

# Johnston Baptist Association

## Book of Reports

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# Johnston Baptist Association

## Semi-Annual Fall Meeting

One Hundred Sixteenth Annual Session

Tuesday, October 22, 2019

Thanksgiving Baptist Church

### Theme

**“JBA Churches: Pushing Back the Darkness - One Family at a Time”**

*“The light shines in the darkness, and the darkness has not overcome it.” John 1:5*

### Meeting Agenda

Pre-Service Music

Call to Order ..... Blair Maust, Moderator, Smithfield First

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

Welcome and Opening Prayer ..... Rev. Doug Vaughan, Thanksgiving

Congregational Music ..... Rev. TJ Tamer, Wilson’s Mills

Associational Missionary Report ..... Rev. Kelton Hinton, JBA Associational Missionary

#### Organizational Reports

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Miscellaneous Business ..... Blair Maust, Moderator, Smithfield First

Recognition of Visitors and New Pastors ..... Blair Maust, Moderator, Smithfield First

Sermon Scripture Acts 4:23-31

Sermon “The One Necessity for Success” ..... Dr. Steve Roy, Hocutt

Recognition of New Officers ..... Blair Maust, Moderator, Smithfield First

Benediction and Prayer for New Officers

\*The memorial candle is lit in remembrance of all the church members we have lost this past year.



## **A Resolution of Appreciation**

*Whereas*, this the 117<sup>th</sup> session of the Johnston Baptist Association has been so graciously hosted by Hephzibah Baptist Church and Thanksgiving 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 Johnston Baptist Association, meeting in annual session this twenty-second day of October, 2019, does express its gratitude to God for His manifold blessings; and

BE IT FURTHER RESOLVED, that appreciation be expressed to the people of Hephzibah Baptist Church and Thanksgiving Baptist Church for their gracious hospitality; 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 JBA Program Committee respectfully submits the following report for 2020: The Spring Semi-Annual JBA meeting will be held on Monday, May 18, 2020 and our Fall Semi-Annual JBA meeting will be held on Tuesday, October 27, 2020, as set in the associational constitution and by-laws.

The Committee has received invitations from the following churches: Spring Meeting at Stevens Chapel Baptist Church and Fall Meeting at Cornerstone Baptist Church.

We suggest the following be named as preacher for the annual sermon next Fall: Pastor Dwayne Batten of Princeton Baptist Church with Pastor Glen Brock of Baptist Tabernacle serving as the alternate.

## Spring Semi-Annual Meeting Report

Submitted by: Rev. Steve Grice, JBA Clerk

On May 20, 2019, the JBA held its Semi-annual Spring Meeting at Hephzibah Baptist Church. The evening meeting began with Moderator, Blair Maust, who called the meeting to order. We had a wonderful gathering and attendees were welcomed and the meeting began with an opening prayer. Several churches were presented with recognition certificates to celebrate growth and baptisms across the JBA. We also welcomed the Church at Clayton Crossings into the Association with an affirmative vote to officially join the JBA.

Our Associational Missions Strategist, Dr. Kelton Hinton shared updates regarding the JCC Campus Ministry. In addition to weekly Bible studies across campus, there are other activities being planned; including a mission trip to Canada this winter. Kelton also introduced everyone to Jobs for Life. This ministry that began in Raleigh several years ago is expanding to Johnston County. We are planning to host a Jobs for Life event later this year. The goal is to help the unemployed and underemployed learn ways to achieve success in a Christ-centered environment. Additionally, we hope to bring this ministry to other areas of the county in the next few years.

Our theme for the past two years has been, "JBA Churches: Pushing Back the Darkness." One significant way we are reaching the lost in our communities is through outreach to multi-family housing. These types of dwellings are among the largest pockets of lostness within our state. Our Association has been challenged to explore creative ways to reach these areas.

At the close of the evening, attendees were invited to enjoy refreshments and fellowship at the meeting's conclusion.

## General Board Report

Submitted by: Rev. Steve Grice, JBA Clerk

The General Board of the Johnston Baptist Association met four times in the 2018-2019 associational year.

At each Board meeting this past year, our focus has been on reaching the lost in our Association. A few years ago, The State Convention released a report that named several communities in Johnston County that are in the top 250 most lost areas in our state. These "Pockets of Lostness" are often found in close proximity to our existing churches. In most cases, it would take minimal effort to start an outreach to these areas. Largely, these "pockets" are found in multi-housing situations and the majority of the residents are unchurched. Several of our churches are already strategizing and implementing ministry teams to these areas.

Thrive! That's the word anyone would use to describe our ministry at Johnston Community College. Each week, dozens of students and faculty are touched with the gospel of Jesus. This year, a more concerted effort has been made to invest in the students who are strong in their faith to become leaders within the Campus Ministry Bible studies. We have seen God raise up several strong students who are fearless with sharing their faith and pointing others to Jesus.

We are now partnering with a new church, Shine Community Church, led by Jason Bulet. Jason is a former staff pastor at Hephzibah Baptist in Wendell. He has moved to the area to lead a church plant. Their focus will be on the Flowers and Archer Lodge communities. They will be launching at The Farm on Hwy 42 in Clayton in January 2020.

