust funds and endowment funds for numerous Baptist causes, including the academies, colleges, and universities; HopeTree Family Services; the Retirement Homes; churches and associations; Cooperative Missions; the State Missions Offering; National and International Missions; Woman’s Missionary Union of Virginia; Baptist Men; programs and retreat properties of the Baptist General Association of Virginia, and other Baptist institutions and ministries.

Money Management

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

Scholarships

For many years the Foundation has awarded scholarships to qualifying Virginia Baptist students. In fact, over the last ten years we have awarded \$1.25 million in scholarships to 672 recipients (\$1,861 avg.) from across the commonwealth.

This past May, the Foundation awarded a record \$203,800 in scholarships to 109 undergraduate and graduate students. These recipients (who boast a grade point average of 3.82!) were chosen from a pool of 183 applicants and representing 116 BGAV churches and 35 of her associations.

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

Our Future

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

We Believe Christian Generosity Grows More Followers of Christ

VIRGINIA BAPTIST HISTORICAL SOCIETY

Officers

Dr. William P. Tuck, President
Dr. Judith Bledsoe Bailey, 1st VP
Rev. Joseph Lewis, 2nd VP
Mrs. Jane Williams, 3rd VP

2020

Ms. Jacquelyn Brooks
Mrs. Helen Wood
Vacant
Mrs. Virginia Darnell
Dr. Earl Crouch

2021

Dr. Valerie Carter
Dr. Kathryn Bullard
Dr. Herbert O. Browning
Mrs. Joan Bloomer
Dr. James Hunter II

2022

Rev. Joe Lewis
Dr. Francis Amos
Mrs. Anne Ryland Sica
Dr. William P. Tuck
Rev. Allen Brown

2023

Dr. Corey D.B. Walker
Dr. Judith Bledsoe Bailey
Mrs. Jane Williams
Dr. Isam Ballenger
Rev. Wyatt Shelton Miles III

Ex officio

Dr. John Upton, Jr.
Dr. Nathan L. Taylor
Dennis Sacrey



VIRGINIA BAPTIST
HISTORICAL SOCIETY
FOUNDED 1876

As is the case for institutions across the board, 2020 presented the Virginia Baptist Historical Society with unforeseen challenges. Due to the pandemic, most programming after mid-March was put on indefinite hold, in an effort to protect our most valuable asset: our members. Thus, the annual public meeting and the annual business meeting of our executive committee scheduled for May did not gather. A 2020 meeting of the executive committee remains TBD at the time of preparation for this report. VBHS staff worked from home as much as possible for most of the spring.

In addition to the adjustments made regarding the Coronavirus the major event for VBHS has been the construction of an emergency egress corridor through a section of our collections space here on the University campus. This involved major preparation, planning and conversation between VBHS and the University, and much physical labor. It resulted in the movement of some sections of the collections to both temporary and new permanent space designated for the use of VBHS. Staff cautiously returned to work in early summer to facilitate an orderly transition of the thousands of items that were required to be moved in the process. The construction work was completed in early fall, and realignment of materials into the reconfigured space will take considerable time in the months ahead. In addition, the main AC unit for the first floor was replaced during this closure. During this time of inaccessibility for researchers and outside guests due to strict COVID-19 campus protocols, VBHS has received research requests via e-mail, while prioritizing care of the collections materials out of necessity.

A pre-pandemic 2020 highlight was the receiving of the historic minute books of Mill Creek Church in Fincastle. The records books, which date to 1804, were given for perpetual archiving to VBHS Executive Director Nathan Taylor during a service of worship at the church in early March, just prior to the initial coronavirus closures.

Our work continues to create ever increasing opportunities for preservation and access to such priceless materials. VBHS actively seeks to strengthen its financial capacity for saving and sharing these treasures before they are lost. Today's methods of digital preservation and protecting centuries old paper materials with the best archival environments require significant financial and long-term commitment in order to ensure that our history is available for the future. VBHS is grateful for the ongoing support of Virginia Baptists and welcomes new friends and members who share a passion for this work. Join us!

WOMAN'S MISSIONARY UNION OF VIRGINIA



Board

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Aaron Doyle, Member-at-Large
Marilyn Graves, Member-at-Large
Merle Prince, Member-at-Large
Sylvia Bradshaw, Member-at-Large
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Claudia Hatfield, Advisory Board Representative
Susan Gaske, Advisory Board Representative
Cheryl Grubbs, CrossRoads Council Representative
Annette Greenwood, Adult Ministry Council Representative
Lauren Pillow, Student Ministry Council Representative
Heidi Craft, Children's Ministry Council Representative
Jocelyn Henry-Whitehead, Sisters Who Care Council Representative
Roi Ji Marip, Multicultural Council Representative
Valerie Carter Smith, Executive Director/Treasurer

Woman's Missionary Union in the year of the global pandemic--COVID-19, and amidst resurging racial tensions in our country, found herself still on mission with God. Following the psychological shock of quarantine in the early part of the year, adjusting organizational patterns were necessary. This report is a testimony of women on mission who take courage and move forward.

Three online opportunities were offered to provide missions education and fellowship. Mission Action Folks in the Time of Social Distancing with 50 persons registered, was a forum that affirmed stillness with God as a spiritual discipline. In addition, action ideas were explored that could be engaged in times of social distancing.

The week that 200 volunteers would have been deployed to serve at the Standing Rock Indian Reservation in The Dakotas, an online forum was designed to ensure that the relationship with our friends was nurtured. Pastor Boots Marsh and his team at Cannon Ball gave testimony of God at work.

This year, our annual women's events were designed to engage women across the country. From the theme: Refresh: A Virtual Women's Conference (Jeremiah 31:25), we offered a panel on self care and another on missionary partnerships. The 120th Annual Meeting of WMUV, and two worship experiences, were offered to engage women. An addition, online prayer and worship event was offered for women on mission who speak Korean.

Missions education and involvement with children and students were nurtured by our staff consultants. The State Panelists—outstanding missional high school girls and the Abigail Girls—outstanding elementary school girls, were equipped to engage in hands on mission involvement in their local communities. The Abigail Girls experienced a social distancing retreat at CrossRoads Camp and Conference Center. This was a refreshing experience following months of mandatory isolation.

Women on mission volunteers that serve on the WMUV Ministry Councils and on the HOPE Teams conducted virtual meetings regularly. They planned mission action projects such as making masks. Over 2,000 masks were made and distributed to a multiplicity of venues. The people of Standing Rock, the Eastern Shore, Bridges for Hope, selected nursing home facilities, and others were provided with masks. The Mental Health HOPE Team sponsored an online training on Children, Mental Health, and COVID-19. Given the spread of COVID-19 among the workers of the poultry plants on the Eastern Shore, we organized a massive campaign to support the work of Community Missionary, Marisa Sanchez. Walmart gift cards, masks, prayer notes and encouragement cards were sent to those who lost loved ones to COVID-19.

Our Camp and Conference Center was not able to offer residential camping but hosted an outdoor opportunity for children and their families. CrossRoads Adventure Days was a vision of the director. Over 300 children enjoyed the property and activities at CrossRoads. This included outdoor worship and a patio lunch. Through the Alma Hunt Offering for Virginia Missions, we were able to maintain our summer student staff. As customary, we were also able to provide \$10,000 for summer staff college scholarships.

Amidst resurging racial tensions in our country, WMUV birthed a S~P~A: Women on Mission and Racial Reconciliation experience. A six-week online forum, S~P~A offered the opportunity for 16 racially diverse women to share their personal stories of racial conflict and discrimination, to pray together and to explore mission action possibilities. There were six project outcomes related to mission's education and involvement. A S~P~A Facilitator's Guide has been developed as other organizations have asked to replicate the process.

The WMUV Advisory Board, which is made up of associational leaders, continue to work diligently in missions and in engaging new members on their leadership teams. Our Board of Trustees under the leadership of Dr. Lynne Stockman have continued fiduciary oversight of WMUV. Their work is appreciated and will be a blessing to the operations of WMUV for generations to come. This year, Lynne launched our medical missions partnership with the Mully Children's Family in Kenya. A team of 50 diversified medical professionals; 25 Virginians with 10 being Centra College nursing students, and 25 others from throughout the country, served over 2,200 patients. Virginia Baptist women were called to pray that all team members arrive home safely as they traveled back to the states on the last day allowed for air travel given the onset of the global pandemic.

We cannot predict what 2021 will hold for WMUV. Some of our plans include:

- Organizational restructuring
- Publishing the anthology: Sistahs: Stories of African American Women's Lives and of Finding Place in Christian Missions
- Continuing relevant and radical mission's discipleship for the entire church as we adopt the mantra WMUV-- WeMove!
- Holding true to the core values of WMU while using multiple platforms to live out the great commission and the great commandment in a changing world.

AVERETT UNIVERSITY



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Greetings from Averett University President Dr. Tiffany McKillip Franks

It's possible that in years past, I've said something like, "This year shows the promise of being a year unlike any other ...". Little did we know. I think we can all agree that 2020 is destined to be labeled an extraordinary, even a history-making, year for the whole world. And challenging – it already has been, for everyone. Yet the Averett Family is, as our students would say, on it!

We are ON this, using all the resources we can bring to bear on creating ways that allow us to have in-person classes, on-campus lives, once again. This effort takes "hands-on" to a whole new level, even as a lot of it is done remotely. As always at Averett University, every challenge is also an opportunity, and COVID-19 presented bounteous opportunities this year.

Faculty and staff have been innovating nonstop to be able to deliver new teaching modalities while COVID is not yet tamed. We are overwhelmed with gratitude to everyone in the Averett Family for the enormous spirit and ingenuity that have been demonstrated these past months creating new ways for us to fulfill our mission while remaining safe. The reopening plan — One Averett, Together Again — signifies that we are one Averett, focused on working together to move forward.

Religious Life Deepens Support to Students

With COVID-19 quarantine measures in place, the Office of Spiritual Life undertook various endeavors to be a light of hope for all the Averett community. Early on, a broad array of professors, coaches and administrators offered a virtual prayer service. Chaplain Skyler Daniel continued broadcasting weekly “30 seconds” video messages, and to make spiritual inspiration even more accessible, added an audio-only version of the 30-seconds messages via podcasts.

Chaplain Skyler and one of our counselors initiated a weekly online program called “How Do I Deal With...” where together they offer advice by answering questions sent in by students. Rev. Skyler continues to meet weekly for Bible study with Christian Student Fellowship via Zoom and also offers pastoral care over the phone and — in rare cases — person to person (with precautions).

Looking ahead, we anticipate our investment in the Prayer Garden to be especially beneficial, in that outdoor spaces are deemed safer from COVID-19 transmission. As we all know so well, our generation has never seen such a need for, and interest in, religion ... a dynamic that will not likely fade for quite some time.

Enrollment Performs Well in the Face of Pandemic

Averett is proudly serving 1,323 students from 24 states and 25 countries this fall, an increase of 102 over last year. We welcomed 337 entering students (first-year and transfers), which is 39 more than last fall. We also experienced a record number of visits this year, including many virtual visits for the first time. Averett Online also has experienced positive growth year over a year ago, including a dramatic increase in its number of leads and applications.

Announced Inaugural Entrepreneurship and Innovation Center

A new initiative, the Averett Center for Entrepreneurship and Innovation, launched early in the 2020 fall semester. The Center will serve as an academic/learning lab and gateway for students, connecting them with the region’s economic and entrepreneurial environment while accelerating and supporting the entrepreneurial ecosystem in southern Virginia. We will work to create new multidisciplinary learning methods with an intense entrepreneurship focus in the classrooms and featuring hands-on work with businesses, organizations and other regional partners.

The Center will help us realize our goal — 100% of students completing a minimum of two workplace/marketplace experiences (internship, fieldwork, credit/non-credit) prior to graduation. That will mean that every Averett student will benefit from relevant market-driven curricular and co-curricular experiences leading to lifelong career competitiveness.

