



A photograph of a man and a woman embracing in the ocean. The woman is in the foreground, smiling, with her hair wet and braided. The man is behind her, also smiling, with his hand on her shoulder. The image is overlaid with a teal gradient and white text. The text reads: 

**A MOVEMENT  
OF CHURCHES  
ON MISSION  
TOGETHER**



## SINCE 1830

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N.C. Baptists have partnered together across our state to accomplish more for God's kingdom.

God has called every church in North Carolina to join in His work. Because God invites us to be on mission, we join together as a convention of churches to take the gospel to the nations.

N.C. Baptists are not a denomination. N.C. Baptists are a convention of independent, autonomous churches that partner together to reach the unreached, send missionaries and planters, train up the next generation, and serve churches and communities.



# A MOVEMENT

**GOD IS ON THE MOVE**

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From Genesis to Revelation, we learn that God is on a rescue mission for His people and has a restoration plan for the whole earth. We are 2,800 partnering churches that get to join Him in this movement. We find where God is moving and join Him there.

# OF CHURCHES

**BY CHURCHES, FOR CHURCHES**

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The church is God's "plan A" for reaching a lost and dying world. The church is the bride of Christ – which means that in your state convention, the church gets first and primary attention. N.C. Baptists are fueled by churches, for churches.

# ON MISSION

## THE GREAT COMMISSION

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N.C. Baptists are Great Commission Baptists. Your convention exists to resource, mobilize, encourage, catalyze and strategize with churches to declare and demonstrate the hope that is found in the gospel.



# TOGETHER

## WE ARE ONE

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The night before Jesus died, He prayed that His followers would be one, just as He and the Father are one. God's inspired, inerrant, infallible, all-sufficient Word says that this is the primary way a lost world would know we are His – by the way we love one another (John 13:35).



**[NCBAPTIST.ORG/GIVE](https://ncbaptist.org/give)**

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Because of your faithful “on mission together” giving, you have access to a variety of ministry resources and services as an N.C. Baptist.

N.C. Baptists partner with churches across the state to reach, train, send and serve for the purpose of the Great Commission. When you join with N.C. Baptists, you gain immediate access to ministries that help equip and empower you to accomplish God’s mission.



**FUELED BY  
CHURCHES,  
FOR CHURCHES**

**REACH**

**TRAIN**

**SEND**

**SERVE**

**the lost near & far**



**disciples, churches &  
the next generation**



**church planters through  
the local church**



**churches, communities,  
our nation & the world**





# REA



# CH



**N.C. Baptists partner with churches  
to reach the lost near & far.**

God has commanded the church to go  
and make disciples of all nations (Matthew  
28:18-20). We're on mission together so  
that people across North Carolina and  
beyond can have a saving knowledge of  
our Lord Jesus Christ.



**PRAYER  
IS OUR  
FIRST &  
PRIMARY  
STRATEGY**



## N.C. BAPTIST MISSIONARIES

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The Great Commission starts with the local church. As God calls churches to go and make disciples of all nations, we come alongside N.C. Baptists to help reach the lost. Whether your church sends missionaries through our partners at Baptists on Mission, the International Mission Board or by some other means, our goal is to ensure that your church has all the tools for the primary task: proclaiming the gospel.

When it comes to missions, prayer is always our first and primary strategy. We place prayer at the center of our work because God is the one who saves souls. The PrayNC initiative focuses on unreached people groups as well as missionaries sent from North Carolina.



**THE GREAT  
COMMISSION  
COMPELS  
US**



## EVANGELISM

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N.C. Baptists desire to see men and women from all walks of life receive Jesus as Lord and make a public profession of faith through baptism. The Great Commission compels us to put a primary focus on evangelism, trusting that God will draw souls if we are obedient to share the message with others.

As part of our evangelism and baptism strategy, every year following Easter Sunday, N.C. Baptists celebrate baptisms and new life in Christ through the “Fill the Tank” baptism initiative. Many churches use “Fill the Tank” as a way to encourage people to make a decision for Christ and encourage professing believers who have not been baptized to take this important step of obedience.




**TRA**

# IN



**Partnering with churches to  
train disciples, churches &  
the next generation.**

Jesus told His disciples to teach others “to observe everything I have commanded you” (Matthew 28:20). We strive to train believers from the youngest disciple to the most seasoned disciple-maker.



**DISCIPLE-  
MAKING  
IS A CORE  
COMPONENT  
OF THE FAITH**

## TRAINING DISCIPLES

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We want to see the disciples and disciple-makers in your church flourish. That's why there are a wide variety of resources, events and trainings to ensure that members of your church are equipped to grow in their faith.

One key resource for churches across the state includes our annual Disciple-Making Conference, which reorients us to the priority of making disciples and replicating our faith. Additionally, there are various trainings, resources and ministries focused on women's discipleship, worship, pastoral health and more.



**TRAINING  
OPPORTUNITIES**



**FOCUS ON  
CHURCH  
HEALTH &  
REVITALIZATION**

## TRAINING CHURCHES

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Studies have shown that the majority of churches are either plateaued or declining. For many churches, the call to make an impact for the gospel begins with a process of revitalization. We cannot focus on the mission effectively if our church is not flourishing.

With our focus on church health and revitalization, N.C. Baptists help church leaders assess their current reality, envision a future of disciple-making and build strategies to impact their communities with the gospel.



**REVITALIZATION  
ASSESSMENT**

**SO THAT ALL  
GENERATIONS  
MAY KNOW  
HIM**

## TRAINING THE NEXT GEN

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Taking the gospel to the nations means that we disciple the next generation. The church is strengthened when we invest in children, high school students and college-aged adults.

These efforts extend to high school students through the BeDoTell student ministry. Every year, thousands of students participate in summer camps. In 2023 around:

**400** received Christ  
**700** recommitted to Christ  
**500** called to Christian ministry

Recent college graduates are challenged to live on mission through Go2, an initiative that invites them to give two years to missions in an international mission field or national church planting context.



**BEDOTELL**



**GO2YEARS**

A hand is shown holding a pushpin against a map background. The word "SEND" is overlaid in large, bold, white capital letters on a dark horizontal band. The entire image has a teal color cast.

**SEND**



## **Helping send church planters through the local church.**

Jesus' words serve as a powerful reminder for the church today: "The harvest is abundant, but the workers are few. Therefore, pray to the Lord of the harvest to send out workers into His harvest" (Matthew 9:37-38). As God raises up workers to proclaim the gospel, reach the lost and plant new churches, N.C. Baptists are here to help.



**CHURCHES  
PLANT  
CHURCHES**

## SENDING CHURCHES

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Through SendNC, church planters are sent from their local church to a lost community. As church plants are established, the next step is for these churches to become sending churches of their own. N.C. Baptists help support that process.

SendNC is a church planting partnership between N.C. Baptists and the North American Mission Board's SEND network. SendNC assists churches to plant churches so that the gospel can spread throughout North Carolina.

Church planters endorsed through SendNC are offered a plethora of benefits, including coaching, training and financial support. In addition, SendNC works to mobilize sending churches through trainings, events and a variety of other resources.



**SENDNC**



**SERV**





# WE



**N.C. Baptists partner with churches  
to serve churches, communities,  
our nation & the world.**

N.C. Baptists exist to be of service to churches so that churches can be in service to communities. Our churches are called to go to our Jerusalem, Judea, Samaria and to the ends of the earth. We represent Christ, showing and sharing the same love that He shows to us.