A topic of high importance that has been discussed the past several years, and even more so this year, is the fact that trends and technology have changed so much over the years. As an Association, how do we keep up with these changes? How do we reach this new generation and stay true to our mission? As we head into a new year, the leadership of the JBA will address these and other issues. The main goal is to help equip and encourage our network of churches to be as effective as possible while at the same time maintaining the integrity of God's truth. We hope that you will pray for us as we press forward and seek God's will for the future.

This past year also marked a special anniversary for our Associational Mission Strategist, Dr. Kelton Hinton. Kelton has been with the Association for 20 years. To mark the occasion, the churches of the JBA contributed and fully funded a special trip for Kelton and Lauri to travel to the Holy Land this past March. Kelton and Lauri expressed their gratitude to the JBA for gifting them this unforgettable experience.

As always, we are humbled and blessed to partner with such amazing churches. Each year, volunteers give selflessly to ministries and outreach opportunities all throughout the year. You feed teachers, prayer walk school campuses, provide meals for students involved in Campus Ministries, fill thousands of shoeboxes for OCC, provide nourishment for children on the weekend through Backpack Buddies, make blankets for hospice patients, and the list goes on! Well done good and faithful servants!

## Associational Missionary Report

Submitted by: Dr. Kelton Hinton, JBA Associational Missionary

**“JBA Churches: Pushing Back the Darkness”** has been our theme for the last year or so. We are focusing on what this looks like at the local level by highlighting **“JBA Churches: Pushing Back the Darkness—One Family at a Time.”** This phrase accurately depicts what our churches are all about. Let me fill you in on some of the ways our churches are accomplishing this task.

**Pockets of Lostness.** As I noted last year, we have seven “Pockets of Lostness” identified by the NC Baptist State Convention right here in the JBA. Two of those POLs made it into the “Top 100” in all of North Carolina! What does that mean? The term “Pockets of Lostness” highlights the areas of the state with the highest demographic growth that have not seen a concurrent growth in the number of local churches or local church attendance. Clayton and 40/42 made the “Top 100,” but Four Oaks, Smithfield, Selma and Thanksgiving FD Rd here in JoCo and Sims in Wilson County also made it into the “Top 250” in the state! **I have already been in dialogue with the churches in the Clayton, 40/42 and Four Oaks areas to see what can be done about changing that statistic and many of them have made plans to address this issue in their local communities.** I will be focusing on the northern regions (Thanksgiving FD Rd and Sims) as well as the mid-section of our county (Selma and Smithfield) in the coming year for further conversations.

**Multi-Housing situation.** One of the “discoveries” we made in investigating Clayton’s inclusion in the “Top 100” list, was the proliferation of apartment complexes in the area. This influx of high-dollar rental units is a new phenomenon for our local churches, almost all of which currently target only families in “single-family, detached dwellings.” Statistics tell us that, nationwide, 54% of the American population live in a multi-housing situation and that 95% of them are unchurched! This then represents THE most “lost” parts of our communities! (Think: apartment complexes, mobile home parks, government subsidized housing and even some gated communities!) **The good news is, as of this Fall 2019, 20 of our JBA churches are currently ministering in 41 different “multi-housing” situations on a regular basis!** The bad news is that very few apartment complexes have been engaged (FYI—There are 430 apartment complexes of 50+ units already in the county!) As a result, we have had to educate ourselves on how to reach this new and young population, the very people we are needing in our churches! Let me come and speak to your church about how you can lead out in a ministry that may be a huge blessing to you and your community!

**Growing need for church plants.** I recently read in the paper that Johnston County is slated to again be THE fastest growing county in NC from 2020-2030 (greater than 25%)! Our new population will top a quarter of a million (252,858 to be exact) by 2030! Much of this growth will be in the northern half of the county as the “outer loop” around Raleigh is completed between Wendell and Apex, passing between Clayton and Garner. As these areas of the county are developed along the Wake County line we will be needing land to begin new churches to reach the newcomers. If you (or someone you know), can make 4-5 acre plots of land available to the JBA for future church plants, please let us know so that we can see how to make that transaction a reality! I am estimating that we will need 100 new churches begun over the next ten years in JoCo to accommodate the population boom coming our way! (This estimate is based upon our 1990 ratio of 1,478 persons per JBA church, just prior to the 50% growth our county experienced from 1990-2000.)

**Financial growth.** This year we have been able to add on to our JBA office building in preparation for future expansion of our work with our churches. We would very much like to add key staff to help us make a greater impact on our area. THANK YOU for your increased contributions this year to our budget. Please continue to push towards a minimum of 3% of your undesignated offerings to go towards local mission needs and causes. Once we meet that threshold we should be able to begin adding some staff.

**State of the churches.** Many people ask, "How are things going?" and I will say, "They're going great!" and proceed to talk about one of the many ways the JBA is making a difference in people's lives. However, to be honest, all is not well in Zion. **Even though 44% of our churches are growing and thriving, others are struggling.** There have been a few more moving over to the "struggling" column in recent years. One of the ways to address this programmatically is to take another look at the Sunday School. There is tremendous unmet potential in that arena with MANY benefits! In fact, I have noticed over the years that worship attendance still follows the Sunday School attendance trends, usually in the year following, showing its continued importance for setting growth records.

**Church Revisioning.** For churches needing more specific help I continue to lead out in the "**Church Revisioning Process**" offered to churches during their interim period between pastors. This process has proven to be very beneficial, helping many churches begin a new trajectory of growth. Size is of no consequence. As long as a church has hope, they have a future! 60 percent of the churches that have gone through this process have begun to grow again!

