Triangle East Baptist Association

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Triangle East Baptist Association

Semi-Annual Fall Meeting

One Hundred Nineteenth Annual Session
Tuesday, October 26, 2021

Theme

"TEBA Churches: Pushing Back the Darkness - One Church Plant at a Time"

"I, the LORD, have called you in righteousness; I will take hold of your hand. I will keep you and will make you to be a covenant for the people and a light for the Gentiles, to open eyes that are blind, to free captives from prison and to release from the dungeon those who sit in darkness." Isaiah 42:6-7 (NIV)

Meeting Agenda

Pre-Service Music

Call to Order..... Rev. Steve Roy, Moderator, Hocutt

Adoption of the Order of Business..... Program Committee

Welcome and Opening Prayer

Associational Missionary Report..... Rev. Kelton Hinton, TEBA Missions Strategist

Organizational Reports

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Treasurer's Report pgs.23-26

Miscellaneous Business ..... Rev. Steve Roy, Moderator, Hocutt

Recognition of Visitors and New Pastors..... Rev. Steve Roy, Moderator, Hocutt

Sermon ..... Rev. Glenn Brock, Baptist Tabernacle

Recognition of New Officers ..... Jimmy Boykin, Vice Moderator, Pine Level

Benediction and Prayer for New Officers

Resolution of Appreciation

Whereas, our Program Committee has provided for this 119th session of the Triangle East Baptist Association inspiration, education, and edification; and

Whereas, our elected and employed leadership have provided distinguished and devoted service through the past year;

NOW, THEREFORE, BE IT RESOLVED, that the Triangle East Baptist Association, meeting in annual session this twenty-sixth day of October, 2021, does express its gratitude to God for His manifold blessings; and

BE IT FURTHER RESOLVED, that we express heartfelt gratitude to our elected and employed leadership for their distinguished and devoted service this past year; and

BE IT FINALLY RESOLVED, that we commit ourselves anew to greater living and greater service as followers of the Lord Jesus Christ.

Program Committee

Your TEBA Program Committee respectfully submits the following report for 2022: The Spring Semi-Annual meeting will be held on Monday, May 16, 2022 and our Fall Semi-Annual meeting will be held on Tuesday, October 25, 2022, as set in the associational constitution and by-laws.

The Committee has received invitations from the following churches: Spring Meeting at Jonesboro Baptist Church and Fall Meeting at Corinth Baptist Church.

We suggest the following be named as preacher for the annual sermon next Fall: Pastor John Norman of Four Oaks with Pastor Ray Carr of Baptist Center serving as the alternate.

Semi-Annual Spring Meeting

Submitted by: Tonya Grice, TEBA Administrative Assistant

The 2021 Spring Semi-Annual Meeting was held at Stevens Chapel Baptist Church in Smithfield. We gathered for a time of celebration with grateful hearts for how the Lord has blessed our Association. Even going through a hard season with Covid, TEBA churches have pushed forward with advancing the Gospel. Pastor Jason Brulet of Shine Community Church in Clayton and Pastor Daniel Barajas both shared their testimony of how they are reaching their communities. We were inspired by their passion for the unchurched and vision for the future of their churches. It was amazing to hear how God is using them, their families, and their congregations in the ministry. The main item on the agenda was voting on changing the name of our Association. The motion was presented and unanimously approved. As an Association, we look forward to a bright future as we minister to the people in our reach. In addition, we recognized churches for meritorious work in the ministry over the last year.

Highest number of Baptisms Clayton FBC (12)
Other notables: Church @ Clayton Crossings (11), LifeSpring (11), Sims (11), Iglesia Bautista de Selma (10), Smithfield FBC (7), Shine Community (7), Wilson's Mills (7)

Best Ratio of Baptisms to Membership Sims (4:1)
Other notables: LifeSpring (5:1), Iglesia Bautista de Selma (6:1), Koinonia Reformed (7:1), Faith 11:1), Live Oak (25:1), Corinth (26:1)

Highest One-Year Growth in Worship Attendance Thanksgiving (497%)
Other notables: Micro FBC (365%), Live Oak (226%), Kenly (162%), Beulah (155%), Jonesboro (108%), White Oak (82%)

Highest Five-Year Growth in Worship Attendance Thanksgiving (488%)
Other notables: Micro FBC (418%), Live Oak (356%), White Oak (306%), Kenly (154%), Jonesboro (150%), Church @ Clayton Crossings (106%), Beulah (99%), Building 323 (80%), Blackman's Grove (63%)

Highest One-Year Growth in Sunday School/Small Group Attendance Koinonia Reformed (82.4%)
Other notables: Benson (56%), Kenly (39%), Pleasant Grove (37%), Jonesboro (36%), White Oak (19%), Sims (14%), Sardis (13%)

Highest Five-Year Growth in Sunday School Attendance Clayton FBC (95%)
Other notables: Sims (47%), Pleasant Grove (22%), North Smithfield (17%), Micro FBC (5%)

General Board Report

Submitted by: Tonya Grice, TEBA Administrative Assistant

The General Board of the Triangle East Baptist Association met four times in the 2020-2021 associational year.

Persevere! That seems to be the word most often used this last year in our gatherings to describe the hard season we have faced. In spite of Covid and the immense impact it has had on our churches, we continue to do the work God has called and enabled us to do. Many churches maintained their connection with church members by offering virtual worship services for their gathering times. Like never before, pastors helped each other and joined together to figure out technology needs and offered encouragement to one another.

The theme that continues to be mentioned at our Quarterly Board Meetings is growth. Johnston County is projected to swell in residents over the next 10 years – adding 50,000 new people to our area. As an example, there are already 430 apartment complexes just in Johnston County. And did you know that 95% of those apartment dwellers are unchurched!?!? With that growth, we are seeing tremendous opportunities before us. If each church would adopt the complex closest to their campus, we could really impact these lives with the powerful gospel of Jesus. Overall, to accommodate the growth, we need many more churches in are Association. This goes right along with our four-year Associational focus of "pushing back the darkness." There are many people around us that need Jesus and we can be ready to lead them.

Financially, contributions have remained steady over the last few years. We are so grateful for our churches who faithfully give to further the work and ministry of our Association. Your generosity is a blessing to many and allows us to move forward with myriad outreach efforts. Oftentimes, much of the work we do as an Association goes unnoticed by our churches. The greatest resource we have is people. Between the office staff and the numerous volunteers who represent our Association, our churches can feel secure in knowing that their needs will be met.

Our two newest church plants, Shine Community and Unity Victory Haitian Church are doing a tremendous job. Both are growing and active in their communities with various outreach and evangelistic endeavors. Sharon Baptist Church in Smithfield disbanded and merged with The Point Church. Additionally, Cornerstone Baptist in Four Oaks withdrew from TEBA in January.

Together, as transformed people who serve Christ and are empowered by the Holy Spirit within us, we can make a difference in this dark world and bring the Light of Salvation to people all around us. Whether we are on mission down the street, in another state, or across the world, our Association seeks to honor and glorify God in all that we do.

Associational Missionary Report

Submitted by: Dr. Kelton Hinton, TEBA Associational Missions Strategist

"TEBA Churches: Pushing Back the Darkness" has been our general theme for the last three years. With the COVID-19 pandemic still around, the term "darkness" takes on even more significance, both spiritual, physical and emotional. This year we are focusing on what this looks like at the local level by highlighting **"TEBA Churches: Pushing Back the Darkness—One Church Plant at a Time."** This phrase reminds us that God birthed the local church as the most effective way to evangelize and disciple new believers. We have already noted (see Woody Parrish's Evangelism Report on page 13) how new church plants generally baptize more people than older, established churches and they have a much healthier (lower) ratio of church members to the numbers of those baptized.

Many may ask, "**Why do we need any more churches when the ones we have are not filled to capacity?**" There are several responses to this perfectly valid question.

One, statistics tell us that church attenders will not "fill up" a room to more than 80% capacity. Here in TEBA, our churches usually stop growing in attendance once they reach 75% capacity in either parking, Sunday School space or sanctuary seating. Two, for churches to grow, new leadership has to be continually sought after, trained and empowered to lead. As an organization matures, many of the key leadership spots get taken by long-term members who may or may not have the "pulse" of the community around the church and may miss out on key opportunities for ministry and growth. Three, the sheer demographic growth of Johnston County is undeniable! With the county being highlighted as "The Fastest Growing County in North Carolina" for going on a third decade, we have gotten woefully behind in our church planting efforts! While the county has been busy building schools to accommodate all of the new families moving here, we as an association have not been planting enough churches to keep up with those same newcomers. We are estimating we need 100 new churches by 2030 to catch up with the population growth and get our church to population ratio back to our historic 1 church for every 1,500 residents.

Another important question to ask is, "**How will we go about beginning all of these new churches and how will they be funded?**" The answer is multifaceted.

To begin with, instead of thinking strictly in terms of "church planting," think instead of "making disciples" which is what we are all specifically called to do in Mt. 28:19-20. As we search out and identify "unreached people groups" (please closely examine Dwayne Batten's Missions Development Report on page 15), we can see both the inroads our TEBA churches have made (i.e. their ministry involvement in 40+ multi-housing sites) as well as the opportunities yet to be pursued (35 apartment complexes, a multitude of MHPs (mobile home parks) and 4 RV Parks as well as an inundation of new housing subdivisions filling up farmland across the county.) "Calling out the called" from among our church folk will be key to reaching these communities for Christ. Once a "champion" for that group steps forward, a team can be formed around them. And once a consistent outreach is established and people are won to the Lord, a "micro-church" can be formed in that place for zero dollars. These "micro-churches" can then be coordinated through and aided by our local, established churches for larger gatherings as needed. A second church planting strategy, and more expensive, will be more "traditional" in the fact of securing land (3-5 acres) in strategic, high growth locations around the county and helping new churches to get established in that new setting.