**THE HEALTH  
OF A PASTOR  
IS VITAL TO  
THE HEALTH  
OF A CHURCH**

## PASTORS & CHURCHES


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N.C. Baptists assist pastors and churches by providing opportunities for pastors to deepen their spiritual, emotional and physical health; equipping churches during interim periods between pastors; providing support during times of conflict; and managing the N.C. Baptist JobBoard, an online resume resource for connecting churches with pastoral candidates.

In order to lead, care and shepherd well, pastors need to be aware of their overall health. To help pastors thrive in their ministry, N.C. Baptists offer a pastoral health assessment, as well as other resources for their well-being.



**PASTORAL HEALTH  
ASSESSMENT**



**RELIEF &  
HOPE TO  
THOSE  
WHO ARE  
HURTING**

## COMPASSION MINISTRIES

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N.C. Baptists work through various compassion ministries in partnership with Baptists on Mission. Communities see the light of the gospel through these acts of service.

N.C. Baptists are among the first to respond when disaster strikes. Every year, Baptists on Mission deploy thousands of volunteers to communities in our state and beyond. These volunteers are ordinary men and women who are on mission to serve in extraordinary ways.

Through our ServeNC initiative, we join together as a body of churches to show neighborhoods that we are prepared to love as Jesus loved. Through ServeNC, each church takes on different service projects at different times, ensuring each community is being loved the best way possible.



**BAPTISTS ON MISSION**



**PROTECTING  
THE MOST  
VULNERABLE  
AMONG  
US**

## LIFE INITIATIVES

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All people are made in God's image, worthy of dignity and protection. That is especially true for the most vulnerable among us. N.C. Baptists honor the sanctity of life through strategic initiatives that equip local churches to demonstrate and declare the love of Jesus.

In partnership with the Psalm 139 Project, N.C. Baptists are part of an ongoing effort to fund the placement of ultrasound machines in pregnancy resource centers across the state. Pregnancy resource centers are often the front lines in the fight against abortion, and ultrasound technology is a strategic tool toward that end. In addition, we connect churches with curriculum and other resources to help them understand how to make an impact for life within their local communities.



LIFE INITIATIVES



# REACH

## the lost near & far

**Over \$15M** given to Lottie Moon from N.C. in 2023  
**522 missionaries** from N.C., out of 3,505 worldwide  
**728,589** people heard the gospel  
**178,177** new believers internationally  
**67** new people groups engaged



# TRAIN

## disciples, churches & the next generation

**1,200+** equipped at Disciple-Making conference  
**527 committed to ministry** at BeDoTell summer camp  
**500+** leaders equipped at Worship Expo  
**33 Fruitland graduates** in 2023  
**11 Hispanic** certificates  
**238 enrolled** in Winter '23-'24  
**537 graduates** commissioned by SEBTS in '23  
Call Conference equipped **200 college students**



# SEND

## church planters through the local church

**\$7.1M+** given to Annie Armstrong from N.C. in 2023

**38** churches planted in N.C.

**36 planters** sent from N.C. Baptist churches

**22 cultures** represented



# SERVE

## churches, communities, our nation & the world

**42 new churches** partnered with N.C. Baptists

**184 N.C. churches** in revitalization process in 2023

**46** fostered or replanted

**80% +** showing growth

**3 ultrasound machines** for resource centers

Disaster Relief volunteers responded to **12 disasters**

served at **112 dental clinics**

hosted **25 health screening clinics**



**BAPTIST  
CHILDREN'S  
HOMES OF  
NORTH  
CAROLINA**



## BAPTIST CHILDREN'S HOMES OF NORTH CAROLINA

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Since 1885, the heart of Baptist Children's Homes (BCH) has beat with a rhythm of hope that now extends throughout N.C., S.C. and Guatemala. Today, BCH reaches out to people of all ages including abused and neglected children, many who are in the N.C. foster care system; single mothers, teen mothers, expectant mothers, birth mothers who have chosen adoption for their babies, intellectually/developmentally disabled adults, community families, college students, impoverished and abandoned children in Guatemala, and aging adults. By being on mission together with N.C. Baptists, we are able to minister to a variety of needs and share God's love with those BCH is privileged to serve. **We are many ministries beating with one heart — the heartbeat of Jesus. Learn more at [bchfamily.org](http://bchfamily.org)**

## OVERVIEW

- **Lives impacted and professions in 2023:** BCH impacted 117,502 lives in 2023
- **Professions in 2023:** 316 professions of faith were made in 2023 and 844 professions in the past five years. 80% of those we serve come to us unchurched and unreached for Jesus.
- **EVERY CHILD Foster & Adopt numbers:** The total number of foster homes licensed to date: 464 - an increase of 110 from last year. The total number of foster children served in BCH foster homes: 1,039.
- **Associate pastor's family adopts brothers, baptizes his foster son - annual offering focus:** Through the prayers and Annual Offering support of N.C. Baptists, the story of this **EVERY CHILD** foster-to-adopt family was made possible. Week of Prayer: Nov. 3-10 | Resources: [bchoffering.org](http://bchoffering.org)



- **Birth mothers retreat yields 17 professions:** Christian Adoption Services, a BCH ministry, offers the annual retreat to encourage mothers who have chosen adoption for their babies and share the good news of the gospel.
- **Ride to Clyde celebrates four professions, reaches \$1 million mark:** The ninth annual motorcycle ride, benefiting BCH and organized in partnership with N.C. Baptists, passed \$1 million in funds raised. Bikers led four people to Christ as they shared the gospel throughout the statewide ride.
- **Three new family foster homes dedicated in Cleveland County:** The dedication of River Hill Refuge sees nearly 600 friends and dignitaries attend the ceremony on April 27.
- **N.C. Baptists collect \$500,000+ in supplies for food fundup:** Through the leadership of Associational Missionaries and churches, N.C. Baptists collected enough food, gift cards and supplies to feed BCH children for a year.



# ANNUAL OFFERING FOCUS HIGHLIGHTS FOSTER-TO-ADOPT SON PROCLAIMING CHRIST:

*Tyler, age 17, and Liam, age two, were among the 10,000+ children in the N.C. foster care system until N.C. Baptists stepped into their lives. The two brothers found their forever family with Chris and Lindsay Ciufo (pronounced Chee-fo) and their four biological children because churches faithfully support the Baptist Children's Homes (BCH) Annual Offering.*

As members of Cowee Baptist Church in Franklin, where Chris is associate pastor, the couple knew about BCH and its many ministries, including foster care and adoption. They also see the ministry first hand because boys and their cottage parents living at BCH's Drake Cottage in Franklin attend services and activities at Cowee.

When Chris and Lindsay made the decision to add to their family, they turned to BCH and its **EVERY CHILD Foster & Adopt** partnership with N.C. Baptists. BCH team members trained and licensed the Ciufos, and other couples at their church, to be foster families.

At the end of 2021, Chris and Lindsay began fostering Liam, a three-month-old infant who, for his well-being, had been removed from his mother's care by the N.C. social services. Just one month later, Liam's teenage brother, Tyler, was also placed in the foster care system. Both brothers have the same biological mother but two different fathers. Tyler came to live with the Welch family, a couple from Cowee Baptist who had also been licensed by BCH. Through their mutual church community, Tyler and Liam, who barely knew each other, were able to begin to form a bond.

As time passed, Tyler moved from the Welches to the Ciufos. The two families worked together so the brothers could live with one another.