**Turnaround Pastor Bootcamp.** For those pastors wanting to turn around their congregation I have resources to help identify their exact areas of need as well as offering the benefit of Revisioning conversations with pastors in an on-going dialogue. Last year we hosted our first-ever "**Turnaround Pastor Bootcamp**" with tremendous results! Five of our local pastors participated and all of them posted gains in worship attendance this past year. Many of them were featured with various growth recognitions this year. Let me know if you want to be a part of the next "Bootcamp"!

**JCC Campus Ministry.** This year was another good year for us at JCC. We were able to add a new group working with the Cosmetology students. We also had 17 professions of faith (just among the general college group!) **We had 253 students and faculty involved in weekly Bible study groups.** (90-Truck Driver Trainees), + 91 (General College students), +15 (Early College students), +30 (Law Enforcement Cadets), +15 (Cosmetology students), +12 (Faculty/staff) =253.

**Jobs for Life.** This is a brand-new, poverty-fighting initiative focused on helping people remove barriers to employment. The curriculum is built entirely around the Bible and Christian themes and provides an opportunity for on-going discipleship in a natural setting. It was begun in Raleigh 20 years ago. This Spring we will begin a class for ten students following an 8-week schedule. Each student will need a champion/mentor attending the classes with him or her. We are actively recruiting teachers, champions, students and local employers.

## Departmental Reports

### **Baptist Men**

Submitted by: Rex Everhart, Brotherhood Director

Again last year (2018), 23 JBA churches (just over half of those responding) reported having an active Baptist Men's group. There were a total of 487 men active in those churches or 21 men per church, which is a statistic holding steady for the most recent years. Our total numbers have gone up some this year over last year, but are still below our high of 831 six years ago in 2012!

As is often the case, our men's groups have focused primarily on local mission needs. There continues to be more "wheelchair ramp building" teams coming on board as the general population ages and more people are trying to stay in their homes as nursing home costs skyrocket. Some of our churches are also installing grab bars in bathrooms and installing smoke detectors in seniors' homes.

Every Spring many of our churches participate in the state-wide efforts of **Operation Inasmuch** through the NC Baptist Men and "Ramp It Up!" with the NC Baptist Aging Ministry. MANY of our churches are represented in these annual efforts. In some cases, not only were wheelchair ramps built but houses were painted, roofs repaired and many other projects were attempted.

Even though we have not had a "direct hit" by a hurricane this year, there are still thousands of homes waiting for repairs to be made in the aftermath of both Matthew and Florence. Locally, our JBA churches were involved not only in cleanup efforts in the Smithfield and Four Oaks areas, but also in cleanup efforts in Kinston (Kennedy Children's Home), New Bern, Lumberton, Wilmington and Brunswick County. Please consider organizing either your local Baptist Men's group or even your Sunday School class to go to the NC Baptist Men's website [www.baptistsonmission.org](http://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 do the mudouts as quickly as possible before the black mold takes over.

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

- **Flea Market** in south Smithfield (evangelism efforts and Sunday School for children on Sunday mornings)
- **Kenly truck stop** (teach Sunday School, lead devotions on Sunday mornings)
- **GALOT Motorsports Park** (serve as a chaplain, organize children's activities on Saturday nights)
- **Kenly Southern National Motorsports Park** (serve as a chaplain during their races)
- **RVacation Campground** (serve as chaplain, lead in worship Sunday mornings)

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

Upcoming Baptist Men's related events:

**Disaster Relief Training**—Feb 21-22 (Greenville), March 13-14 (Raleigh) 2020

**NC Baptist Missions Conference**—March 27-28, 2020 at Calvary Baptist in Winston-Salem

**2020 JoCo Project**—Date (TBD)

## Discipleship Report

Submitted by: Dr. Kelton Hinton, JBA Associational Missionary

This year's theme at the SBC level is **"Who's Your ONE?"** In light of this initiative, addressed to everyone, we here in the JBA are also encouraging everyone to consider having both a "Paul" in your life (someone to serve as a mentor to you), and a "Timothy" (someone you are pouring your life into in the area of discipleship). The theme, "Who's Your ONE?" is a great reminder to us all to focus not only on providing an evangelistic witness wherever we go, but also to go even beyond the witness to providing an intentional method of discipling the new believer. There are many resources to do this, some more complex than others, of course!

Some of the older methods that you may be familiar with are the *Survival Kit* series, or the *MasterLife* curriculum. In more recent days we have *Patterned* published by the NCBSC and "The Imperative Life of a Christ Follower" by Chuck Campbell. In addition, there is a plethora of materials featured on the NCBSC website [www.ncbaptist.org](http://www.ncbaptist.org). Go check out the training that is offered in these areas!

A final thought, many of you are considering re-vamping some of your Sunday School activities to include a more "life on life" approach. You are adding care groups and fellowship and outreach activities to what has been traditionally a "teaching" event. Many are asking the Sunday School to take on not only the care and outreach functions of the church, but also the discipleship aspect as well. If you find yourself in this category, please explore the great variety of tools available to you to use in this area.

Also, I am pleased to report that we have been able to augment our **JBA lending library of DVD and video resources** for men's and women's groups, for marriage enrichment, parenting and leadership development and now, youth ministry.

