Triangle East Baptist Association

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Triangle East Baptist Association

Semi-Annual Fall Meeting

One Hundred Twenty First Annual Session
Tuesday, October 24, 2023

Theme:
"TEBA Churches: Pushing Back the Darkness - One Family at a Time"

"The people walking in darkness have seen a great light; on those living in the land of deep darkness a light has dawned. You have enlarged the nation and increased their joy; they rejoice before you as people rejoice at the harvest." Isaiah 9:2-3a (NIV)

Meeting Agenda

Pre-Service Music

Call to Order..... Don Rogers, Moderator, Four Oaks

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

Welcome and Opening Prayer ..... Rev. Daniel Arant, Bethany

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

Organizational Reports ..... Don Rogers, Moderator, Four Oaks

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Miscellaneous Business ..... Don Rogers, Moderator

Recognition of Visitors and New Pastors..... Don Rogers, Moderator

Sermon ..... Rev. Daniel Barajas, Iglesia Bautista de Selma

Recognition of New Officers .....

Benediction and Prayer for New Officers

Resolution of Appreciation

Whereas, this the 121st session of the Triangle East Baptist Association has been so graciously hosted by Trinity Baptist Church and Bethany Baptist Church; and

Whereas, our Program Committee has provided for our 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-fourth day of October, 2023, 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 2024: The Spring Semi-Annual meeting will be held on Monday, May 20, 2024 and our Fall Semi-Annual meeting will be held on Tuesday, October 22, 2024, as set in the associational constitution and by-laws.

The Committee has received invitations from the following churches: Spring Meeting at Antioch Baptist Church and Fall Meeting at Live Oak Baptist Church.

We suggest the following be named as preacher for the annual sermon next Fall: Pastor Ray Carr of Baptist Center Church with Pastor Randy Pace of Building 323 serving as the alternate.

Semi-Annual Spring Meeting

Submitted by: Rev. Rodney Wilson, Clerk

The 2023 Spring Semi-Annual Meeting was held at Trinity Baptist Church on May 15. Each year during this gathering we have a special time to recognize churches that have marked growth in several areas of ministry. While statistics don't reveal the full scope of ministry within a congregation, they do have a way of showing God's faithfulness. In addition, all of this data is compiled from the Annual Church Profiles that are completed during the Fall. We encourage every TEBA church to make an effort to complete these forms each year.

Our theme this year is "TEBA Churches Pushing Back the Darkness: One Family at a Time." For the last few years our Associational Missions Strategist, Kelton Hinton, has been sharing about this unique concept. Jesus invites us to live as disciples in our neighborhoods, workplaces, schools, assisted living facilities, and all the places where we gather for social interaction. Couples and individuals begin a network like this as servant missionaries among a pocket of people to intentionally focus on those who aren't believers. Many of our church members are part of small groups or Bible Studies already. What makes a missional community different is the intentionality to focus on those who have no relationship with Jesus with a particular focus on people outside the church.

Over this next year, Kelton will be sharing this need with our TEBA churches. We are looking for others to commit to serving as missionaries in their communities. If you would like to learn more, please contact the TEBA office.

Here are our exemplary churches from 2022

Assembling Together for Worship

Highest Percentage of Members in Worship: Cedar Grove (2,093%) TEBA Avg=44%
Other notables: Baptist Center (213%), LifeSpring (171%), White Oak (149%), Jonesboro (140%), Burnell (104%).

Highest One-Year Growth in Worship: Oliver's Grove (72%)
Other notables: Micro FBC (60%), Watkins Chapel (49%), North Smithfield (47%), Hephzibah (46%), Pine Level (30%), Shiloh (23%)

Highest Five-Year Growth in Worship: Cedar Grove (3,755%)
Other notables: White Oak (413%), Micro FBC (274%), Burnell (149%), Thanksgiving (81%), Jonesboro (81%), Baptist Tabernacle (44%), Blackman's Grove (41%), Hephzibah (36%), Baptist Center (30%), Benson (25%)

Outreach & Evangelism

Highest Number of Baptisms: White Oak (27) TEBA Total Baptisms=85
Other notables: Bethany (12), Benson (9), Hocutt (5), Baptist Center (5), Pine Level (5), Watkins Chapel (5), New Life (5), Cedar Grove (4), Shiloh (4), Baptist Tabernacle (4), Clayton FBC (4), Smithfield FBC (4), Hood's Grove (4), LifeSpring (4)

Best Ratios of Baptisms to Church Membership: Life Spring and Baptist Center (12:1)
TEBA Avg=107:1
Other notables: White Oak (13:1), Bethany (17:1), Cedar Grove (18:1), Watkins Chapel (26:1), Benson (31:1), Corinth (42:1), Hocutt (56:1), Pine Level (56:1), Hood's Grove (58:1), Pleasant Grove (59:1)

Discipleship

Largest Small Group & Sunday School Attendance: Hocutt (172)
Other notables: Shiloh (158), Clayton FBC (142), Micro FBC (140), Smithfield FBC (112), White Oak (100), Hood's Grove (79), Bethany (71)

Highest % of Members in Small Groups & Sunday School: Koinonia Reformed (92%). TBA Avg=20%
Other notables: Hocutt (61%), Baptist Center (57%), Micro FBC (50%), LifeSpring (48%), Corinth (40%), Shiloh (36%), Bethany (36%), Hood's Grove (34%), Antioch (33%)

Highest one-year Growth in Sunday School Attendance: Pine Level (189%)
Other notables: Selma (172%), Micro FBC (52%), Pleasant Grove (38%), Beulah (33%), Hephzibah (23%), Baptist Tabernacle (22%), Kenly (21%), Watkin's Chapel (17%), Corinth (16%)

Highest Five-Year Growth in Sunday School Attendance: Micro FBC (250%)
Other notables: White Oak (67%), Hood's Grove (23%)

Missions

Largest Number of Mission Volunteers: Clayton FBC (1,758)
Other notables: Baptist Tabernacle (885), Smithfield FBC (611), Kenly (466), Pisgah (335), Pine Level (334), Hephzibah (180), Clyde's Chapel (115), Baptist Center (95), Hocutt (90)

Highest Percentage of Members Involved in Missions: Clayton FBC (312%) TEBA Avg= 57%
Other notables: Baptist Tabernacle (175%), Baptist Center (156%), Pisgah (138%), Pine Level (119%), Clyde's Chapel (117%), Kenly (104%), Faith (79%), Hephzibah (64%)

Highest Percentage of Missions Giving Undesignated Receipts: Thanksgiving (55%). TEBA Avg=10%
Other notables: North Smithfield (32%), Burnell (28%), Pleasant Grove (25%), Baptist Tabernacle (21%), Faith (18%), Hocutt (18%), Selma (18%), Shiloh (17%), New Life (16%), Baptist Center (16%), Pine Level (16%)

Highest Percentage of TEBA Giving Undesignated Receipts: North Smithfield (8%) TEBA Avg=1.6%
Other notables: New Life (7.1%), Faith (5.8%), Bethany (4.9%), Burnell (4.3%), Pleasant Grove (4.1%), Wilsons Mills (3.2%), White Oak (3.1%)

General Board Report

Submitted by: Rev. Rodney Wilson (Blackman's Grove), TEBA Clerk

Over the last two years TEBA has been through a time of revisioning and restructuring. Last year, we solidified our new Mission and Vision Statements.

Mission Statement - TEBA exists to assist churches in making disciple-making disciples.

Vision Statement - In the next three years, TEBA will:

- Offer on-going support and training to pastors, staff, and lay leaders of our local churches to facilitate on-mission living.
- Offer leadership training to those serving in the local church to ensure their churches stay focused on the Mission (of developing disciple-making disciples who love God and love others).
- Enable and facilitate the beginning of 30 new outreach Bible studies, missional communities, micro-churches and other church plants by the members of our churches.
- Help facilitate revitalization, fostering, adoption, marriage or re-planting of seven (30% of 22) of our existing congregations who are currently in decline.

This work was followed with updating our Constitution and Bylaws (as voted on during our Julne2022 Board Meeting). Some of the updates proposed are: moving the time of our Semi-Annual meetings to Sunday evenings and adopting the Baptist Faith & Message 2000 as our Doctrinal stance. In addition ,the proposal includes a change from a "program-based" design to a more church life-cycle based approach using teams. There has been much dialogue with pastors, church leaders, and laity concerning proposed changes to these documents. After much thought and careful consideration, we presented the proposed changes to the Board and it was approved to present a final draft at this year's Fall Semi-Annual meeting. A hard copy was mailed to each church. In addition, each pastor received the documents via email.

A term you have already heard the last few years is "missional communities." There are many "pockets of lostness" in our Association that appear to be untouched with the gospel; such as, apartment complexes, mobile home parks, and subdivisions. A missional community begins with servant missionaries who intentionally focus on neighbors who have no relationship with Jesus. With affordable land still hard to find and the cost of building materials so expensive, missional communities give us the opportunity to continue to reach more people for Jesus. We are challenging families to implement a strategic and intentional evangelistic plan to reach their own homes with the gospel. Parents who love Jesus should have a burden to share the gospel with their own children. Our goal with this strategy is to have 200 living rooms for Jesus. We are actively looking families that will open their home to the community in which they live.

As far as budget and finance matters, we continue to experience financial difficulties with our budget. Kelton and Tonya have taken significant pay cuts this last year to help ease the financial burden. They both have taken second jobs to make up the deficits. This year's proposed budget reflects even more cuts to the salary line items and hours have been reduced. We are grateful for your contributions and hope that we can restore full-time staff salaries and hours in the coming year.

During the March Board Meeting we heard from Rev. Anthony Clayborne with JoCo Church about a church planting partnership. After some discussion, the Board decided to seek further information from the church. The Missions Development Council would like to review their statement of faith, doctrinal standards, and leadership structure.