Program Expansions in Nursing, Applied Data Analytics and Information Technology

Averett’s Master of Science in Nursing program with Family Nurse Practitioner specialization began last January and is humming along with its second and third cohorts having started in May and in August. The pandemic certainly demonstrates how this program is needed, and we are pleased now also to welcome students who are pursuing an Emergency Nurse Practitioner specialization.

Averett will launch its new Accelerated Bachelor of Science in Nursing (ABSN) program in January 2021 following approval by the Virginia Board of Nursing. Located in Norfolk, Averett’s ABSN Learning Center is a stellar facility (see photos here: <https://bit.ly/3bBg8lR>), and we are excited to continue expanding the reach of Averett’s nursing program to meet workforce needs throughout the Commonwealth.

We formally announced the development of our exclusive Master of Science in Applied Healthcare Data Analytics program in collaboration with the Edward Via College of Osteopathic Medicine (VCOM) this past fall in Blacksburg, VA. Thanks to VCOM’s multiregional outreach, this partnership will enhance Averett’s brand and visibility significantly.

Also we have appointed a new Computer Information Systems Chair to expand market responsive program offerings by Averett in the increasingly critical and requested areas of information technology, information security and cyber security.

Aviation Program Reaches New Heights

The City of Danville has named Averett University as the operator of the Fixed-Based Operations at Danville Regional Airport effective July 1, 2021. In addition to reaffirming Averett's commitment to and leadership in the economic development of our region, this creates even greater opportunities for training for current Aviation students ... and establishes new career paths for our Aviation Management students.

Recent Accolades

The National Council on Teacher Quality has ranked Averett's undergraduate Elementary Education degree program among the best in Virginia for early reading preparation — one of only six programs in the Commonwealth to receive the top grade.

Averett was awarded the coveted gold standard for community engagement with designation as a member of the Carnegie Classification. Few schools are chosen in their first application. This is a tribute to all involved, and comes after years of hard work by faculty and staff to provide our students with powerful hands-on learning experiences in conjunction with many community partners.

Averett University is ranked among the top 15 regional liberal arts colleges in the South by *U.S. News & World Report*, and is the highest ranking of only three Virginia schools listed among the magazine's 63 Best Regional Colleges in the South for 2020.

Averett was also ranked No. 7 of Best Regional Colleges in the South for veterans this year, as well as No. 8 for Best Value. Additionally, Averett was ranked No. 7 of top performers on social mobility, No. 11 of best undergraduate teaching and No. 29 of campus ethnic diversity.

Reflections on Averett 2020 and Launch of Averett 2025

As we opened this academic year we also launched Averett 2025 – A Strategic Plan for Bigger Dreams, Bolder Futures. This plan, an extension of Averett 2020, is bold, courageous and provides for continuous re-imagining, improving and growing to lead us into 2025 and beyond. The new strategies also build on the strong momentum realized through the Averett 2020 plan.

The following link provides a glimpse into some of Averett University's key accomplishments from 2014-2020 as well as an introduction into Averett's 2025 plan for our future. (See <https://bit.ly/3i8yMnz>.)

The planning and preparation phase of the Averett Ascending Campaign for Bigger Dreams and Bolder Futures began in August, with plans to launch the silent phase in early 2021. This campaign will propel the University forward in areas such as academic and co-curricular programming, major capital projects and the expansion of online education services.

Thanks to the support of our generous donors and to funding from grants, this year we have completed significant projects to enhance the student experience, including completing the Mt. Cross Road expansion; installing North Campus entrance signage; expanding the Riverview Computer Lab; renovating the Danville 9a/9b classrooms; and expanding the Grousbeck Music Center Band Practice Room. We also developed a high-tech "Classroom for Tomorrow ... Today" for the Education Department, providing our students — as well as practicing teachers in the region — access to the latest digital teaching and learning tools.

With Averett's historic mission of producing leaders and with our deep emphasis on service and service-learning, it's fitting that so many Averett University alumni are on the front lines of the forces combatting this pandemic — serving in healthcare, social work, law enforcement, education and business. We deeply appreciate these members of our Averett family who are serving our communities in times of need and helping to keep us safe.

As we navigate these unique times, we embrace the positives in this historic time together and work continually to use the pandemic's restrictions to our advantage. Already it's clear that a measured, careful response to COVID-19 opens new possibilities for how we do what we do. Innovation is our difference maker, and we see the now normal as an opportunity for discovery. These times call for exactly the kind of resilience, agility and experimentation we always encourage in our students, and although these new territories will have some bumpy paths, we are using them to experiment, learn and advance.

We are One Averett, Together Again.

Averett offers more than 30 undergraduate majors, minors, and special programs (on-campus and online), along with seven master's degrees and 13 master's programs that help drive the regional economy and quality of life. We are fortunate to serve over 1,300 students representing 24 states and 25 countries. Some of our distinctive offerings include degree programs in equestrian studies, aeronautics, nursing, applied data analytics and teacher education.

BLUEFIELD COLLEGE



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

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

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

And not only is Christ at the core of the Bluefield College learning experience, but also academic excellence through the liberal arts and professional studies, and not just for traditional students on campus from Central Appalachia, but also online learners from across the Commonwealth and beyond earning their baccalaureate and master degrees online while continuing to work in their daily vocation. The demonstration of the pursuit of academic excellence is best seen in Bluefield College students – students studying challenging and innovative courses in the Honors Program; students traveling to Ecuador and Spain and other places around the world to share the Gospel and learn about the history, traditions, animals, and people of other cultures and environments; students creating literary magazines, newspapers and art shows; and students incorporating real-world work experience into the learning process of the online classroom, as well as through internships and clinical rotations.

The academic excellence is also evident in Bluefield College faculty, as the College’s Professor of Cybersecurity and Chair of the Department, Dr. Jeff Teo was awarded the Fulbright U.S. Scholar Award to Lithuania to promote awareness and increase program capacity of cybersecurity expertise and educational offerings through curriculum development, teaching, and research at LCC International University in Klaipeda, Lithuania. Bluefield College faculty have also been busy offering unique courses in sign language and extended study opportunities in global education, black history, entrepreneurship, the Appalachian culture, and best practices in teaching.

The resilience held almost a century ago holds true to today, especially during unprecedented times. This past March, as the world learned to transition through a pandemic, the Bluefield College Board of Trustees voted to further align Bluefield College with the Edward Via College of Osteopathic Medicine (VCOM). “The mission of VCOM and Bluefield College align very closely,” said Mr. John Rocovich, Jr., Chairman and Treasurer of VCOM. “The collaboration and partnership possibilities are endless as one family of schools.” Bluefield College currently offers a Master of Arts degree in Biomedical Sciences (MABS) on the VCOM-Virginia campus in Blacksburg, VA. Its purpose is to enhance academics to gain acceptance into a medical school or other healthcare programs through a nine-month, 35-credit hour, face-to-face delivery program. Bluefield College will continue to grow new science and health sciences programs that provide pathways to medical school or alternative paths to professions in the healthcare field.

In March, Bluefield College transitioned to remote instruction. Although the world had seemed to shut down, Bluefield College did not. Operations and services continued to be fully operational as Bluefield College remained open to students who could not travel home. Students participated in online lectures and learned to navigate remote instruction. Weekly chapel services continued through live stream with Dave Pedde, Director of the Center for Worship Arts. Video-recorded devotions were collected from the Rams Family and were posted bi-weekly on social media platforms. In May, Bluefield College partnered with five popular Christian artists for a live concert series called Friday Night Live that streamed every Friday night in May, including Pat Barrett, Jon Reddick, Ryan Stevenson, Sara Groves, and Lifeline Worship.

As the semester came to a close, and graduation ceremonies were postponed to the fall or held virtually, Bluefield College faculty and staff packed celebration boxes to send to graduates with memorabilia and regalia. President David Olive and the College mascot, Victor E. Ram, made surprise visits to congratulate local graduates and to deliver celebration boxes.

As Bluefield College is adapting to the needs of today, it is also establishing actions for tomorrow. This is evident through the College’s third core value: A diverse community characterized by integrity, mutual respect, support, and encouragement. This past June, Bluefield College hosted a forum that invited the campus community to actively listen, learn, and begin the path toward meaningful changes on racial injustice. These conversations continue as College leadership has set aside dedicated times for meaningful discussions with the campus community throughout the coming academic year.

As the fall semester began, Bluefield College welcomed Robbie Gaines as the new campus pastor. Given the title, Gaines is no stranger to the Bluefield College campus. Gaines came to Bluefield in 2016 to serve as the campus pastor for Highlands Fellowship–Bluefield Campus. Highlands Fellowship–Bluefield services are held on campus in

Harman Chapel. “It gives me such joy to have the opportunity to serve alongside the faculty, staff, students, and family at Bluefield College,” said Gaines. “There are great days ahead for this region and beyond because of the work that is happening at Bluefield College.” Gaines will oversee campus ministries, such as Baptist College Ministries (BCM) and train student leaders to be active participants in spiritual formation. Gaines will work with the Director for the Worship Arts to organize weekly chapel services, which are now live-streamed every week. He will provide personal pastoral care to the student body and employees and be the creative force behind the spiritual formation of the campus community.

As a result of Bluefield College’s faithfulness to its mission, students are finding and fulfilling their calling. They are being equipped with more than just the knowledge and tools they need for a successful career. Instead, they are developing and leaving with a sense of calling to a vocation and an enjoyable and meaningful life grounded in faith, adaptable to a changing global environment, and given to caring for and serving others. During the COVID-19 pandemic, several Bluefield College alumni represented this mission of servant leadership.

Kelly Thompson ('11) is a special education teacher at Hurt Park Elementary School in Roanoke, VA. When it was determined that schools would be closed for the remainder of the year, all special education services were changed to telecommunication services. “I met with my students virtually, dropped off work materials to their homes, and consulted with their parents and guardians by phone each week,” Thompson shared. “In addition to meeting with my students virtually, I also dropped items off at their homes each week such as groceries, household items, games, etc.”

Nicole Ayoub Coeburn ('12) reopened the Blue Spoon Café in downtown Bluefield, WV in 2017. Coeburn was inspired by the bravery of the front-line workers and wanted to give back in some way. “It started with one customer giving a donation. I posted on Facebook hoping to receive responses from others who may know someone in need of a meal who had lost their job, an elderly person who wasn’t able to get out of their home, and of course our wonderful front-line workers,” expressed Coeburn. “The kindness spread, and customers started giving donations to feed those in need or they simply sent a thank you. Local businesses were supporting too, and with the help of the donations, we were able to feed over 500 people in the area.”

At the start of the COVID-19 outbreak, Dr. Jacob Gillikan ('06) felt the call to serve on the frontlines as an Intensive Care doctor for COVID-19 patients at Northside Hospital–Cherokee in Atlanta, GA.

“Every day I asked myself, am I doing everything in my power to provide patients with the best up-to-date care as possible? Despite the challenges I was comforted knowing that God is in control, the ultimate healer, and I am just His servant. Every day I placed on my biohazard suit, entered my patients’ rooms, and treated them as if they were family. Romans 8:28 says, ‘And we know that in all things God works for the good of those who love him, who have been called according to his purpose.’ I encourage everyone to be mindful daily, engage in positive activities, surround yourself with uplifting positive people, and most importantly actively lean into God.” -Dr. Jacob Gillikan ('06)

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About Fork Union Military Academy

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

The Academic Program

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

BGAV Affiliation

In 1913, the Baptist General Association of Virginia (BGAV) began supporting the Academy financially, recognizing

the school's unique Christian service and ministry to young people. Even with diminishing financial support, the BGAV and Fork Union Military Academy have provided thousands of young men a sound education that is grounded in Christian values, that prepares them for higher education and for life, and that trains them for service and leadership in church and community.

