



**ANNUAL  
MEETING  
2024 ON  
MISSION**  
*Together*

**2025  
BUDGET**

# CONTENTS

2025 Budget at a Glance	3
2025 Cooperative Program Budget Summary	4-5
Executive Director-Treasurer's Letter	6
Administration & Convention Relations Group	7
Marketing and Communications Group	8
Mission Catalysts Group	8
Ministry Strategies Group	9
Operations Group	10
Baptists on Mission and NCMO	11
Where Do My CP Dollars Go?	Back

## BUDGET *Committee*

Aaron Wallace, Chair  
Justin Alexander  
Elizabeth Andrusko  
Matt Brogli  
Marc Francis  
Rick Speas  
Jennifer Thoppil  
Woody Walls

Hephzibah Baptist Church  
FBC Hendersonville  
Summit Church  
Eagle Springs Baptist Church  
Ridgecrest Baptist Church  
Old Town Baptist Church  
Salem Baptist Church  
Beach Road Baptist Church

### **BOARD & CONVENTION OFFICERS**

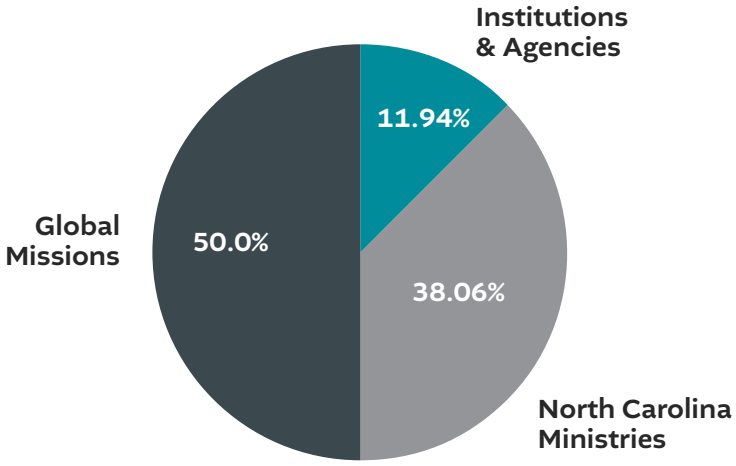
Zeb Cook  
Robert Hefner  
J. Allen Murray  
Steven Wade

Apex Baptist Church  
Pleasant Garden Baptist Church  
Centerville Baptist Church  
Faith Baptist Church

# BUDGET

## 2025

*at a glance*



**50.00% GLOBAL MISSIONS \$ 15,500,000**  
Southern Baptist Convention

**11.94% INSTITUTIONS & AGENCIES \$ 3,700,000**

7.90%	Christian Social Services	\$ 2,450,000
0.91%	Agencies	\$ 280,000
2.29%	Fruitland Baptist Bible College	\$ 710,000
0.84%	Guidestone Church Prot. Ben.	\$ 260,000

**38.06% NORTH CAROLINA MINISTRIES \$ 11,800,000**

28.93%	Convention Ministry Groups	\$ 8,970,000
9.13%	Convention & Board Operations	\$ 2,830,000

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**TOTAL \$31,000,000**

# BUDGET

## 2025

### GREAT COMMISSION MINISTRIES (SBC) \$15,500,000 (50%)

	2024	2025
International Mission Board	\$7,813,550	\$7,813,550
North American Mission Board	\$3,532,450	\$3,532,450
SBC Seminaries	\$3,434,800	\$3,434,800
Other Ministries & Administration	\$719,200	\$719,200

### NC MINISTRIES \$11,800,000 (38.06%)

	2024	2025
Convention and Board Operations	\$2,800,000	\$2,830,000
<b>Convention Ministry Groups</b>		
Administration & Convention Relations Group	\$805,150	\$925,483
Marketing & Communications Group	\$936,200	\$969,251
Operations Group	\$2,066,800	\$2,198,717
Mission Catalysts Group	\$2,139,900	\$1,871,034
Ministry Strategies Group	\$2,781,950	\$3,005,515

<b>TOTAL</b>	<b>\$8,730,000</b>	<b>\$8,970,000</b>
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**INSTITUTIONS & AGENCIES**