We continue to see churches engaged in active missions and outreaches to their communities. In March Kelton traveled to Guatemala with the NC Baptist Men to explore a partnership with TEBA in which churches can travel there to help with building, healthcare, and pastoral training. We look forward to our future endeavors with this amazing ministry that ministers to the Quiche people.

The JCC Campus Ministry is reporting an outstanding school year. Like last year, there have been more students involved than in many years! We currently have 276 enrolled in the ministry with an average weekly attendance of 46. Many great conversations about faith are taking place and we are grateful to experience God on campus and working in the students' lives!

An update on Sharon Baptist church, which disbanded last year. They deeded their property to the Hispanic Mission that was meeting on campus at Smithfield First Baptist. Rey de Reyes has now been meeting at their "new" property for several months and is grateful to the legacy members of Sharon Baptist for the gift of this church property.

Lastly, our area (specifically Johnston County) continues to grow. Over the last two decades we have been the fastest growing county in North Carolina. We are projected to be that county again during this decade. The 2020 census data shows that 64% of our residents are unchurched. As an Association, we have an opportunity to reach all the people represented in this growth with the gospel.

Associational Missionary Report

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

You might see me and ask, "What does an Associational Missions Strategist do?" In addition to serving our local churches in a myriad of ways, I "look around and see where God is at work and try to get our churches to go and join Him there!" Henry Blackaby penned those words many years ago and I still seek to follow his advice! As I look around this region to see where God is already at work, I am greatly encouraged! I see God doing amazing things in so many areas, not least of which among our student population. First Priority www.fpjohnstoncounty.com is a network of Christian student clubs. They have chapters active on 63 campuses in JoCo, almost every school in Johnston County. Over 1,000 students have accepted Christ since they began here in 2016! Thankfully, many of our TEBA churches have seen the opportunity and are involved in this important outreach: Antioch, Bethany Missionary, Blackman's Grove, Hocutt, Kenly Missionary, Selma Baptist, Shine Community, The Church at Clayton Crossings, White Oak and Watkins Chapel are all active in some way with this organization. On another similar front, there is a huge home-school movement in JoCo and some of our churches are involved in reaching out to this tight-knit community as well. Selma Baptist, Bethesda and Watkins Chapel have all hosted co-ops and other activities with local home school groups in an attempt to bring the Gospel to these students.

Not only are our younger students interested in Christ, but our older students as well! With 480 involved in our JCC Campus Ministry last year, Hephzibah, Princeton, Sardis, Shiloh, Shine Community, Smithfield FBC, and Trinity have all stepped up to the plate to serve students on campus! The fields are truly "white unto harvest" as students are begging for more information about God, Jesus and Christianity! Many of these same students have never been inside of a church and know nothing of the Bible or of God. God has given us an open door, let's step through it!

This experience of working with young people has revealed some hard truths about our region and culture. Even with well over 400 churches active in our region, 64 percent of our adult population is still "unchurched." They claim no church home. They don't attend any church and they don't take their children to one either. Baptisms among our TEBA churches have declined each of the last 13 years and are now at an all-time low. Why is that? Often it is because folk who are lost and far from God are no longer interested in visiting a local church. But, they ARE interested in spiritual things, as revealed by the responsiveness of their very own children being reached in these ministries (see above). Hence, the impetus for this year's theme—"TEBA Churches: Pushing Back the Darkness—One Family at a Time." For the last several years we have been drilling down from churches to church plants to missional communities and now to the family to show how each level of organization can impact the world we live in. As noted last year, Missional Communities grow around a missional focus, but for that Missional Community (and later a micro-church) to grow, it has to begin somewhere and that is in the home. With this being our third decade of explosive growth in Johnston County and our entire region, we are woefully behind in our church planting! As I looked back over the last 39 years and examined how the last 45 churches were started, I noticed that each one of them began in someone's home, either in their living room or around the kitchen table. A host family welcomed others to join them in a God-sized endeavor of sharing their faith freely in their home and the rest is history! As a result, I am looking for "200 Living Rooms for Jesus!" in the hopes that some of them will develop into a micro-church or even a full-fledged church plant! Won't YOU consider hosting one of these community groups in YOUR home? Many of your fellow TEBA family members have said "Yes, we want to make a difference in our community and in our world!"

What is next for TEBA? Assuming the votes going through tonight, this year will be a transition year as we fill out our new structure for the future. We will be forming four main "teams" of folk ready to help

our TEBA family in the areas of 1) church planting, 2) church strengthening, 3) church health, and 4) leadership development. I am excited about the new configuration and how it corresponds exactly to what our churches need these days. With 50% of our churches growing numerically and the other half declining, it is imperative that we have an "all hands on deck" mentality about how to resource ALL of our churches for growth and evangelistic outreach! It is not enough for our churches just to survive, we want them to thrive!

Here are our exemplary churches from 2022 in the area of worship attendance*

Highest Percentage of Members in Worship: Cedar Grove (2,093%) TEBA Avg=44%
Other notables: Baptist Center (213%), LifeSpring (171%), White Oak (149%), Jonesboro (140%), Burnell (104%)

Highest One-Year Growth in Worship: Oliver's Grove (72%)
Other notables: Micro FBC (60%), Watkins Chapel (49%), North Smithfield (47%), Hephzibah (46%), Pine Level (30%), Shiloh (23%)

Highest Five-Year Growth in Worship: Cedar Grove (3,755%)
Other notables: White Oak (413%), Micro FBC (274%), Burnell (149%), Thanksgiving (81%), Jonesboro (81%), Baptist Tabernacle (44%), Blackman's Grove (41%), Hephzibah (36%), Baptist Center (30%), Benson (25%)

*Note--These statistics are based upon the information supplied by Church Clerks from each of these churches. If your church is not listed and you know you all had a good year, it may be because your Church Clerk did not turn in an ACP (Annual Church Profile) last year.

Departmental Reports

Baptist Men

Submitted by: Rex Everhart, Brotherhood Director

Last year (2022), only 11 TEBA churches reported having an active Baptist Men's group, the same number as last year. There was a total of 324 men active in those churches or 30 per church, which is 50% more than the 21-22 men per church we have seen in recent years. Our total numbers continue to vary widely from year to year due to irregular reporting from our churches from a low of 220 up to 831 just eleven years ago back 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 number of our churches participated in the state-wide efforts of Operation Inasmuch and "Ramp It Up!" with the NC Baptist Aging Ministry.

Thankfully local hurricane relief and recovery needs have been minimal this year. Some churches were able to help our neighboring Nash County after their tornado came through. Others continue to work on recovery efforts from our last two big 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. Many of our churches also now have accounts with RightNow Media which offer hundreds of great studies geared to men!

Upcoming Baptist Men's related events:

Men's Worship Rally (Region 3)—Nov 14 at Centerville BC in Kelly
Disaster Relief Training—March 9, 2024 at Summit Church in Raleigh
NC Baptist Missions Conference—April 19-20, 2024 at Hickory Grove Baptist in Charlotte
Statewide Operation Inasmuch—April 27 & May 4, 2024

Discipleship Report

Submitted by: Rev. Billy Rice

In the area of discipleship, many of our folk have discovered the wealth of online Bible studies. 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!

To say the radical shut-down of formalized discipleship programming during COVID has been an "eye-opening experience" is to put it mildly. It has caused us to re-think our approach to making disciples. Whereas in the past we focused on a "classroom" experience, now we are looking more at "intentional discipleship" that is more small group, accountability-based or even one-on-one. 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).

God may want 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 theme this year TEBA Churches: Pushing Back the Darkness—One Family at a Time is a perfect illustration of this ideal. This is a process by which your church can move from 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.

We have a new resource available to us from NAMB called the "Missional Leadership Pipeline" that you will be hearing a lot about soon. 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 me or Kelton Hinton or Mike Dodson.

Evangelism Report

Submitted by: Rev. Woody Parrish, Evangelism Director

This year has been another tough one on evangelistic outreach! But this year (Oct 1, 2022-Sept 30, 2023) we did have 13 of our TEBA churches use the Evangelistic Block Party Trailer 18 times to do local outreach—and four of those times were "off campus" in a neighborhood or town setting away from their church! Pleasant Grove even took it all the way to West Virginia! Folks are slowly catching on to the vision for outreach again! Very few continued any door-to-door visitation although Shine Community is to be commended for their home visits and prayer walking and praying for individuals in the various neighborhoods surrounding their campus!

Last year in 2022 our churches only recorded 85 baptisms, down from the 145 baptisms two years ago and the lowest we have seen to date! Unfortunately, this trend continues a steady decline in annual baptisms for the last thirteen years. The question is "Why the declines when our region is booming with new people?" Practically speaking, in the past, our new churches have often been the pacesetters in this arena however most of them did not fill out their ACP last year! Another possibility is that our new neighbors are not Christian and therefore have no interest in church! Statistics tell us that 64 percent of our population is now "unchurched," almost two-thirds of our population!

However, based upon the incredible responsiveness among our young people (in the local school system—see our AMS' Report), people ARE interested in God and Jesus! They want to know more but are not coming to our established churches to get their answers. Hence the impetus of our TEBA theme this year—"TEBA Churches: Pushing Back the Darkness—One Family at a Time." The theme is all predicated on our being a faithful witness to God's grace where we live, in our own subdivision or neighborhood. Due to our extreme demographic growth over the last ten years and predicted over the next ten years, I understand we are needing 200 new churches to be planted! Basically, if each one of our existing churches will encourage our church families to reach out to start ONE new home Bible study group or "missional community" this year then, with the Lord's help, we can not only turn this 13-year decline into an upturn again but also see a ton of souls being ushered into His Kingdom for years to come!