Yet another key question is, "**Where are these new churches needed?**" Again, the answer is both "everywhere" and "somewhere very specific."

In general, the NC Baptist State Convention has identified seven **"Pockets of Lostness"** right here in TEBA. Two of those POLs made it into the "Top 100" in all of North Carolina! What does that mean? The term "Pockets of Lostness" highlights the areas of the state with the highest demographic growth that have not seen a concurrent growth in the number of local churches or local church attendance. Clayton and 40/42 made the "Top 100," but Four Oaks, Smithfield, Selma and Thanksgiving FD Rd here in JoCo and Sims in Wilson County also made it into the "Top 250" in the state! We have already begun prayer walking in some of these areas to begin to see the needs and opportunities God has placed before us and to explore how we might address them.

More specifically, one of the "discoveries" we made last year in investigating Clayton's inclusion in the "Top 100" list, was the proliferation of **apartment complexes** in the area. This influx of high-dollar rental units is a new phenomenon for our local churches, almost all of which currently target only families in "single-family, detached dwellings." Statistics tell us that, nationwide, 57% of the American population live in a multi-housing situation and that 95% of those families are unchurched! This then represents THE most "lost" parts of our communities! (Think: apartment complexes, mobile home parks, government subsidized housing and even some gated communities as all being representative of "multi-housing" situations.) **The good news is that 20 of our TEBA churches are currently ministering in 41 different "multi-housing" situations on a regular basis!** (at least until COVID-19 hit!) The bad news is that very few apartment complexes have been engaged (FYI—There are 35 apartment complexes of 50+ units already in the county!)

In addition to the "multi-housing" situation, we also have a HUGE influx of **new housing subdivisions** all across the county. We praise the Lord for the two latest churches planted last year—**Shine Community Church** (Jason Brulet planter) near Flowers Plantation going after folk in these new subdivisions, and **Unity Victory Baptist Church** (Claude Lafortune planter) in Goldsboro going after a Haitian people group. However, MANY more churches are needed! It has been widely reported that Johnston County is slated to again be THE fastest growing county in NC from 2020-2030 (greater than 25%)! Our new population will top a quarter of a million (252,858 to be exact) by 2030! As you can imagine, much of this growth will be in the northern half of the county as the "outer loop" around Raleigh is completed between Wendell and Apex, passing between Clayton and Garner. As these areas of the county are developed along the Wake County line we will be needing land to begin new churches to reach the newcomers. <u>If you (or someone you know), can make 3-5 acre plots of land available to the TEBA for sites for future church plants, please let us know so that we can see how to make that transaction a reality</u>!

Plans for growth of TEBA. A couple of years ago we were able to build an extension onto our office building in Selma adding three new office spaces. This year we voted to change our name from Johnston Baptist Association to Triangle East Baptist Association to reflect the reality of our network's "footprint." Almost 20% of our churches are actually located outside of Johnston County and this name change more closely aligns with that reality. In the coming year we need to look at some restructuring issues to help us align ourselves more closely with the needs of our churches and our local environment. THANK YOU for your steady contributions this year to our budget in spite of the COVID-19 pandemic. Please continue to push towards a minimum of 3% of your undesignated offerings to go towards local mission needs and causes. Once we meet that threshold, we should be able to begin adding some staff to help us keep up with the added growth and needs from our growing number of member churches.

State of the churches. Many people ask, "How are things going with our churches?" and I say, "It's been another challenging year, but we are going to make it!" Even though "physical" attendance has dropped off for most churches, "virtual" attendance has skyrocketed! In addition, while "large

gatherings" of people have been somewhat disappointing, "small gatherings" of people seem to be on the increase with many churches reporting exciting advances in discipleship-oriented areas. Fortunately, our TEBA churches have never left off making a difference in people's lives. Last year, for example, **45% of our churches grew in worship attendance over the last five years (while 7% plateaued and 48% declined).** This is the HIGHEST percentage of "growing" churches we have ever seen in the history of TEBA! Many of those high attendance figures came as a result of churches increasing their on-line presence due to COVID concerns. (God has been very good to us by helping us transition and "pivot" in the midst of on-going challenges!) If you find that your church has been "missing out" this year on the numerical growth impacting other TEBA churches, take a closer look at your Sunday School and small group ministries. This is where real growth is being experienced. Apparently there is a huge unmet need for close, personal interactions as people once more seek out "community" after living for so long in "isolation." God may very well be forcing us to "go deeper" with a few in order to prepare new leaders so that we can handle the crowds in the harvest to come!

Church Revisioning. For the last 19 years TEBA has offered real help for churches in decline. The "**Church Revisioning Process"** is offered to churches during their interim period between pastors. This six-month process has proven to be very beneficial, helping many churches begin a new trajectory of growth. Size is of no consequence. As long as a church has hope, they have a future! So far, 60 percent of the churches that have gone through this process have begun to grow again! Let us help you before it is too late!

Pastoral Support. In addition to individual counseling/coaching sessions, and monthly cohort meetings with other pastors, TEBA also has access to demographic data, a variety of personality indicators and a host of other support for the pastor and his family. Give us a call to see how we can help you!

Departmental Reports

Baptist Men

Submitted by: Rex Everhart, Brotherhood Director

Last year (2020), in the midst of the COVID-19 pandemic, only 17 TEBA churches reported having an active Baptist Men's group. There were a total of 387 men active in those churches or 23 per church, which is slightly higher than the 21-22 men per church we have seen in recent (pre COVID) years. Our total numbers continue to vary widely from year to year due to irregular reporting from our churches from a current low of 387 up to 831 just eight years ago in 2012!

Again, this year our men's groups have focused primarily on local mission needs. "**Wheelchair ramp building**" teams have been very active this year as the general population is aging and more people are trying to stay in their homes to avoid nursing homes if at all possible. A few churches are installing grab bars in bathrooms and installing smoke detectors as well.

This year a few of our churches participated in the state-wide efforts of **Operation Inasmuch** and "**Ramp It Up!"** with the NC Baptist Aging Ministry. Due to COVID concerns, outside projects were prioritized and social distancing was followed in order not to overly expose our senior citizens to the virus.

Thankfully local **hurricane relief and recovery** needs have been minimal this year. We had some flooding in the mountains that some attended to while others continued working on recovery efforts from our last two hurricanes and resulting flooding—especially at the Red Springs, Lumberton and the Wallace/Rose Hill rebuild sites. When asked by potential volunteers what to do, I am telling everyone to go to the NC Baptist Men's website www.baptistsonmission.org and register when you want to go and how many are on your team. Let the state-wide coordinators assign you to the neediest places to go.

On the local level we have needs/opportunities for men to serve in the following areas:

- **Flea Market** in south Smithfield (evangelism efforts and Sunday School for children)
- **Kenly truck stop** (teach Sunday School, lead devotion on Sunday mornings)
- **GALOT Motorsports Park** (serve as a chaplain, organize children's activities)
- **Kenly Southern National Motorsports Park** (serve as a chaplain)
- **RVacation Campground, Happy Trails RV Park, Raleigh Oaks Resort—local campgrounds or RV Parks** (serve as chaplain, lead in worship Sunday mornings)

We have many DVD based resources at the TEBA office if your men need training or want to host a men's Bible study group.

Upcoming Baptist Men's related events:
Disaster Relief Training—Feb 26, March 5, 2022
NC Baptist Missions Conference—March 25-26, 2022 at Calvary Baptist in Winston-Salem

Discipleship Report

Submitted by: Rev. Brent Highfil, TEBA Discipleship Director

As everyone knows, dealing with the COVID-19 pandemic has been quite a challenge for all of our churches! With church shutdowns and limited face-to-face interactions, one of the areas that has suffered the most has been in the area of discipleship. Larger, curriculum-based approaches favored in the past (Beth Moore studies or Men's curricula) have been abandoned for more small group based formats, especially as the pandemic has dragged on and people are feeling more isolated and lonely. In fact, several churches are experiencing some real growth in these areas as they begin men's and women's groups meeting in homes throughout the week.

Obviously, many of our folk have discovered the wealth of online Bible studies as well. Many of our TEBA churches are participating with **Sampson Resources** out of Dallas, TX using their many online studies. Others are using **Right Now Media** resources to access "just what they need" for this day and time. Don't overlook the plethora of materials featured on the **NCBSC website** www.ncbaptist.org. Also, come by the **TEBA office** to see what all is available locally FOR FREE! I know that for us at Hocutt, we have been able to develop some of our own curriculum for children online. Go to **Youtube** and check out "**Pastor Brent's Wonderful Word of Ministry**" and you can view the reading of bedtime Bible stories and lots of other fun stuff incorporating popular Disney themes and spiritual reflection for children!

As has been noted before, some have asked, "If God is behind this virus, what is He trying to say to our churches? How should we respond?" One answer is that at least now that our numbers are "down," we can see exactly who makes up the "core group" of our church. We can begin to 1) focus on them by discipling them either virtually or face to face, 2) raise them up to take on new leadership positions in the church and beyond, and 3) deploy them out into ministry! These are all the elements of classic "discipleship"—head (representing knowledge), heart (representing a willing spirit), and hands (doing the work).