During a church service in 2023, Chris and Cowee Senior Pastor Jason Smith were standing at the front of the room for the closing invitation. Suddenly, Tyler rose from his seat and came to Chris telling him he wanted to follow Jesus. They kneeled at the altar and, at that moment, Tyler accepted Christ. Immediately afterward, Tyler, Chris and Jason entered the baptismal. An emotional Chris said these words as he prepared to baptize his foster-to-adopt son: *"It has been our prayers since the moment we received him into our family that he would be our son but also our brother in Christ."*

**Today, Chris and Lindsay have completed their family by adopting Tyler and Liam. Their story is the focus of the Annual Offering for Baptist Children's Homes. Their video, along with resources to help your church collect an offering, are available at [bchoffering.org](http://bchoffering.org). The Week of Prayer is Nov. 3-11.**





**WOMAN'S  
MISSIONARY  
UNION OF  
NC**



## WOMAN'S MISSIONARY UNION OF NC

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WMU N.C. is a missions organization that challenges, prepares, and equips Christian believers to be radically involved in the fulfillment of the Great Commission. Through missions education, leadership development, and compassion ministries, WMU N.C. offers opportunities to learn about, pray for, give to, and do missions.

This year's highlights included:

- Supporting missionaries and missionary families.
- Missions education and leadership development opportunities for all age groups.
- Partnering with Southeastern Baptist Theological Seminary (SEBTS) to create a new GO Certificate in Women's Missions Leadership.
- Continued ministry to incarcerated women.
- Multiple successes for our ministry partners.

WMU N.C. operates through generous gifts to the Heck-Jones® Offering. WMU N.C. staff: **Amy Boone**, executive director/treasurer; **Cheryl Daniel**, contracted accountant; **Kimberly Stauffacher**, office manager and human relations catalyst; **Ashley Abernathy**, Administrative assistant; **Sara Lamkin**, mission and student catalyst; **Rebecca Lindhout**, adult and children's ministry catalyst; **Amanda Martinsen**, leadership development catalyst; and **Allison Markwood**, contracted marketing.

## **SIGNIFICANT ACCOMPLISHMENTS AND ACTIVITIES**

WMU loves supporting missionaries. This year, representatives from WMU N.C. traveled to Richmond, Va. to celebrate and pray for newly appointed IMB Missionaries. As always, WMU N.C. publicized and provided materials to churches statewide for the Lottie Moon and Annie Armstrong Missions Offerings. In May 2024, WMU N.C. reestablished the Missionary Parent Fellowship to provide ongoing support for missionaries' families while their loved ones are on the field.

## **MISSIONS AND EDUCATION**

In October, WMU N.C. hosted a Youth Missions Retreat at Ridgecrest. Youth also had a special track at the *Ignite* Missions Conference which focused on faith issues and ministry opportunities relevant to today's teens.

In June, WMU N.C. partnered with North Raleigh International Baptist Church for the seventh time to host a camp for over 50 international children and youth from multiple countries and religious backgrounds. We pray the seeds planted during this week will transform lives.

WMU N.C. offered Missions Journey Kids Days, themed "Bold in Brazil," as part of the *Ignite* Missions Conference and at Nobles Chapel Baptist Church in Sims, N.C. Missionary Kristin Trick and staff member Rebecca Lindhout immersed children into Brazilian culture and showed them what life as a missionary is like in the rainforests.

## LEADERSHIP DEVELOPMENT

WMU N.C. hosted multiple leadership luncheons, conferences, and training opportunities. The 133rd Annual Meeting and *Ignite Missions Conference* was April 19-20 at Parkwood Baptist in Concord. Participants worked with One More Child to pack over 15,000 meals for Human Trafficking victims. Women were challenged to find hope in Jesus as the light of the world, and prepared and equipped to BE the light of the world by sharing the Gospel.

Eight missions-minded teens comprised WMU N.C.'s second, co-ed Youth Advisory Council. These students helped host the Youth Retreat at Ridgecrest, participated in their own retreat, and hosted a panel discussion at the *Ignite Missions Conference* about what teens think about the church today. *Ignite* attendees said this one session was worth the price of admission for the entire conference.

Since January, Leadership Development Catalyst Amanda Martinsen has partnered with SEBTS to create a new GO Certificate in Women's Missions Leadership. This will be available in August and will combine SEBTS courses with WMU N.C.'s Leadership Cohort.

Blending leadership development with compassion ministry, WMU N.C. hosted its third Mom Camp at Camp Mundo Vista in November, with a special track for Military Wives. The purpose of the retreat each year is to minister to the specific needs of moms and military wives while guiding them to make their homes discipleship centers for their families.

## COMPASSION MINISTRIES

In September 2023, WMU N.C. hosted a spiritual retreat for incarcerated women. Church WMU groups provided materials

for over 3,000 Red Box Christmas gifts delivered to prisons in December.

WMU N.C. also celebrates the many successes of our Ministry Partners. Baptist Nursing Fellowship's annual meeting was in March at Camp Caraway. They celebrated the start of two new chapters: Little River and Triad.

WMU partnered with Baptist Ministers' Wives to host their annual retreat at Caraway in July.

La Union Feminil Misionera (UFM), the Hispanic WMU, is NC's fastest-growing branch of WMU. In August 2023, UFM hosted almost 300 women at their Hispanic Women's Retreat at Camp Mundo Vista. In January, UFM sent a team to Costa Rica to teach Vacation Bible Schools and evangelize.

Sisters Who Care, the WMU chapter for Black American women and other women of color, continues to grow through its online community, multiple conferences, Bible studies, and retreats. In May, more than 50 women attended the Annual Spring Retreat at Caraway Conference Center.

Last November, Cara Lynn Vogel, NC State Coordinator for Christian Women's Job Corps, traveled to Kampala, Uganda to provide Level I Training for Amani Sasa, a ministry to refugees. CWJC N.C. is celebrating its 25th anniversary in 2024. Their goal this year has been to "prepare the jars" for God to expand the number of sites and the reach of this awesome ministry in the future.

## **FUTURE GOALS AND INITIATIVES**

In July 2024, WMU N.C. received a financial gift designated for taking youth on mission trips. Mission and Student Catalyst Sara Lamkin is excited to make a short-term mission trip part of the Youth Advisory Council experience. She is already researching and planning for a trip in 2025.

WMU N.C. desires to increase communication and reach broader audiences. In August, WMU NC will unveil a newly redesigned website featuring a streamlined look and improved functionality. This will make it easier than ever to navigate and access resources.

WMU N.C. is also transitioning its magazine, Tarheel Talk, to an online publication after the Winter 2024/2025 issue.

WMU NC continues to seek out and create opportunities for student involvement, build a greater audience for the Beyond the Moment podcast, and develop relationships with young adult women through Mom Camp, the Military Wives Retreat, and involvement with our Ministry Partners.


The 134th Annual Meeting and Ignite Missions Conference will be on April 25-26, 2025 at Trinity Baptist Church in Raleigh.

## **CONCLUSION**

God is working through WMU “holding the rope” for missionary families, youth learning to lead in missions, international children praising Jesus’ name, and the many other missions and ministries of WMU N.C. We pray for the day when all have heard the Gospel, and we commit to continue challenging, preparing, and equipping Christian believers to spread the good news wherever God calls them.

**GET INVOLVED TODAY**  
by checking out all our ministries and  
opportunities at [www.wmunc.org](http://www.wmunc.org).