Here are our exemplary churches from 2022

Highest Number of Baptisms: White Oak (27) TEBA Total Baptisms=85
Other notables: Bethany (12), Benson (9), Hocutt (5), Baptist Center (5), Pine Level (5), Watkins Chapel (5), New Life (5), Cedar Grove (4), Shiloh (4), Baptist Tabernacle (4), Clayton FBC (4), Smithfield FBC (4), Hood's Grove (4), LifeSpring (4)

Best Ratio of Baptisms to Church Membership: LifeSpring and Baptist Center (12:1) TEBA Avg=107:1
Other notables: White Oak (13:1), Bethany (17:1), Cedar Grove (18:1), Watkins Chapel (26:1), Benson (31:1), Corinth (42:1), Hocutt (56:1), Pine Level (56:1). Hoods Grove (58:1), Pleasant Grove (59:1)

Johnston Community College – Campus Ministry Report

Submitted by: Dr. Kelton Hinton, Campus Ministries Coordinator

The school year (2022-2023), was nothing short of amazing! The school went back to in-person classes and limited their on-line class options forcing most students to actually come to the campus. Having come through more than two years under COVID protocols with smaller than normal student involvement, we did not know what to expect. In fact, state-wide, we knew we were one of the few Campus Ministries still operating on a Community College campus, and the ONLY one affiliated with CRU (Campus Crusade for Christ) still active in the state!

Starting off the Fall semester we decided to host our weekly meetings outside by the fountain and right on one of the major student thoroughfares. This proved to be an inspired decision and the students came in droves! Our numbers exploded! From only 37 active in the Fall of 2021, the group rapidly grew to 229 in 2022! The same phenomenon happened in the Spring as well. We went from 45 active in the Spring of 2022 to 132 in 2023! In total, we had 360 general college ystudents involved over the two semesters.

In addition, the demographics of our group changed. We went from 90% of our group being "churched kids" last year to 55-60% of the students stating they had NO church home (and most knew almost NOTHING about God or the Bible!) We had to change up our curriculum drastically to adjust to this new dynamic! It has been very exciting and God is seriously at work among the high school and college crowd at JCC!! We have had SO MANY requests for follow up and Bible studies from students that we cannot possibly keep up!

In addition to our weekly gathering of "General College" students, we also had 45 Cosmetology students in their own Bible study, 28 BLET Cadets involved in one, 35 truck driver trainees in theirs and 30 faculty & staff involved in a weekly Bible study group making a grand total of 480 students and faculty involved in on-campus Bible study groups! (15% of the population on campus this year!) Our previous high was 375 pre-COVID.

I must say however, none of our JCC Campus Ministry would be possible except for the exceptional service and willing hearts of Thomas Collings (Trinity Baptist) working with both the General College students and helping me with the Faculty/Staff Bible study, Hank Daniels, Blair Maust & Mike Ward (Smithfield FBC) working with the Truck Driver Trainees, Lee Smith (formerly at Shiloh Baptist) working with the BLET cadets & the Correctional Officer Trainees, and Cecilia Hicks (Hephzibah Baptist) reaching the Cosmetology students.

THIS Fall, I am thankful to say, is starting out even STRONGER than last year! God continues to bless this outreach among college students! Whereas we averaged 46 in weekly attendance last Fall (2022) among our General College group, that number has increased to 57 weekly this Fall (2023)—a 21% increase, and all the other group numbers are up as well! God is STILL drawing young people unto Himself. Amazingly, 57% of this FALL's attendees do NOT claim to have a church home—and yet they come!

Also this FALL, we are excited Teresa Smith (Sardis Baptist), Darline Casey, and Anesha Johnson (Smithfield FBC) have begun working with the 2nd-year nursing students on Tuesdays. We STILL need Bible study leaders for the 1st-year nursing students and the Early College Academy and exploring a new group with the Adult Basic Education program.

Won't you "JOIN GOD" and help us reach this wide-open mission field while the door is open?

I still have a dream 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 hoping 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 also 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 by opening up your church's mission trips to college students?

Missions Development Council Report

Submitted by: Rev. Dwayne Batten

On the missions front our records show (for the 2022-2023 church year) that our TEBA churches had 5,184 mission volunteers (874 more than the year before) serving in some form of "hands-on" missions. That was 57% of our Total Church Membership, well above our "normal" 50% rate over recent years. 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 on 63 campuses—almost every elementary, middle and high school in Johnston County, but with many of our TEBA churches actively involved in that outreach. 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. At Johnston Community College we continue to see a tremendous on-going ministry impacting the lives of many students there! The last two years have seen phenomenal growth among this ministry group! Seven of our TEBA churches are on board leading in various Bible study groups around the campus. (For more information and details, see the "JCC Campus Ministry Report" elsewhere in this book of reports.)

Church Planting continues to be TEBA's main preoccupation as we attempt to "catch up" to our demographic growth with a vision for planting 200 new churches over the next ten years! We rejoice that Baptist Center and LifeSpring have partnered with Shawn & Dee Payne to launch Township Church in January 2024 near the old Cleveland School. Another recent church plant, now calling themselves a "missional community," the "JoCo Church" (Anthony Claiborne church planter) is now meeting in a barn just north of Benson. The well established Hispanic congregation, "Rey de Reyes" moved into "JoCo's" former quarters (the old "Sharon Baptist" facility). Of course, we celebrate the continued growth of both Shine Community Church (Jason Brulet church planter) and Unity Victory Baptist Church (Claude Lafortune church planter). Unity Victory is addressing the needs of the 2,000-strong Haitian community in Wayne and Sampson and Duplin counties—and is already recognized as the LARGEST Haitian church in North Carolina! They moved into expanded facilities in the Rosewood area last year. 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 witnessing.

Speaking of "Missional Communities" and in line with our theme this year—"TEBA Churches Pushing Back the Darkness: One Family at a Time," we rejoice in the fact that lay people from all over the region have stepped up and expressed an interest in actively reaching their neighborhoods or subdivisions with the Gospel! TEBA has been able to provide couples in each church with demographic information about their neighbors, prayer walking guides, and a plethora of ideas about how to establish a "Missional Community" and begin networking with other Christians to reach their "Jerusalem." For an excellent "case study" in how this is accomplished, give Randy Pace, pastor at Building 323, a call!

Many of our TEBA churches continue to reach out into their communities in a multitude of practical ways. Our Baptist Men are providing handicap ramps and installing grab bars for seniors where needed. Many continue to provide food, clothing, and help with bills after the COVID pandemic. Some of our TEBA churches still do annual (or semi-annual) OIAM ("Operation Inasmuch") events in their communities.

We have identified some areas in need of "specialized ministry" in our efforts to "Push Back the Darkness" on a local level. Three RV parks in the Four Oaks area—the Happy Trails RV Park, Raleigh Oaks; and the Taste of Heaven RV Park on Hwy 55 are in need of outreach. Thankfully, 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 hundreds of Bibles and Health Kits to migrants along with the plan of salvation, witnessing bracelets, etc. They targeted several 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 already serving in 41 different "multi-housing" locations such as these! PTL!!! We celebrate that investment in our "neighborhoods" around the county! However, we can do more. Just like we are doing in the various subdivisions around, 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 45 apartment complexes of 50+ units already here! 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.

This year we had the opportunity to enter into a three-year partnership with Guatemala. NC Baptist Men along with the local missionaries serving there, approached us to go on a "Vision Tour" in March to see what the various possibilities for ministry were. Please pray for God's guidance as we explore this new mission opportunity brought specifically to us!

Due somewhat to the COVID-19 pandemic and its aftereffects, 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 Family at a Time' by starting something in my very own Neighborhood!"

Here are our exemplary churches from 2022

Largest Number of Mission Volunteers: Clayton FBC (1,758)
Other notables: Baptist Tabernacle (885), Smithfield FBC (611), Kenly (466), Pisgah (335), Pine Level (334), Hephzibah (180), Clyde's Chapel (115), Baptist Center (95), Hocutt (90)

Highest Percentage of Members Involved in Missions: Clayton FBC(312%) TEBA Avg=57%
Other notables: Baptist Tabernacle (175%), Baptist Center (156%), Pisgah (138%), Pine Level (119%), Clyde's Chapel (117%), Kenly (104%), Faith (79%), Hephzibah (64%)

Highest % of Missions Giving from Undesignated Receipts: Thanksgiving (55%) TEBA Avg=10%
Other notables: North Smithfield (32%), Burnell (28%), Pleasant Grove (25%), Baptist Tabernacle (21%), Faith (18%), Hocutt (18%), Selma (18%), Shiloh (17%), New Life (16%), Baptist Center (16%), Pine Level (16%)

Highest % of TEBA Giving from Undesignated Receipts: North Smithfield (8%). TEBA Avg=1.6%
Other notables: New Life (7.1%), Faith (5.8%), Bethany (4.9%), Burnell (4.3%), Pleasant Grove (4.1%), Wilson Mills (3.2%), White Oak (3.1%)

Senior Adult Committee Report

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

We had a fun time at our Spring Senior Adult Rally at Clayton First Baptist April 13, 2023! Jenny Wayne from Raleigh was our guest musician, entertaining us with her wide variety of musical selections! She was so much fun to hear and such a beautiful voice! We had 100 in attendance.

We also thoroughly enjoyed hearing from Scott Mason at our Fall Senior Adult Rally at Beulah Baptist September 12, 2023! We had a full house for this one (over 210 in attendance)! He told (and showed) many of his most interesting stories from the "Tarheel Traveler" series.

Baptist Tabernacle will host our Spring 2024 Rally. We will let you know when the date and entertainment is secured.

It is good to see that most senior adult groups have re-started their monthly programming and that is good and greatly needed!

Please be aware NCBAM (NC Baptist Aging Ministry) has several helpful resources in place. They have a "Call Center" called "One Hope" to respond to senior's needs here in North Carolina. 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.