Our Spiritual Emphasis

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

The 2019-20 Academic Session

In the fall of 2019, 304 young men from 31 states and 10 foreign nations arrived on our campus to begin the 121st academic session. Approximately 44% had been FUMA cadets the previous year, and 269 of them were boarding students.

Like the rest of the world, Fork Union was deeply impacted by the COVID-19 pandemic. Our cadets were sent home on March 13, and our last seven-week academic term was completed through virtual learning. Our amazing faculty adapted quickly and efficiently to this totally new style of teaching, and the cadets received the high quality of education their families have grown accustomed to while at Fork Union.

On July 18, following strict social-distancing guidelines mandated by the Commonwealth of Virginia, the FUMA Alumni Association welcomed 52 new members as the class of 2020 received their diplomas.

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

Concluding Thoughts

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

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

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

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

OFFICIAL REPORT

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Hargrave History

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

Mr. Jesse H. Hargrave and his son purchased about thirty-six acres for the school and modified the Martin family home (Tredway House) on the property to provide classrooms as well as dormitory space for seventeen boarders and eighteen-day students during the 1909-1910 session. The Reverend Mr. Sanford was elected President and Business Manager on May 23, 1911 and served as president until 1918. In 1913, the Baptist General Association of Virginia made its first gift, \$1,000, to the school, and since that time the school has continued an affiliation with the association.

Current Update

During the 2019-2020 academic year, our cadets endured some unique challenges presented by COVID-19, but showed their grit and resilience when faced with adversity. We are extremely proud of the way the Hargrave Team (Faculty/Staff - Parents/Guardians - Cadets) adapted to the new and rapidly changing environment. Overall, there was great success by all members of the Hargrave Team. As we begin the 2020-21 academic year, we continue monitoring all state and health agency guidelines and will adjust as necessary. However, the current trends and information provided give us optimism as this year progresses. We are grateful to have the Hargrave Family back together on campus as we build young men into leaders of character prepared for lifelong success.

In May 2020, Hargrave Military Academy completed its 111 th year of service and commitment to developing young men in mind, body, character and spirit. Cadets from Virginia, 22 other states and 7 countries were in attendance at

the commencement proceedings July 18, 2020, and 34 young men received their diplomas. One-hundred percent of this class received at least one acceptance to a college or university.

Hargrave is proud that for the last 20 years nearly 100% of its Cadets have been accepted into colleges and universities. These institutions notably include the U.S. Naval Academy, U.S. Military Academy, The Citadel, Virginia Military Academy, Virginia Tech, Liberty University, Penn State University and many other premier universities and colleges. At Hargrave, we continue to turn cadet potential into opportunity affording collegiate education otherwise unattainable. We are very proud of the Class of 2020 and post graduates who earned \$4.0 million in college scholarships and financial aid.

Hargrave ensures a Christian environment on campus. Upon matriculation, each Cadet is issued their own personal Bible. In years past, a Bible has been provided when each Cadet graduates. However, we feel it is important to provide them with the tools necessary to grow in their faith during their time at Hargrave. Spiritual development is a key pillar along with academics, athletics and character development. Not only are Cadets challenged academically and physically, they are provided spiritual growth opportunities twice each week during mandatory Chapel services. Each Cadet is given the opportunity to participate in contemporary Christian worship through singing, playing an instrument, prayer, and listening to a practical message based on the authority of the Bible. All faculty and staff are welcome and encouraged to attend Chapel services, as well as participate in these opportunities for spiritual growth. For many Cadets, our Chapel services are their first exposure to the basic tenets of the Christian faith. In addition, Hargrave has offered Cadets a weekly Bible Study, two semesters of Bible classes, incorporated personal devotion time in their daily schedule, established a Fellowship of Christian Athletes chapter, provided opportunities for worship at local churches and established a prayer room for personal and group prayer. There is also a weekly Bible Study available for faculty and staff.

As a Christian-based institution, Hargrave requires that all Cadets complete a one semester Bible course. The primary objective for this course is to demonstrate the intricacies that make up the Christian Bible, and demonstrate to the students that regardless of their faith backgrounds, the Bible can be used as an instrument to guide their lives and help them to grow into individuals of character rooted in Truth. We welcomed our new minister this year, Adam Felty, from Knotts Island, North Carolina. Adam is a graduate of Liberty University and an ordained Baptist minister. We are excited about the reinvigoration of our spiritual development pillar through him. We know the gospel is being presented to our Corps of Cadets and we pray the Holy Spirit moves mightily among and through them.

Hargrave is fully accredited by the Southern Association of Colleges and Schools (SACS) and the Virginia Association of Independent Schools (VAIS). Hargrave Military Academy is also a member of the National Association of Independent Schools (NAIS).

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

JOHN LELAND CENTER FOR THEOLOGICAL STUDIES



Term Expires June 30, 2021

Carolyn Fossen +
Rev. Dr. Eric Gilchrest +
Robert Ryland +

Term Expires June 30, 2022

Donna K. Alexander
Vonda Bell +
Rev. Pam Chisholm
Anna Grinder +
Michael Hines +
Kent Holland
Matt Jones +
William Moorman +*

Term Expires June 30, 2023

Carl Biggs
Jerry Hanson
Melvin Harris +
Larry Meyers +
Tracey Kelley Neal
Dr. Lynn Okagaki
Ken Pruitt +
Russ Sullivan +
Rev. Dr. Vernon Walton
Rev. Dr. Howard-John Wesley
Dee Whitten +
Gary Yeatman

BGAV Trustees

Robert Ryland
Matt Jones
Michael Hines

* Submitted to BGAV for consideration for BGAV term ending June 30, 2024
+ Trustees who are members of BGAV churches

Though this year will be remembered in the history books as an unprecedented, heart-breaking season, God is still at work in our world and at Leland. We have adapted to online platforms, providing virtual webinars, open houses, and classes. This fall our state-of-the-art Webex classroom opens which allows students to be in the classroom and also online. We are eager to gather in person again as soon as it is safe. We believe one of Leland's strengths is our emphasis on in-person community.

We believe God has prepared us "...for such a time as this" (Esther 4:14) with the advent of our Institute for Justice Formation. Together we will address racial injustices and seek the Lord's guidance in steps forward in faith. This conversation is needed and necessary.

We are preparing now for an excited incoming class of graduate and undergraduate students throughout the state of Virginia. In the fall, Leland will have campuses in Arlington (Main Campus), Charlottesville, Culpeper (Spanish-speaking), Gretna, Hampton Roads, Richmond, Saluda, and Staunton.

Leland is fully accredited by the Association of Theological Schools and is also a member of the Washington Theological Consortium. Leland offers the Master of Divinity (MDiv) degree, the Master of Theological Studies (MTS) degree, and the Master of Christian Leadership (MCL) degree. Leland also provides graduate certificates in Leadership Studies, Theological Studies, Justice Formation, and Homiletics. The Rev. Dr. John Lee is the John Leland Center's Academic Dean and Dr. Andrey Shirin is the Director of Transformational Leadership.

Leland's School of Ministry provides classes at the undergraduate level. Students who complete this course of study earn a Diploma in Theology. The Rev. Susan Moore is the Director of the School of Ministry and oversees the extension sites throughout Virginia.

We are excited for the future, and grateful to partner with the Baptist General Association of Virginia.

OAK HILL ACADEMY

Class of 2021

Mr. Rodney Halsey*
Ms. Mary Thomas

Class of 2022

Mr. Larry Conner
Mr. Don Gibson
Dr. Thomas Harvey*

Class of 2023

Rev. Danny Collins*
Mr. Todd Fuller
Mr. Joel Jackson
Mr. Marty Parks*

Class of 2021/2024

Rev. Robert Bailey
Mr. Kenny Bowen
Mr. Richard Burke

Dr. Wayne Hager
Mr. Dale Melton

Class of 2022/2025

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

Class of 2023/2026

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

Class of 2024/2027 (off during 2020-21)

Mrs. Theresa Lazo
Mr. Jim Tapp
Mr. Taylor Vaughan



* Baptist Appointee

Oak Hill Academy completed its 141st academic session on May 15, 2020 with 47 graduates receiving high school diplomas. The class of 2020 was a hard-working cohort, ultimately earning more than \$6 million in merit-based college scholarships. Unfortunately, we were not able to celebrate these accomplishments in person, as the constraints of the COVID pandemic required us to discontinue on-campus instruction on March 6th. Through careful planning, technological creativity, and resilience we were able to maintain our normal schedule of end-of-year events via livestream, culminating in a live graduation ceremony. Nonetheless, our community felt a sense of loss at not being able to celebrate in person with our students and wish them Godspeed as they began the next chapter in their lives.

Certainly the constraints of the pandemic have had profound and challenging effects on institutions around the world. Schools, long considered the primary wellspring for social development in youth have been forced to deliver their curricula and culture through remote venues. This has proven challenging on a grand scale, however preemptive efforts by Oak Hill Academy- efforts to utilize technology effectively in our pedagogy, investment in our school infrastructure, the adoption of a cloud-based student information system, and a hard-working and creative faculty all helped our school to mitigate many of these challenges. In fact, as the school year ended we determined to move forward with plans for a remote summer-school session which proved very effective and beneficial for our students.

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

of all backgrounds who are seeking an academic and cultural alternative to the standard school setting. Our goal is to help our students grow into young men and women who think critically about their place in the world and their contribution to their communities. We are thankful that enrollment at the Academy often serves as a springboard for our students growth in body, mind, and spirit.

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

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

In the athletic arena Oak Hill continues to receive national recognition, particularly on the basketball court. We were one of only eight high schools invited to the Geico National High School Basketball Championships in April; however, the tournament was cancelled due to the pandemic. Nonetheless, the Oak Hill squad won several national-class tournaments including the Iolani Prep Classic in Honolulu, the Bass Pro Tournament in Missouri, and the Hoophall Classic in Massachusetts. Oak Hill students participate on three boys basketball teams, co-ed soccer, boys and girls tennis, cheer, girls volleyball, baseball, and wrestling. In the classroom, Oak Hill Academy's curriculum is designed to challenge the brightest students with honors courses and dual college credit courses, while also providing structure and support for students who may require additional assistance or accommodation. Our student/teacher ratio is 9:1, and each night we host a mandatory study hall to help our students achieve. Student life outside the classroom is filled with clubs and activities, weekend socials, special events, leadership programs, and spirit-building events to keep campus lively and our students well-balanced.

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

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

Room, board, tuition and fees for the June 2019 – May 2020 academic year totaled \$39,918. Our operating budget was \$5,785,929. BGAV contributions totaled \$16,392, which represented 0.29% of our budget. In our efforts to assist as many students as possible in accessing our school program, Oak Hill awarded a total of \$590,827 in scholarships or tuition reduction for students in need of financial assistance.

As a boarding school, the community life of the Academy represents perhaps the central facet of being a student at Oak Hill. Our goal is for our students to observe, live, and participate in a community of learning where healthy adult

and familial relationships are exhibited daily by our faculty and staff. Over seventy adults and children now reside in housing on our 270-acre campus during the academic session. OHA also represents the largest single employer in the western section of Grayson County.

One hundred and forty one 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.

Just as BGAV exists “to furnish the Baptist churches of Virginia a medium of cooperation” to achieve its goals, so too does BJC exist to enable BGAV to freely exercise its mission, free from government inhibition and entanglement.

And just as the Kingdom Advance vision of BGAV strives to serve as an “umbrella under which diverse Baptists can cooperate on the ‘main thing,’” so too does BJC strive to provide an umbrella of support for a wide variety of religious groups seeking similar protection against state interference.

We are so grateful for the longtime partnership of BGAV in our shared mission to educate Baptists and others about our commitment to religious freedom for all. Your continued support is crucial to our ability to maintain and expand our programming in our main areas of work with Congress, in the courts, educating students of all ages, and mobilizing supporters for advocacy. Virginia Baptists can see their offerings at work with BJC through our multi-platform communications streams, including a recently revamped website, quarterly print magazine (Report from the Capital), BJC Podcast, email newsletters, advocacy alerts, and comprehensive social media presence.