At this year's annual **"JBA Pastors, Deacons & Spouses Banquet"** in March, we enjoyed lots of great fellowship and hearing from "Full Reliance," a Gospel trio who entertained us throughout the evening at the JoCo Ag Center.

## Evangelism Report

Submitted by: Dr. Kelton Hinton, JBA Associational Missionary

Pastor Dwayne Batten at Princeton Baptist has challenged his congregation to seek out 10,000 Gospel conversations over the next 5 years! As of this date, they are on track to meet that goal, sharing on average 38 Gospel conversations each week. At first, this may sound like an outrageous goal for a congregation averaging 100 in attendance but, God LOVES to “show up and show off” in ways that bring glory to His name! To keep everyone motivated, each Sunday everyone fills in a tally sheet of their Gospel shares and the totals are reported in the bulletin. It is exciting to see how much progress has been made (and worship attendance is up as well)!

In 2018 our churches only recorded 161 baptisms. Unfortunately this is our lowest record of baptisms in many years. Our reality has been a steady decline in annual baptisms for the last ten years. Historically, almost half of our baptisms have either come from new church plants or recently “revitalized” congregations that have made a fresh start. In some few cases, our churches have tapped into SBC-wide evangelistic emphases with good results for our churches.

As we look at these statistics and the fact that most baptisms are coming from our new church plants, it behooves us to seek out the establishment of new churches and the revitalization of existing ones if we are going to win our world for Christ. Our theme—“**JBA Churches: Pushing Back the Darkness—One Family at a Time**” goes along very well with the SBC-wide “**Who’s Your ONE?**” evangelistic/discipleship initiative.

Basically, if **EACH ONE** of our existing church members will **REACH** out to **ONE** other person this year with both an evangelistic purpose and a discipleship focus, then, with the Lord’s help, we can turn this 10-year decline into an upturn again!

For more information about the “Who’s Your ONE?” campaign go to [www.whosyourone.com](http://www.whosyourone.com) and explore all of the different free materials and overview of how to go about making a difference in YOUR neck of the woods!

## **Johnston Community College – Campus Ministry Report**

Submitted by: Dr. Kelton Hinton, Campus Ministries Coordinator

This year (2018-2019), was another good year for us at JCC. Thanks to new volunteers stepping forward, we were able to add a new group working with the Cosmetology students! We also had 17 professions of faith (just among the general college group!) This was a new high for us! All totaled, **we had 253 students and faculty involved in weekly Bible study groups.** (90-Truck Driver Trainees), + 91 (General College students), +15 (Early College students), +30 (Law Enforcement Cadets), +15 (Cosmetology students), +12 (Faculty/staff) =253. We remain the LARGEST campus ministry on any community college in North Carolina! PTL!

None of this would have been possible except for the exceptional service of **Lee Smith (Shiloh Baptist)** working with the BLET cadets, **Blair Maust (Smithfield FBC)** working with the Truck Driver Trainees, **Landon Orr (Bethesda Baptist)** working with the Early College students, **Cecilia Hicks (Hephzibah Baptist)** working with the Cosmetology students, and **Thomas Collings (Trinity Baptist)** working with both the General College students and helping me with the Faculty/Staff Bible study.

With all of the good work going on we STILL need some more help! In this current year we are needing someone to work with both **the 1<sup>st</sup> year and 2<sup>nd</sup> year Nursing students.** We need someone to take on **the Early College students** and we also have an opportunity to begin a new ministry with **the Bio-Technology students** at the Clayton campus. Would you please pray with us to this end? I know that God has the “laborers” already prepped and ready. They just need to be deployed. Will you commit to praying for these laborers to be discovered?

The “new” initiative this year is the establishment of a new club on campus called, **the “Global Connections Club.”** It is a new club targeting the 175 international (foreign-born) students on campus. Although it is not a “Christian” club *per se*, I am helping to begin it and I have made the commitment to secure “host families” for any international student who wants one for a semester at a time. The commitment is to “do something” with your student at least one time each month for a semester—have them over for a meal, take them along on a picnic or a trip with your family, host a “game night” at your home. Most of them have NEVER been inside the home of an American family! What a great opportunity to introduce them to Thanksgiving and Christmas holidays! Let your light shine and use “friendship evangelism” to hopefully introduce them to Jesus!

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

## Missions Development Council Report

Submitted by: Rev. Dwayne Batten, Missions Development Director

On the missions front our records show (2017-2018 church year) that our JBA churches had 5,391 mission volunteers serving in some form of “hands-on” missions last year. **That was 52% of our Total Church Membership**, up from only 39% the year before and 33% the year before that! We praise the Lord for the growing passion for “Pushing Back the Darkness” demonstrated by our JBA churches.

Among our schools we now have a student led ministry (First Priority) active at **EVERY** elementary, middle and high school in Johnston County! At **Johnston Community College** we continue to see a burgeoning ministry impacting more and more students. Throughout the 2018-2019 school year seven of our JBA churches were able to reach 253 students and faculty in seven separate weekly Bible study groups. This was the second highest attendance year ever for this ministry. More than that, we praise the Lord for the 17 professions of faith made as a result of this ministry!