**PROVISION  
FINANCIAL  
RESOURCES  
OF NC  
BAPTISTS,  
INC.**



## **PROVISION FINANCIAL RESOURCES OF NC BAPTISTS, INC.**

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Provision Financial Resources of N.C. Baptists (formerly the North Carolina Baptist Foundation) exists to encourage and enable faithful and wise financial stewardship for the glory of God and the good of the world. Provision provides a range of services to individuals including free estate planning, investment opportunities, scholarships, and charitable giving. Provision has a strong partnership with churches. Through our partnerships, we help foster stewardship through stewardship education, ministry grants, and fund management. Provision also offers investment in Impact Certificates and loans to churches for upcoming building projects.

## **HIGHLIGHTS**

- In August 2023, Provision began exploring a redemptive investing strategy that promotes human flourishing around the world.
- In September 2023, the Board of Directors voted unanimously to rebrand the North Carolina Baptist Foundation into Provision Financial Resources of N.C. Baptists, Inc.
- In December 2023, Dr. Clay Warf retired as President after serving in the role for 25 years. Harry Nelson, who was announced as president-elect in May, took over the role as President & CEO of Provision.
- Provision hosted the annual North Carolina Baptist Development Officers Conference Meeting in February.
- In March, Erich Hamm joined the Provision team as SVP, Chief Trust & Planned Giving Officer.
- In April, Provision awarded the 2024 N.C. Baptist Heritage Award to Bill and Carolyn Daniel for their dedication and contributions to N.C. Baptists and their commitment to promoting faithful and wise financial stewardship.
- In July, Provision began offering free will and estate planning services through an online platform to all N.C. Baptists.
- In 2023, Provision distributed \$7,423,699 to N.C. Baptists.
- In 2023, Provision awarded 123 scholarships to North Carolina Baptist students totaling \$199,950.
- In 2023, the Foundation awarded 50 special ministry grants to North Carolina Baptist churches and associations totaling \$103,823.

## FUTURE GOALS AND INITIATIVES

- **Implementation of redemptive investing:** Provision will continue to implement Redemptive Investing, including the Render Capital Initiative which seeks to invest in companies positioned strategically to advance the gospel.
- **Development team training:** Going forward, the development team will participate in financial planning and trust training so that our team may be a more valuable partner to individuals, churches and ministries.
- **Increase online access:** Increase the availability of online access for donors and provide easy access to statements and records.
- **Internal efficiency:** Provision will evaluate, create, and improve many of its processes to simplify and optimize overall performance.



# **BIBLICAL RECORDER**



## BIBLICAL RECORDER

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Since its founding in 1833, the Biblical Recorder (BR) has sought to serve as a trusted news outlet for N.C. Baptists. While technology has changed the way news is gathered, presented and consumed, our commitment to being a trusted source of news and information for N.C. Baptists remains the same. Following is a report of significant activities and ministry highlights for the Biblical Recorder from July 1, 2023 to June 30, 2024. During that time, the BR has:

- Entered into a long-term management agreement with the Baptist State Convention of North Carolina that went into effect Jan. 1, 2024.
- Published daily content online at BRnow.org and through social media, while also producing a bimonthly printed magazine and a weekly email newsletter.
- Strengthened relationships with other entities to garner more national coverage for N.C. Baptists through Baptist Press.

## **SIGNIFICANT ACCOMPLISHMENTS AND ACTIVITIES**

On Jan. 1, 2024, the Biblical Recorder and the Baptist State Convention of North Carolina entered into a long-term management agreement based upon recommendations made by a special study committee. The recommendations were unanimously endorsed by both the BR's and state convention's respective boards in September 2023 and also endorsed by messengers at the 2023 N.C. Baptist annual meeting in Greensboro in November.

The new management agreement extends a temporary agreement that had been in place between the BR and the state convention since July 2022. Under terms of the new agreement, the BR retains its own board of directors, as well as its autonomous status as a separate, but related entity to the state convention. The agreement also acknowledges the BR's role as an independent, news-gathering and reporting organization that maintains its editorial freedom.

The boards and leaders of both the BR and state convention believe this new long-term management agreement will help preserve the Recorder's long-standing ministry to N.C. Baptists going forward. Readers can still expect a steady stream of timely coverage of news, events and happenings in N.C. Baptist life, along with feature stories on people and ministries from across North Carolina that illustrate how God is at work in our state.



## **FUTURE GOALS AND INITIATIVES**

The BR has set its sights on the future of its ministry to N.C. Baptists. As we continue to embrace, explore and anticipate the ongoing impact of technology on news gathering and reporting, we are examining ways to enhance the presentation and delivery of content across all of our platforms – print, online, digital, social media and more. No matter what the future holds, however, we pledge to maintain the highest levels of journalistic integrity, ethics and excellence so that the BR remains a source of news and information that N.C. Baptists can trust.

Respectfully submitted,

Devin Goins, Chairman, Board of Directors

Chad Austin, Managing Editor, Biblical Recorder



**FRUITLAND  
BAPTIST  
BIBLE  
COLLEGE**



## FRUITLAND BAPTIST BIBLE COLLEGE

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Fruitland Baptist Bible College has educated and trained many pastors throughout North Carolina for more than 75 years. Over these many years FBBC has also trained many men and women whom God has called into ministry and missions around the state and the world. FBBC has graduates across the globe faithfully serving Christ and making a difference for the kingdom of God. Fruitland has some great reasons for celebration for the 2023-2024 year:

- program development
- recruitment
- student activities
- special days
- community service
- conferences
- camps

## **SIGNIFICANT ACCOMPLISHMENTS AND ACTIVITIES**

The 2023 Fruitland Graduation ceremony was held on Sept. 15, 2023. 22 students received the Associate of Religion/Christian Ministry degree. 11 students in the Hispanic program were awarded the Certificate of Christian leadership and Diploma in Christian Ministry.

Fruitland Baptist Bible College added several new features over the past year as the administration and staff continued to develop the educational program. The online Biblical Exposition class offered a hybrid opportunity for the students. Students in the Biblical Exposition classes met one Saturday on campus for a face-to-face experience with the professor. The students enjoyed this opportunity, and FBBC will offer more classes in the hybrid model in the future.

FBBC also began a new certificate program called The Certificate in Ministry Essentials. The Ministry Essentials Certificate is designed to help the bi-vocational and small church pastor. The program allows students to gain practical ministry education, Bible knowledge and spiritual growth through an online, residency and person-to-person experience without having to move their family to campus. The program started with more than 70 students.

The 2023 Alumnus of the Year Award was presented to Don Holder and Paul Pruitt. These men have blessed FBBC over the years with support and recruitment of new students. The Advancing Fruitland Award was given to Elinore Reuss for her generosity in providing scholarship

money to the Fruitland students. Her impact on the lives of our students is greatly appreciated.

The Hispanic program at FBBC awarded the Certificate of Christian Leadership and the Diploma in Christian Ministry to eleven students during the 2023 Graduation ceremony. Robert Fernandez, the FBBC Director of Spanish Theological Education, is a blessing to the ministry of Fruitland. Fernandez oversees the Certificate program, the Diploma Program and the online Associate degree program for Hispanic students around the state and around the world. In August 2023, the FBBC Hispanic Program sponsored a conference for Hispanic students and Christians in the region.

Simon Touprong is the Fruitland Director for the Montagnard Program. God has blessed FBBC with a great group of Montagnard students who are learning to spread the Gospel around North Carolina and the World.

The administration and staff at FBBC were involved in various recruitment opportunities during 2023-2024. Fruitland was present for the Polk County Schools Career and College Day as well as the Summit College Fair at Thomas Road Baptist Church.