While 2020 has been an unprecedented year with pandemic, economic downturns, protests, and elections, BJC’s efforts for religious liberty continue steadfastly. As part of our ongoing work, BJC hosted a national conversation on white supremacy and American Christianity on June 26 with Robert P. Jones, author of the remarkable book *White Too Long*, and journalist Adelle Banks. Many were inspired by the conversation’s call for transformative change in our nation.

By the time the Supreme Court completed its term in July, it had decided four cases with implications for religious freedom: ruling that employment discrimination protections based on sex also protect against discrimination based on sexual orientation and gender identity (*Bostock v. Clayton County*); defining in more detail the “ministerial exception” that exempts certain employees of religious institutions from Title VII and other protections against employment discrimination (*Our Lady of Guadalupe School v. Morrissey-Berru*); holding that the Trump administration had the authority under the Affordable Care Act to issue broader exemptions to the contraceptive mandate (*Trump v. Pennsylvania*); and ruling that if a state funds private education, it must extend that funding to private religious education as well (*Espinoza vs. Montana Department of Revenue*). BJC General Counsel Holly Hollman and Executive Director Amanda Tyler talked about each of these cases at length on the BJC Podcast in the weekly “Respecting Religion” series. The way these rulings will work together and impact church-state law remains to be seen, but we are likely to look back at this term as one that shifted the Court’s interpretation of the First Amendment’s two religion clauses in fundamental ways.

BJC, with a host of other partners, reignited the Christians Against Christians Nationalism campaign in July. Christian nationalism seeks to merge Christian and American identities, distorting both the Christian faith and our country. Christian nationalism demands Christianity be privileged by the state and implies that to be a good American, one must be Christian. It often overlaps with and provides cover for white supremacy and racial subjugation. As those faithful to the Gospel, we reject this damaging political ideology and invite our Christian brothers and sisters to join us in opposing this threat to our faith and to our nation. Thousands – including many Baptists – have signed the Christians Against Christian Nationalism statement in the past year.

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

BAPTIST NEWS GLOBAL

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Conversations that matter.

* BGAV Representative

As the successor organization to the venerable Religious Herald, our work at Baptist News Global continues to be organized around the urgency of truth-telling about matters of faith in an increasingly faith-less world.

First, though, a word of gratitude to Virginia Baptists for your continued support of our truth-telling work through financial gifts and readership. With support from both the BGAV and individual Virginia churches and persons, we embrace the legacy of our shared heritage.

We've had a change in leadership year, but even so, hopefully I am neither a new name nor a new face to many Virginia Baptists. On July 1, I succeeded David Wilkinson as executive director and publisher of BNG. For the first 21 years of my professional career, I served as a Baptist journalist and worked closely with several editors and staff members at the Herald and the BGAV. For the past 17 years, I have served as associate pastor of a Baptist church in Dallas, Texas.

As a former board member of Baptist News Global, I was intimately involved with the successful merger of the Religious Herald with Associated Baptist Press. I can say with all certainty that I believe we continue to fulfill the hopes of all who sat around those tables dreaming of this new day.

Of particular note this year is that we continue to mourn the untimely death of our dear friend and colleague Robert Dilday. Robert was an essential voice to Virginia Baptists for so many years, and he was an essential part of our shared work through BNG. We honor his memory and give thanks for his legacy among us.

Our tagline at BNG is "conversations that matter." And that's exactly what we hope to spark every day with our news, feature, analysis and opinion pieces. A fair number of our writers are Virginia Baptists, and they join a mixture of women and men from across the country who write for us about important matters of our day.

We're on track to record about 5 million pageviews on our website this year, with thousands of readers for our content every day.

Thank you for making these vital conversations possible.

BAPTIST WORLD ALLIANCE

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Executive Committee (Above, plus)

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 BWA Women's Auxiliary President
 Karen Wilson, Australia
 BWA Youth Department President
 Amanda Haines, USA
 Representatives of Regions
 Ernest Adu-Gyamfi, All Africa Baptist Fellowship
 Edwin Lam, Asia Pacific Baptist Federation
 Jan Sæthre, European Baptist Federation
 Samuel Tolbert, N. American Baptist Fellowship
 Daniel Avila, Union of Baptists in Latin America
Twelve At-Large Members
 2018-2021
 Paul Baxley, USA
 Lynn Green, UK

Melvin Harris, USA (Virginia)
 Thomas Klammt, Germany
 2019-2022
 Johnathan Hemmings, Jamaica
 Roy Medley, USA
 Adebola Samson-Fatokun, Nigeria
 Kang-San Tan, UK
 2020-2023
 Ernest Adu-Gyamfi, Ghana
 David Hardage, USA
 Lone Møller-Hansen, Denmark
 Terry Smith, Canada
Additional Member
 2018-2021
 John Beasy, Australia

Virginia Baptists on BWA General Council, Committees and Commissions, 2020-2025: James Baucom, Elijah Brown, Valerie Carter Smith, Will Cumbia, Elizabeth Fogg, Carolyn Fossen, Darrell Foster, Geoffrey Guns, Mary Harris, Melvin Harris, Patricia Hernandez, John Kubichek, John R. Jones, Joseph Lewis, Anna Miller, Dean Miller, C. Diane Mosby, Elizabeth Newman, Timothy Norman, Lorae Ponder, Melissa Rogers, Craig Sherouse, Andrey Shirin, James Somerville, Nathan Taylor, William Tuck, John Upton, Angelique Walker-Smith and David Washburn.

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

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

Our Membership: The BWA is a fellowship of 241 Baptist church organizations in 126 countries and territories. Collectively, in the last ten years, the BWA family has grown 29% from 36 million to 47 million.

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

We accomplish our mission through the following five ministry areas:

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

Worship, Fellowship, and Unity

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



22nd Baptist World Congress

The global Baptist family had planned to gather in July 2020 for the 22nd Baptist World Congress in Rio de Janeiro, Brazil, but BWA’s global leadership has made the difficult decision to postpone due to the ongoing health and travel challenges resulting from the COVID-19 global pandemic. The Congress has been rescheduled for July 7-11, 2021, and will be held virtually in order to provide the safest possible gathering. For more details and to register, visit BWA2021.org.

In the past year:

- 34,000 people attended an event around the world where they heard messages and missional updates from a member of the BWA team.
- 32 countries were directly touched by the BWA in 2019 through pastoral visits, BWAid assistance, and direct mobilization of Baptist leaders for global engagement.
- 1,000+ prayer partners united weekly in prayer with the BWA Team for “Baptists One in Prayer.”

Additionally, the BWA:

- Hosted a 24-hour global prayer movement with over 600 people from 44 countries praying contiguously for 24 hours.
- Held two virtual global worship services over Pentecost weekend that were joined by over 10,000 people from more than 100 countries.
- Welcomed St. Kitts Baptist Association to the BWA family, expanding the number of countries and territories to 126.

- Responded to the pandemic by launching the “Standing Together” Global Response Plan. Through the “Standing Together” online resource, BaptistWorld.org/covid19, the BWA invites Baptists everywhere to partner with us in prayer, learning, giving, and serving to COVID-19.
- Launched a global prayer team that has already responded to thousands of individual prayer requests around the world.

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:

- Welcomed a new Director of Integral Mission, Everton Jackson, to continue to help Baptists around the world surge in mission and evangelism.
- Resourced open-air evangelistic gatherings in South Sudan that resulted in more than 200 professions of faith and provided support for discipleship classes to equip these new believers.
- Supported ministry efforts at the Kakuma Refugee Camp in Kenya to evangelize and disciple 500 youth refugees.
- Provided a grant to a Baptist church in the Middle East to facilitate the distribution of more than 400 coats for children who have been orphaned and displaced by war, a gift that opened the door for additional Gospel witness.
- Supported mission and evangelism grants around the world, such as supporting 30 Venezuelan Baptist missionaries as full-time church planters in Venezuela while also preparing for a 2021 launch of a School of Evangelism which will provide contextually relevant evangelism training in all six regions of the BWA.

Aid, Relief, and Community Development

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



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

- Celebrated the 100th Anniversary of Baptist World Aid (BWAid).
- Responded to the COVID-19 pandemic with 132 BWAid emergency grants in 82 countries.
- Continued to respond to disasters ranging from Hurricane Laura to the Beirut Explosion.
- Launched the BWA Forum on Aid and Development (BFAD) that is networking more than 25 Baptist aid agencies for collaboration and impact, including collectively responding to the COVID-19 crisis with more than \$1.6 million USD impacting over 1 million people.

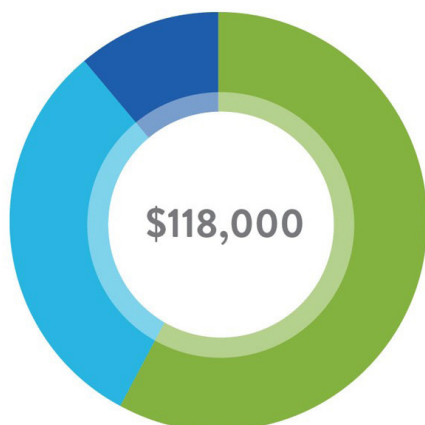
In 2019, BWAid supported

20 PROJECTS in

17 COUNTRIES,
impacting more than

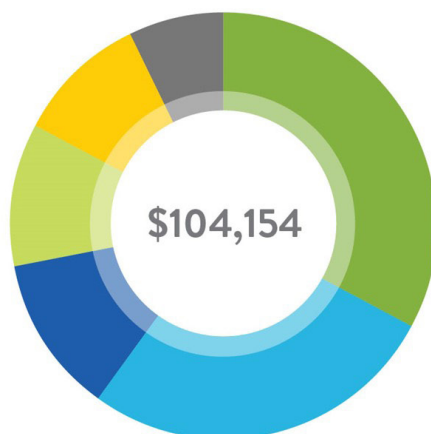
24,000
PEOPLE

RELIEF



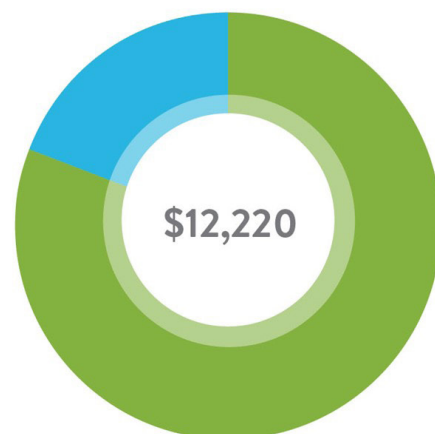
- 58% • Refugee Support
- 31% • Hunger
- 11% • Hurricane Relief

DEVELOPMENT



- 33% • Refugee Support
- 27% • Sex Trafficking Survivor Assistance
- 12% • Youth
- 11% • Agriculture/Husbandry
- 10% • Domestic Violence Prevention
- 7% • Water

CAPACITY BUILDING



- 81% • Workshop Support
- 19% • Training / Education

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:

- Launched the 21Wilberforce Global Freedom Center, a new BWA Center to advance religious freedom around the world for all people.
- Supported six representatives actively engaged in service and advocacy through the United Nations.
- Offered \$5,000 emergency grants to six Baptist conventions and organizations working alongside Venezuelan refugees.
- Supported #RedWednesday, which is an opportunity for every individual, church, and convention to use social media to share their support for religious freedom for all.
- Enhanced religious freedom monitoring around the world.
- Provided bail money, family support, and direct advocacy for a pastor in a South Asian country unjustly incarcerated for praying.
- Responded with the North American Baptist Fellowship to ongoing racial injustice in the United States by signing a statement denouncing the deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd, hosted a global prayer call and webinar led by the Chair of the BWA Commission on Racial, Gender and Economic Justice, and published a Next Steps leadership resource to help leaders listen, learn, and engage today.