Along the church planting front we have witnessed some plants face some crossroad decisions. **King’s Cross** folded as Michael Johnson left to go pastor Darren Hale’s church plant in Helena, Montana. **LifeZone** was planning to get started in the Clayton area as a ministry targeting Asians. However, this has been put on hold as Noel DeAsis re-assesses the situation. Sam Frye left **The Point Church** and became the pastor of Revolution Church, a relatively new church plant out of Garner FBC. They currently meet at the bowling alley in Clayton. Also, this year, we have partnered up with **Shine Community Church**, the first of TEN projected church plants out of Hephzibah Baptist in Wendell. Jason Brulet, their former youth minister, is the church planter. They are targeting the Flowers Plantation area and up the Buffalo Rd area and are currently meeting at The Farm on Hwy 42 near both POL (Pocket of Lostness) #88-Clayton and POL #147-Thanksgiving FDR.

Many JBA churches continue to reach out into their communities in a multitude of ways. Some are providing handicap ramps where needed. Others are providing food, clothing, and help with bills where needed. This past year we saw My Father’s House in Rosewood disband. However, the site of the church is now an official “**Celebrate Recovery**” site sponsored by the Bridge out of Princeton. They meet on Tuesday nights and have well over 50 in regular attendance now! Along this line of ministry, the JBA is helping to initiate a **Jobs For Life** program in January at the office in Selma with hopes of expanding to all of the major towns in the county. This is a Christian, biblically-based, 16 session program for the unemployed and under-employed to help them find and secure a job. Each student is paired with a mentor to help them navigate the program and homework assignments. At least one student from each of the major towns is specifically invited to participate, making this truly a county-wide effort.

We have some areas of specialized ministry that are receiving special attention in our efforts to “Push Back The Darkness.” Two of our JBA churches have now targeted two RV parks in the Four Oaks area—the **Happy Trails RV Park** (Cornerstone) and **Raleigh Oaks Resort** (Hood’s Grove) in addition to the weekly outreach at the **Taste of Heaven RV Park** on Hwy 55 led by JT Mercado (former pastor at Oakdale). We continue to have a strong ministry in the **Flea Market in south Smithfield** (Don Dewberry, Sardis) and the truck stop in Kenly on Sunday mornings. In addition, **José and Yessenia Alvarez** (Casa de Cristo) have seen hundreds come to faith in Christ as they have distributed 1,043 Bibles and Health Kits to migrants along with the plan of salvation, witnessing bracelets, etc. They targeted 5 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 GALOT Motorsports Park near Benson, the Kenly Southern National Speedway and the RVacation Campground in Selma.

A new initiative this year has been addressing the 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. **Currently 20 of our JBA churches are serving in 40 different “multi-housing” locations around the county and beyond!** Isn’t it incredible to see such ministry taking place in our communities? However, we can do more. We would like to begin a “missional community” in EVERY apartment complex in the county—there are 430 apartment complexes of 50+ units already in the county! We hope that SOME of them may develop into future church plants while most will still be able to provide a regular Gospel witness year-in and year-out within each of those communities.

The JBA’s **Evangelistic Block Party Trailer** continues to be a “hit” among our churches. This year 25 of our JBA churches have booked the EBPT to help with an outreach event they have planned, far more than our previous high of 18! They reached 3,268 people and had 6 professions of faith recorded.

Many of our churches are still actively involved in **Hurricane Florence** recovery work around eastern North Carolina, let me remind you of the MANY opportunities that God is placing in front of us all to be his hands, his feet, and his mouthpiece. There are still thousands of homes yet to be repaired. In the midst of a disaster people are amazingly open to a Gospel presentation as we help them physically deal with their situation. Let your light shine brightly and continue to “Push Back the Darkness” in the area of disaster relief and recovery.

We have experienced a very productive year on the missions front in the JBA. 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.’”

## Senior Adult Committee Report

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

We have had another great year of senior adult activities! With this being the fastest growing demographic segment of our society these days (10,000 Boomer retire each day), our JBA churches are becoming more organized in this area. Many of our churches now host active Senior Adult Ministries who never had an organized group before. This group of folk are active, engaged, and ready to serve anyone willing to work with them. They still make up the core of many of our local churches.

At the Spring Senior Adult Rally hosted by **Watkins Chapel Baptist Church**, we enjoyed the humor of "**Dr. Peter Burgess**," an extremely talented "older" man who inspired us with both his humor and his commitment to "keep on growing" by going back to school and getting further training even in his old age!

Dr. Hinton encouraged us all to get involved in the state-wide **Operation Inasmuch** and **Ramp It Up!** local mission activity the next month. He updated us on JCC, the Pockets of Lostness in our area, Multi-Housing ministry and the upcoming Jobs for Life program. In addition, we learned how **Sardis Baptist** has been "pushing back the darkness" of loneliness and depression by ministering for over 20 years at the Hester Care facility in the Brogden area. He also thanked us for helping to sponsor his recent trip to Israel.

At the Fall Senior Adult Rally hosted by **Princeton Baptist**, we enjoyed the music of **Dan Kehoe**, a very talented musician now living in the Clayton area. He sang and played various instruments and took requests from the group and made extemporaneous compositions on the spot!

As an example of how our JBA churches are "pushing back the darkness" of lostness in our area, Dr. Hinton updated us on the surprising number of JBA churches currently working in a "Multi-Housing" context! Apparently, there are already 20 churches involved in 40 locations around the county and beyond! That was truly inspiring!

Recently, NCBAM (NC Baptist Aging Ministry) held an Eastern Regional Leadership Rally at Central Baptist in Wendell. It was very informative and we learned that the JBA has been chosen for a new initiative they are rolling out! (More information to come!)