A second point God may want to make is to provoke us to move from our familiar "attractional" model of ministry where everything happens at the church building to a "go and do" or "missional" model of ministry whereby we "take the church to the people" in word and deed. Our Associational Missions Strategist, Dr. Kelton Hinton wrote what he calls a "white paper" on this topic called, "**A Family First Post Covid-19 Strategy**" that outlines a process by which your church can move from such an "attractional" model of ministry to a "missional" model of ministry by making the homes of your parishioners the "front door" of your church! This model of ministry follows and deepens the discipleship pathway outlined above. (If you would like a copy of this document, please let him know at kelton@raleigh.twcbc.com.)

In light of that discussion, "deploying our folk out into ministry," I would like to call your attention to a new video-based resource called the "**Missional Leadership Pipeline**" that you will be hearing a lot about in the coming few years. It consists of five phases: the evangelism, discipleship, church leadership, local missions and deployment into ministry phases. The strength of this model intentionally couples discipleship with "leadership development." It involves an initial online assessment to see where the person is on their leadership pathway and then offers 5-7 teaching "modules" for a person to view and then go over with a mentor, moving them further along in both their understanding and practice of ministry. For more information about this, please contact either Kelton Hinton or Mike Dodson in the TEBA office.

Evangelism Report

Submitted by: Rev. Woody Parrish, Evangelism Director

This year has been tough on evangelistic outreach! Many of our TEBA churches shut down or scaled back on many outreach-oriented events due to the COVID pandemic. Only a small handful used our Evangelistic Block Party Trailer this year. Very few continued any door-to-door outreach although **Shine Community** is to be commended for their innovative "Wellness Check" home visits used as a pretext for prayer walking and praying for individuals in the various neighborhoods surrounding their campus!

Last year in 2020, during the beginning of the COVID pandemic, our churches recorded 145 baptisms, down from the 212 baptisms the year before and the lowest we have seen to date. Unfortunately, this trend continues a steady decline in annual baptisms for the last eleven years. In looking back, it is interesting to note almost half of our baptisms have either come from new church plants or recently "revitalized" congregations that have made a fresh start. In many cases baptisms have spiked when a new pastor was called. This same pattern can be seen in the listing of churches below.

As we look at these statistics and the fact that most baptisms are coming from our new church plants (listed in BOLD below), it behooves us to seek out the establishment of new churches and the revitalization of existing ones if we are going to win our world for Christ. Our theme this year**—"TEBA Churches: Pushing Back the Darkness—One Church Plant at a Time**" is all predicated on our being a faithful witness to God's grace in our lives. Due to our extreme demographic growth over the last ten years and predicted over the next ten years, we are needing 100 new churches to be planted! Basically, if each one of our existing churches will reach out to start ONE new church this year then, with the Lord's help, we can not only turn this 11-year decline into an upturn again but also see a ton of souls being ushered into His Kingdom!

Here are our exemplary churches from 2020

Highest number of Baptisms Clayton FBC (12)
Other notables: Church @ Clayton Crossings (11), **LifeSpring** (11), Sims (11), **Iglesia Bautista de Selma** (10), Smithfield FBC (7), **Shine Community** (7), Wilson's Mills (7)

Best Ratio of Baptisms to Membership Sims (4:1)
Other notables: **LifeSpring** (5:1), **Iglesia Bautista de Selma** (6:1), Koinonia Reformed (7:1), Faith (11:1), Live Oak (25:1), Corinth (26:1)

Johnston Community College – Campus Ministry Report

Submitted by: Dr. Kelton Hinton, Campus Ministries Coordinator

The year (2020-2021), was extremely challenging due to the on-going effects of the COVID-19 pandemic and the educational and social adjustments made because of it. We did not have any on-campus groups meeting at all either last Fall or this past Spring semester. Most classes were held virtually and very few students were meeting "in person." Even those groups were under strict, social distancing parameters and long-term social interactions were discouraged. In spite of those challenges, we were able to maintain our weekly Faculty/Staff Bible study through Zoom meetings without disruption. **We had 12 faculty involved in our weekly Bible study group.** State-wide, ALL campus ministries have been hugely affected by this pandemic. Many have either shut down temporarily or have gone to completely virtual gatherings.

Year in and year out however, none of our JCC Campus Ministry would be possible except for the exceptional service and willing hearts of **Lee Smith (Shiloh Baptist)** working with the BLET cadets & the Correctional Officer Trainees, **Blair Maust & Mike Ward (Smithfield FBC)** working with the Truck Driver Trainees, **Thomas Collings (Trinity Baptist)** working with both the General College students and helping me with the Faculty/Staff Bible study. **Cecilia Hicks (Hephzibah Baptist)** and **Steve Roy (Hocutt Baptist)** have also attempted to begin Bible studies with the Cosmetology students and the Bio Tech Trainees respectively, at the Clayton campus.

THIS Fall has been a "new beginning" for us at JCC as we are beginning to "rebuild" our campus ministry. So far, we have had some new areas to open up to us—**Bethany Metz (Smithfield FBC)** has begun a Bible study with the 1st-year nursing students and **Sarah Vaughan (Thanksgiving Baptist)** is trying to begin one with the 2nd-year nursing students.

<u>With all of the good work going on we STILL need some more help!</u> In this current year we are needing someone to work with the **20 Early College students** who have expressed an interest in knowing more about Jesus! Would you please pray with us to this end? I know that God has the "laborers" already prepped and ready. They just need to be deployed. Will you commit to praying for these laborers to be discovered?

The "new" initiative this year continues to be laying the groundwork for a new club on campus called, the **"Global Connections Club."** It will be a new club targeting the 175 international (foreign-born) students on campus. Although it is not a "Christian" club *per se*, I am one of a team of folk helping to begin it and I have made the commitment to secure "host families" for any international student who wants one for a semester at a time. What a great opportunity to introduce them to Thanksgiving and Christmas holidays! Let your light shine and use "friendship evangelism" to hopefully introduce them to Jesus!

I still have a dream of being able to offer JCC students a missions trip during Fall, Christmas, Spring and Summer breaks! Won't you help me get these students on the mission field?

Missions Development Council Report

Submitted by: Rev. Dwayne Batten, Missions Development Director

On the missions front our records show (2019-2020 church year) that in spite of the COVID-19 pandemic our TEBA churches still had 4,731 mission volunteers serving in some form of "hands-on" missions last year. **That was 41% of our Total Church Membership**, down from our historic high of 55% the year before and 52% the year before that but still a "decent" showing under the circumstances. We praise the Lord for the continuing passion for **"Pushing Back the Darkness"** demonstrated by our TEBA churches. Here are some examples of how our churches are involved in their communities.

Among our local schools not only do we have a student led ministry (**First Priority**) active at almost every elementary, middle and high school in Johnston County with many of our TEBA churches involved, but many of our churches continue to work with **Backpack Buddies** offering meals over the weekends for children receiving free and reduced lunches during the week. In addition, during this year's COVID-19 pandemic, many of our churches also partnered up with local schools and delivered free lunches all summer long to needy students! At **Johnston Community College** we continue to see an on-going ministry impacting the lives of many students there. Even though the 2020-2021 school year functioned at a minimal level, this Fall has seen a "re-start" on campus with six of our TEBA churches on board leading in various Bible study groups around campus.

In line with our theme this year—**"TEBA Churches Pushing Back the Darkness: One Church Plant at a Time**," we continue to celebrate the growth of both **Shine Community Church** (Jason Brulet church planter) and **Unity Victory Baptist Church** (Claude Lafortune church planter). Both of these new churches are making great strides forward. **Shine Community** is making a difference in POL (Pocket of Lostness) #88 with their small group "missional communities" and door-to-door "Wellness Checks;" and **Unity Victory** is addressing the needs of the 2,000-strong Haitian community in Wayne and Sampson and Duplin counties—and already recognized as the LARGEST Haitian church in North Carolina! As I said last year, these two churches are "just the tip of the iceberg" of the need for 100 new churches to be planted in the TEBA area over the next ten years. To that end, we rejoice that **Baptist Center** has just licensed **Sean & Dee Payne** who are now training at another one of our new churches **LifeSpring** as future church planters!

Many of our TEBA churches continue to reach out into their communities in a multitude of practical ways. Some are providing **handicap ramps** and installing **grab bars** for seniors where needed. In the midst of the COVID-19 pandemic, many have been providing **food, clothing**, and **help with bills**. Several of our TEBA churches have partnered up with the NC Food Bank and others have partnered up with the NC Baptist Men's food distribution efforts (coordinated with the NC Dept of Agriculture.)

We have identified some areas in need of "specialized ministry" that some of our churches are considering in our efforts to "Push Back the Darkness" on a local level. Two of our TEBA churches have targeted two RV parks in the Four Oaks and Benson areas—the **Happy Trails RV Park** (Cornerstone) and at the **Taste of Heaven RV Park** on Hwy 55 led by JT Mercado (former pastor at Oakdale). We continue to have a strong ministry in the **Flea Market in south Smithfield** (Don Dewberry, Sardis) and the **Petro truck stop in Kenly,** both on Sunday mornings. In addition, **José and Yessenia Alvarez** (Casa de Cristo) have distributed 578 Bibles and Health Kits to **migrants** along with the plan of salvation, witnessing bracelets, etc. They targeted fifteen different migrant camps this summer with a regular preaching service along with their other outreach ministries. And yet, there are still opportunities that need our attention such as the placement of a chaplain at the GALOT Motorsports Park near Benson, the Kenly Southern National Speedway and the RVacation Campground in Selma.