**\$3,700,000 (11.94%)**

	<b>2024</b>	<b>2025</b>
<b>Christian Social Services</b>		
Baptist Children’s Homes of North Carolina	\$1,680,000	\$1,600,000
Baptist Children’s Homes, DDM Program	\$300,000	\$250,000
NC Baptist Aging Ministries	\$700,000	\$600,000
<b>TOTAL</b>	<b>\$2,680,000</b>	<b>\$2,450,000</b>

<b>Agencies</b>		
<i>The Biblical Recorder</i>	\$250,000	\$230,000
North Carolina Baptist Foundation	\$70,000	\$50,000
<b>TOTAL</b>	<b>\$320,000</b>	<b>\$280,000</b>

Fruitland Baptist Bible College	\$710,000	\$710,000
<b>Guidestone Church Protection Benefits</b>		
Protection Benefits for NC Baptist Church Staff	\$235,000	\$235,000
Ministers’ Emergency Reserve	\$25,000	\$25,000
<b>TOTAL</b>	<b>\$260,000</b>	<b>\$260,000</b>

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**TOTAL    \$31,000,000**

## N.C. BAPTISTS,

We are fueled by churches, for churches. It is because of your generosity and partnership that we are able to bring the gospel to our state and to the nations. I am so encouraged to see how God is moving through our churches as we partner to reach, train, send and serve on mission together.

One of the important items of consideration during this year's annual meeting is our missions giving Cooperative Program budget proposal for 2025. Your convention board of directors unanimously endorsed a \$31 million budget that maintains a 50/50 split of undesignated CP funds – an equal distribution between global ministry partners and state ministries.

This booklet contains more details and information about the budget that will be recommended during our meeting. Much prayer, discussion and deliberation have gone into this proposal, which has been affirmed by the budget committee, the executive committee and the board of directors.

I am thankful for the momentum God has graciously given us, and I believe our best days of ministry are ahead. God is on the move in North Carolina, and I look forward to continuing to be on mission together with you.

On mission together,



Todd Unzicker  
Executive Director-Treasurer  
Baptist State Convention of North Carolina

# ADMINISTRATION AND CONVENTION RELATIONS

*Group*

6 FULL-TIME STAFF  
2 PART-TIME STAFF

<b>Executive Director's Office</b>	<b>\$ 800,783</b>
Salaries (both groups)	\$ 620,183
Group Operations	\$ 180,600
<b>Convention Relations Office</b>	<b>\$ 64,700</b>
<b>Associational Partnerships</b>	<b>\$ 60,000</b>
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<b>TOTAL</b>	<b>\$925,483</b>



**TODD UNZICKER**  
Executive Director-Treasurer

**SETH BROWN**  
Director, Convention Relations



# MARKETING AND COMMUNICATIONS

12 FULL-TIME STAFF  
5 PART-TIME STAFF

*Group*



**KATHRYN CARSON**, Director

Director's Office	\$	969,251
Salaries (entire group)	\$	823,251
Group Operations	\$	146,000
<b>TOTAL</b>		<b>\$969,251</b>

# MISSION CATALYSTS

16 FULL-TIME STAFF

*Group*



**CURRIE TILLEY**, Director

Director's Office	\$	1,555,534
Salaries (entire group)	\$	1,434,234
Group Operations	\$	121,300
Mission Catalysts Teams	\$	315,500
<b>TOTAL</b>		<b>\$1,871,034</b>



# MINISTRY STRATEGIES *Group*

20 FULL-TIME STAFF



**BRIAN UPSHAW**, Director & Associate EDT

<b>Director's Office</b>	<b>\$ 2,029,015</b>
Salaries (entire group)	\$ 1,797,515
Office Operations	\$ 231,500
<b>Revitalization Ministries</b>	<b>\$ 112,000</b>
Disciplemaking/Next Gen	\$ 50,000
Worship & Music Ministries	\$ 18,000
Family & Children's Ministries	\$ 42,500
Youth & Student Ministries	\$ 53,500
Collegiate Ministries	\$ 60,500
Church Planting Ministries	\$ 1,649,500