The school sponsored a trip to Southeastern Baptist Theological Seminary Preview Day which allowed our students to experience the atmosphere at Southeastern as they make future decisions concerning continuing their education. FBBC also sent representatives to Caswell during the 2023 Summer season in order to recruit potential students at the BeDoTell Summer Youth Camps. The FBBC staff also had the privilege to spend three days at the Journey Summer Youth Camps at Toccoa Falls College this

past summer. They were allowed to present the FBBC program to students at the college.

FBBC has also expanded and enhanced the student activities offered to our campus students. Fruitland has redesigned our orientation for new students at the beginning of each quarter in order to make orientation an entire one-day event which students and parents can enjoy together as they begin a new chapter in their lives. We also sponsored a Super Bowl Party and Game Night for the students in February. FBBC added two Pickle Ball Courts to the campus and hosted a Pickle Ball Tournament and Family Night this past Spring. The school offers a Bible study each Wednesday for our female students. The students also lead a chapel service each Thursday evening. FBBC offers a Men's Recovery Group meeting twice each week for students who had dependency issues in the past. The staff also took the students to an Asheville Tourist Baseball game, which was an event the students enjoyed. FBBC students enjoyed a mission trip to New York in November 2023.

This past February was a special event at FBBC. Dr. Francois Carr spent time in Chapel and after Chapel with our students and faculty as he encouraged them to seek a closer walk with God. Dr. Carr is the founder and director of two ministries called Heart Cry and The Connected Life. These ministries concentrate on helping people to experience more intimacy with God and mentoring



spiritual leaders and churches to become catalysts for revival. Heart Cry co-sponsors conferences in the USA, Europe and Africa.

During the first week in March, FBBC honored our part-time employees with an Employee Appreciation Day. Fruitland is blessed to have maintenance, cafeteria, and cleaning staff who serve the school in very important and necessary ways. We are so thankful for their contribution to the ministry of Fruitland Baptist Bible College.

On March 12, 2024, Fruitland hosted the 1st Annual Prayer Breakfast for the Henderson County Sheriff's Department. FBBC is thankful for the sacrificial service our local law enforcement professionals offer to our community. We were very blessed to have them on our campus for this special day of prayer.

Alumni Day was a very special event last year on the Campus at FBBC. Merritt Taylor, the Alumni Association President, and the Alumni Association officers planned a wonderful time of worship around the Word of God. Michael Smith, one of our retired professors, gave some very encouraging words from the Bible. Dr. Smith had a tremendous impact on the students at Fruitland and is still involved in the lives of our students in retirement. Clayton King also spoke on Alumni Day and his words were profound and powerful. His love for Fruitland and his encouragement is always welcome and beneficial to the work of FBBC.



On May 7, 2024, Fruitland sponsored her annual Founder's Day Celebration. Quintell Hill and David McKinley were the speakers and their messages greatly blessed everyone. Jesse, Mandy, and Dennis Horton led worship for this special day were a tremendous blessing.

The faculty and staff at FBBC were able to participate in the Disciple-Making Conference in Charlotte, N.C. this year, as well. Several of our professors taught classes at the conference and our staff also recruited at the conference. Some of our staff were also able to attend and promote Fruitland at the Mission Conference in April 2024.

FBBC sponsored a "Make Disciples Student Conference" on the Campus in the Spring 2024 Quarter. This conference was established by the faculty and students in the "Youth Ministry 301-302" class at Fruitland. The event was a great success and many students from the surrounding area attended.

Fruitland Baptist Bible College, BSCNC and Southeastern Baptist Theological Seminary participated together to sponsor the "Leading through Preaching Bible Conference" on the Campus at FBBC. The featured speakers were, Dr. Danny Akin, Dr. Scott Pace and Dr. Chuck Lawless. Professors and personnel from SEBTS, FBBC and BSCNC led various breakout sessions for the event as well.

FBBC hosted various summer camps on campus this year. On July 9 - 15, the Deep Impact Kids camp enjoyed a week on our campus. The following week of June 9 - 22 the Deep Impact Students met on the campus. Clearview Baptist Mission Camp held a week of camps during the last week in June. These camps served the community in the area and spent time in Bible study and worship. Many children and young adults were impacted through decisions for Christ and ministry.



## CONCLUSION

God has truly blessed Fruitland Baptist Bible College throughout 2023-2024. Our students, staff, administration, and faculty have worked together in a wonderful way to make this year a success. Dr. David Horton, our president, is very thankful for the presence of the Lord on our campus and has some great plans and goals for the coming years. One of the most important initiatives for Dr. Horton in the coming years is the need to organize and take a proactive role in filling the vacant pulpits throughout the State. Fruitland, under the direction of Dr. Horton, is preparing more certificate programs and hybrid classes in the coming year which have the capacity to mobilize in the regions around the state. Dr. Horton is also working to produce "The Fruitland Podcast" which will feature Dr. Horton interviewing students, professors and alumni as well as other guests. Please pray for FBBC as she begins on sending more students as pastors in our churches.



# **COMMITTEE ON NOMINATIONS**

## COMMITTEE ON NOMINATIONS

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The Committee on Nominations is charged with the task of reviewing the numerous recommendations provided by North Carolina Baptists for service on the board of directors of the Baptist State Convention of North Carolina (BSCNC) and the boards of the related entities (Provision Financial Resources, Baptist Children's Homes of North Carolina and the Biblical Recorder).

We begin our work with the recommendations sent by N.C. Baptists and those provided by our respective entity heads. We carefully consider whether each candidate meets the qualifications for service as outlined by the convention bylaws. Each name is prayerfully discussed and voted on in committee meetings. We then bring the approved names to the floor of the annual meeting for election by the convention.

The full report from the Committee on Nominations can be found on the BSCNC's annual meeting website ([ncannualmeeting.org](http://ncannualmeeting.org)), on the Biblical Recorder website ([BRnow.org](http://BRnow.org)) and in the N.C. Baptist Book of Reports.

N.C. Baptists have good reason to be proud of the 2024 Committee on Nominations, as well as the names to be presented for election. They logged many hours and offered many prayers in

seeking to bring nominees who will be people of Kingdom impact. We hope you express appreciation to them for the good work they have done.

It is not too early for N.C. Baptists to begin thinking about whom they will recommend to positions of leadership in 2025. N.C. Baptist church members are diverse in terms of both gender and ethnicity. Please think and pray about the recommendations you will make from large churches, small churches, rural churches, urban churches, new churches, historic churches, men and women, young and old, and potential leaders from across all cultural and ethnic groups. You may submit your recommendations online at [ncbaptist.org/recommend](https://ncbaptist.org/recommend) or through the N.C. Baptist mobile app.

N.C. Baptists, we need you! Simply recommending someone to a position of leadership is itself an important act of leadership. Your input is essential to the ongoing effectiveness of the missions and ministries of the BSCNC as we seek to be a movement of churches on mission together.

*Chandler Donegan, Chair*

## **2024 COMMITTEE ON NOMINATIONS MEMBERS**

Chandler Donegan, Wake Forest, chair

David Blalock, New London

Ed Davis, Raleigh

Stephen Duncan, Macclesfield

Vicki Etheridge, Greenville  
Sue Fairless, Colerain  
Lori Frank, Arden  
Bob Garbett, Crossnore  
Phil Goble Jr., Hayesville  
Tim Jernigan, Hickory  
Susan Justice, Southport  
Zac Lyons, Raleigh  
Thomas McDonald, Lexington  
Darrick Smith, Charlotte  
Alan-Michael Sprinkle, Black Mountain  
Eleanor Sun, Cary  
Collin Terenzini, Zirconia

The Committee on Nominations report follows the BSCNC's bylaws directive to "nominate persons for election by the Convention to serve as members of the Board of Directors of the Convention, the members of the boards of trustees and directors to be elected by the Convention of the Related Entities, and such other nominations as may be delegated to the committee by the Convention."