Here is some of what they offer:

One Hope (866-578-4673)—dedicated outreach call center for seniors
Wise Up Enrichment Workshops—40+ basic classes to choose from
Care Village—to help you stay living independently in your own home!
Red Bags—order one to keep all your meds in one place in case of an emergency!
Servant Care—help for ministers (65+), their spouses or surviving spouses
Aging Adults Innovating Ministry—leadership network for senior adult pastors and lay persons
Ramp It Up (April 27 & May 4, 2024)—statewide wheelchair ramp building effort

Sunday School Report

Submitted by: Rev. Daniel Arant, Sunday School Director

Our churches are finally recovering from some of the lingering effects of COVID-19 on our church attendance patterns. For example, 47% of our TEBA churches grew last year in worship attendance over the previous year, but 64% of our churches grew in Sunday School attendance (much better than the 29% the year before and even stronger than the worship attendance growth)! Many of the churches who went to Zoom or Google Meets to continue their Sunday School experience for adults and youth have discontinued such. There are a few senior adult classes still meeting online. For the most part, adults, children and youth classes are back to meeting in-person. Our TEBA churches were able to count 1,873 people "attending" Sunday School last year (2021-2022) which was the same percentage, 21% of our total church membership, as the year before.

This past year many of our senior adult classes that folded up into one main class (often held in the sanctuary space) have continued in that space while all other age groups have gone back to their respective classrooms. Children's SS has still not fully recovered in all churches due to the continued absence of teacher/leaders. In response to this weakness churches have been recruiting a new crop of Sunday School teachers for all age groups coming out of the newcomers coming to church! 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!

The "growing edge" of Sunday School seems to be breaking up a large class into "care groups" of 4-6 people for prayer and fellowship. Others are renaming the "SS experience" to gear it more towards a "small group" experience and take it off-site into the homes of the parishioners. Yet another aspect of this phenomenon is the beginning of "Missional Communities" out in the subdivisions and neighborhoods where our church members live. In a post-COVID world people are still hungry for fellowship and deep connection, seemingly favoring home-based over church-based groups.

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! Also, many churches now have their own RightNow Media accounts where you can access literally hundreds of video products for your small group experience!

Here are our exemplary churches from 2022

Largest Small Group & Sunday School Attendance: Hocutt (172)
Other notables: Shiloh (158), Clayton FBC (142), Micro FBC (140), Smithfield FBC (112), White Oak (100), Hood's Grove (79), Bethany (71)

Highest Percentage of Members in Small Groups & Sunday School: Koinonia Reformed (92%) TEBA Avg=20%

Other notables: Hocutt (61%), Baptist Center (57%), Micro FBC (50%), LifeSpring (48%), Corinth (40%), Shiloh (36%), Bethany (36%), Hood's Grove (34%), Antioch (33%)

Highest One-Year Growth in Sunday School Attendance: Pine Level (189%)
Other notables: Selma (172%), Micro FBC (52%), Pleasant Grove (38%), Beulah (33%), Hephzibah (23%), Baptist Tabernacle (22%), Kenly (21%), Watkins Chapel (17%), Corinth (16%)

Highest Five-Year Growth in Sunday School Attendance: Micro FBC (250%)
Other notables: White Oak (67%), Hood's Grove (23%)

Women's Ministries Report

Submitted by: Tonya Grice, Director

As I look back on this past year I can't help but celebrate the goodness of God. Many churches have thriving Women's Ministry groups and others have begun the process of building or growing a new ministry effort. Equipping women to be strengthened in their love for the church and using their God-given spiritual gifts and talents is no small undertaking! Scripture, specifically Titus 2, lays a wonderful foundation for Biblical principles that model how an effective Women's Ministry can build us up into spiritually mature women that lead the next generation. The end result will be generations of women who study and pass on the Scriptures in a way that points others to Jesus and honors God in all of our relationships and responsibilities.

Every church in TEBA has a different style in which they minister to women. Small group Bible studies, one-on-one mentoring, monthly or quarterly gatherings, mission-focused, discipleship-focused, or dedicated Sunday School classes… these are all layers of ministry focused on women. My challenge to you is to use your gathering times, not only for fun and fellowship, but to grow in your walk by actively studying His Word, engaging in thoughtful prayer, and inviting the lost. Women need each other more than ever! It is vitally important to build community and connection within the body of Christ. The TEBA Women's Ministry Team wants to come alongside you to support, encourage, and equip you on this journey. Please don't hesitate to reach out to us.

Every year there are events that take place to provide fellowship and prayer opportunities within our Association. One of the prayer events is the National World Day of Prayer which was held on November 7, 2022 at Bethany Missionary Baptist. We enjoyed a great evening of fellowship as we prayed for every region of the world and heard about the challenges they face.

Throughout the Fall we collected toothpaste for the Red Box Prison Ministry. This yearly endeavor organized by the NC WMU collects items to be placed in a Red Box and given to ladies incarcerated at Central Prison in Raleigh. They are always blessed to receive such a thoughtful gift.

On April 22, we held our Annual Ladies Spring Conference. This event was hosted by the Pine Level Missionary Baptist Church. Our guest speaker was Mrs. Janet Daughtry and her husband, Scott. They have served with NC Baptist Men all over the world for various ministries and disaster relief efforts. We also had a special break-out session for ministers' wives where we gathered for inspiration, a devotion, and prayed for each other. Sissy Drake (Hephzibah) is our coordinator for Ministers' Wives and we look forward to connecting with each other.

This year we awarded two Mitchiner Scholarships that were presented during the Spring Conference. The recipients were Luke Highfil (Hocutt) and Reagan Williford (Hood's Grove).

We had a great year and can't wait to see what 2023-2024 brings! Please let us know if you need resources, tools, prayer, or event speakers for any of your upcoming programming. You can reach Tonya at 919-634-2491 or tonyagirl23@me.com.

Nominating Committee Report

Officers:
Moderator: Rev. Glen Brock, Baptist Tabernacle
Vice Moderator: Rev. Doug Vaughan, Bethany
Clerk: Rev. Rodney Wilson, Blackman's Grove
Treasurer: Rev. Lester Bledsoe, Pleasant Grove

Department Directors:
Baptist Men: Rex Everhart, Clyde's Chapel
Discipleship: Rev. Billy Rice, Watkins Chapel
Evangelism: Rev. Woody Parrish, Cedar Grove
Missions Development: Rev. Dwayne Batten, Princeton
Music: Open
Sunday School: Rev. Daniel Arant, Bethany
Woman's Ministries: Tonya Grice, New Life

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)
Gordon Price, Antioch
Sissy Drake, Hephzibah
Rev. Daniel Arant, Bethany
Early Wilder, Thanksgiving

Church Admissions Committee (up to 5 total, may succeed themselves)
Rev. Mike Beasley, Freedom Biker
Joseph Scarboro, Selma
Rev. Randy Pace, Building 323
Rev. Doug Vaughan

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

Historian (1 person, may succeed themselves)

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

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

Personnel Committee (up to 5 members, may succeed themselves)
Mary Toole, Sardis
Rev. Brian Beasley, Pisgah
Linda Sorrells, Pine Level
Blair Maust, Smithfield First
Rev. George Arant, Kenly

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

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

Senior Adults Committee (up to 3 members, may succeed themselves)
Fran Davis, Sardis
Ruth Collier, Pauline
Katherine Russell, Antioch

Youth Committee (up to 3 members, may succeed themselves)
R.J. Smith, Princeton
Matt Whaley, Shiloh

Budget and Finance Report

Proposed 2023-2024 Budget

	Current	Proposed
200 Salaries & Benefits		
200-1 AM Salary	28,650.00	24,592.00
200-2 AM Housing	20,000.00	25,000.00
200-3 AM Annuity	1,200.00	1,200.00
200-4 AM Insurance	30,300.00	22,000.00
200-5 AM HSA	4,650.00	5,150.00
200-6 Christmas Bonus	450.00	400.00
200-7 Admin. Salary	36,570.00	27,428.00
200-8 Admin. Travel	400.00	400.00
200-9 Admin. Insurance	4,918.00	4,715.00
200-10 Admin. Annuity	2,962.00	2,715.00
200-11 Custodial Care	3,978.00	0.00
200-12 FICA Taxes	8,500.00	8,000.00
Total	**142,578.00**	**121,600.00**
300 Operating Expenses		
300-1 Supplies	4,500.00	4,000.00
300-2 Equipment	9,500.00	9,500.00
300-3 Utilities	3,500.00	3,500.00
300-4 Insurance	2,100.00	2,700.00
300-5 Telephone	4,000.00	4,000.00
300-6 Maintenance	3,000.00	1,500.00
300-7 AM Acct. Reimb.	7,500.00	7,500.00
300-8 Pastoral Care	700.00	500.00
300-9 Accounting Fees	2,000.00	2,000.00
300-10 Mortgage Loan	8,400.00	8,400.00
Total 300	**45,200.00**	**43,600.00**
400 Annual Meeting		
400-1 Annuals	500.00	400.00
400-2 Speaker	200.00	200.00
400-4 Supper	400.00	400.00
Total 400	**1,700.00**	**1,000.00**

500 Organizations		
500-1 Sunday School	200.00	0.00
500-2 Discipleship	100.00	0.00
500-3 Women's Ministries	500.00	500.00
500-4 Brotherhood	100.00	0.00
500-5 Music	150.00	0.00
500-6 Deacon Banquet	1,000.00	0.00
Total 500	**2,050.00**	**500.00**
600 Programs		
600-1 Evangelism	0.00	0.00
600-2 Association Trng.	0.00	0.00
600-3 Youth Ministry	250.00	0.00
600-4 Library/Media	0.00	0.00
600-5 Senior Adult	750.00	500.00
600-6 Pastors Conf.	1,000.00	800.00
600-7 Christmas Social	1,000.00	1,000.00
Total 600	**3,000.00**	**2,300.00**
700 Missions		
700-1 Mission Projects	2,000.00	0.00
700-4 New Church	2,000.00	0.00
700-6 JoCo Projects	200.00	0.00
700-7 Campus Ministry	800.00	0.00
700-8 Partner Missions	0.00	0.00
Total 700	**5,000.00**	**0.00**
800 Contingency	1,000.00	1,000.00
Total	**199,928.00**	**170,000.00**

General Fund Income (Oct. 1, 2022-Sept. 30, 2023)