Please know that we are available to help in any way and the **NC Baptist Aging Ministry (NCBAM)** has MANY resources and training opportunities they offer to our churches. Go to [www.ncbam.org](http://www.ncbam.org) or call them at 877-506-2226 for more information.

## Sunday School Report

Submitted by: Rev. Devon Varnam, Sunday School Director

Sunday School/small groups are one of, if not the, largest ministries in our churches. It is a ministry that reaches people from babies all the way through our senior saints. If Sunday School is done right, it can lead your church to push back the darkness – one family at a time. As the Sunday School Director for the Johnston Baptist Association, this has been my goal to help lead my church and the other churches in our association in reaching families with the Gospel of Jesus Christ. And as families hear the Gospel of Jesus Christ and make Him the boss of their lives, the darkness will disappear.

This past year, our goal has been to encourage the Sunday Schools of our association to reach, teach, and minister in their Sunday School ministry. This past January, Kenly Missionary Baptist Church hosted **Allan Taylor** from Lifeway where he taught us how to do this. Since that training I have heard from several churches that have started the process of using their Sunday School classes to accomplish these three tasks of reaching, teaching, and ministering. In my own church as we have begun to implement this strategy, we have seen many new families attending Sunday School. We have seen many of our church members lead in caring for the members of our congregation. We have also seen many people in our Sunday School classes begin to grow deeper in the Word of God. Lastly, we have seen many of our Sunday School classes form community with one another like you read about in the Bible with people living life with each other during the week. If you were unable to attend the Sunday School training with Allan Taylor, there is DVD set that you can check out from the associational office.

I once heard someone say, "Sunday School is dead." But if you look across our association, you will see that Sunday School is NOT dead; instead, it is a secret weapon that is being used by many to advance the kingdom of God. This year (2018 reports) 38 percent of our churches reported one-year growth in the area of Sunday School, and 37 percent reported growth over the last 5 years! I urge each pastor in the Johnston Baptist Association to be involved in Sunday School, and that starts with you as pastors being part of a Sunday School class. Each Sunday this gives us an opportunity to sit under Biblical teaching in a class. This also gives us an opportunity to build community and live on mission together as we reach our community through missions and visiting those who have attended our churches. We all have room to grow in the areas of reaching, teaching, and ministering through Sunday School, and I look forward to working with you as we seek to lead the way in pushing backing the darkness in our association, one family at a time through the time-tested method of Sunday School. Our association has many other resources available to support you in implementing Sunday School in your churches, (see below) and I am also available to help in any way. This concludes my report.

### Multi-media Resources:

#### Sunday School Program

- **Sunday School Done Right**, by Allan Taylor
- **The Seven Laws of the Learner**, by Bruce Wilkinson
- **Double Your Class in Two Years or Less**, by Josh Hunt
- **The F.A.C.T.S. About Doubling Classes**, by Josh Hunt

- **You Can Double Your Church in Five Years or Less**, by Josh Hunt
- **Sunday School For a New Century** (Lifeway) (video)

Leadership Development:

- **Disciple-Making Teachers**, by Josh Hunt
- **Network (rev.)** by Bruce Bugbee and Don Cousins
- **Jesus On Leadership: Developing Servant Leaders** by C. Gene Wilkes
- **Developing the Leaders Around You** by John C. Maxwell
- **Observing 4's and 5's in Sunday School** by SBC (video)

Books/manuals:

- *Revitalizing the Church Through Flake's Formula* by Kenneth Priest

Contact the JBA to see which of these resources are currently available to be checked out!

## WMU-Women's Ministries Report

Submitted by: Debra Worley, Co-Director

Over the last few years you may have noticed that we have begun to include "Women's Ministries" in our name and communication pieces. Traditionally, we have always been known as JBA-WMU. However, we are extremely aware that many of our churches have varying types of ministry to women. So, whatever your church decides to call the ladies group, we are here for you! In addition, every lady in our Association is always welcome to participate at our events and opportunities throughout the year. Each one of you is special to us and we pray for each church as you disciple and reach out to your world for Jesus.

The annual World Day of Prayer was held on Monday evening, November 5 at Pine Level Missionary Baptist Church. We always look forward to this event. Mainly because we join with thousands of women all over the world to pray at this special time for missionaries and missions endeavors across the globe.

Our Spring Meeting is always a special time to fellowship, be inspired, and learn from each other. This event was held June 1 at Bethany Missionary Baptist Church. Our guest speaker was Paula Mathis from Clinton, NC. Beth Thomas from Pine Level Missionary Baptist Church shared about a recent international mission trip she made to Guatemala with the Baptist Nursing Association. Michele Norman from First Baptist Church Four Oaks also shared about a mission trip to Wyoming in which she and several church members attended. During the meeting, we blessed two, local High School Seniors with \$1,000 each from our Mitchiner Scholarship Fund to assist with their upcoming college education. The recipients were Meilyn Norman from First Baptist Four Oaks and Sarah Duncan from Watkins Chapel Baptist Church.

We were fortunate this year to also help support local ministries. We made donations to In His Hands Pregnancy Center, Harbor House, the JCC Campus Ministry, and to the Mitchiner Scholarship Fund.