Among other considerations for nominees, the bylaws state "It is desirable that at least twenty-five percent (25%) of members nominated to all committees of the Convention, the Board, and the boards of trustees and directors of the Related Entities shall come from churches with an average weekly worship attendance under 200." This is indicated in the committee's report by (O) for 200 and over and by (U) for under 200 in average weekly worship attendance.

The bylaws further direct that, "The Committee on Nominations shall include in its report at a minimum the name, church, home

town, association, occupation, and sex of each nominee, the name of the committee or board on which the nominee is to serve together with such summary information as will make clear to this Convention the diversity and breadth of representation provided by the slates of nominees.”

# **BOARD OF DIRECTORS, BAPTIST STATE CONVENTION OF NORTH CAROLINA**

## **REGION 1**

- No Vacancies

## **REGION 2**

- Mike Anders, 2025-2028, Forest Hills (U), Wilson, South Roanoke Association, Layperson, Male
- Jimmy Dale, 2025-2028, Mount Nelson (U), Eureka, Neuse Association, Minister, Male
- Jordan Reese, 2025-2028, Englewood (O), Rocky Mount, North Roanoke Association, Minister, Male
- Randy Smith, 2026 unexpired term of Erik Harris, Pinetops (U), Pinetops, South Roanoke Association, Minister, Male

## **REGION 3**

- Todd Brady, 2025-2028, The River Community (U), Fayetteville, New South River Association, Minister, Male
- Jeremy Hairr, 2025-2028, Mount Vernon (U), Clinton, Eastern Association, Minister, Male
- Dave Heller, 2025 unexpired term of Kevin Davis, Hallsboro (U), Hallsboro, Columbus Association, Minister, Male
- Zac Hufty, 2025-2028, The Village Church (O), Fayetteville, New South River Association, Minister, Male

## REGION 4

- Caleb Gibson, 2025-2028, Salem Community (U), Whitakers, Tar River Association, Minister, Male
- Chris Hilliard, 2025-2028, Wendell (U), Wendell, Raleigh Association, Minister, Male
- Zack Sanders, 2025-2028, Green Level (O), Cary, Raleigh Association, Minister, Male
- Ralph Thompson, 2025-2028, Durham First (O), Durham, NC Miscellaneous, Minister, Male

## REGION 5

- Gary Sanders, 2025 unexpired term of Clint Darst, Red Bank Missionary (U), Germanton, Triad Church Network, Minister, Male

## REGION 6

- Nathan Brooks, 2025-2028, Glorieta (U), Concord, Cabarrus Association, Minister, Male
- Brian Davis, 2025-2028, Plaza (O), Charlotte, Metrolina Association, Minister, Male

## REGION 7

- Dean Chambers, 2025-2028, Bethlehem (O), Taylorsville, Alexander Association, Minister, Male
- Jacob Hall, 2025-2028, Simmons Grove (U), Pilot Mountain, Surry Association, Minister, Male
- James Safrit, 2027 unexpired term, Pleasant Grove (U), Ronda, Elkin Association, Minister, Male

## REGION 8

- John Morrison, 2025-2028, Christ the King (U), Hickory, Catawba Valley Association, Minister, Male
- Jonathan Tipper, 2025-2028, Greenlee (U), Old Fort, Blue Ridge

Association, Minister, Male

- Robert Wise, 2027 unexpired term, North Brook (U), Cherryville, South Fork Association, Minister, Male

## **REGION 9**

- Justin Alexander, 2025-2028, Hendersonville First (O), Hendersonville, Carolina Association, Minister, Male
- J.D. Grant, 2027 unexpired term, Dellwood (O), Waynesville, Haywood Association, Minister, Male
- Mark Tice, 2025-2028, East Fork (O), Canton, Haywood Association, Minister, Male

## **REGION 10**

- Gerald Derreberry, 2025-2028, Shady Grove (U), Murphy, Truett Association, Minister, Male
- Arron McGuffee, 2025-2028, Truett Memorial (U), Hayesville, Truett Association, Minister, Male

## **BAPTIST CHILDREN'S HOMES OF NORTH CAROLINA**

- Steve Calhoun, 2025-2028, Englewood (O), Rocky Mount, North Roanoke Association, Layperson, Male
- Quintell Hill, 2025-2028, Multiply Community (U), Monroe, Union Association, Minister, Male



- Luis Tejera, 2025-2028, Hickory Grove (O), Charlotte, Metropolina Association, Minister, Male
- Linda Wendelken, 2025-2028, Lawndale (O), Greensboro, Piedmont Association, Layperson, Female

## **BIBLICAL RECORDER**

- Matt Lee, 2025-2028, Imago Dei (O), Raleigh, NC Miscellaneous, Layperson, Male
- Robert McKee Jr., 2026 unexpired term of Benjamin Heise, Green Street (O), High Point, Piedmont Association, Layperson, Male
- Jennifer Rushing, 2025-2028, Hopewell (O), Monroe, Union Association, Layperson, Female

## **PROVISION FINANCIAL RESOURCES**

- Missie Branch, 2027 unexpired term of David Jones, Imago Dei (O), Raleigh, NC Miscellaneous, Layperson, Female
- Art Rainer, 2025-2028, The Summit (O), Durham, TriWest Association, Layperson, Male
- Peter Rochelle, 2025-2028, Church on the Rock (U), Raleigh, NC Miscellaneous, Minister, Male
- Jamie Roycroft, 2025-2028, Hopewell (O), Monroe, Union Association, Layperson, Female
- Rex Strickland, 2025-2028, Truett Memorial First (U), Hayesville, Truett Association, Layperson, Male





# **BOARD OF DIRECTORS**

## BOARD OF DIRECTORS

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The board of directors has the responsibility of acting on behalf of the convention when the convention is not in session. Matters that affect the direction and enhance the mission causes and ministry endeavors of North Carolina Baptists are the responsibility of the board. The board typically meets three times annually and is comprised of North Carolina Baptists representing cooperating churches from 10 regions across the state.

The executive committee of the board has the responsibility of acting on behalf of the board and the convention between sessions. The executive committee is responsible for the administrative, personnel and certain business actions of the convention, and the committee reports its actions and recommendations to the board and the convention. The executive committee met six times since September 2023. Members include the president and vice president of the board (who serve as the chairperson and vice chairperson of the executive committee), the officers of the convention, the chairpersons of the committees and special committees of the board, four at-large members of the board, the president of Baptists on Mission, the president of the North Carolina Baptist Associational Missions Conference, and the chairpersons of the Budget Special Committee and the Articles and Bylaws Special Committee.

This report includes actions taken by the board and executive committee during and since the conclusion of the September 2023 board meeting.