	Year
Antioch Baptist Church	3594.00
Baptist Center	3900.00
Baptist Tabernacle	5861.08
Benson Baptist Church	1475.54
Bethany Baptist Church	6000.00
Bethesda Baptist Church	800.00
Beulah Baptist Church	5728.32
Blackman's Grove Baptist Church	2500.00
*Branded Boots Cowboy Church	0.00
Building 323	1000.00
Burnell Baptist Church	0.00
Calvary Baptist Church, Dunn	2000.00
Calvary Baptist Church, Selma	200.00
Carter's Chapel Baptist Church	1427.24
*Casa de Cristo	0.00
Cedar Grove Baptist Church	0.00
Church at Clayton Crossings	6000.00
Clayton First Baptist	583.33
Clyde's Chapel Baptist Church	6000.00
Corinth Baptist Church	1540.77
Divine Crossings Baptist Church	900.00
Faith Baptist Church	1257.11
Four Oaks First Baptist	5782.50
Freedom Biker Church	698.25
Hales Chapel Baptist Church	1200.00
Hephzibah Baptist Church	2700.00
Hocutt Baptist Church	1668.93
Hood's Grove Baptist Church	2500.00
*Iglesia Bautista Fuente	0.00
*Iglesia Bautista de Selma	3235.47
Jonesboro Baptist Church	750.00
*Kenly Baptist – Hispanic	0.00
Kenly Baptist Church	5838.71
Koinonia Reformed Baptist Church	0.00
Lee's Chapel Baptist Church	0.00
*LifeSpring Church	700.00
Live Oak Baptist	600.00
Micro First Baptist	200.00
Middlesex Baptist Church	660.00
New Life Baptist Church	1797.35
Newton Grove Baptist Church	250.00
North Smithfield Baptist Church	0.00
Oakdale Baptist Church	0.00
Oliver's Grove Baptist Church	550.00
Parrish Memorial Baptist Church	3019.42
Pauline Baptist Church	596.33
Pine Level Baptist Church	9573.88
Pisgah Baptist Church	1200.00
Pleasant Grove Baptist Church	5338.41
Princeton Baptist Church	8957.56
*Rey de Reyes	0.00
Sardis Baptist Church	2000.00
Selma Baptist Church	1719.39
Shiloh Baptist Church	9000.00
*Shine Community Church	8032.86
Sims Baptist Church	805.00
Smithfield First Baptist	8688.39
Thanksgiving Baptist Church	0.00
*Township Church	257.56
Trinity Baptist Church	0.00
Unity Victory Haitian Church	1125.00
Watkin's Chapel Baptist Church	1260.00
White Oak Baptist Church	13528.41
Wilson's Mills Baptist Church	7049.65
Totals	**$162,050.46**
NC Baptist Foundation Transfer	**10,000.00**
Individual Contribution	**200.00**
Total	**172,250.46**

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

General Fund Disbursements (Oct. 1, 2022-Sept. 30, 2023)

200 Salaries & Benefits	Budgeted	1st Q	2nd Q	3rd Q	4th Q	Year Total	Balance	% Used
200-1 DOM Salary	28,650.00	6,193.75	4,597.89	3,629.14	3,029.14	17,449.92	11,200.08	60.9%
200-2 DOM Housing	20,000.00	4,166.65	5,833.31	4,999.98	4,999.98	19,999.92	0.08	100.0%
200-3 DOM Annuity	1,200.00	300.00	300.00	300.00	300.00	1,200.00	0.00	100.0%
200-4 DOM Insurance	30,300.00	4,594.77	11,418.09	8,975.48	5,488.42	30,476.76	-176.76	100.6%
200-5 DOM HSA	4,650.00	1,986.00	888.00	592.00	1,184.00	4,650.00	0.00	100.0%
200-6 Christmas Bonus	450.00	450.00	0.00	0.00	0.00	450.00	0.00	100.0%
200-7 Secretary Salary	36,570.00	9,142.50	6,760.42	6,533.84	6,002.70	28,439.46	8,130.54	77.8%
200-8 Secretary Travel	400.00	0.00	0.00	0.00	440.50	440.50	-40.50	110.1%
200-9 Secretary Ins.	4,918.00	1,229.52	1,229.52	1,229.52	1,089.05	4,777.61	140.39	97.1%
200-10 Secretary Annuity	2,962.00	740.49	740.49	740.49	493.66	2,715.13	246.87	91.7%
200-11 Custodial	3,978.00	461.95	0.00	0.00	0.00	461.95	3,516.05	11.6%
200-12 FICA	8,500.00	891.00	2,027.00	5,674.62	2,254.00	10,846.62	-2,346.62	127.6%
Total 200	**142,578.00**	**33,794.72**	**32,675.07**	**25,281.45**	**121,907.87**	**20,670.13**	**85.5%**	**101.1%**
300 Operating Expenses								
300-1 Supplies	4,000.00	695.43	311.93	1,292.99	643.94	2,944.29	1,055.71	73.6%
300-2 Equipment	10,000.00	587.00	1,661.95	2,189.16	2,779.41	7,217.52	2,782.48	72.2%
300-3 Utilities	3,500.00	744.84	971.04	663.97	963.67	3,343.52	156.48	95.5%
300-4 Insurance	2,100.00	1,348.95	1,321.55	0.00	0.00	2,670.50	-570.50	127.2%
300-5 Telephone	4,000.00	1,080.81	1,079.49	1,083.24	1,200.03	4,443.57	-443.57	111.1%
300-6 Maintenance	3,000.00	270.00	143.00	540.00	431.50	1,384.50	1,615.50	46.2%
300-7 AM Acct. Reimb.	7,500.00	1,153.66	1,573.05	1,191.31	1,630.79	5,548.81	1,951.19	74.0%
300-8 Pastoral Care	700.00	100.37	23.92	10.88	15.03	150.20	549.80	21.5%
300-9 Audit	2,000.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.0%
300-10 Mortgage	8,400.00	2,025.00	2,025.00	2,025.00	2,025.00	8,100.00	300.00	96.4%
Total 300	**45,200.00**	**8,006.06**	**9,110.93**	**8,996.55**	**9,689.37**	**35,802.91**	**9,097.09**	**79.2%**
400 Annual Meeting								
400-1 Annuals	500.00	0.00	0.00	0.00	0.00	0.00	500.00	**0.0%**
400-2 Speaker	200.00	0.00	0.00	0.00	0.00	0.00	200.00	**0.0%**
400-4 Supper	400.00	0.00	0.00	0.00	0.00	0.00	400.00	**0.0%**
Total 400	**1,100.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**1,100.00**	**0.0%**

	Budgeted	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Year Total	Balance	% Used
500 Organizations								
500-1 Sunday School	200.00	0.00	0.00	0.00	0.00	0.00	200.00	**0.0%**
500-2 Discipleship	100.00	0.00	0.00	0.00	0.00	0.00	100.00	**0.0%**
500-3 Women Ministry	500.00	0.00	0.00	459.21	60.93	520.14	-20.14	**104.0%**
500-4 Brotherhood	100.00	0.00	0.00	0.00	0.00	0.00	100.00	**0.0%**
500-5 Music	150.00	0.00	0.00	0.00	0.00	0.00	150.00	**0.0%**
500-6 Deacon Banquet	1000.00	0.00	0.00	0.00	0.00	0.00	1,000.00	**0.0%**
Total 500	**2,050.00**	**0.00**	**0.00**	**459.21**	**60.93**	**520.14**	**1,529.86**	**25.4%**
600 Programs								
600-1 Evangelism	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
600-2 Association Leader Trng.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
600-3 Youth Ministry	250.00	0.00	0.00	0.00	0.00	0.00	250.00	0.0%
600-4 Library/Media	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
600-5 Senior Adult	750.00	0.00	0.00	225.58	0.00	225.58	524.42	30.1%
600-6 Pastors Conf.	1,000.00	437.47	23.42	213.46	0.00	674.35	325.65	67.4%
600-7 Christmas Social	1,000.00	50.00	759.17	0.00	0.00	809.17	190.83	80.9%
Total 600	**3,000.00**	487.47	782.59	439.04	0.00	1,709.10	1,290.90	57.0%
700 Missions								
700-1 Missions	2,000.00	26.19	0.00	54.62	0.00	80.81	1,919.19	**4.0%**
700-4 Church Plants	2,000.00	0.00	0.00	0.00	0.00	0.00	2,000.00	**0.0%**
700-6 JoCo Project	200.00	0.00	0.00	0.00	0.00	0.00	200.00	**0.0%**
700-7 Campus Ministry	800.00	0.00	0.00	0.00	0.00	0.00	800.00	**0.0%**
700-8 Partnership Missions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.0%**
Total 700	**5,000.00**	**26.19**	**0.00**	**54.62**	**0.00**	**80.81**	**4,919.19**	**1.6%**
800 Contingency	**1,000.00**	**86.00**	**433.57**	**24.55**	**74.65**	618.77	381.23	**61.9%**
Totals	**199,928.00**	**38,762.35**	**44,121.81**	**42,649.04**	**35,106.40**	**160,639.60**	**39,288.40**	**80.3%**

Non-Budget Account Balances (Oct. 1, 2022-Sept. 30, 2023)

Account Balances	
Bi-Vocational Pastors Retreat	4,577.26
Canada Partnership	400.00
Counseling Center	33.78
Deacons Banquet	705.65
Disaster Relief & Recovery	169.53
Evangelistic Block Party Trailer	7603.85
JCC Campus Ministry	4,006.78
Medical-Dental Bus	297.06
Miscellaneous	-1,427.05
Mission Projects	27,833.28
New Church Starts	3,875.21
Office Addition	651.38
Pockets of Lostness	269.80
Royal Ambassador Funds	347.51
Senior Adult Rally	-13.19
Sunday School Campaign	716.23
Turnaround Pastors Boot Camp	1250.01
Village of Hope Orphanage	0.00
Mitchiner Scholarship	117.00
Women's Ministries	3,720.53
Youth Ministry	-343.79
TOTALS	$40,419.80