Yet another focus for us has been the growing opportunity to address the spiritual needs of those living in a "**multi-housing" situation,** i.e. apartment complexes, mobile home parks, residential care facilities, prisons, orphanages, group homes, migrant camps, etc. We know from local and national research that 95% of these families are "unchurched" identifying them as locations of some of the highest percentages of lostness in our communities! Thankfully, prior to the COVID-19 pandemic, **20 of our TEBA churches were serving in 41 different "multi-housing" locations! PTL!!!** We celebrate that investment in our "neighborhoods" around the county! However, we can do more. We would like to begin at least a "**missional community**" if not a **"micro-church"** in EVERY apartment complex in the county—there are at least 35 apartment complexes of 50+ units already in the county! We hope that SOME of these locations may develop into future church plants while most will at least be able to provide a regular Gospel witness year-in and year-out within each of those communities.

Finally, in light of the COVID-19 pandemic, several mission opportunities have been "seized" by our churches. Some of our churches either began or ramped up their **before** and **after-school childcare offerings** or even put in place "**learning centers**" where children could come and do their virtual schoolwork under church supervision. At least one of our churches (Shine Community) initiated "**Wellness Checks**"—going door to door and praying with folk on their front porches. Others have expanded their children's ministry by experimenting with a "**Virtual VBS**" and "**Block Parties**" in their local neighborhoods as well as doing "**Sing-a-lawns**" at the homes of shut-ins.

In spite of (and because of) the COVID-19 pandemic, we have experienced another very productive year on the missions front here in TEBA. This can only be credited to the hand of God at work among us and people responding to His call. My prayer is that you will be listening for His call upon YOUR life this coming year and that your response will be *"Yes Lord. I will be your tool to '**Push Back the Darkness: One Church Plant at a Time'** by starting in my very own Neighborhood!"*

Senior Adult Committee Report

Submitted by: Phyllis Crane, Fran Davis, & Ruth Collier, Senior Adult Committee

Unfortunately, COVID-19 concerns forced us to cancel both our Spring and Fall Senior Adult Rallies again this year! We were sorry not to host anything, but the health of our precious seniors is paramount and they are the most "vulnerable" population for this scourge.

We HOPE to be able to get back on schedule this year but will have to wait closer to the Spring to make an official announcement. So….stay posted and we'll let you know what we're doing when!

In the meantime, we have all had to be "flexible" and learn some new skills on the computer! We have learned how to Zoom! We are now familiar with FaceBook and Google Meets. In spite of getting to "see" each other virtually we are also missing live interactions with those dear to us! Unfortunately, some of our friends have died from the COVID-19 outbreak this year. Our hearts go out to their families.

We appreciate those of you who have continued to "check in" on us in our homes. The cards, letters, phone calls and yes, "front porch visits" have all been appreciated. We even heard of several of our churches going around with their children's choir to their shut-ins to do "Sing-a-Lawns" outside the front door! We heard from many who benefitted from Christmas caroling this year as well! Our seniors have really been suffering from loneliness and isolation this year more than usual.

Thankfully, some senior adult groups are finally beginning to re-start their monthly programming following strict health protocols and that is greatly appreciated! We WILL get through this trying time eventually!

Please be aware NCBAM (NC Baptist Aging Ministry) has a new initiative in place. It is a Call Center to respond to senior's needs here in North Carolina. They have asked us here in TEBA to sign up to cover some of the hours in the day. Won't you help out? Please check out the **NC Baptist Aging Ministry (NCBAM)** website where they have MANY resources and training opportunities that they offer to our churches. Go to www.ncbam.org or call them at 877-506-2226 for more information.

Sunday School Report

Submitted by: Rev. Daniel Arant, Sunday School Director

COVID-19 has greatly impacted all of our churches as you well know. We have all tried to do the best we could under adverse circumstances. Most churches went to Zoom or Google Meets to continue their Sunday School experience for adults and youth. Some churches were able to do some specialized programming for children (White Oak and Hocutt, in particular). In spite of these challenges however, our TEBA churches were still able to count 3,172 people "attending" Sunday School last year (2019-2020) which was 28% of our total church membership. Surprisingly, this was not far off of our "normal" 29%--33% range over the last three years!

This past year many adult classes folded up into one main class (often held in the sanctuary space) while children's programming was majorly impacted as so many of our Sunday School teachers are professional "educators" and "medical personnel"—both greatly impacted by severe COVID-19 protocols and exhausted by their secular work experience. In fact, children's SS has still not recovered to any great extent due to the continued absence of our "traditional" teacher/leaders. In response, we must ALL put a priority on raising up and training a new crop of Sunday School teachers for all age groups! There have been a FEW "bright spots" in the Sunday School area—Princeton Baptist, for example has one class that has "taken off" once they broke up the large class into smaller "Care Groups" of four couples in each that meet for prayer weekly and for fellowship once every month or two!

In discussions with our people, some of the perennial "struggles" continue to be untrained teachers, tardiness on the part of teachers and students, a general lack of preparation before the class, undisciplined use of class time, use of a lecture-style of teaching rather than a discussion format, and not nearly enough fellowships planned for the class. Josh Hunt says that, statistically, classes that have more "parties" grow!

As we move forward into a new era of "growth" in our churches, please note some of the resources TEBA has for training your people. We can offer the "**Smaller Sunday School Growth Seminar**" over four sessions. We also have a number of helpful training resources in the TEBA Lending Library: Josh Hunt's teaching DVDs: **You Can Double Your Class in Two Years or Less, You Can Double Your Church in Two Years or Less, The F.A.C.T.S. About Doubling Classes, T.I.G.E.R. Training,** and **The Disciple-Making Teacher**. We also have Bruce Wilkinson's **The Seven Laws of the Learner**, Allan Taylor's **Sunday School Done Right** and Mark Mittelberg's **Becoming a Contagious Christian**. Please go by and get the resources you need to become a better Sunday School teacher and leader in your church!

WMU-Women's Ministries Report

Submitted by: Debra Worley, Co-Director

This year, we have continued to minister in spite of this difficult season with Covid and all the disruptions it has brought. Many women are hard-pressed and anxious with all the cares and burdens of this world. We are still here ready to serve and encourage you in a way that points you to Jesus. Our efforts would be in vain if we did not labor to help others find fullness and fruitfulness in Christ. As we look back on this past year, we are thankful for God's mercies. As we plan ahead, we seek to discern God's will and desires for the women of TEBA.

One of the very first events we participate in for the new year is our World Day of Prayer Service for World Missionaries. On this day, women from all over the world gather together and approach the throne of God on behalf of our missionary families. On November 2 we hosted that event virtually with the help of Bethany Missionary Baptist Church.

At the World Day of Prayer, we also collect items for the Red Box Ministry. This ministry of the NC WMU serves the women's prison and gifts the ladies there with hygiene items. We collected over 750 tubes of chapstick for them. We collected so many that we had excess and donated them to the REACH Mentoring Ministry of Johnston County that serves children in foster care.

We held our Annual WMU & Women's Ministry Meeting on September 11, 2021 at First Baptist Church Four Oaks. Our guest speaker was Susan Stem, Director of the REACH Mentoring Ministry of Johnston County. We collected donations of hygiene items to be used by children in foster care. We also received an offering of $823 for our Mitchener Scholarship Fund.

Each Spring, we collect applications for that Scholarship. This year we were again very fortunate that we could award the $1,000 scholarship to two Johnston County High School students. This year's recipients were Makayla Holloman (Steven's Chapel Baptist Church) who is attending NC State Vet School and Samuel Lee (Pine Level Missionary Baptist Church) who is attending NC State Aerospace Engineering programs. We are always inspired by the applicants and their desire to pursue a successful future.

As always, it is a pleasure to serve alongside the wonderful congregations of this Association. Please connect with us if you need assistance with your women's programming.

Nominating Committee Report

Officers:
Moderator: Don Rogers, Four Oaks First
Vice Moderator: Rev. Brad Lee, Pine Level
Clerk: Rev. Rodney Wilson, Blackman's Grove
Treasurer: Rev. Lester Bledsoe, Pleasant Grove

Department Directors:
Baptist Men: Rex Everhart, Clyde's Chapel
Discipleship: Rev. Brent Highfill, Hocutt
Evangelism: Rev. Woody Parrish, Cedar Grove
Missions Development: Rev. Dwayne Batten, Princeton
Music: Open
Sunday School: Rev. Daniel Arant, Bethany
Woman's Missionary Union: Co-Directors Debra Worley, Carter's Chapel & Laura Rogers, Four Oaks

Moderator's Appointments

Committee on Committees:
Harold Tharrington, Smithfield First
Rev. Bobby Richardson, Hales Chapel
Don Rogers, Four Oaks First
Rev. Rick Fitzgerald, Koinonia Reformed
Graden Blackman, Hood's Grove

Block Party Trailer Committee:
Ricky Evans, Selma

Other:
NC Baptist Children's Home: Harold and Carolyn Tharrington (Smithfield First)
NC Baptist Foundation: Open
GuideStone Financial Resources: Open

Committee on Committees Report

Submitted by: Associational Council Members

Budget & Finance Committee (7 total, including the Treasurer, 3-year terms)
(2021) Gordon Price, Antioch
(2021) Sissy Drake, Hephzibah
(2022) Rev. Daniel Arant, Bethany
(2022) Early Wilder, Thanksgiving
(2023)
(2023)