On November 4, 2019 we will be hosting World Day of Prayer at Carter's Chapel Missionary Baptist Church. The event will begin at 7pm. Please join us as we learn and pray for missions!

We plan to continue the tradition of our Annual Spring Meeting in either May or June of 2020. We also plan to continue to support various ministries, as the Lord leads us. We pray that we continue to be obedient to God's calling and to the areas in which He is leading us to serve. As always, if we can ever be of assistance to you, pray for you, or encourage you in any way, please contact us through the Association.

## Nominating Committee Report

### **Officers:**

Moderator: Rev. Steve Roy, Hocutt  
Vice Moderator: Jimmy Boykin, Pine Level  
Clerk: Open  
Treasurer: Shirley Pike, Pleasant Grove

### **Department Directors:**

Baptist Men: Rex Everhart, Clyde's Chapel  
Discipleship: Open  
Evangelism: Rev. James Story, Cornerstone  
Missions Development: Rev. Dwayne Batten, Princeton  
Music: Rev. T.J. Tamer, Wilson's Mills  
Sunday School: Rev. Devon Varnam, Kenly Missionary  
Woman's Missionary Union: Co-Directors Debra Worley, Carter's Chapel & Laura Rogers, Four Oaks

## **Moderator's Appointments**

### **Committee on Committees:**

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

### **Block Party Trailer Committee:**

Daniel Blackburn, Selma  
Ricky Evans, Selma

### **Other:**

NC Baptist Children's Home: 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)**

(2020) Chris Klingenberg, Pleasant Grove  
(2020) Pat Byrd, Pisgah  
(2021) Gordon Price, Antioch  
(2021) Sissy Drake, Hephzibah  
(2022) Rev. Daniel Arant, Bethany  
(2022) Early Wilder, Thanksgiving

### **Church Admissions Committee (up to 5 total, may succeed themselves)**

(2020) Rev. Mike Beasley, Freedom Biker  
(2020) Joseph Scarboro, Selma  
(2021) Rev. Randy Pace, Building 323  
(2021) Rev. Scott Bolton, White oak  
(2022) Rev. Doug Vaughan, Thanksgiving

### **Constitution & Bylaws Committee (up to 3 total, 3-year terms)**

(2020) Lowell Harris, Clayton First  
(2021) Open  
(2022) Rev. Steven Walker, Parrish Memorial

### **Historian (1 person, may succeed themselves)**

(2020) Open

### **Nominating Committee (up to 6 members, 3-year terms)**

(2020) Mary Ellen Causby, Baptist Center  
(2020) Rev. Rodney Wilson, Blackman's Grove  
(2021) Rev. Kevin Drake, Hephzibah  
(2021) Katherine Russel, Antioch  
(2022) Jean Whittington, Four Oaks First  
(2022) Rev. Billie Lawson, Wilson's Mills

### **Ordination Committee (up to 9 members, a majority ordained, 3-year terms)**

(2020) Rev. John Norman, Four Oaks First  
(2020) Phil Crane, Clayton First  
(2020) Anesha Johnson, Smitfield First  
(2021) Rev. Jessie Brock, Burnell  
(2021) Rev. Brad Lee, Pine Level  
(2021) George Smith, White Oak  
(2022) Rev. Glen Brock, Baptist Tabernacle  
(2022) Rev. Ray Carr, Baptist Center  
(2022) Derwin Creech, Antioch

**Personnel Committee (up to 5 members, may succeed themselves)**

- (2020) Mary Toole, Sardis
- (2020) Rev. Brian Beasley Pisgah
- (2021) Linda Sorrells, Pine Level
- (2022) Blair Maust, Smithfield First
- (2022) Rev. George Arant, Kenly Missionary

**Program Committee (up to 5 members, may succeed themselves)**

- (2020) Linda Hester, Clayton First
- (2020) Rachel Price, Antioch
- (2021) Jeanette Massengill, Smithfield First
- (2022) Louise Wall, Bethany
- (2022) Grace Worley, Hephzibah

**Properties Committee (up to 4 members, may succeed themselves)**

- (2020) Joe Hester, Clayton First
- (2021) Billy Godwin, Baptist Tabernacle
- (2022) Rev. Steve Grice, New Life
- (2022) Darwin Crumpler, Divine Crossings

**Senior Adults Committee (up to 3 members, may succeed themselves)**

- (2020) Phyllis Crane, Clayton First
- (2021) Fran Davis, Sardis
- (2022) Ruth Collier, Pauline

**Youth Committee (up to 3 members, may succeed themselves)**

- (2020) T.J. Tamer, Wilsons Mills
- (2020) Landon Orr, Bethesda
- (2021) R.J. Smith, Princeton