Miscellaneous Account Balances (As of Sept. 30, 2023)

NC Baptist Foundation Investment Fund	6,485.74
NC Baptist Foundation Savings Fund	40,221.20

Building Addition Loan Balance (As of Sept. 30, 2023)

$53,243.99

North Carolina Baptist State Convention Reports

Baptist State Convention of North Carolina

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

Missions Giving

- In 2022, CP was $28.2 million, down year-over-year $380,000, or -1.3%, and over budget by $150,000, or 0.6%.
- For 2022, NCMO was $2.3 million, up year-over-year $150,000, or 7.1%, and exceeded budget by $200,000, or 10%.
- NCMO actively promoted by sending partner churches materials and video stories of God's work through Disaster Relief, church planting and medical camps.
- Hiring of Dayna Cook as a part-time Ministry Assistant to support Missions Giving.
- From July 2022 to June 2023, two churches became partners with N.C. Baptists, and six additional churches had consultations about partnership.
- Explored how to offer training to churches to cultivate generosity among members.
- Sent informational letter in March 2023 to 1,722 partner churches, who had not given through CP in 2021 or 2022; letter explained that churches remain in friendly cooperation by giving once in a three-year rolling period.
- Served about 30 churches who directly contacted Convention Relations to clarify how to retain partnership status.
- In 2023, we will continue re-engaging church partners by invitations to meet, participate and give.
- In 2023, we plan to increase cooperation with regional N.C. Baptist staff, associational leaders and Baptists on Mission to learn what churches need to engage in missions and to increase their generosity toward missions giving.
- In 2023, we will increase promotion of NCMO in ethnic churches, including Korean and Hispanic congregations.

Biblical Recorder

- A management agreement between the Baptist State Convention and the Biblical Recorder began July 1, 2022. The Recorder remains functioning as a news source for North Carolina Baptists, while workflow has been integrated between Recorder and BSCNC staff.

NC Baptist Podcast

- In November 2022, the group relaunched the N.C. Baptist podcast on a regular publication schedule that covers topics from all N.C. Baptist ministries. Episodes involve video and social media elements, contributing to a growing multimedia approach to content distribution.

Praying for the Nations Initiative

- In January 2023, N.C. Baptists launched a year-long prayer initiative for missionaries, church planters and people groups in North Carolina. The group coordinated weekly emails, social media posts, push notifications, print resources, articles and podcast episodes to support the ongoing initiative. Analytics show that N.C. Baptists continue to regularly engage with and sign up for year-long distribution of these resources.

Fill the Tank Campaign

- In the months leading up to the statewide baptism emphasis on April 16, 2023, the group promoted Fill the Tank and then celebrated churches' stories through social media and articles on the day of and in the weeks following.

New Online Giving Form

- In partnership with the Operations group, the group released a new online giving form, making it easier and more efficient for churches to give to missions and keep track of their contributions.

Children's Ministry

- Churches continue to become aware of the need for safety and security procedures in their children's and youth ministries. In response to this need Childhood Ministries and BOM Children's partnered to offer safety and security training across the state at four locations.
- There was a significant increase in the number of Individual churches and organizations requesting training for safety and security.
- As churches continue to struggle to restart discipleship training after COVID, requests for consultations for facility evaluations and leadership training are increasing.

- Bible Drill saw a 50% growth this past year.
- Regional drills/speakers tournaments were held at: Flint Hill Baptist, Shelby; Elizabeth Missionary, Roseboro; Lilesville Baptist, Lilesville. State Finals were held at Burkemont Baptist, Morganton. Nationals were held at Southwestern Baptist Theological Seminary Fort Worth, Texas. Our State Winners who attended Nationals represented North Carolina very well.
    - Youth state winner: Peyton Woodell, Mt. Airy Baptist, Pembroke: Came in 1st place at Nationals and had a perfect score.
    - High state winner: Annabelle Hamrick, Mt. Sinai, Shelby: Came in 2nd place at Nationals and had a perfect score.
    - Speakers state winner: Liliana Locklear, Reedy Branch, Fairmont: Came in 2nd place at Nationals
    - All three state winners are the recipients of the $2,500 college scholarship from the Baptist Convention
- The National Invitational Bible Drill/Speakers Tournament will be hosted by North Carolina for 2024.

Cheryl Markland, Children's Ministry Strategist

College Ministry

- N.C. Baptists hosted The Call Conference March 24-26, 2023, in Black Mountain. We saw approximately 200 students and church staff in attendance.
- Pastor Ricky Harris Jr. from Hope Church, Las Vegas, Nev., challenged students to see the grace of God in their lives and count the cost of following Jesus. In breakout sessions, students were presented with opportunities to learn about discernment, stewardship, unmet expectations, mental health, the character of God, discipleship tools, international missions from IMB missionaries, SendNC church planting, and ministry residencies.
    - Faith Baptist Church in Youngsville reported, "One of our students took away from the conference that he is called to do hard things for Jesus. He literally changed his college decision to go to a place with more lostness that will push him to be a light for Jesus in a

dark place." Brackston Rhyne of Hope Community Church (Gardner-Webb University '23) committed to a ministry residency after her time at The Call Conference. MaKinley Neill of Hope Community Church (Gardner-Webb University '23), committed to follow Jesus through baptism after her time attending The Call Conference.

    - "Attending the Call Conference was very timely for me, as I attended about two months before I graduated college. This time was vital to refreshing my faith and shifting my career focus from myself, to how I can honor God in the vocational world. I am now applying the many lessons I learned by knowing how to keep the gospel at the center as I navigate a career in Finance." Jordan Barnett, Wingate University '23

- We hosted a Leaders' Cohort gathering Jan. 9-10, 2023, in Burlington and another June 19-20, 2023, in Boone. The purpose of the cohorts is to facilitate community among those in similar ministry positions and contexts, provide opportunity to problem solve and improve ministries, and allow us to hear the challenges churches are facing on college campuses. The outcome of each event has been an increase in year-round collaboration and cooperation, sharing of resources like curriculum and events, and opportunity to invite more leaders into our network.
    - "The N.C. Baptist College Cohort has been an incredible space for both collaboration and encouragement. Meeting with other college ministry leaders to share best practices, ask questions and encourage one another has proven helpful for our college ministry!" Spencer Martin, College and Missions Pastor, Two Cities Church
    - "The N.C. Baptist College Cohort was an absolute game-changer for our college ministry. It was a priceless opportunity to learn from other leaders and receive encouragement and prayer." Chandler Donegan, College Minister, Faith Baptist Church
    - "I personally have found the College Ministry cohorts super helpful. Not only have they provided an opportunity to network with other churches in N.C., but they have also provided a space to strategize and sympathize with others in similar situations. Ministry can sometimes feel isolating, so it has been incredibly fruitful and validating to connect with others on issues and experiences." Katy Weaver, Director of College Discipleship, Membership and Growth Groups, Imago Dei Church

Alex Hugo, College Ministry Strategist
Ethan Nunn, Ministry Assistant

Church Health and Revitalization

Pastoral Wellness:

- We hosted two Replenish Retreats in September 2022 and May 2023 at Fort Caswell. Between the two retreats, over 50 couples attended and spent a few days focusing on replenishing their marriage, ministry and mission through times of worship, main sessions on various topics, small groups and a designated date night.
- This year, six Pastoral Wellness cohorts were established across the state with the purpose of connecting pastors and working through a personal Pastoral Vision frame.
- This year we partnered with five churches to provide sabbaticals for their pastors.
- We worked with two associations to provide events to encourage their pastors: one weekend retreat and a one-day Refresh Conference.

- Allan Blume hosted eight Transitional Interim Trainings across the state, training around 117 pastors.

Church Revitalization:

- Our N.C. Baptist partners have conducted 600 church health assessments over the last year. We have driven many of these assessments online for a shared database.
- We currently have over 210 churches in our revitalization process with 29 completing the process this year. Of those 29, over 80% are showing significant growth on our Missional Health Assessment.
- This year, we equipped 71 in our revitalization tools and processes. This effort has led to 21 church revitalization cohorts in 9 of 10 regions across the state, with 13 being new. These cohorts engage pastors to develop and deliver our Revitalization Process to their church.

Foster-Replant:

- We have directly coordinated over 20 Fosters, Replant, Mergers and Adoptions. Additionally, we have played a supporting role to numerous others.
- We have launched 11 Foster/Replant Teams over 7 regions across the state.
- We launched the Reconstruct Conference in January 2023 with 208 registered from numerous healthy and struggling churches across the state.

Sandy Marks, Pastoral Wellness Strategist; Terry Long, Church Health & Revitalization Strategist
Gabby Seel, Pastoral and Church Health & Revitalization Ministry Assistant

SendNC

- On Sept. 27 Todd Unzicker announced to our Board of Directors that N.C. Baptists had entered a new church planting partnership with the North American Mission Board. This co-branded partnership was named SendNC and would combine the work of the state conventions church planting team with the systems, structures and planter benefits that NAMB's Send Network provides.
- The SendNC worked in conjunction with the Send Network Assessment team to implement Send Network Assessment in North Carolina. Candidates, their spouses and their Sending Churches gather for the two-day assessment where our assessors observe, interview and determine the couples' readiness to plant. During this calendar year our assessment teams have assessed 19 candidates with 81% of candidates receiving a "Ready" recommendation.
- From July 1, 2022 to June 30, 2023, we saw 48 new churches partner with SendNC and N.C. Baptists as a new church plant. All of these planters have an official N.C. Baptist Sending Church.
- The Lord continues to bring the nation as well as the nations to North Carolina, giving rise to the need for new "On Mission Together" churches across the state. Throughout the year, SendNC's multiple training pathways have trained 79 planters including English language (29), International (26), Korean (7), and Spanish speaking planters (17).
- The SendNC Team hosted 4 Sending Church Labs across the state (Winston Salem, Rocky Mount, New Bern, and Greensboro) serving and onboarding 106 churches as potential sending churches. The purpose of the Sending Church Labs is to help engaged N.C. Baptists understand what it means to be a sending church and how they might become a church that plants and sends.