Church Admissions Committee (up to 5 total, may succeed themselves)
(2021) Rev. Mike Beasley, Freedom Biker
(2021) Joseph Scarboro, Selma
(2022) Rev. Randy Pace, Building 323
(2022) Rev. Scott Bolton, White oak
(2023) Rev. Doug Vaughan, Thanksgiving

Constitution & Bylaws Committee (up to 3 total, 3-year terms)
(2021)
(2022) Rev. Steven Walker, Parrish Memorial
(2023)

Historian (1 person, may succeed themselves)
(2021)

Nominating Committee (up to 6 members, 3-year terms)
(2021) Rev. Kevin Drake, Hephzibah
(2021) Katherine Russell, Antioch
(2022) Jean Whittington, Four Oaks First
(2022) Rev. Billie Lawson, Wilson's Mills
(2023)
(2023)

Ordination Committee (up to 9 members, a majority ordained, 3-year terms)
(2021) Rev. Jessie Brock, Burnell
(2021) Rev. Brad Lee, Pine Level
(2021) George Smith, White Oak
(2022) Rev. Glen Brock, Baptist Tabernacle
(2022) Rev. Ray Carr, Baptist Center
(2022) Derwin Creech, Antioch
(2023)
(2023)
(2023)

Personnel Committee (up to 5 members, may succeed themselves)
(2021) Mary Toole, Sardis
(2021) Rev. Brian Beasley Pisgah
(2022) Linda Sorrells, Pine Level

(2023) Blair Maust, Smithfield First
(2023) Rev. George Arant, Kenly Missionary

Program Committee (up to 5 members, may succeed themselves)
(2021) Linda Hester, Clayton First
(2021) Rachel Price, Antioch
(2022) Jeanette Massengill, Smithfield First
(2023) Louise Wall, Bethany
(2023) Grace Worley, Hephzibah

Properties Committee (up to 4 members, may succeed themselves)
(2021) Joe Hester, Clayton First
(2022) Billy Godwin, Baptist Tabernacle
(2023) Rev. Steve Grice, New Life
(2023) Darwin Crumpler, Divine Crossings

Senior Adults Committee (up to 3 members, may succeed themselves)
(2021) Phyllis Crane, Clayton First
(2022) Fran Davis, Sardis
(2023) Ruth Collier, Pauline

Youth Committee (up to 3 members, may succeed themselves)
(2021) R.J. Smith, Princeton
(2022)
(2023)

Budget and Finance Report

Proposed 2021-2022 Budget

Expense	Proposed
200 Salaries & Benefits	
200-1 AM Salary	28,650.00
200-2 AM Housing	20,000.00
200-3 AM Annuity	1,200.00
200-4 AM Insurance - Basic	30,300.00
200-5 AM Health Savings	4,650.00
200-6 Christmas Bonuses	450.00
200-7 Secretary Salary	36,570.00
200-8 Secretary Travel Reimb.	400.00
200-9 Secretary Insurance	4,918.00
200-10 Secretary Annuity	2,962.00
200-11 Custodial Care	3,978.00
200-12 FICA Taxes	8,000.00
Total 200 Salaries & Benefits	**142,078.00**
300 Operating Expenses	
300-1 Supplies & Postage	4,000.00
300-2 Equipment & Repairs	10,000.00
300-3 Office Utilities	3,500.00
300-4 Office Insurance	2,100.00
300-5 Telephone	4,000.00
300-6 Maintenance	3,000.00
300-7 Acct. Reimbursement	7,500.00
300-8 Pastoral Care	1,200.00
300-9 Audit	2,000.00
300-10 Mortgage	8,400.00
Total 300 Operating Expenses	**45,700.00**
400 Annual Meeting	
400-1 Publishing Annuals	1,100.00
400-2 Speaker	200.00
400-4 Supper	400.00
Total 400 Annual Meeting	**1,700.00**
500 Organizations	
500-1 Sunday School	200.00
500-2 Discipleship Training	100.00
500-3 WMU	750.00
500-4 Brotherhood	100.00
500-5 Music	150.00
500-6 Deacon Banquet	1,500.00
Total 500 Organizations	**2,800.00**
600 Programs	
600-1 Evangelism	0.00
600-2 Association Trng.	0.00
600-3 Youth Ministry	250.00
600-4 Library/Media Ctr.	0.00
600-5 Senior Adult	500.00
600-6 Pastors Conference	500.00
600-7 Christmas Social	1,00.00
Total 600 Programs	**2,250.00**
700 Missions	
700-1 Mission Projects	2,000.00
700-4 New Church Starts	2,000.00
700-6 JoCo Mission Projects	200.00
700-7 Campus Ministry	800.00
700-8 Partnership Missions	0.00
Total 700 Missions	**5,000.00**
800 Contingency	**1,000.00**
Total	**200,528.00**

General Fund Income (Oct. 1, 2020-Sept. 30, 2021)

	Year
Antioch	2,175.00
Baptist Center	3,860.64
Baptist Tabernacle	4,125.00
Benson	2,496.40
Bethany	5,150.00
Bethesda	8,030.59
Beulah	5,748.31
Blackman's Grove	1,250.00
Branded Boots Cowboy Church	0.00
Building 323	450.00
Burnell	1,000.00
Calvary, Dunn	1,000.00
Calvary, Selma	200.00
Carter's Chapel	1,138.14
Cedar Grove	1,700.00
Church at Clayton Crossings	6,000.00
Clayton First	6,416.67
Clyde's Chapel	5,985.00
Corinth	1,566.08
Cornerstone	1,000.00
Divine	600.00
Faith	1,100.35
Four Oaks First	7,185.00
Freedom Biker	0.00
Hales Chapel	900.00
Hephzibah	2,365.00
Hocutt	3,000.00
Hood's Grove	2,500.00
Iglesia Bautista Fuente	500.00
Jonesboro	750.00
Kenly Baptist - Hispanic	0.00
Kenly Missionary	4,758.12
Koinonia Reformed	0.00
Lee's Chapel	0.00
*LifeSpring	250.00
Live Oak	450.00
Micro First	1,000.00
Middlesex	720.00
New Life	1,638.90
Newton Grove	0.00
North Smithfield	0.00
Oakdale	0.00
Oliver's Grove	275.00
Parrish Memorial	853.13
Pauline	517.42
Pine Level	5,489.20
Pisgah	1,250.00
Pleasant Grove	4,797.27
Princeton	6,357.47
Sardis	2,000.00
Selma	2,590.95
Sharon	1,600.00
Shiloh	12,750.00
*Shine Community	9,322.84
Sims	571.98
Smithfield First	8,400.00
Smithfield First - Hispanic	1,377.85
Stevens Chapel	2,125.00
Thanksgiving	1,819.34
Trinity	0.00
*Unity Victory Haitian Church	570.00
Watkin's Chapel	1,600.00
White Oak	10,986.12
Wilson's Mills	6,981.69
Totals	170,807.12

*Churches, church plants, and missions that we network with.

General Fund Disbursements (Oct. 1, 2020-Sept. 30, 2021)

200 Salaries & Benefits	Budgeted	Year Total	Balance	% Used
200-1 DOM Salary	23,279.00	22,829.00	450.00	98.1%
200-2 DOM Housing	20,000.00	20,000.00	0.00	100.0%
200-3 DOM Annuity	1,200.00	1,200.00	0.00	100.0%
200-4 DOM Insurance - Basic	30,300.00	30,241.60	58.40	99.8%
200-5 DOM Health Savings Acct.	4,550.00	4,545.80	4.20	99.9%
200-6 Christmas Bonus	450.00	450.00	0.00	100.0%
200-7 Secretary Salary	29,584.00	28,666.32	917.68	96.9%
200-8 Secretary Travel Reimb.	400.00	323.13	76.87	80.8%
200-9 Secretary Insurance	4,918.00	4,918.08	-0.08	100.0%
200-10 Secretary Annuity	2,962.00	2,961.96	0.04	100.0%
200-11 Custodial Care	3,978.00	3,849.85	128.15	96.8%
200-12 FICA Taxes	7,000.00	7,152.00	-152.00	102.2%
Total 200 Salaries & Benefits	**128,621.00**	**127,137.74**	**1,483.26**	**98.8%**
300 Operating Expenses				
300-1 Supplies & Postage	4,000.00	4,243.32	-243.32	106.1%
300-2 Equipment & Repairs	10,000.00	8,147.94	1,852.06	81.5%
300-3 Office Utilities	3,500.00	3,232.74	267.26	92.4%
300-4 Office Insurance	2,100.00	2,579.00	-479.00	122.8%
300-5 Telephone	4,000.00	3,941.67	58.33	98.5%
300-6 Maintenance	3,000.00	2,391.30	608.70	79.7%
300-7 DOM Acct. Reimbursement	7,500.00	6,296.22	1,203.78	83.9%
300-8 Associational Promotion	1,200.00	327.04	872.96	27.3%
300-9 Audit	2,000.00	0.00	2,000.00	0.0%
300-10 Mortgage	8,400.00	8,100.00	300.00	96.4%
Total 300 Operating Expenses	**45,700.00**	**39,259.23**	**6,140.77**	**85.9%**
400 Annual Meeting				
400-1 Publishing Annuals	1,100.00	0.00	1,100.00	0.00%
400-2 Speaker	200.00	0.00	200.00	0.0%
400-4 Supper	400.00	0.00	400.00	0.0%
Total 400 Annual Meeting	**1,700.00**	**0.00**	**1,700.00**	**0.0%**
500 Organizations				
500-1 Sunday School	200.00	0.00	200.00	0.0%
500-2 Discipleship Training	250.00	0.00	250.00	0.0%
500-3 WMU	750.00	345.00	405.00	46.0%
500-4 Brotherhood	100.00	0.00	100.00	0.0%
500-5 Music	150.00	0.00	150.00	0.0%
500-6 Deacon Banquet	1,500.00	0.00	1,500.00	0.0%
Total 500 Organizations	**2,950.00**	**345.00**	**2,605.00**	**11.7%**
600 Programs				
600-1 Evangelism	0.00	0.00	0.00	0.0%
600-2 Association Leader Trng.	0.00	0.00	0.00	0.0%
600-3 Youth Ministry	250.00	0.00	250.00	0.0%
600-4 Library/Media Ctr.	0.00	0.00	0.00	0.0%
600-5 Senior Adult	500.00	0.00	500.00	0.0%
600-6 Pastors Conference	500.00	319.35	180.65	63.9%
600-7 Christmas Social	700.00	0.00	700.00	0.00%
Total 600 Programs	**1,950.00**	**319.35**	**1,630.65**	**16.4%**
700 Missions				
700-1 Mission Projects	2,000.00	2,304.86	-304.86	115.2%
700-4 New Church Starts	2,000.00	854.95	1,145.05	42.7%
700-6 JoCo Project	200.00	0.00	200.00	0.0%
700-7 Campus Ministry	800.00	523.82	276.18	65.5%
700-8 Partnership Missions	0.00	0.00	0.00	0.0%
Total 700 Missions	**5,000.00**	**3,683.63**	**1,316.37**	**73.7%**
800 Contingency	**1,00.00**	**898.00**	**101.78**	**89.8%**
	186,921.00	**171,643.17**	**14,977.83**	**91.8%**