At the September 2023 meeting, the board of directors elected the following officers for 2024:

- President: Zeb Cook
- Vice President: Robert Hefner
- Board Secretary: Angela Kilby

The board of directors elected the following at-large members to serve on the 2024 executive committee:

- Justin Alexander
- Betsy Bolick
- Janet Demeny
- Denise O'Donoghue

The board of directors approved the following committee structure in 2024 to assist the board and staff in fulfilling the state convention's purpose to be a movement of churches on mission together:

- Christian Life and Public Affairs Special Committee
- Communications Committee
- Convention Relations Special Committee
- Ministry Strategies Committee
- Mission Catalysts Committee
- Operations Special Committee
- Articles & Bylaws Special Committee
- Budget Special Committee

## **THE BOARD PRESIDENT/VICE PRESIDENT MADE THE FOLLOWING COMMITTEE APPOINTMENTS:**

### **ARTICLES AND BYLAWS SPECIAL COMMITTEE:**

- Board member: Aaron Swain (2026 term) Freedom Church, Lincolnton
- Board member, Jacob Reed (2027 term), Faith, Youngsville
- Non-board member: Marty Tobin (2027 term), Pleasant Garden Baptist, Pleasant Garden
- Luke Lunceford was appointed chairperson

- Brooke Medina was appointed chairperson following Luke Lunceford's resignation

### **BUDGET SPECIAL COMMITTEE:**

- Board member: Justin Alexander (2026 term), FBC, Hendersonville
- Board member: Jennifer Thoppil (2024 term), Salem, Dobson
- Non-board member: Elizabeth Andrusko (2025 term) The Summit, Durham
- Non-board member: Marc Francis (2027 term), Ridgecrest, Durham
- Non-board member: Rick Speas (2026 term), Old Town, Winston-Salem
- Aaron Wallace was appointed chairperson

### **OPERATIONS SPECIAL COMMITTEE NON-BOARD MEMBERS:**

- Brad Crumpler (2027 term), FBC, Asheboro
- Jon Mills (2027 term), Good News, Roanoke Rapids

### **CHRISTIAN LIFE AND PUBLIC AFFAIRS SPECIAL COMMITTEE NON-BOARD MEMBERS:**

- Hope Earwood (2026 unexpired term), Lawndale Baptist, Greensboro
- Bob Touchton (2027 term), Providence, Raleigh

### **FRUITLAND BAPTIST BIBLE COLLEGE NOMINATING COMMITTEE:**

Three members of the executive committee:

- Robert Hefner, chair
- Jason Miller
- James Allen Murray

### **CONVENTION COMMITTEE NOMINATIONS**

The following convention committee members were nominated by convention officers Quintell Hill, president; Jason Miller, first vice president; and James Allen Murray, second vice president, and approved

by the board of directors:

## **COMMITTEE ON NOMINATIONS**

Term ending in 2025:

- Ed Davis, Missio Dei, Raleigh

Terms ending in 2026:

- David Blalock, Emmanuel, Albemarle
- Sue Fairless, Cashie, Windsor
- Lori Frank, Biltmore, Arden
- Tim Jernigan, Woodlawn, Conover
- Alan Sprinkle, Mission Oak, Black Mountain
- Collin Terenzini, Shaws Creek, Hendersonville
- Chandler Donegan, Faith, Youngsville, was appointed chair

## **COMMITTEE ON CONVENTION MEETINGS**

Term ending in 2025:

- Noah Crowe, Peachtree Memorial, Murphy

Terms ending in 2026:

- C.J. Cauble, Southside, Elm City
- Stephen Grubbs, Ogden, Wilmington
- Anna Hopper, Mercy Hill, Greensboro
- Bradley Johnson, Newfound, Leicester
- Ron Skinner, Mountain View, Hickory
- Michelle Williamson, FBC, Hendersonville
- Bob Lowman, Idlewild, Matthews, was appointed chair

The board of directors approved a recommendation from the 2024 Fruitland Baptist Bible College Nominating Committee to fill the 2028 terms on the Fruitland board representing the:

- Convention board of directors: Josh Evans, Crabtree, Clyde
- Alumni: Adam Love, Red Cross, Oakboro
- At-large: Larry McDonald, FBC, Hendersonville

At the September 2024 meeting, the board of directors elected the following officers for the 2025:

- President: Robert Hefner
- Vice President: Spence Shelton
- Board Secretary: Angela Kilby

## **ADDITIONAL ACTIONS OF THE BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE WERE AS FOLLOWS:**

### **BOARD OF DIRECTORS**

- Accepted the 2023 audited financials of the Baptist State Convention of North Carolina and authorized the transfer of 20% of the net operating income for fiscal year 2023 to the Contingency Reserve of the convention which is overseen by the executive committee of the board. The amount totaled \$28,723
- Elected Steven Wade to serve as convention second vice president. (Quintell Hill, elected president in November of 2023, resigned in April 2024 to accept a position with the International Mission Board. Jason Miller, then first vice president, assumed the role of president. James Allen Murray had been serving as the second vice president and assumed the role of first vice president.)
- Adopted the 2025 proposed Cooperative Program (CP) budget of \$31 million (unchanged from 2024) as recommended by the Budget Special Committee and approved by the executive committee and will present the budget for consideration to the convention at the 2024 annual meeting
- Adopted the North Carolina Missions Offering (NCMO) goal of \$2.6 million (unchanged from 2024) as recommended by the Budget Special Committee and approved by the executive committee with allocation percentages remaining unchanged and will present the goal and allocations to the convention at the 2024 annual meeting
- Adopted a recommendation from the executive committee that any CP

gifts received in excess of the approved 2025 CP budget be allocated 50% to our global ministry partners and 50% to the Baptist Children's Homes of North Carolina

- Approved bylaw changes as recommended by the Articles & Bylaws Special Committee and will present the bylaw changes to messengers for consideration at the 2024 annual meeting
- Approved the Articles & Bylaws Special Committee's request to authorize BSCNC Human Resources staff to draft a policy regarding the operations and practices of any EDT Search Committee formed by the BOD for the purpose of recommending a candidate for executive director-treasurer
- Approved the establishment of the Caswell Capital Improvement Endowment Fund through Provision Financial Resources
- Approved the sale of 3035 Old Union Church Road in Salisbury, NC for the price of \$50,000 and authorized the Director of Operations, John Butler, to execute all documents related to such sale

## **EXECUTIVE COMMITTEE**

- Authorized the director of the Operations Group to approve 2024 housing allowance requests for ordained staff members employed by the convention
- Approved a 1% year-end bonus for convention staff based on shared criteria
- Approved merit bonuses for select staff based on stated criteria
- Approved revisions to the N.C. Baptists employee handbook
- Approved Biblical Recorder bylaw changes
- Approved adding a Ministry Strategies Group ministry assistant position
- Approved adding a grant assistant position within the Operations Group
- Approved the hiring of Drew Dabbs to fill a new position, discipleship ministry strategist, with the Ministry Strategies Group as a level 10

position

- Approved moving Terry Long’s position with the Ministry Strategies Group to a level 10 position with the added role of coordinator of the Church Health and Revitalization team
- Approved, at the convention officers’ recommendation, Kristen Lanier, member of Fairview Baptist, to fill a 2025 unexpired term on the Committee on Convention Meetings
- Approved the Committee on Nominations’ recommendation that Gary Sanders of Red Bank Missionary Baptist fill a 2025 unexpired term for region 5 on the board of directors
- Approved that Robert McKee, layperson and member of Green Street Baptist, fill an unexpired 2026 term for the Biblical Recorder board
- Approved employee policy changes related to the Fleet Vehicle Policy and a new “Employee Responsibility to Report Financial Improprieties” policy
- Approved the 2025 Cooperative Program budget of \$31 million as presented by the Budget Special Committee
- Approved that the 2025 North Carolina Missions Offering goal and allocations remain unchanged from 2024
- Approved the recommendation that any Cooperative Program receipts for 2025 in excess of the approved Cooperative Program budget be allocated as follows: 50% to the global ministry partners and 50% to the Baptist Children’s Homes of North Carolina

Respectfully submitted,

*Zeb Cook, Board of Directors President*

*Angela Kilby, Board of Directors Secretary*



**ARTICLES  
& BYLAWS  
COMMITTEE**

## ARTICLES & BYLAWS COMMITTEE

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Dear Church Leader,

Enclosed you will find documents related to proposed changes to the bylaws of the Baptist State Convention of North Carolina, which will be presented to messengers at the annual meeting in Greensboro on November 4-5, 2024.