Mike Pittman, SendNC Director
Amy Torcasso, Ministry Assistant

Student Ministry

- The Momentum Tours began with the goal of assisting churches in equipping and training students to reach their generation with the Gospel of Jesus Christ. We had stops in Morganton, Mars Hill, Brunswick, Rutherfordton, Murphy and Whiteville.
- Local churches and associations are continuing to see the need for revival in their student ministries. There was a significant increase in churches reaching out and wanting the Momentum Tour and more consultations for youth pastor training.
- Fall retreats were held in Black Mountain and Fort Caswell where 70 churches attended with 1336 in attendance. There were 65 first-time decisions, 84 rededications, and 30 called to ministry. The students learned what it meant to be a disciple maker and how to "act justly, to love faithfulness, and to walk humbly with your God."
- During 2022, students at Summer Youth Weeks studied "I consider my life worth nothing to me; my only aim is to finish the race and complete the task the Lord Jesus has given me — the task of testifying to the good news of God's grace." We looked at Is Jesus worth it? Am I worth it? Is living the Christian life worth it? Is the church worth it? There were 5570 in attendance, with 228 churches represented. There were 412 first-time decisions, 1548 recommitments and 585 calls to ministry.

Merrie Johnson, Student Ministry Strategist, Daniel Rose, Student Ministry Strategist
Katie Pegram, Ministry Assistant

Worship Ministry

- The RenewingWorshipNC.org blog continues to get weekly updates with relevant resources to help our churches in all areas of worship.
- A continuing partnership with Southeastern Baptist Theological Seminary and Fruitland Baptist Bible College offers training for worship leaders across our state, including options for undergraduate and graduate certification.
- A worship choir and orchestra of 135 members, made up of musicians from across our state, sings for the annual meeting and worship concerts in churches throughout North Carolina –The NC Baptist Singers & Orchestra.
- A new resource was created to help worship leaders transform the worship of their churches – The Worship Ministry Guidebook: Engaging Your Congregation in Transformational Worship. The 282-page book is based on the curriculum of the worship leader training program mentioned above.
- Plans were made for the return of the Renewing Worship EXPO to be held in September 2023 to provide encouragement, resourcing and fellowship opportunities for all serving in the worship ministry in their churches.

Kenny Lamm, Worship Ministry Strategist
Ethan, Nunn, Ministry Assistant

Vacation Bible School

Vacation Bible School continues to be many churches' largest evangelistic ministry event each year. VBS offers opportunities to minister to children/families while discipleship and growth occur in their church as

well as create outreach and open doors to share the gospel to children/families in surrounding communities.

- Our N.C. VBS Consultant & Training Team (total of 8 individuals) attended Lifeway's VBS Preview event in January 2023 where they were trained in sharing effective & exciting ways to lead Twists & Turns, a Lifeway curriculum that focused on "Following Jesus Changes the Game."
- Our VBS Consultant & Training Team wrote & recorded 11 Make It Matter VBS 2023 Training Videos to provide curriculum training options to churches/VBS Volunteers. These are located on the N.C. Baptist Children's Ministry Vimeo Channel and will be archived there so churches can reference them should they use past year's curriculum in the future.
- We offered five VBS Lunch Bunch Zoom Training opportunities where leaders/volunteers could gain insight and direction. Attendees experienced round table discussion on topics that included leading a child to Christ, Volunteer recruitment and appreciation, Budget VBS Decorating, VBS Curriculum Selection and VBS Follow-Up and Discipleship. These were taped & offered to individuals on a request basis should they be unable to attend.
- The Go & Tell Mission Trip VBS (transportable VBS) was trained & shared with several mission trip teams, so they were prepared to share the good news with kids/families.
- The NCVBS Facebook Community Page continues to thrive and has grown substantially to over 450 members this year. The goal and purpose of this Facebook group is to provide the best possible Vacation Bible School communication, connection and support to the large base of North Carolina VBS volunteers, leaders, church staff and N.C. associations. It stands as our strongest communication format.
- We were thrilled to offer five Associational VBS Training Clinics, with a variety of churches attending across the state, providing resources and training to VBS leaders, teachers and volunteers to aid them with the implementation of Vacation Bible School. In addition, for the first time we were able to offer a stand-alone Spanish/Bilingual inclusive VBS Training Clinic.

Compensation and Benefits Services (CABS)

The Compensation and Benefits Services (CABS) office exists to assist churches with financial and tax issues. We provide workshops and one-on-one meetings to help answer general questions regarding accounting, tax, compensation, retirement and insurance matters that impact our churches. Our goal is to keep our N.C. Baptist association offices and churches up-to-date on financial and tax changes that impact them. The following information is a summary of those efforts:

Retirement

- Educate and encourage church staff to understand the importance of being prepared for retirement. This process includes urging lay leaders to be responsible employers by providing retirement contributions for their staff members in a Christ-honoring manner.
- Present specific workshops to educate attendees how to prepare for retirement including financial and tax related timelines and options to maximize their resources in the future, and to protect their estates through planning.

Convention Protection Benefits

- Continue to offer disability survivor protection benefits to all eligible 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 through participating in a GuideStone Retirement Plan.

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.

Church Staff Compensation

- We work with churches to present a flexible and robust compensation and benefits package to existing and prospective staff. CABS helps churches to see the disadvantages of providing their ministerial staff with the typical "lump sum pay packages." Such pay packages can cause a minister to be assessed more in taxes than originally intended.
- 2022 Southern Baptist Compensation Study results are available online by visiting the Lifeway website (www.compstudy.lifeway.com).

Mission:Dignity

- GuideStone Financial Resources continues to provide financial assistance to elderly ministers, church workers and their widows/widowers who live under financial duress and need ongoing and/or one-time assistance through Mission:Dignity.
- In 2023, the convention made an extra gift to Mission:Dignity so the 160+ N.C. recipients would receive a 13th check. The extra check was distributed in the spring of 2023.
- SBC ministers and church staff are now able to complete an application online at GuideStone.org/Mission-Dignity.
- For assistance, call Mission:Dignity at (877) 888-9409

Davis Blount, CABS Ministry Consultant

Global Hunger Relief

This year, through our joint efforts with more than 100 churches and associations, the Hunger Office distributed more than $225,000 to feed hungry men, women and children in North Carolina. Ministries include Backpack Buddies, Kids Café, food pantries, crisis centers and lunch buddies. We have also helped maintain community gardens with many North Carolina Baptist churches through our hunger grants.

We challenge our churches to join us on mission together to our communities and our world by supporting the Global Hunger Relief Offering.

John Butler, Director of Operations / CFO

Caraway Conference Center and Camps

Caraway is centrally located in N.C. near Asheboro. It sits on 1,100 beautiful acres in the Uwharrie Mountains. Through Christian hospitality, the Caraway staff strive to have an impact for the kingdom of God. Caraway is a ministry tool that assists N.C. Baptist churches in their efforts to be on mission together

through camps, retreats, meetings and training events. Caraway facilities accommodate adults, children and youth.

In 2023 Caraway has:

- Served 21,000 guests and campers
- Led 8 weeks of summer camp
- Planned 6 weekend retreats for children and parent/child experiences
- Hosted Fall Festival of Fellowship for senior adults
- Provided environmental education for 3000 public school students

Caraway also has operational responsibility for Camp Mundo Vista under contract with Woman's Missionary Union of North Carolina. Mundo Vista is a great resource for N.C. Baptist churches for retreats and training events. In cooperation with WMUNC, Caraway conducts girls and mother/daughter camp experiences, and also hosts many WMUNC events.

Caraway is owned and operated by the Baptist State Convention of North Carolina and is a vital resource for a movement of churches on mission together in North Carolina.

Jimmy Huffman, Director

Truett Conference Center and Camp

Truett Conference Center & Camp is blessed with 95 acres located in the Blue Ridge Mountains of western North Carolina. Since 1953 Truett Conference Center & Camp has served the Churches of western N.C. through summer camp programming as well as hosting groups. Since 2018 Truett has expanded greatly in facilities, outreach and ministry opportunities through God's providence and blessings. Truett continues to seek ways that allow those in attendance to experience God like they never have before as they Revive (Isaiah 57:15), Refresh (Philemon 1:7) and Renew (Isaiah 40:30-31).

- Truett desires to provide a facility, for our churches of the BSCNC, in the beautiful mountains that allows for a refreshed perspective on how to connect deeper with our Heavenly Father.
- Truett now offers year-round programming for both the young and "young at heart."
- Truett continues to experience growth in the number of attendees from 2022 to 2023.
- The biggest area of increase happened with our Youth Group Camp. 2021 was our first year operating this camp with two churches attending. In 2023 we finished up three co-ed youth weeks along with our five other summer camp weeks.
- We've seen a great response in the hearts of those who come, with a reported 65 salvations, 14 rededications, and 14 called to full-time ministry.

Kenny Adcock, Director

Fort Caswell – Coastal Retreat and Conference Center

In 2023, Fort Caswell had a busy Season of Ministry and campus upgrades. We continue to work to provide a facility that pulls together both the natural beauty and history of our campus as well as provide a

fresh updated approach to many of our meeting and lodging spaces. Our team is focused on serving N.C. Baptist congregations while inviting our guests to come and be a part of our mission: To provide experiences that amplify the voice of God in a unique, Christian environment.

Come experience the excitement as we continue to update and refresh the Fort Caswell you love:

- Updated first floor of the Smith Conference Center
- Updated and enlarged Cafeteria, with a refreshed color scheme
- Numerous updates to Hatch Auditorium to include seating, flooring, color scheme, house lights, stage front and sound/speaker system
- New gym floor with refreshed paint throughout
- Many new recreational opportunities across campus: new volleyball court, tether ball, resurfaced tennis court, corn-hole competition court, and bazooka ball
- Many more updates to come!