Non-Budget Account Balances (Oct. 1, 2020-Sept. 30, 2021)

TEBA Non-Budget Account Balances

Account Balances	Beginning Balance	Ending Balance
Balance Brought Forward	14,121.03	14,121.03
Bi-Vocational Pastors Retreat	4,577.26	4,577.26
Canada Partnership	400.00	400.00
Deacons Banquet	705.65	705.65
Disaster Relief & Recovery	169.53	169.53
Evangelistic Block Party Trailer	5,709.95	5,350.24
Counseling Center	683.78	683.78
Mission Projects	30,274.98	30,850.89
Office Addition	887.28	737.84
JCC Campus Ministry	6,248.71	6,198.71
Medical-Dental Bus	297.06	297.06
Miscellaneous	1,903.98	119.02
New Church Starts	375.21	5,375.21
Pockets of Lostness	269.80	269.80
Senior Adult Rally	328.29	328.29
Royal Ambassador Funds	347.51	347.51
Sunday School Campaign	716.23	716.23
Turnaround Pastors Boot Camp	1,499.01	1,499.01
Village of Hope Orphanage	30.00	3,566.00
WMU Mitchiner Scholarship	0.00	0.00
WMU/Women's Ministries	4,454.52	4,774.52
Youth Retreat	-343.79	-343.79
TOTALS	**73,655.99**	**66,622.76**

Miscellaneous Account Balances (As of Sept. 30, 2021)

NC Baptist Foundation Investment Fund	18,516.18
NC Baptist Foundation Savings Fund	47,430.72
PPP Funds (Paycheck Protection Program)	19,726.00

Baptist State Convention of North Carolina

Submitted by: Todd Unzicker, Executive Director-Treasurer, BSCNC

Overview

The Baptist State Convention of North Carolina (BSCNC) exists to help local churches fulfill their divinely appointed mission. The convention staff is committed to helping Baptist churches and associations maximize their ministry outreach for the purpose of building God's kingdom. The previous year with the COVID pandemic brought considerable challenges for our staff as we sought to resource and encourage our churches and church leaders. However, with those challenges came considerable opportunities to come alongside many N.C. Baptist churches to assist them.

In addition, longtime Executive Director-Treasurer (EDT) Milton A. Hollifield Jr. retired on Feb. 28, 2021. Following Hollfiield's retirement, Brian Upshaw was named interim EDT by the board of directors. Upshaw served as the interim executive director-treasurer from March 1, 2021, until Todd Unzicker was elected as EDT on May 22, 2021, during a special called convention meeting.

Following are brief summaries of some of the state convention's ministry activities that have taken place from July 1, 2020 to June 30, 2021. These summaries are abbreviated versions of ministry reports that were submitted for publication in the annual meeting book of reports.

Adult Evangelism and Discipleship (DiscipleNC)

Adult Evangelism and Discipleship seeks to help every believer enjoy Jesus and lead others into fellowship with Him. COVID-19 forced us to rethink our entire strategy to help establish catalytic disciple-makers that could function as epicenters of training and encouragement across the state. We took three churches into a cohort-style "collective" that combined content, strategy, process, group learning and pointed coaching to help them curate new rhythms of engagement while reimagining what a disciple-making strategy is for their respective churches.

Associational Partnerships

The COVID-19 pandemic radically changed the landscape of church and associational ministry. Associational mission strategists (AMS) across North Carolina remain positioned on the frontlines and serve a crucial role in the life of our churches. Associational Partnerships (AP) offers opportunities for encouragement, training and resourcing to help associational mission strategists, staff and teams enter and engage their field with a fresh, intentional and deliberate evangelistic thrust, a disciple-making approach and a strategic missional focus. The structure of AP changed from having one full-time consultant to three part-time consultants in order to better serve the 77 associations across North Carolina with three distinct areas: west, central and east. Lester Evans serves 37 associations in regions 7-10 in the west. Lynn Sasser serves 24 associations in regions 4-6 in the central area. Roy Smith serves 16 associations in regions 1-3 in the east. Our assignment concentrates on the following three emphases: church health and revitalization, church planting and leadership development.

Baptists on Mission

At Baptists on Mission, our purpose is to glorify God by involving Christians in meeting human needs in Jesus' name. We do that by offering a wide variety of opportunities for volunteers to be the hands and feet of Jesus. During the COVID-19 pandemic, we received a grant from the U.S. Department of Agriculture to provide Farmers to Families food boxes to families across our state. Through this grant, we distributed over 1.2 million food boxes to people in need across our state. That is approximately 30 million pounds and $50 million worth of food. Approximately 350 churches and community centers signed up to help distribute this food. In addition, rebuilding efforts related to Hurricane Florence in 2018 are ongoing. Rebuild efforts will last at least another year. Our goal is to help 2,000 families get back in their homes. So far, we have helped more than 1,000 families

get back in their homes. People in great need are hearing and seeing the love of Christ, and many people are coming to commit or to recommit their lives to Jesus.

Childhood Evangelism and Discipleship

Childhood Ministry seeks to equip churches for excellence in ministry and to help families embrace their God-given role as disciple-makers at home with children from birth through fifth grade. Virtual leadership development was a key ministry initiative for Childhood Ministry in 2020-2021. A variety of training offered the chance for children's ministry leaders to connect virtually to discuss topics relevant to children's ministry during COVID-19.

Church Health and Revitalization

The Church Health and Revitalization Team seeks to strengthen and revitalize churches through meeting the needs of pastors and addressing church systems. Following are some significant initiatives in 2020-2021. The Leading Well Pastors' Cohort provided an online community for pastors to offer support, equipping and encouragement for pastors to lead well during the COVID-19 crisis. These monthly online meetings saw as many as 40 participants in each session. In addition, the Pastoral Renewal project was launched for pastors and church leaders to request pulpit supply, sabbatical assistance and locate retreat centers that offer discounts to pastors. We have connected with over 50 churches and leaders so far to see how we might assist them in caring for their pastors. In the spring of 2021, Church Revitalization launched six one-day intensives to provide churches and associations with tools for the next year to launch a revitalization cohort for church engagement. We held six different events which engaged 80 churches and 150 church leaders.

Church Planting Team (Church Planting NC)

The Church Planting NC (CPNC) team exists to catalyze a reproducing church movement in partnership with local North Carolina Baptist churches in cities and towns from the mountains to the coast. Due to the COVID-19 pandemic, new church funding was frozen for a number of months, but we still celebrated the addition of 25 new plants and 36 new affiliates from July 2020 through June 2021. During that 12-month timeframe, those churches joined with our existing plants to report: $89,752.07 in Cooperative Program giving; $61,676.02 in associational giving; 880 professions of faith; and 144 baptisms. Also, 68% of our new churches from January 2020 to the present are of non-Anglo majority population.

Collegiate Partnerships Team (No Campus Left)

The mission of the Collegiate Partnerships team is to empower local churches to make and multiply disciples among college students. Its vision is to see every college student in North Carolina with access to the gospel. The academic year of 2020-2021 continued to be challenging with many disruptions on college campuses across the state. In response to the challenges of COVID, the Collegiate Partnerships team made several shifts to help churches reach students in a chaotic year. First, we continued our podcast series focusing on making strategic shifts to reach students regardless of where they are, and also thinking through a plan to reach students on a shortened time frame in case colleges closed again during the fall of 2020. We also envisioned and began to use our "College Student Plan" for churches.