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:

- Sent a global delegation of 20 people to Warsaw, Poland, for the ongoing bilateral dialogues between the BWA and the Pontifical Council for Promoting Christian Unity centered on the theme, “Challenges to Common Witness.”
- Enrolled 125 students in the BWA’s Horizons Training Program, enabling access to children and youth ministry training in 10 different languages.
- Celebrated new BWA leadership with Tomás Mackey from Argentina as the new BWA President and Karl Johnson from Jamaica as the new BWA First Vice President.
- Launched 14 new BWA Commissions with Baptists around the world working together to address the most critical issues today such as evangelism and mission, religious freedom, peace building, racial justice, doctrine and theology, and dialogue with other Christian worldwide communions.
- This is a brief glimpse into the kingdom impact of the BWA, accomplished by the grace and power of God with the faithful support of Virginia Baptists. Thanks be to God!

CAMPBELL UNIVERSITY DIVINITY SCHOOL



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

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



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

The Divinity School is eager to serve both students and churches not just through its degree offerings, but also through a variety of resources, programs, and opportunities. Notable examples include the Bible Lands Study Tours, an outstanding ministers' continuing education program featuring three annual lecture series, certification programs in Hispanic Church Leadership,



Preschool and Children's Ministry, Women in Christian Leadership, Biblical Studies, Church Music and Worship, and Youth Ministry, and the Braswell World Religions and Global Cultures Center. Faculty and staff regularly serve churches and ministries through pulpit supply, retreat leadership, Bible studies, consultation, special topics studies, and interim pastorates. We understand our calling as a school to be a resource for churches, and we invite churches to call on us to help them to be the body of Christ, carrying out God's mission in the world.

Upcoming Events:

Due to the COVID-19 pandemic, our Fall semester events are all scheduled as virtual events, with pre-recorded lecture followed by a "live" Q&A session delivered in a webinar format.

- September 29, 2020 - L. B. and Mabel Reavis Lectures

Dr. Stanley H. Skreslet is the F.S. Royster Professor of Christian Missions at Union Presbyterian Seminary in Richmond, Virginia. He joined the UPSem faculty in 1997 and was Academic Dean for a term. Before this, he served for ten years on the faculty of the Evangelical Theological Seminary in Cairo, Egypt. He is a graduate of Lewis and Clark College (B.A.), Union Theological Seminary in Virginia (D.Min.), and Yale University (Ph.D.). His 2012 book, *Comprehending Mission: The Questions, Methods, Themes, Problems, and Prospects of Missiology*, was the first monograph to receive the American Society of Missiology's annual book award. Among his other publications is a New Testament Greek grammar in Arabic published by the Bible Society of Egypt. Stan and Paula are the parents of grown triplets.

- October 27, 2020 - E.J. and Amaretta Prevatte Biblical Studies Lecture Series

Dr. Julia M. O'Brien has held the Paul H. and Grace L. Stern Chair of Old Testament/Hebrew Bible at Lancaster Theological Seminary since 1997. From 1989-1997, she served on the faculty of Meredith College in Raleigh, North Carolina. Julia received a BA in Religion from Wake Forest University in 1981, a MDiv from Duke Divinity School in 1984, and a PhD in Hebrew Bible and Semitic Studies from Duke University in 1988, where her areas of study included the history and archeology of the Old Testament as well as Judaism and Literary Criticism.

- February 15-16, 2021 - James C. Cammack Institute of Preaching Lectures

Dr. Robert Smith, Jr. holds the Charles T. Carter Baptist Chair of Divinity at Beeson Divinity School where he teaches Christian Preaching. Previously he served as the Carl E. Bates Associate Professor of Christian Preaching at The Southern Baptist Theological Seminary in Louisville, Kentucky. He is a graduate of Cincinnati Bible College (B.S.), The Southern Baptist Theological Seminary (M.Div., Ph.D.) and was awarded an Honorary Doctor of Sacred Theology from Temple Community Bible College

- Tentative May 2021 - Bible Land Study Tour: Israel

Tentative plans are made for Dr. Tony Cartledge to once again lead a study tour to Israel. The trip will depend on the international travel restrictions or governmental travel recommendations due to the pandemic.

- June 2021 - Ministers Health Summit

A one-day conference encouraging and equipping ministers to practice and to lead others to physical, emotional, and spiritual health. Last year's conference was a significant success, while even being creatively restructured as a virtual event. Therefore, the decision has been made to continue to offer this valuable conference online to pastors who cannot attend even when we will be able to return to an in-person platform, hopefully this June.

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

DUKE DIVINITY SCHOOL (BAPTIST HOUSE OF STUDIES)

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The Baptist House of Studies is a community of faculty, staff, students, alumni, and friends committed to the preparation of innovative Christian leaders for the church, the academy, and other strategic organizations. The Baptist House provides spiritual direction, theological formation, financial support, and ministry guidance for Baptist students enrolled in the divinity school.

This fall Duke Divinity School welcomed the largest number of incoming students in its history. The Doctor of Ministry program received 52 new students. There are currently 95 Baptists enrolled in the seven degree programs at DDS. Baptists make up the second largest denominational group, comprising approximately 16% of the overall student body.

Curtis Freeman is Research Professor and the Director of the Baptist House. Nine regular rank, six consulting, and one adjunct Baptist faculty and five administrative staff serve as advisers and mentors for the students with Baptist affiliations. They include:

Stephen B. Chapman (Old Testament)
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Ralph Douglas West (Pastoral Ministry)
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The Baptist House works collaboratively with BGAV programs and initiatives on the formation of Christian leaders, and Baptist House students continue to serve in BGAV connected congregations through summer field education internships. We are grateful for a generous gift establishing the Chester and Marietta Brown/Hampton Baptist Fund for Baptist Field Education to support and nurture students in the practice of ministry.

Fostering relationships between DDS and BGAV congregations and programs like Uptick continues to result in Duke Graduates following calls to ministry among Virginia Baptists. The following Duke alumni have been called recently to serve congregations in the state: Garrett Bowman (First Baptist Church, South Boston), Jacob Drake (Central

Baptist Church, Church Road), Lee Foster (Tabernacle Baptist Church, South Hill), Drew Herring (West Main Baptist Church, Danville), Brian Hoysa (Downtown Baptist Church, Alexandria), Tremayne Johnson (Zion Baptist Church, Newport News), Marc Lavarin (Alfred Street Baptist Church, Alexandria), and Allan Smith (Haymarket Baptist Church, Haymarket).

Virginia Baptist students at DDS receive generous support grants from the First Baptist Church Foundation—Richmond and the Keesee Educational Foundation. Virginia Baptist students are also eligible for additional financial support through the Baptist House of Studies scholarship funds and endowments. Candidates with complete applications to DDS will be considered for financial aid beginning November 1, 2020, and the final deadline to apply is April 15, 2021.

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

GARDNER-WEBB UNIVERSITY



At Gardner-Webb University, we believe our love for God is best expressed through our love for humanity. Like all colleges and universities across the nation, Gardner-Webb adapted during the COVID-19 pandemic. In these unusual circumstances, GWU students, alumni, faculty and staff demonstrated God's calling to serve the community.

The Word Provides a Foundational Reminder

In July 2019, the main entrances to every building on the Gardner-Webb University campus received scripture plaques that serve as visual reminders of the University's calling. An initiative of the GWU President's Council on Christian Mission and Identity, the 70 signs are engraved with Mark 12:29-31.

The verses say, "Jesus answered him, 'The first of all the commandments is: Hear, O Israel, the Lord our God, the Lord is one. And you shall love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength. This is the first commandment. And the second, like it, is this: You shall love your neighbor as yourself. There is no other commandment greater than these.'" (New Kings James Version)

Students Help Pull 61 Tires From New River in West Jefferson

New and returning members of the Gardner-Webb University Honors Student Association participated in a GWU 18-year tradition in September 2019. Faculty sponsor Dr. Tom Jones, 27 GWU students and eight guests traveled to West Jefferson, North Carolina, to join New River Conservancy's cleanup event, Mud, Sweat, and Volunteers. The GWU students were part of a group that collected the biggest tire haul of the day: 61 along a 2.5-mile section of the river.

Students Increase Awareness about Human Trafficking

In September 2019, Gardner-Webb students participated in two events to raise awareness about human trafficking.

- The Department of Theatre Arts presented an original play on the topic, "Everybody's Moving," which was commissioned by GWU.
- The second event was the annual 5K race to rescue enslaved children. Sponsored by the GWU human-trafficking awareness club, Release the Captives, the event has raised more than \$10,000 since 2016. The money has helped 10 enslaved children through Challenging Heights, a non-profit organization based in Ghana, Africa, that works to rescue and rehabilitate the children.

Campus Sponsors Drive for Children in Foster Care

During Family Weekend in September 2019, Gardner-Webb sponsored a drive for North Carolina children living in foster care. Donations were given to "Bags of Hope," a project of Least of These Carolinas, a non-profit group that provides clothing and other items to foster care children.

School of Divinity and The Center for Healthy Churches Establish Partnership

The School of Divinity and The Center for Healthy Churches (CHC) established a partnership in October 2019 to address the needs and opportunities faced by churches, clergy and organizations. The School of Divinity and CHC are collaborating to offer conferences, academic programs, consulting, coaching, and enrichment events to churches and clergy in the region. The two entities hosted the first event in February 2020 on the GWU campus. More than

60 clergy and lay leaders from North and South Carolina attended “Turnaround Leadership: Life in the 2020s” led by Dr. Bill Wilson, CHC director. Joining the guests for the workshop on the Gardner-Webb campus were about 20 members of the GWU faculty and staff.

Celebrating Four Decades of Direct Service to Those with Disabilities

The Noel Center for Disability Resources at Gardner-Webb University celebrated the 40th anniversary of the University’s blind and visually impaired program in October 2019. The Noel Center had its beginnings in 1977 with one program offered for the deaf. Two years later, college officials expanded services to students who were blind and visually impaired. The services were initiated several years before colleges were mandated to provide them, noted Sharon Jennings, director from 1986 to 2003. “Gardner-Webb wasn’t forced to do it, and that made it a good place to be,” she affirmed.

A group of 14 deaf and hard of hearing students from Cleveland County (N.C.) Schools—ranging in age from 4 years to teens—visited Gardner-Webb in December 2019 for a preview of college life. Hosted by the Noel Center for Disability Resources, the event was called “Christmas B.A.S.H.—Bringing Academic Scholarship Here.” The day included both educational and fun elements. The students participated in science activities, watched a demonstration of pottery making and saw a performance by the sign language choir. They visited the dorm room of a GWU Deaf student and also had a visit from Santa Claus.

GWU Volunteers Serve on Medical Mission Team

Two members of the GWU community participated in a medical mission trip to Barahona in the Dominican Republic in December 2019. Dr. Sydney Brown, dean of the Gail Bolt Price School of Graduate Studies and professor of education, and Brook Wright, a second-year student in the Master of Science in Nursing-Family Nurse Practitioner program, traveled with Dream Ministries, an organization that has been working in the Dominican for over 20 years. Through the years, multiple GWU nursing faculty and students have been a part of this mission experience.

This was Brown’s second year to participate, and Wright’s first mission trip. They took eyeglasses and medicines with them that had been donated by GWU faculty and students. The group went to five different Bateyes, or shanty towns, to see patients. Most of these places don’t have latrines or safe drinking water, and electricity is non-existent. During their five-day trip, the team saw 622 patients, filled 2,541 prescriptions, distributed 1,800 pounds of beans and rice and assigned out 130 pairs of glasses.

Gardner-Webb Officials Join Pastors to Present Video Prayer Vigil

Gardner-Webb President Dr. William M. Downs and Senior Minister to the University Tracy Jessup participated in a video prayer vigil in March 2020 at the start of COVID-19 stay-at-home orders. Joining them were the pastors of Pleasant Ridge Baptist Church, Dr. Eric Davis; Boiling Springs Baptist Church, the Rev. Keith McKinney; and Green Bethel Baptist Church, the Rev. Wade Wallace.