Brian Hemphill, Director

Baptists on Mission

- State/National/International Mission Projects

  Mission trips sponsored by Baptists on Mission are getting churches involved in serving those in our state, across our nation and around the world.
  - State: At our Rebuild Centers and Mission Camps, lives are being changed as volunteers are serving those in need. Across North Carolina, homes are being rebuilt after a disaster, ramps are being built to provide accessibility, and volunteers are sharing the love of Christ.
  - National: Many opportunities are available for churches to serve across our nation. Pennsylvania, Hawaii, New England, Rocky Mountain Region, Appalachian Coalfields and Alaska are all places teams are being sent.
  - International: In Guatemala, Kenya, Armenia, Romania, Hungary, Ukraine, Cuba, Moldova, South Africa and other places, God is on the move. Teams are still serving in Ukraine and Moldova to bring relief and hope to refugees of the war.

- Dental/Health Screening Ministries

  Both the medical and dental units are used by churches and service organizations within North Carolina to serve those in need of health and dental care. The hope of these units is to meet physical needs which can open the door to share the love and message of Jesus.

  - Approximately 4,000 people are seen on the two units each year.
  - Patients treated through these ministries include those who are facing poverty, people from various ethnic groups, farm workers, fair workers, the homeless, the elderly and more.

- Children/Student Mobilization
  - Deep Impact Kids Missions Weeks, Mini-weeks, Weekends, One Day events are pre-packaged mission experiences. They provide elementary-age students and their leaders/parents with the opportunity to share the love of God with people in N.C.
  - Deep Impact helps N.C. Baptist churches develop a comprehensive, co-ed youth missions strategy to produce committed followers of Christ. This strategy includes pre-packaged

mission weeks, free online mission studies, weekend mission retreats, hands-on mission training and much more.
    - Each of these ministries allow students/children to enjoy a great camp experience with a mission focus. The goal is to have participants develop a love for missions.

- Disaster Relief and Recovery

  This past year, N.C. Baptist Disaster Relief responded to nine events, five of which impacted North Carolina. Volunteers responded to Hurricane Fiona in Puerto Rico, Hurricane Ian in Florida, flooding in Kentucky and Vermont, tornadoes in Cherryville and Rocky Mount, N.C., power outages in Moore county, search and rescue efforts in Scotland county, and storms in Thomasville.
    - N.C. Baptists have six large disaster feeding units. The two largest units are capable of preparing and serving 30,000+ meals per day.
    - Disaster Relief now has more than 250 disaster recovery trailers (owned by local churches and associations) across the state. These are used for clean up and repair work after a disaster.
    - God has provided six large shower units, three laundry units, a childcare unit, several large recovery units, large generator units and lots of other disaster relief equipment.
- Baptists on Mission Events
    - The annual Missions Conference, sponsored by Baptists on Mission, includes music, testimonies, speakers, breakout sessions, mission fair exhibits, a volunteer supper and much more. We desire for participants to be spiritually renewed and inspired to become involved in missions locally and worldwide. We want to encourage and equip every Christian to live as a missionary.
    - Regional Rallies take place in all 10 regions of our state. They are offered annually in February and August. These rallies are open for all men, women and youth interested in missions locally, nationally and internationally. Regional Rallies are designed to celebrate and challenge N.C. Baptists across the state to greater mission involvement and promote the North Carolina Missions Offering.

Baptist Children's Homes of North Carolina

Who we are: Since 1885, the heart of Baptist Children's Homes (BCH) has beat with a rhythm of hope that extends throughout North Carolina, South Carolina and Guatemala. For each person's specific need, we offer a unique ministry ready to help. It is only through the providence of God and being on mission together with NC Baptists throughout the state that we are able to minister to the myriad of needs and share God's love with those we are privileged to serve. We are many ministries beating with one heart -- the heartbeat of Jesus.

Did you know: God has grown BCH from its roots as an orphanage to a sprawling non-profit organization that ministers to others from the first heartbeat to the last.

- BCH has locations in more than 35 communities in NC, SC and in Guatemala.
- BCH impacted 167,619 lives in 2022 through the support of NC Baptists.
- 80% of those we serve come to BCH unchurched and unreached for Jesus.
- There have been 661 professions of faith throughout the past five years.
- Through the EVERY CHILD Foster & Adopt Initiative, a partnership between BCH and NC Baptists, we train and license Christian couples to be foster families. We help churches to begin their own foster care ministries. There are more than 10,000 (Data from morethanenough.cafo.org) NC children in the state's foster care system who were removed from their homes for their protection. We believe the church is the answer for connecting children with caring, Christian homes. Visit every-child.org
    - Also through EVERY CHILD, BCH's Christian Adoption Services aids couples with domestic and international adoption and ministers to expectant mothers to show them the beauty of choosing life for their babies by helping them make an adoption plan. Visit christianadopt.org
    - The total number of foster homes licensed: 354. The total number of foster children served in BCH foster homes: 725.
    - Domestic adoptions have increased 41% compared to this time last year.
- BCH oversees an orphanage and cottage homes at Good Shepherd Ministries in Xela, Guatemala providing care to indigenous boys and girls who are abused and neglected.
- The ministry provides homes for intellectually/developmentally disabled adults.
- BCH operates the North Carolina Baptist Aging Ministry (NCBAM) serving senior adults. Visit ncbam.org
- It offers 24/7 residential wilderness camp ministries that are accredited, non-public schools. Visit cameronboyscamp.org and campduncannc.org
- BCH provides a supportive home for teen mothers and their babies.
- Family Care offers a residential program for single mothers needing support.
- Greater Vision Outreach aids immediate needs of community families in crisis and connects them with resources to achieve long term stability.
- HOMEBASE offers resources to college students with little to no family support.

Highlights and Future Efforts:

- Tirrell Discovers Family & Freedom, Accepts Christ: From isolation to salvation, Tirrell is experiencing family and freedom for the very first time. For years, he was confined in his childhood home never attending school and only being fed rice. His extreme situation was not discovered until he was almost a teen. Now, he has found his family through John and Erin Stuebe who were trained and licensed as foster parents through the EVERY CHILD Initiative, a partnership between BCH and NC Baptists.

Through the couple's discipleship and church involvement, Tirrell accepted Christ on June 16. Tirrell's story is the focus of the Annual Offering. The Week of Prayer is November 5-12. The new video and offering resources are at bchoffering.org

● Emmanuel Home Welcomes First Resident: The new residential ministry for mothers who have chosen adoption for their babies, has its first resident. This birth mother comes from Eastern NC and has no family support. She found a job almost immediately.

● NC Baptists throughout the state collected more than $500,000 in food, supplies and gift cards through the annual "Food Roundup."

● Bikers participating in "Ride to Clyde," the statewide motorcycle ride organized in partnership with NC Baptists, raised a record $178,002.00.

● Efforts are in place for a new collaboration between BCH's Intellectual & Developmental Disabilities Ministry and NC Baptist Aging Ministry (NCBAM). This will bolster each ministry and continue to grow our services to the local community including the aging population as well as families with special-needs members.

● Two new Innovations in Special Needs Ministry: The first new effort is known as "Special Homes for Special Adults," known in the Intellectual and Developmental Disabilities (IDD) field as Alternative Family Living. This is where families or individuals open up their homes for a special needs adult to live. A family in Greensboro will be the first within this new model of care. The second new effort are Inclusion Classes at the Weekday Education center in Thomasville, one of the few places serving special needs children. Inclusion Classes are designed to mix special needs children with typically developing boys and girls so they help each other learn and grow.

● NC Baptist Aging Ministry (NCBAM) opened the first of its new "Care Villages" at BCH's Kennedy Home in Kinston with help from the Neuse Baptist Association and area churches. Plans are in place for a Care Village at the Baptist Convention building in Cary. NCBAM works with churches, aging-service providers, and others to bring services to Care Village members living in their own homes. This allows them to age "in community." Learn more at ncbam.org.

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 exists to assist churches with financial and tax issues. We provide workshops and one-on-one meetings to help answer general questions regarding accounting, tax, compensation, retirement, and insurance matters that impact our churches. Our goal is to keep our North Carolina Baptist association offices and churches up-to-date on financial and tax changes that impact them. The following information is a summary of those efforts:

Retirement

- Educate and encourage church staff to understand the importance of being prepared for retirement. This process includes urging lay leaders to be responsible employers by providing retirement contributions for their staff member in a Christ-honoring manner.
- Present specific workshops to educate attendees how to prepare for retirement including financial and tax related timelines and options to maximize their resources in the future, and to protect their estates through planning.

Convention Protection Benefits

- Continue to offer disability survivor protection benefits to all eligible 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 through participating in a GuideStone Retirement Plan.

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.

Church Staff Compensation

- Work with churches to present a flexible and robust compensation and benefits package to existing and prospective staff. CABS help churches to see the disadvantages of providing their ministerial staff with the typical "lump sum pay packages." Such pay packages can cause a minister to be assessed more in taxes than originally intended.
- 2022 Southern Baptist Compensation Study results are available online by visiting the Lifeway website (www.compstudy.lifeway.com).

Mission:Dignity

- GuideStone Financial Resources continues to provide financial assistance to elderly ministers, church workers, and their widows/widowers who live under financial duress and need ongoing and/or one-time assistance through Mission:Dignity.

- In 2023, the convention made an extra gift to Mission:Dignity so the 160+ NC recipients would receive a 13th check. The extra check was distributed in the spring of 2023.
- SBC ministers and church staff are now able to complete an application online at *GuideStone.org/Mission-Dignity*.
- For assistance, call Mission:Dignity at (877) 888-9409

The CABS office continues to work closely with our NC associational offices and local churches to provide up-to-date tax and financial information so that "…all things are done decently and in order" (1 Cor 14:40). Also, we strive to bring new and timely information and presentations to meet the accounting and financial needs of our churches and their staff.

Davis Blount, CABS Ministry Consultant

TEBA Churches, Missions, and New Church Starts

*Missions and New Church Starts affiliated with the TEBA

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