**TOTAL GROUP EXPENSES: \$ 4,015,015**

<b>Other Income:</b>	
NAMB	-\$ 300,000
NCMO	-\$ 709,500

**TOTAL \$3,005,515**

# OPERATIONS *Group*

18 FULL-TIME STAFF

1 PART-TIME STAFF



**JOHN BUTLER,** Director

<b>Director's Office</b>	<b>\$ 1,352,962</b>
Salaries (entire group)	\$ 1,313,262
Group operations	\$ 39,700
<b>Accounting Team</b>	<b>\$ 85,000</b>
<b>Human Resources Team</b>	<b>\$ 69,000</b>
<b>Compensation &amp; Benefits Services</b>	<b>\$ 14,000</b>
<b>Building Operations</b>	<b>\$ 261,755</b>
<b>Information Technology Team</b>	<b>\$ 191,000</b>
<b>Fort Caswell</b>	<b>\$ 75,000</b>
<b>Caraway Camp and Conference Ctr.</b>	<b>\$ 75,000</b>
<b>Truett Camp</b>	<b>\$ 75,000</b>
<b>TOTAL</b>	<b>\$2,198,717</b>

# BAPTISTS ON MISSION

18 FULL-TIME STAFF  
2 PART-TIME STAFF



**RICHARD BRUNSON,** Executive Director

## Projected Expenses

Salaries	\$ 1,334,003
Office Operations	\$ 94,000
Direct Ministry	\$ 1,120,097

**Total Operating Budget** \$ 2,348,100

**Other Projected Income** -\$ 746,500

**NCMO Income** \$ 1,601,600

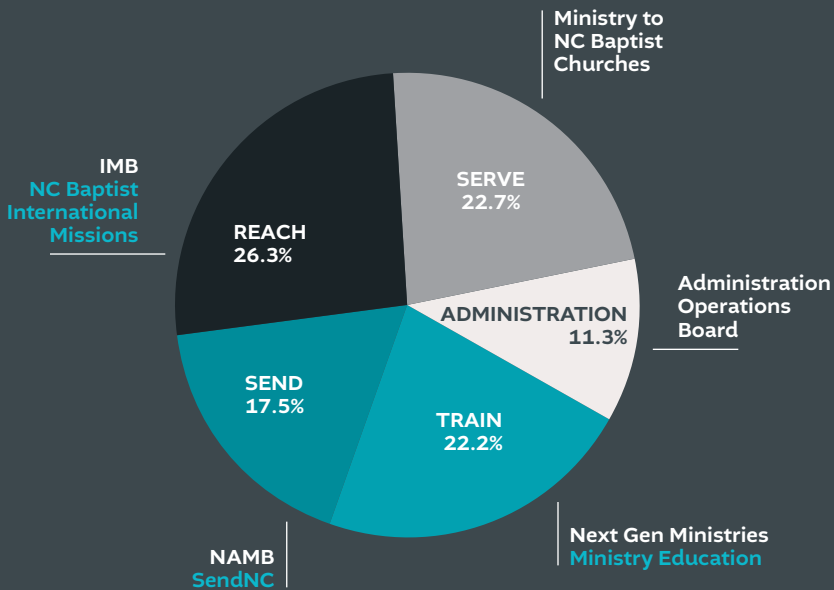
2025

## NORTH CAROLINA MISSIONS OFFERING ALLOCATIONS

NC Baptist Men	\$1,060,800
Church Planting	\$ 738,400
Missions Work Camps	\$ 387,400
Mobilization Ministry Projects (Baptist Men)	\$ 153,400
Associational Projects	\$ 260,000

**TOTAL NCMO GOAL** \$2,600,000

# Where DO MY CP DOLLARS GO?



## IF MY CHURCH GIVES \$1000 TO SUPPORT COOPERATIVE PROGRAM:

- \$263** goes to support missionaries and ministries around the world
- \$175** goes to reach our state and nation through church planting
- \$222** goes to disciple children and students and to educate the next generation of missionaries, pastors, and church leaders
- \$227** goes to equip our churches to more effectively reach their communities with the gospel and to strengthen them for 21st century challenges
- \$113** goes to general operations and administration, including Board of Directors activities