The group read scripture and lit candles to present a message of faith and hope. “Gardner-Webb will light candles in the Dover Chapel as symbolic reminders that there is great brightness in our world and a firm assurance of better days ahead each and every night until we have passed through the worst of this storm,” promised Gardner-Webb University President Dr. William M. Downs. “We invite you to light a candle in your window as a message to your friends and neighbors—One university. One community. One people. One purpose. Be safe. Be Strong. Keep the Faith,” he added.

Campus Community Stays Connected During Distancing Measures

Weeks before GWU officials announced the difficult decision to transfer all classes to online format in March 2020, Gardner-Webb faculty and staff began preparing. While the learning curve was steep for some, they persevered and received help from others on campus. Listed below are some of the ways the campus stayed connected.

- Brian Arnold, director of student activities, campus recreation and new student orientation, brought the CrossFit community together by posting workouts for people to do at home each day.
- Neal Payne, associate minister to University for student ministries, enlisted the help of faculty and staff to share a scripture verse and word of encouragement on the GWU Campus Ministries United Instagram page (@gwucampusministries).
- Dr. Hebert Palomino, School of Divinity associate professor of pastoral care and counseling, released a series of videos in Spanish on caring for people in the midst of the COVID-19 pandemic. The videos were posted to YouTube channel: Floreciendo con Olga.
- Doug Knots, professor of art and chair of the Department of Visual Arts, offered video tutorials on working with clay; and the department offered free take-home creative clay kits that contain recycled air-dried clay in plastic bags of about 10 pound each.
- For those students who needed to stay on campus because of technology needs, internships, or transportation limitations, GWU staff made sure they were safe with social distancing, prepackaged food and hand sanitizer.

College of Health Sciences Faculty Help Meet Demand for Healthcare Providers

As the number of COVID-19 cases spread across North Carolina, faculty members from the College of Health Sciences at Gardner-Webb University worked extra hours, and utilized telehealth options, to help meet the needs.

- Dr. Mark Reiber, medical director for the GWU Physician Assistant (PA) Studies program, is an otolaryngologist (ear, nose and throat specialist) with a practice serving counties in the foothills of North Carolina. He rotates his time between offices in Gastonia and Shelby, N.C. His offices utilized telemedicine more to protect patients.
- Dr. Jill Houser, assistant professor in the GWU Hunt School of Nursing, maintains her Family Nurse Practitioner national certification by practicing in a clinical setting on a regular basis. In that capacity, she has worked at Atrium Health for more than seven years. When it became apparent that COVID-19 was going to have a global impact, she reached out to the manager of Virtual Health Care and requested to be updated on the training so she could work extra hours.
- Jamie Y. Camp, assistant professor in the PA program, conducted telehealth visits with patients in a family medicine practice. He helped patients with typical problems and chronic disease management, but he also saw many who were concerned about the pandemic and its associated respiratory symptoms.

GWU Faculty Member Serves Military Community During COVID-19

Dr. Sharon Webb, coordinator for Clinical Mental Health Counseling Programs and associate professor at Gardner-Webb, worked with the American Red Cross (ARC) during the COVID-19 crisis as a facilitator for online, interactive workshops for the military community. The programs were designed to help military personnel manage COVID-19 pandemic-related stress and learn healthy coping methods. Webb has volunteered with the ARC in various capacities for 22 years.

Alumni

Alumnus Helps with Buncombe County Schools' Efforts to Make Face Shields

Buncombe County Schools Assistant Superintendent Joseph Hough, a GWU alumnus, helped staff members from his school system make protective face shields in March 2020 for healthcare workers. The system's Innovation Lab, with its 11 3D printers, became a manufacturing facility for life-saving medical equipment. The protective shields were donated to the Buncombe County Emergency Operations Center, which distributed them where they could do the most good.

Alumna Adjusts to First Principalship During Coronavirus Crisis

Laura Watlington Carter, who received her master's degree in executive leadership studies from Gardner-Webb in 2017, was named to her first principalship at Leaksville Spray Elementary School in Eden, N.C., in December 2019. Three months later, North Carolina schools closed in response to the Coronavirus outbreak. Her greatest challenge was trying to level the playing field in regards to access to instruction, meeting the social and emotional needs of students and families as well as continuing to care for and support her staff through the difficult times.

Alumnus Opens Dental Practice With Emphasis on Giving Back to the Community

Trey Miller, a GWU Alumnus, opened his own practice, Smile Solutions Dentistry in Harrisburg, N.C., in the middle of a pandemic. Despite the time of uncertainty, Miller was surprised that people called his practice every day to schedule appointments. Not only was each new patient special to him, but every patient is contributing to a cause that is near to his heart. Miller has partnered with an organization in Harrisburg, "Dream on 3 Foundation." The non-profit is like The Make-a-Wish Foundation, but focuses on making sports-based dreams come true for children with chronic illnesses, intellectual and developmental disabilities and life-altering conditions. With each new patient, he donates money to the foundation to help make a child's wish come true.

Students

Physician Assistant (PA) Student Provides Primary Care During Coronavirus

Ryan Higgins, of Corvallis, Oregon, a student in the Physician Assistant (PA) Studies program at Gardner-Webb, participated in a telehealth clinical rotation in California, a state that was one of the early "hot spots" in confirmed Coronavirus cases. Higgins worked in an internal medicine office, providing primary care to patients between 40 and 75 years old. Before the Coronavirus Pandemic, the clinic saw 25 to 30 patients a day. During the pandemic, the number was restricted to keep patients safe. The office used telemed to connect with patients, but once a week had an in-patient clinic for those who needed to be seen based on their complaints.

Graduate Nursing Student has Leadership Role During COVID-19 Crisis

As a clinical supervisor at Atrium Health-Lincoln, Jason Wesley DeFreitas, '21, helps his colleagues and patients manage the challenges of the Coronavirus pandemic. The Gardner-Webb University graduate student is one of three supervisors on a 30-bed medical-surgical unit. He is responsible for managing 80 health care teammates, including registered nurses and health care technicians. During the pandemic, he focused on keeping staff members calm about the daily reported cases of COVID-19 in the county and facility, as well as informed about the latest information about COVID-19 and what Atrium Health is doing systemwide to educate teammates and combat the virus.

Additions/Changes to Curriculum

Four New Degree Programs Offered for 2019 Fall Semester

With the start of the 2019 Fall Semester, Gardner-Webb offered four new programs.

- TA to Teacher: a fully-online program offered to qualified teacher assistants to address the shortage of elementary teachers in North Carolina.
- Doctor of Nursing Practice Program for Family Nurse Practitioners (DNP-FNP): Doctoral-prepared family nurse practitioners provide primary care to populations across the lifespan within a community setting.
- Doctor of Nursing Practice Program for Psychiatric Mental Health Nurse Practitioners (DNP-PMHNP): Doctoral-prepared psychiatric mental health nurse practitioners provide expert knowledge and skills for promoting and facilitating optimal mental health across the lifespan.
- Human Services Degree Realignment: Offered fully online, the program's core curriculum prepares students to take the Human Services Board Certified Practitioner exam if they choose, and it includes concentration options in non-profit leadership, family dynamics, clinical/pre-counseling, substance abuse and generalist.

Accelerated RN to BSN Option

The Hunt School of Nursing began offering an Accelerated RN to BSN option—offered fully online in eight-week sessions—in March 2020. The accredited RN to BSN curriculum at Gardner-Webb develops students’ leadership skills, increases their understanding of the current health care system, broadens their understanding of culturally diverse client needs, and allows for the opportunity to grow professionally. Students will be assigned a nursing faculty advisor who will work with them personally throughout the program.

‘Foothills Commitment’ Recognizes Community Partners

As a way to recognize community partners in Cleveland, Rutherford and Gaston counties, GWU announced the “Foothills Commitment” in December 2019. Through the initiative, GWU will provide total aid of at least \$15,610, which is a minimum of 50 percent off tuition, for any new freshman living on campus who is a resident of Cleveland County, Rutherford County, or Gaston County. The reduced rate is renewable, and Cleveland, Gaston and Rutherford county residents who apply to GWU and meet the qualifications will automatically be a part of the program.

Expansion of Church-Matching and Minister’s Dependent Scholarships

Gardner-Webb announced a substantial expansion of its Church-Matching and Minister’s Dependent scholarship programs in December 2019.

- Matching scholarships will now be offered to traditional undergraduate students, who receive a scholarship from any Christian church. In addition to expanding the program to members of all churches, the amount of the matching scholarship has also increased. To those traditional undergraduate students who meet qualifications, Gardner-Webb will match a scholarship from a Christian church—dollar for dollar—up to the cost of tuition. The Church-Matching Scholarship will stack on top of other institutional aid.
- The University also increased scholarships offered to minister’s dependents. The Minister’s Dependent Scholarship is offered to any dependent traditional undergraduate student of a full-time minister of a Christian church or an ordained, full time employee of a Christian church or church-related agency. Previously awarded at \$1,000, the scholarship will now be \$5,500. The Minister’s Dependent Scholarship will also stack on top of other institutional aid up to the cost of tuition.

Inaugural Recipient of Tucker Heart, Soul, Mind, and Strength Scholarship

Leah Carpenter, of Stanley, N.C., made history in January 2020 as the first recipient of the Tucker Heart, Soul, Mind, and Strength Scholarship from Gardner-Webb. She plans to major in nursing. Carolyn and Robert Tucker, who gave the University \$5.5 million in 2010 for the Tucker Student Center, established the Tucker Scholarship in March 2019 with a \$4 million scholarship endowment. The award is given to a student with exceptional academic achievement, who also exemplifies the commands of Jesus found in Mark 12:29-31—“Love the Lord Your God with all your heart, soul, mind and strength; and love your neighbor as yourself.”

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EthicsDaily.com / Baptist Center for Ethics and Nurturing Faith / Baptist Today merged their staffs and resources together in 2020 to create Good Faith Media.

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

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

News and Opinion distributes 3 new articles each weekday at GoodFaithMedia.org. Columnists from around the world reflect and report on the important, ever-changing topics important to people of faith. We have over 18,000 columns for individuals seeking to reflect, learn, and further research complex issues.

Videos and Podcasts produce numerous offerings engaging viewers and listeners. Though the pandemic slowed our video productions in 2020, we were able to broadcast three Good Faith Forums addressing the following topics: Racial Justice, Public Education, and Faith and Politics. Good Faith Media has three current episodic podcasts: Good Faith Weekly, Good Faith Stories, and Good Faith Reads. Earlier in 2020, we released a narrative podcast called, “Brother Molly.”

Publications offer these major offerings: (1) Nurturing Faith Journal, (2) Nurturing Faith Curriculum, and (3) Books. Nurturing Faith Journal has over 3,000 subscribers and is distributed six times a year. The curriculum is written by Dr. Tony Cartledge and follows the Revised Common Lectionary. The bookstore has over 100 books from a growing number of authors.