Compensation and Benefits Services (CABS)

The Compensation and Benefits Services (CABS) office provides answers to general questions about retirement, insurance and other financial and tax needs of our churches. Our goal is to keep our local N.C. Baptist associations and churches in compliance with the tax laws and up-to-date on changes that affect them. The following information is a summary of those efforts. Over the past year, Congress has continued to make an effort to stimulate the economy by passing several pieces of legislation that continue to have a positive impact for our churches and their members. Most beneficial to N.C. churches was the passing of the Consolidated Appropriations Act of 2021, which provided eligible taxpayers with a second stimulus check. It also made significant changes to the Paycheck Protection Program and the Employee Retention Credit. In addition, GuideStone and the state convention continue to offer survivor and disability benefits to all qualified staff

members of N.C. Baptist churches participating in the Church Retirement Plan through GuideStone. In 2020, 87 church staff members and their families received $620,000 from the state convention's protection benefits.

Cooperative Program

The promotion of the Cooperative Program is assigned to the Communications Team within the Administration and Convention Relations group of the BSCNC. From July 2020 to July 2021, even though consultations were limited because of COVID-19, consultations were conducted with two churches that wish to join the Baptist state convention as member churches. We are excited and thankful to see increased Cooperative Program participation and giving so far in 2021. The Cooperative Program is the most strategic way N.C. Baptists can join together to fuel the Great Commission. We hope to encourage Baptists across North Carolina to continue to give generously to missions through the Cooperative Program.

Disciple-Making

The Disciple-Making Conference became a hybrid event held both in-person at Friendly Avenue Baptist Church in Greensboro on Feb. 23, 2021, with an option for virtual viewing. The theme was "Reimagine," and there were 329 people who attended in person, representing 163 churches. Vance Pitman, senior pastor of Hope Church in Las Vegas, Nevada, Jim Shaddix. professor of preaching at Southeastern Baptist Theological In addition, the "Reimagine" project was conceived, designed and delivered to help N.C. Baptists apply New Testament principles to present-day modes of church practice. It was timely because many of the "normal'' church practices were deemed impossible during the pandemic, thus creating an opportunity for many churches to reimagine their future and rediscover their biblical mission. The emphasis was to never surrender the core teachings found in the biblical theology of the church, rather to learn how to innovate church practices in order to uphold what is timeless in a timely way. Resources for reimagining many ministries can be found at reimaginenc.org.

Embrace and Women's Evangelism and Discipleship

Embrace women's ministry seeks to encourage women to walk humbly with Christ and build strong families capable of creating a legacy of faithfulness. Embrace was one of 25 state convention women's ministries that hosted "OneDay.OneFocus" on Oct. 29, 2020. In addition, the 2020 Embrace fall women's retreat was changed from an in-person to a three-hour virtual retreat that was hosted online on Oct. 24, 2020. The in-person retreat was rescheduled until March 26-27, 2021, but it too was changed to a virtual retreat, which was held March 27, 2021, with 143 online registrations. In March 2021, Embrace hosted four virtual women's ministry roundtables led by women's ministry leaders from N.C. Baptist churches that focused on post-pandemic women's ministry.

FAMILY EVANGELISM AND DISCIPLESHIP (Faith at Home)

The Faith at Home ministry helps equip busy families to be confident disciple-makers in their homes. A highlight of this year's ministry was the creation of the Faith at Home NC webinar series. The series covered topics that included how churches can create and use a milestone ministry for family ministry, how N.C. Baptists take the next steps in implementing and growing family ministries in their churches, and the introduction of a new ministry resource titled "Parenting Based on Strengths."

GREAT COMMISSION PARTNERSHIPS

Great Commission Partnerships exists to mobilize and empower churches to make disciples among unreached people groups and in least-reached places in North Carolina, throughout North America and around the world. We do this through a catalytic focus on multifamily housing, the "Peoples Next Door" initiative, and by helping churches to form partnerships with church planters and missionaries in North America and around the world. During the year, Great Commission Partnerships faced multiple challenges to our work due to the COVID-19 pandemic. However, during the year, ministry continued to progress among the 165 unreached people groups living in North Carolina. In October of 2020, the office said goodbye to Zac Lyons, consultant for Great Commission Partnerships, who provided excellent leadership to the office since 2016. Zac departed to join the pastoral staff of one of our missions-focused N.C. Baptist churches.

STRATEGIC FOCUS TEAM

The Strategic Focus Team (SFT) helps churches take a missionary approach to North Carolina's 250 pockets of lostness. Strategy coordinators, living in each of the state's major population centers, work in close relationship with several hundred churches and numerous associations in an effort to establish sustainable, multiplying disciple-making in some of North Carolina's least reached places. The COVID-19 pandemic provided unique challenges and opportunities. The SFT took part in planning, leading and developing webinars, cohorts, ministry resources and pastor renewal efforts.

SUNDAY SCHOOL AND SMALL GROUPS

The Sunday School ministry helps churches create a disciple-making culture in their congregations through Bible study groups that typically meet together on Sunday mornings at a church facility. Because of COVID-19, many Sunday School classes and small groups moved to online meetings or not meeting at all. In order to equip our associations and churches, we led Sunday School associational and church conferences and workshops by utilizing online platforms. We partnered with Lifeway to connect our churches to digital curriculum for learners and teachers. Online personal consultation became the new normal. Sunday School and small groups could be summed up in one word… Zoom.

YOUTH EVANGELISM AND DISCIPLESHIP (BeDoTell)

Youth Evangelism and Discipleship, also known as BeDoTell, desires to see young people grow to radically commit their lives to Christ. Our purpose is to make disciples of youth who make disciples of others. COVID-19 forced a rapid pivot from in-person camp at Fort Caswell for the summer of 2020 to the creation of a virtual camp experience that churches could purchase and offer their youth at a site of their own choosing. There were 102 churches that purchased a license to offer "The Pause: Learning to Seek God" camp curriculum. Some churches chose to come on their own to Fort Caswell, and others offered camp at their own churches. A new initiative was started to create local networks of youth ministry leaders. The initial network meetings were held in Jacksonville and Raleigh with the hope that leaders will collaborate to create regional ministry opportunities and offer support and encouragement to fellow leaders.

OFFICE OF PRAYER

The Office of Prayer exists to serve, resource and partner with N.C. Baptist congregations, associations, institutions and ministries in mobilizing prayer toward revival, spiritual awakening and impacting lostness through disciple-making. Despite the COVID-19 pandemic, the Office of Prayer continued the "Pray for 30 Days" call to prayer in October 2020, marking the ninth consecutive year of the emphasis. Due to the pandemic, many of the scheduled state, regional and associational and local church prayer gatherings and spiritual awakening emphases were postponed or canceled. However, numerous local church one-day and multiday spiritual awakening conferences and emphases were held in person at churches. Biblical prayer resources to assist believers and churches in prayer for revival, spiritual awakening and the mission are available through the Office of Prayer at www.praync.org.

WORSHIP AND MUSIC

The Worship and Music Ministry of the Baptist State Convention of North Carolina, also known as Renewing Worship, seeks to help churches and their leaders revitalize their times of worship as they create environments seeking transformation and discipleship. The past year has been an exciting year of continually discovering the changing needs of the churches and delivering multiple webinars, online worship leader fellowships, blog posts, consultations and other resources to help our churches respond well to the new needs to minister, disciple and evangelize in different ways from the past. We coordinated a multistate effort to launch an international virtual worship conference that was attended by nearly 1,600 people with over 70 breakout classes and speakers from around the world. We also offered an online national children's choir leadership conference. In conjunction with Fruitland Baptist Bible College, we offered a Worship Leader Boot Camp online course that provided college credit and a certificate.

Baptist Children's Homes of North Carolina

Submitted by: Michael C. Blackwell, President/CEO

A Word from the President

Only God in the midst of a global pandemic could expand and elevate the many ministries of the Baptist Children's Homes of North Carolina (BCH). I am in awe of how the Lord has led us through the last year and a half and opened doors to meet the ever-changing needs of children and families in new ways. We have celebrated as North Carolina Baptists have come alongside us to help serve 195,000 lives in 2020! Through the willing hearts of Christian couples, we currently have 110 foster families throughout North Carolina to complement our long-standing cottage homes for children. The missing piece to our rapidly growing foster care ministry fell into place mid-2020 when we acquired Christian Adoption Services allowing us to add adoption to BCH's continuum of services. Through the prayers and support of North Carolina Baptists, we are now located in 30 communities throughout North Carolina, South Carolina and Guatemala. Our mission field has expanded! Our ability to provide healing and hope has increased! Through God's providence and the unwavering support of North Carolina Baptists, there are even greater things in store as we carry out the mission of "sharing hope...changing lives." The heartbeat of Baptist Children's Homes is Jesus Christ, and North Carolina Baptists are ensuring His rhythm of hope permeates the hearts and lives of every child and every person we are privileged to serve. Friends, this is only the beginning -- we cannot wait for what comes next!

BCH perseveres despite pandemic

In March 2020, Baptist Children's Homes (BCH) entered an unprecedented time navigating life during the pandemic. Immediately, BCH president/CEO Michael C. Blackwell stepped to the front to assure friends, residents and staff members that just as BCH has in other times overcome great challenges, BCH would persevere and come through this time stronger than ever.

Fortunately, many safety protocols to protect the BCH family at statewide locations had long been in place. Because of the ministry's readiness and the quick response in implementing even more precautions, BCH effectively remained safe. As soon as public schools were closed, BCH's staff members embraced "Stay Home...Stay Safe." Cottage parents added to their daily roles serving as teachers, activity directors, and guidance counselors. Cottage parents helped the children succeed online using remote learning.