As required by our bylaws, the BSCNC is sending these documents to all partner churches for review prior to their consideration during the business portions of our gathering. The full text of all proposed changes are included, along with notes for context.

In addition, the Articles & Bylaws Committee will hold a listening session during the annual meeting to offer the opportunity for questions related to the proposed changes. Check the annual meeting schedule of events at [NCAnnualMeeting.org/](https://NCAnnualMeeting.org/) schedule for details such as the date, time, and room assignment for this listening session.

Do not hesitate to contact us if you have questions. You can reach out to Seth Brown, director of convention relations at [sbrown@ncbaptist.org](mailto:sbrown@ncbaptist.org).

Thank you for all you do to participate in this movement of churches on mission together!

With Gratitude,  
Brooke Medina  
Chair, Articles & Bylaws Committee

# 2024 ARTICLES & BYLAWS PROPOSED CHANGES

*Items striked and red represent deleted language from bylaws. Highlighted yellow items represent additional language.*

*These motions were approved by the N.C. Baptist Board of Directors on Sept. 24, 2024. They will be presented for messenger approval during the 2024 N.C. Baptist Annual Meeting.*

## **MOTION 1: FOUNDATION NAME CHANGE**

**The Board of Directors moves to amend the BSCNC bylaws such that all occurrences of “North Carolina Baptist Foundation, Inc.” become “Provision Financial Resources of NC Baptists, Inc.”**

*Note: The North Carolina Baptist Foundation changed its name to Provision Financial Resources of NC Baptists, Inc. by a vote of its board in September 2023. There are four references to the organization’s name in three bylaws: I.C.7.a.ii., II.F.11.a., and III.A.*

## **MOTION 2: NC RESIDENCY FOR BOARD SERVICE**

**The Board of Directors moves to amend Bylaw IV.G.1 by striking the following text:**

Any individual holding a Convention Position shall be removed from such Convention Position in the event

that ~~(1) such individual moves their residence from the State of North Carolina; or (2)~~ such individual ceases to be a member of a cooperating church as defined in Article VI.A. In addition, any individual serving in a Convention Position may be removed for serious misconduct damaging to the people, mission, or ministry of the Convention, whether such conduct is related or unrelated to the individual's duties in the Convention Position, in order to provide an environment that protects and promotes the Christian witness of the cooperating churches and their members. Such conduct shall occur or become known during the term of an individual serving in the Convention Position and shall exclude any controversy concerning a local church.

*Note: This change would allow members of N.C. Baptist churches whose personal residence is outside the state to be eligible to serve on our board and committees. Such individuals are already eligible to serve on the boards of our related entities. The N.C. Baptist Committee on Nominations would retain the ability to refrain from nominating recommended individuals whose personal residence is located far enough outside state lines such that it presents logistical challenges to service.*

### **MOTION 3: EDT SEARCH PROCESS**

**The Board of Directors moves to amend Bylaw I.B.2 as follows:**

#### **2. Executive Director-Treasurer**

- a. Term. At its annual meeting or a special meeting, the Convention shall elect a person to the office of Executive Director-Treasurer **by a majority of votes cast.** The Board shall nominate a person to the Convention for

consideration. ~~Opportunity shall be given to receive additional nominations from the floor of the Convention. The person receiving the majority of votes cast shall be declared elected.~~ Upon election, the Executive Director-Treasurer shall hold office for an indefinite period. The Executive Director-Treasurer shall serve at the pleasure of the Board, and shall serve until the earlier of his death, his retirement or his resignation. The term of the Executive Director-Treasurer may also be terminated by a majority vote of the Board at any meeting of the Board, where the individual director requesting the termination of the Executive Director-Treasurer has given at least twenty (20) days prior written notice to the Board Secretary; upon receipt of such notice, the Board Secretary then shall give at least fifteen (15) days prior written notice of the individual member's intent to bring such motion at the meeting of the Board.

- b. Vacancies. In the event that the position of Executive Director-Treasurer becomes vacant, the Board shall elect an interim Executive Director-Treasurer at a regular or special meeting of the Board. **Directors shall have the opportunity to recommend candidates for interim Executive Director-Treasurer to the Executive Committee.** The Board shall consider a **single recommendation candidate nomination** for the interim from the Executive Committee. ~~,with the opportunity for additional nominations to be made by members of the Board.~~ The interim Executive Director-Treasurer shall be elected by a majority vote of the Board, and shall serve until the permanent Executive Director-Treasurer is elected;

c. Search Committee. The Board shall elect by a majority vote of the Board an EDT Search Committee recommended by the President and Vice-President of the Board and the President and Vice-Presidents of the Convention. The search team shall be comprised of no less than six and no more than twelve members. The search team should represent a cross section of North Carolina Baptist churches, considering geographical, ethnic, and gender diversity. The search team shall be responsible for receiving all applications and recommendations for the position of Executive Director-Treasurer, seeking God's guidance and will for His leader for the ministries of the Convention. It shall recommend a single candidate to the Executive Committee of the Board, which shall consider that recommendation and either recommend that person to the Board or request that the search team bring another candidate for its consideration. A majority of the Executive Committee must vote to recommend a candidate to the Board. The EDT Search Committee shall immediately cease and no longer have any members or duties once a candidate which they recommended to the Board has been elected the new Executive Director-Treasurer by the Convention.

d. Duties. The Executive Director-Treasurer shall be the chief executive officer of the Convention, the chief professional adviser of the Convention, the Board and its committees, and one of the denomination's spiritual leaders, providing statewide guidance and inspiration. The Executive Director-Treasurer shall serve as an ex-officio non-voting member on all Convention committees and subcommittees and all committees and subcommittees

of the Board. The Executive Director-Treasurer shall be the principal operating officer of the Convention, shall oversee the day-to-day operation of the Convention and shall perform such other duties as may be assigned from time to time by the Board. The Executive Director-Treasurer shall plan, coordinate, supervise and evaluate the Convention's ministries and programs, budget and staff and work on a cooperating basis with other Baptist bodies, including churches, auxiliaries, associations, organizations and conventions, and with other religious groups. The Executive Director-Treasurer shall also have custody of all funds and securities belonging to the Convention, shall receive, deposit and disperse same under the direction of the Board, and shall keep full and accurate accounts of the finances of the Convention in books for such purpose. The Executive Director-Treasurer shall forward, at least once a month, all contributions to their destinations.

*Note: This change is intended to make necessary updates to the bylaws regarding the process for electing the office of Executive Director-Treasurer. The Articles & Bylaws Committee made this proposal having taken into consideration the opinions expressed by messengers during the 2022 N.C. Baptist Annual Meeting.*



# STAY CONNECTED



## WE CAN DO MORE TOGETHER

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