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

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

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- Missy Randall, Experiences and Events Coordinator
- Jackie Riley, Copy Editor

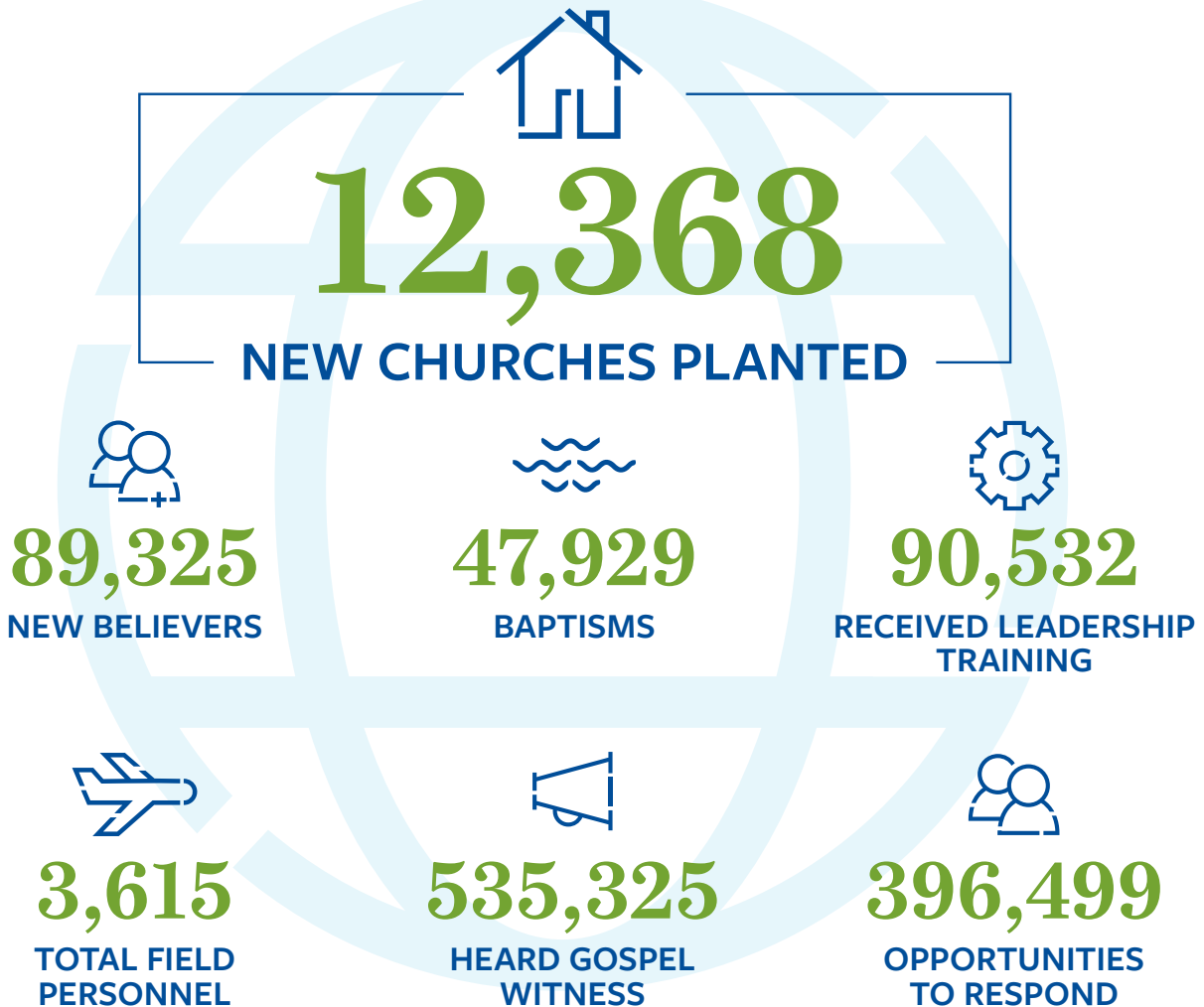
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for praying, giving, and going.*

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2019 Global Highlights



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

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

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

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

McAfee School of Theology offers the following degrees:

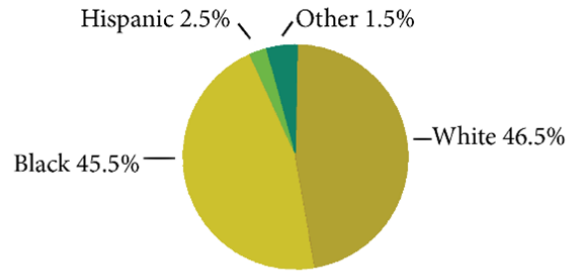
- Master of Divinity (Residence and Online)
- Master of Arts in Christian Ministry (Residence and Online)
- Master of Theological Studies
- Doctor of Ministry
- Graduate Certificate in Theological Studies

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

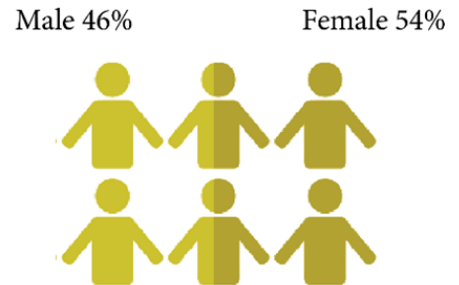
- MDiv and Master of Business Administration
- MDiv and Master of Science in Clinical Mental Health Counseling
- MDiv and Master of Science in Organizational Leadership
- MACM and Master of Science in Organizational Leadership
- MTS and Master of Science in Clinical Mental Health Counseling

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

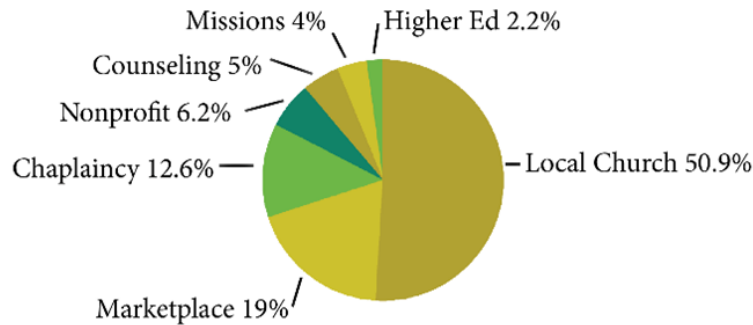
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ALUMNI CAREERS



McAfee has more than \$22 million in endowments and this previous year received \$238,000 in gifts to the annual fund and an additional \$687,757 towards scholarships and other endowed gifts.

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



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* BGAV Representative

The Ministering to Ministers promotes vibrant ministries by advocating for clergy and their families in all faith groups and offering resources to clergy and the churches they serve. (Mission Statement)

Ministering to Ministers (the Ministry) offers spiritual, emotional, physical, social and legal guidance to clergy and their families. Its primary focus is clergy who have experienced forced termination or substantial conflict with their churches to make continuing ministry together untenable. However, the Ministry has dedicated itself to a much larger investment in health promotion and conflict prevention in the relationship between clergy and their churches before they endure such debilitating and destructive experiences.

The ministries of Ministering to Ministers Foundation:

- Help equip ministers to assess their relationship with their church and establish optimal terms for employment, including meaningful dialogue and evaluation.
- Attempt to raise the emotional maturity and conflict transformation skills of all parties in church – minister relations.
- Provide immediate response for clergy and their families who are experiencing personal or professional crisis due to deteriorating congregation – clergy relationships.
- Come alongside ministers to affirm the worth of the individual and the authenticity of their call, despite the ups and downs in ministry.
- Temper feelings of victimization in ministers by helping them 1) learn to make informed, intentional faith-filled choices; 2) affirm that God is at work in and through difficult times; and, 3) acknowledge personal responsibility for their own choices and actions.
- Reclaim ministers wounded in toxic situations and forced terminations through wellness retreats, personal counseling, and educational materials.

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

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

- Health promotion and conflict prevention in the relationship between clergy and their churches before difficult experiences by establishing strong initial foundations, healthy dispute resolution, mediation, and informational resources (e.g. workshops, the website and newsletters).
- Model church-minister covenants that outline expectations and open communication in the event of conflict and/or separation. Resources for conflict transformation or negotiation in the form of professional guidance or the presence of legal assistance are available when work continuation is not possible.
- A vast library of resources created or captured over twenty-five years available through MTM.
- Staff and a remarkably well-prepared volunteer base, including counselors and psychologists, pastors serving as "Friends for the Journey," attorneys, experts in church and personal finance, personnel, and vocational development, to name a few, are resources to the churches and denominations, as well as to ministers.
- MTM alumni demonstrate a higher than average return to ministry. Significant losses to the BGAV in terms of ministerial education, training, and years of vocational experience may be avoided through redeemed careers. These have value for clergy, friends, family, churches, denominations and the larger church.

In summary, the work done through Ministering to Ministers offers the possibility of healthy clergy-church relationships, relationship renewal, leave-taking without conflagration, and, importantly, retention of terminated pastors for church service.

NORTHERN SEMINARY

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Before the pandemic, Northern was already delivering innovative education for the Church in 44 states and 10 countries. Now by God's grace, our students and faculty are on the front lines of the other viruses plaguing our world: racial injustice and violence. Because of your partnership in the Gospel, we are delivering on-demand education to lead the Church and engage the world.

Opened the San Antonio Center to bring Northern Seminary to students who can earn a Master's degree or Certificate via interactive live-streaming classes in community with other local learners.

Established a Distance Learning Partnership with the Baptist General Association of Virginia (BGAV) to deliver live-streaming theological education to Virginia. Students can earn the Master of Divinity and Master of Arts degrees through live-streaming courses, and the Center will host annual, oneweek-intensive classes.

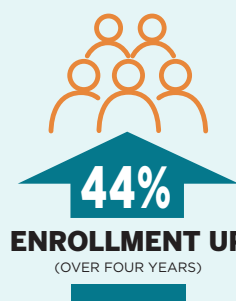
Northern hosted weekly Online Sessions via Northern Live to help solve ministry challenges and address issues during the COVID-19 pandemic.

New Partnership with the National Baptist Congress and its Vision Conference provides theological education via Northern Live and Seminary Now to faith leaders and Christian workers throughout the nation.

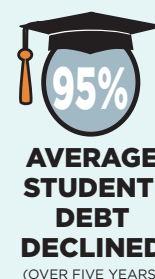
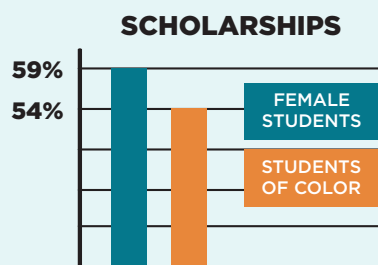
Trip to Israel for Doctor of Ministry in New Testament Context cohort for a life-changing experience and academically rigorous study designed to impact their church ministries.

Exceeded budgetary goals as we ended our fiscal year. Total gifts increased by 24%. We are grateful to you and God for meeting those needs!

STUDENT ENROLLMENT



STUDENT FINANCIAL



Your Support Reaches Churches On The Front Lines Of Needs



This year, to address the needs of students and churches facing the pandemic, we have launched Seminary Now, an on-demand subscription-based platform for discipleship, small groups, and personal growth.

We already have 200 subscribers to the platform, and our goal is over 1,000 this year.

We are also launching a fast-track, two-year certification program through the Grow Center for Church and Missions.

Under the direction of Tommy Lee, congregations will meet in cohorts to address local issues and adjust their ministries to meet the new realities.

Perkins Scholar Ministers On The Pandemic Front Lines

Tash Steverson ministers on the front lines of COVID-19 as a registered nurse at Lawndale Christian Health Center. Recipient of a Perkins Fellowship Scholarship, she is a Master of Divinity student at Northern Seminary. Tash's graduate studies began with a desire to provide more holistic care to her patients in Lawndale – an under-resourced, westside neighborhood in Chicago, Illinois. Her already full patient load now includes triaging potential COVID-19 patients, discerning those most at risk. She also handles preaching, teaching, hospital visits, and communications as Assistant to the Senior Pastor at Harmony Community Church. "I wasn't equipped to do any of this before I started Seminary. Northern provided the tools I needed to solidify my theological foundation for my role in our community."



BGAV Partnership Bears Fruit In Charlottesville

Pastor Brendan Jamieson, Pastor of Worship & Small Communities, All Souls Church, Charlottesville VA

Like a growing number of pastoral staff, Brendan had the dedication to ministry and the front lines experience – just not the degree. He became a Christian the summer before entering college, where he pursued a business degree. After graduation, his spiritual growth and talent for music landed him in full-time campus ministry in Montana.