Despite the fact that many North Carolina Baptist churches faced their own challenges, they did not forget BCH. Their strong giving and support brought BCH through a tough year.

BCH acquires adoption organization

BCH Trustees took historic action adding a new, key component to BCH's comprehensive array of services. The 135-year-old nonprofit assumed ownership of Christian Adoption Services (CAS) giving BCH the ability to aid families with domestic and international adoptions.

BCH and CAS were already working together through an official partnership that was established in July 2019. Taking action and adding CAS was a natural step forward. Having both ministries allows a child to be placed in the option that will best serve his or her needs.

"Boys and girls need to be cared for by dedicated families who can give them the love and protection they deserve," says Blackwell. "Bringing in the proven expertise of Christian Adoption Services expands our ability to offer children hope."

Church foster/adoption partnerships grow

The number of churches partnering with BCH to impact the lives of children in their communities through

foster care and adoption is growing. BCH staff members provide training and licensing classes to couples who desire to become foster parents at participating churches. BCH helps churches to provide ongoing ministry, practical support and community for the couples and the children they foster and/or adopt. Many of these boys and girls, who have been removed from their families by their county's Department of Social Services, not only need caring homes but have never heard the Gospel.

Recently, other organizations have relaxed their guidelines regarding who can and cannot become foster parents and adoptive parents through their programs. Baptist Children's Homes crafted the following statement to reaffirm its commitment to adhering to biblical standards:

Since 1885, Baptist Children's Homes of North Carolina's commitment to provide the highest quality care to vulnerable children and families has not waivered. We continue to stand on our founding principles and convictions by offering Christ-centered services. Our foster and adoptive families are recruited through our network of churches, and we place children in homes with a mother and a father or a single parent. We will continue to fulfill our mission of sharing hope...changing lives by striving to honor God in all that we do.

BCH filmed a foster/adopt breakout session, which debuted as a part of the 2020 Annual Meeting of the Baptist State Convention of NC. Along with the video, BCH launched a new www. bchfosteradopt.org website to provide information to churches and couples praying about being involved with foster care and adoption.

BCH currently has 110 family foster homes and has cared for more than 300 children, some who have been adopted, through its growing foster care and adoption ministry.

Greater Vision expands to Eastern NC

The Bob and Carolyn Tucker Greater Vision Outreach Ministry added a new location. Just as the initial outreach began at Mills Home in Thomasville, BCH's original location, the new Greater Vision was established at Kennedy Home in Kinston, BCH's second location. Many community families found themselves in financial crisis because of the impact of COVID-19. Greater Vision Thomasville and Greater Vision Kinston were able to provide necessities to offset their needs. Both locations impacted 152,770 lives through the following ways:

- Meals Served: 152,550
- 77 families (220 household members) served by the self-sufficiency program
- 83 partnering agencies who distribute items to additional individuals and families in crisis through their own networks

NCBAM offers "One Hope" to aid isolated aging adults

Providentially, North Carolina Baptist Aging Ministry's (NCBAM) "One Hope" outreach, which addresses isolation among seniors, was in place shortly before the COVID-19 pandemic began. In March of 2020, as older adults were encouraged to isolate themselves, calls to NCBAM's Hope Line increased 923%. NCBAM met the demand by adding two lines and weekend service. In June, the Hope Line implemented an outbound Friendly Call Service. NCBAM produced printed and audio versions of daily devotions for overcoming loneliness, began a bilingual outreach, and established a new website: www.onehopeNCBAM.org. NCBAM also heightened its Servant Care outreach to retired Baptist ministers and their spouses or surviving spouses.

NCBAM was quick to provide virtual solutions for seniors as well as senior-adult leaders. Its State Leadership Conference was live-streamed and followed by three regional virtual events. The ministry produced 20 videos to engage seniors with fall-prevention exercises, and offered numerous online

workshops for Hope Line volunteers and the general public.

NC Baptist ride breaks fundraising record twice

The "Ride to Clyde" motorcycle charity ride, sponsored by the Baptist State Convention of North Carolina, held two rides in less than a year. Both rides broke fundraising records.

The first event on October 10, 2020, a one-day, abbreviated ride that was delayed several months due to COVID-19, raised just more than $90,000 for BCH's ministries. Usually, bikers ride from the coast to BCH's Broyhill Home in the mountains of Clyde, NC over the course of three days.

The 2021 ride returned to its customary month and three-day format seeing bikers ride from May 6-8. Once again, bikers achieved a new milestone by raising nearly $145,000.

The most important statistic: lives forever changed

In the past five years, 725 lives accepted Christ as Savior. NC Baptists make it possible for the Gospel to be shared in every aspect of Baptist Children's Homes' ministries.

For more information or to refer someone in need of the Baptist Children's Homes ministry, visit www.bchfamily.org or call 800.476.3669.

GuideStone Financial Resources (Compensation and Benefits Services)

Submitted by: Davis Blount, GuideStone State Representative

Compensation and Benefits Services (CABS)

The Compensation and Benefits Services (CABS) office provides answers to general questions about retirement, insurance, and other financial and tax needs of our churches. Our goal is to keep our local N.C. Baptist associations and churches in compliance with the tax laws and up-to-date on changes that affect them. The following information is a summary of those efforts.

Federal Tax Legislation

Since the passage of the CARES Act in March, 2020, Congress has continued to make an effort to stimulate the economy by passing several pieces of legislation that continue to have a positive impact for our churches and their members. First, Congress passed the Disaster Tax Relief Act in September 2020, which extended over two dozen expiring tax credits. In December 2020, Congress passed the Consolidated Appropriations Act of 2021 that provided eligible taxpayers with a second stimulus check, and it made significant changes to the Paycheck Protection Program (PPP) and the Employee Retention Credit (ERC).

The Consolidated Appropriations Act extended the PPP loan program and provided eligible borrowers an additional $284 billion through a second draw. The act also eased the reporting requirements for loan forgiveness especially for loans that did not exceed $150,000. Federal unemployment benefits were extended through Dec. 31, 2020, but the benefits were reduced to $300 per week rather than $600. The ERC was expanded through the end of 2021 and allowed employers who had received a PPP loan to apply for the tax credits. The American Rescue Plan, signed in March 2021, allowed most 2020 recipients of unemployment compensation to report the first $10,200 of the benefit as not taxable, provided a third stimulus check to qualified taxpayers, and provided other enhanced child tax credit benefits.

Retirement

The CABS office works with church staff and lay leaders to assist them in structuring of pastor and staff compensation packages to include retirement benefits. Many pastors and staff members do not see the benefits of participating in the Church Retirement Plan, and they will opt out of the plan if given an opportunity. Therefore, a continued effort is being made to challenge churches to assist their pastors and staff by directly contributing to their retirement plans in addition to their salaries and other benefits. Sadly, only 45% of N.C. Baptist churches and their employees participate in the Church Retirement Plan. We continue to educate and encourage our churches to be responsible employers by providing for their staff members' retirements in a Christ-honoring manner. In 2021, Don McLeod, who was North Carolina's GuideStone relationship manager, retired after many years of faithful service to North Carolina churches and their staff. In addition, CABS ministry assistant Mary Landis retired this year.

Convention Protection Benefits

GuideStone and the state convention continue to offer survivor and disability benefits to all qualified staff members of N.C. Baptist churches participating in the Church Retirement Plan through GuideStone. North Carolina continues to lead all state conventions in the number of participants, but we still fall far short of the goal of having every church providing protection benefits for their staff members by participating in a GuideStone retirement plan. In 2020, approximately 87 church staff members received $620,000 from the state convention's protection benefits.

Tax and Health Insurance Laws

GuideStone remains a leader in providing detailed information regarding the impact that new tax and health care laws have on our churches and their staff. Timely and thorough updates of changes in the tax law are available on the GuideStone website at *guidestone.org*. We are certain that there will be many more changes in

the coming months related to health care laws and the products that GuideStone will provide. The CABS office will work diligently to stay on top of these changes.

Church Staff Compensation

Because of the impact that COVID-19 and the stay-at-home orders have had on our churches, the 2020 Southern Baptist Compensation Study was postponed, and the next survey will begin in January 2022. Results of the 2018 Southern Baptist Compensation Study are available online by visiting *compstudy.lifeway.com*. However, a church utilizing the results of the 2018 Compensation Survey should consider using a general cost-of-living adjustment to make current compensation and benefit decisions for their staff. Much of our effort continues to be educating churches on the tax implications of lump sum pay packages for pastors and churches. The taxability of such pay packages continues to be a concern.

Mission Dignity

GuideStone Financial Resources continues to provide financial assistance to elderly ministers and widows of ministers who live under financial duress and need ongoing and/or one-time assistance through Mission Dignity. In 2020, individuals and entities from North Carolina contributed $436,000 to Mission Dignity, which helped 159 North Carolina households through $713,000 in total distributions. Due to the generosity of Mission Dignity donors, 2020 saw an increase of awards for emergency grants ($81,000) and the annual Christmas check ($60,000) to our North Carolina recipients. This office continues to challenge our North Carolina churches and their members to consider making Mission Dignity a part of their budget. Our goal is for North Carolina churches to financially support those faithful servants living in North Carolina.

TEBA Churches, Missions, and New Church Starts

*Missions and New Church Starts affiliated with the TEBA

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