Brendan was then called to All Souls Church and recently completed his 10th anniversary on the pastoral team. He has seen his family grow and ministry deepen in Charlottesville; packing up and leaving for seminary just didn't seem like the best choice. Thankfully, he didn't have to. Through a partnership between the Baptist General "Association of Virginia (BGAV) and Northern Seminary, Brendan and others can receive financial support and acquire necessary leadership skills and theological training while still serving in their local context via Northern Live and local intensive gatherings.

Learn more about Northern Seminary's innovative programs [here](#).

BGAV 2020 BOOK OF REPORTS

CONSTITUTION/BYLAWS
OF THE BGAV

CONSTITUTION/BYLAWS

ARTICLE I

Name

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

ARTICLE II

Purpose

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

ARTICLE III

Meetings and Composition

Section A: Meetings

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

Section B: Composition

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

Section C: Cooperating Churches

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

Participating – A church contributing financially to the Virginia portion of the Cooperative Missions Budget shall be named on the group exemption roster for IRS as exempt from Federal income tax under 501(c)(3) of the Internal Revenue Code under the General Association's blanket exemption from Federal income tax. Such a church shall be eligible to participate in annuity benefits for staff, and receive all publications and services.

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

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

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

ARTICLE IV Officers

Section A: Officers of the General Association

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

1. President. Upon nomination from the floor, the president of the General Association shall be elected for a one (1) year term on the second day of the annual meeting of the General Association.
2. Vice-Presidents. Upon nomination from the floor, the first vice president shall be elected for a one (1) year term at the annual meeting of the General Association. Upon nomination from the floor, the second vice president shall be elected for a one (1) year term at the annual meeting of the General Association.
3. Clerk. Upon nomination from the floor, the clerk shall be elected for a one (1) year term at the annual meeting of the General Association.
4. Executive Director. The executive director shall be nominated by the Virginia Baptist Executive Board, hereinafter referred to as the Executive Board, shall be elected by the General Association, and shall serve until his/her successor is elected. Nominations for this office may be offered from the floor of the General Association any year at the time of the nomination of its annually elected officers.
5. Treasurer. The treasurer shall be nominated by the Executive Board, shall be elected by the General Association, and shall serve until his/her successor is elected. Nominations for this office may be offered from the floor of the General Association any year at the time of the nomination of its annually elected officers. The treasurer shall receive all funds contributed to the General Association, pay over such amounts as are specified by the contributors for particular uses according to their directions (provided that, in the opinion of the treasurer, said uses comply with accepted General Association causes), distribute any amount not specified according to the instructions of the General Association, and make an annual report of all receipts and disbursements. All checks for paying of funds of the General Association shall be signed by the treasurer and countersigned by such other persons as may be designated by the Executive Board. The treasurer shall ensure that the duties of stewardship education and financial resources development are performed. The treasurer shall serve under the direction of the executive director and shall perform such other fiscal and management duties as may be assigned by the executive director.

Section B: General Provisions

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

ARTICLE V

Virginia Baptist Executive Board

Section A: Members by Virtue of Office

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

Section B: Members from the General Association

There shall be fifteen (15) members at large from the General Association. Upon nomination by the Executive Board, five (5) members shall be elected annually by the General Association for three (3) year terms. Four nominees shall be from among the candidates submitted by the Mission Council and the fifth nominee may be one of the candidates submitted by the Mission Council or another eligible Virginia Baptist. A member having served three (3) consecutive terms shall not be eligible for reelection until at least one (1) year has elapsed following his/her previous service. The nominees shall reflect a wide representation of Virginia Baptists, including both laypersons and ministers. Any vacancy occurring between the sessions of the General Association may be filled by the Executive Board for the remainder of the unexpired term.

Section C: Chair of the Executive Board

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

Section D: Meetings

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

Section E: Responsibilities

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

Section F: Church Membership

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

Section G: Membership Restrictions

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

ARTICLE VI

Virginia Baptist Mission Council

Section A: Members by Virtue of Office

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

Section B: Members from the General Association

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

Section C: Chair of the Mission Council

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

Section D: Meetings

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

Section E: Responsibilities

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

Section F: Church Membership

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

Section G: Membership Restrictions

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

ARTICLE VII Committees

Section A: Committee on Credentials

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

Section B: Tellers Committee

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

Section C: Committee on Boards and Committees

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

1. This committee shall nominate qualified persons to the standing committees as outlined in this Constitution/Bylaws. Prior to presenting its report, this committee shall share with each nominee the duties and responsibilities associated with the service for which he/she is nominated, and obtain the nominee's acceptance of said duties and responsibilities.
2. This committee shall nominate persons to the boards of trustees of all agencies, institutions, and shared ministries of the General Association in accordance with their respective charters.
3. This committee is encouraged to solicit suggestions as to qualified persons to serve on the boards and committees of the General Association. The committee is directed to see that proper distribution of membership on boards and committees reflects a wide representation of Virginia Baptists, including both laypersons and ministers. The committee shall not nominate any person to serve as a trustee of any board of any agency, institution or shared ministry of the General Association who is currently serving as a General Association nominated member on another board of any agency, institution or shared ministry of the General Association, nor shall an employee or independent contractor of the General Association be nominated to serve as a trustee of such boards. However, this restriction shall not apply to any agency, institution or shared ministry which, by its bylaws or board policy, requires a specific employee of the General Association to be a member of its board. All trustees who are nominated by the Committee on Boards and Committees are eligible for consideration to succeed themselves for a second term. After two (2) terms on the board of any agency, institution or shared ministry, a trustee is not eligible for nomination to that board for at least one (1) year. Members of the Committee on Boards and Committees or their spouses shall not be nominated to other committees or boards.
4. All nominees shall be resident members of Baptist churches contributing financially to the Virginia portion of the Cooperative Missions Budget. Prior to presenting its report of nominations to the General Association, this committee shall determine the eligibility, availability and willingness of each proposed nominee to serve, if elected; and this committee shall include in its report to the General Association the place of residence and the church membership of each nominee.

Section D: Committee on Scholarships and Ministerial Education Funds

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

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

Section E: Other Standing Committees

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

1. The Committee on Program. This committee, in consultation with the president, shall prepare the order of business for the annual meeting of the General Association, and arrange for speakers, reports, and special events of the program; consult with the host association concerning necessary arrangements and committees; and make available to the office of the executive director, by September 15, information and photographs for advance publicity, and for the printing of the program. The committee is instructed to give priority to business sessions, providing adequate time for the discussion of needs, problems, and opportunities. The committee shall recommend at each annual meeting the time and place of the meeting for at least two years in advance, giving careful consideration to the need for adequate auditorium, parking, and hotel facilities. Also, the committee may recommend at each annual meeting the speakers and/or special events for at least one year in advance. The committee shall assure that worship is emphasized during each annual meeting of the General Association. The second vice president of the General Association shall be an ex officio member of the committee.
2. The Committee on Christian Life. This committee shall study the social environment in which we live and its relation to Christian ethical standards. It shall point out in its annual report the problems confronting Christian conscience, and suggest relevant Christian teaching that should serve as a guide for attitudes and responses.
3. The Committee on Memorial. This committee shall collect and prepare for distribution biographical data concerning deceased pastors and other Baptist leaders, and shall conduct a memorial service at each annual meeting.
4. The Committee on Religious Liberty. This committee shall report to the General Association annually on the nature and importance of religious liberty and the separation of church and state, citing violations in principle and practice, and suggestions for correcting same. This committee shall make available information relating to the subject with the view of safeguarding these cherished principles.
5. The Committee on Resolutions. This committee shall prepare and submit to the General Association for action those resolutions which it deems proper and which further the purpose of the General Association as set forth in Article II of this Constitution/Bylaws. This committee shall report to the General Association as scheduled in the adopted order of business on all resolutions referred to it, with or without recommendation or amendments.

Section F: General Provisions

1. The incoming president of the General Association shall appoint the chair of each standing committee by December 15 following his/her election, and the chairs shall hold office for a term of one (1) year or until their successors are appointed. No person may serve as chair of the committee for more than two (2) years consecutively. The appointee may be an existing member of the committee or an additional member of the committee. If such appointee is not serving an elected term on the committee, the appointed term on the committee shall be for one (1) year to coincide with the year of appointment as chair. The appointee shall have had at least one (1) year's previous service (not necessarily consecutive) on the committee.
2. No standing committee member, having served a full or partial term, shall be eligible for reelection to the same committee until after one (1) year has elapsed. All members of standing committees shall be resident members of Baptist churches contributing financially to the Virginia portion of the Cooperative Missions Budget.

3. A vacancy occurring in the membership of any of the standing committees between the sessions of the General Association may be filled by the president of the General Association for the remainder of the unexpired term.
4. Any standing committee member, absenting himself/herself from committee responsibilities for one full year without just cause given to the chair of that committee, shall be replaced by the president of the General Association for the remainder of the unexpired term upon written request of the chair of that standing committee.
5. Committees are expected to fulfill their responsibilities effectively and expeditiously, keeping meetings to the minimum number required. Committee chairs are instructed to schedule meetings, after consulting with the office of the executive director concerning dates, and to see that preparatory planning and research is done by members or others who are responsible.
6. Reports of committees will be received by the General Association at its annual meeting. However, no committee report, except from the Committee on Resolutions and the Committee on Credentials, shall be received, nor shall any of its contents or recommendations be approved by the General Association, unless such report has been submitted not later than September 15 and published on the General Association website before the annual meeting, or unless such report has been made available to the messengers at registration. Such recommendations requiring approval shall appear at the conclusion of the committee's report.

ARTICLE VIII General Provisions

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

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

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

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

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

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

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

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

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

ARTICLE IX Parliamentary Authority

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

ARTICLE X Amendments to the Constitution/Bylaws

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

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

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

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

AMENDED AND RESTATED ARTICLES OF INCORPORATION

Under the provisions of the Virginia Nonstock Corporation Act, Chapter 10, Title 13 .1 of the Code of Virginia, 1950, as amended (the "Act"), set forth below are the amended and restated articles of incorporation of Baptist General Association of Virginia:

I.

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

II.

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

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

III.

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

IV.

The corporation shall have no members.

V.

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

VI.

Subject to and expressly restricted by those limitations set forth in the director agreement of the corporation (the "Director Agreement"), which is intended to be, and shall be interpreted as a "director agreement" within the meaning set forth in Section 13.1-852.1 of the Act (or any successor statute thereto) and pursuant to which certain provisions of the Act are thereby waived, and the corporation's constitution/bylaws (the "Constitution/ Bylaws"), the corporation's management and affairs shall be vested in an executive board (the "Executive Board", which Executive Board shall constitute and be the corporation's "board of directors" as that term is defined in Section 13 .1-803 of the Act). The number of Executive Board Members, the powers, authority and responsibilities of the Executive Board, the manner of their election and all other matters concerning the Executive Board and the Executive Board Members shall be set forth in, the Director Agreement and the Constitution/Bylaws.

VII.

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

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

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

The corporation may purchase and maintain insurance to indemnify it against the whole or any portion of the liability assumed by it in accordance with this Article VII and may also procure insurance, in such amounts as the Executive Board may determine, on behalf of any person who is or was serving at the request of the corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, against any liability asserted against or incurred by any such person in any such capacity

or arising from his status as such, whether or not the corporation would have power to indemnify him against such liability under the provisions of this Article.

VII.

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

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

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

VIII.

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

- a. the corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by §4942 of the Code;
- b. the corporation shall not engage in any act of self-dealing as defined in §4941(d) of the Code;
- c. the corporation shall not retain any excess business holdings as defined in §4943(c) of the Code;
- d. the corporation shall not make any investments in such manner as to subject it to tax under §4944 of the Code; and
- e. the corporation shall not make any taxable expenditures as defined in §4945(d) of the Code.

IX.

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

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

X.

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