**Budget and Finance Report**  
Submitted by Shirley Pike, JBA Treasurer

**Proposed 2019-2020 Budget**

Expense	<u>Proposed</u>		
<b>200 Salaries &amp; Benefits</b>			
200-1 AM Salary	18,097.00		
200-2 AM Housing	20,000.00		
200-3 AM Annuity	1,200.00		
200-4 AM Insurance - Basic	30,300.00		
200-5 AM Health Savings	8,000.00		
200-6 Christmas Bonuses	450.00		
200-7 Secretary Salary	29,155.00		
200-8 Secretary Travel Reimb.	400.00		
200-9 Secretary Insurance	4,918.00		
200-10 Secretary Annuity	2,962.00		
200-11 Custodial Care	3,978.00		
200-12 FICA Taxes	7,500.00		
<b>Total 200 Salaries &amp; Benefits</b>	<b>126,960.00</b>		
<b>300 Operating Expenses</b>			
300-1 Supplies & Postage	4,000.00		
300-2 Equipment & Repairs	8,000.00		
300-3 Office Utilities	3,500.00		
300-4 Office Insurance	1,900.00		
300-5 Telephone	4,000.00		
300-6 Maintenance	3,000.00		
300-7 Acct. Reimbursement	7,500.00		
300-8 Pastoral Care	1,200.00		
300-9 JBA Audit	2,000.00		
300-10 Mortgage	8,400.00		
<b>Total 300 Operating Expenses</b>	<b>43,500.00</b>		
<b>400 Annual Meeting</b>			
400-1 Publishing Annuals	1,100.00		
400-2 Speaker	500.00		
400-4 Supper	400.00		
<b>Total 400 Annual Meeting</b>	<b>2,000.00</b>		
		<b>500 Organizations</b>	
		500-1 Sunday School	200.00
		500-2 Discipleship Training	250.00
		500-3 WMU	1,000.00
		500-4 Brotherhood	100.00
		500-5 Music	150.00
		500-6 Deacon Banquet	1,500.00
		<b>Total 500 Organizations</b>	<b>3,200.00</b>
		<b>600 Programs</b>	
		600-1 Evangelism	0.00
		600-2 Association Trng.	0.00
		600-3 Youth Ministry	250.00
		600-4 Library/Media Ctr.	0.00
		600-5 Senior Adult	500.00
		600-6 Pastors Conference	500.00
		600-7 Christmas Social	700.00
		<b>Total 600 Programs</b>	<b>1,950.00</b>
		<b>700 Missions</b>	
		700-1 Mission Projects	2,000.00
		700-4 New Church Starts	2,500.00
		700-6 JoCo Mission Projects	200.00
		700-7 Campus Ministry	1,000.00
		700-8 Partnership Missions	1,800.00
		<b>Total 700 Missions</b>	<b>7,500.00</b>
		<b>800 Contingency</b>	<b>1,014.00</b>
		<b>Total</b>	<b>186,124.00</b>

General Fund Income (Oct. 1, 2018-Sept. 30, 2019)

	Year
Antioch	2777.68
Baptist Center	3358.69
Baptist Tabernacle	2800
Benson	3,027.30
Bethany	5,150.00
Bethesda	3,893.52
Beulah	5,687.03
Blackman's Grove	1,000.00
Branded Boots Cowboy Church	0.00
Building 323	0.00
Burnell	850.00
Calvary, Dunn	0.00
Calvary, Selma	200.00
Carter's Chapel	1,430.98
Cedar Grove	1,500.00
Church at Clayton Crossings	4,500.00
Clayton First	6,999.34
Clyde's Chapel	5,375.00
Corinth	1,596.67
Cornerstone	1,000.00
Divine	0.00
Faith	970.31
Four Oaks First	5,369.75
Freedom Biker	0.00
Hales Chapel	900.00
Hepzibah	2,520.00
Hocutt	2,000.00
Hood's Grove	2,500.00
Iglesia Bautista Fuente	250.00
Jonesboro	750.00
Kenly Baptist - Hispanic	250.00
Kenly Missionary	9,195.41
*King's Cross Church	50.00
Koinonia Reformed	2,000.00
Lee's Chapel	0.00

*LifeSpring	0.00
Live Oak	0.00
Micro First	500.00
Middlesex	720.00
Mule City Cowboy Church	1,060.42
New Life	1,614.50
Newton Grove	0.00
North Smithfield	1,000.00
Oakdale	550.00
Oliver's Grove	275.00
Parrish Memorial	2,310.46
Pauline	457.59
Pine Level	7,032.03
Pisgah	1,200.00
Pleasant Grove	2,881.72
Princeton	5,635.64
Sardis	2,000.00
Selma	4,859.89
Sharon	300.31
Shiloh	10,500.00
Sims	813.00
Smithfield First	8,400.00
Smithfield First - Hispanic	1,348.64
Stevens Chapel	1,768.75
Thanksgiving	2,420.55
Trinity	2,000.00
Watkin's Chapel	3,700.00
White Oak	8,044.57
Wilson's Mills	10,075.62
<b>Totals</b>	<b>159,370.37</b>

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

General Fund Disbursements (Oct. 1, 2018-Sept. 30, 2019)

	<b>Budgeted</b>	<b>Year Total</b>	<b>Balance</b>	<b>% Used</b>
<b>200 Salaries &amp; Benefits</b>				
200-1 DOM Salary	17,265.00	17,265.00	0.00	100.0%
200-2 DOM Housing	20,000.00	20,000.00	0.00	100.0%
200-3 DOM Annuity	1,200.00	1,200.00	0.00	100.0%
200-4 DOM Insurance - Basic	30,300.00	29,763.45	536.55	98.2%
200-5 DOM Health Savings Acct.	7,900.00	7,900.03	-0.03	100.0%
200-6 Christmas Bonus	450.00	450.00	0.00	100.0%
200-7 Secretary Salary	28,583.00	21,468.88	7,114.12	75.1%
200-8 Secretary Travel Reimb.	350.00	362.71	-12.71	103.6%
200-9 Secretary Insurance	4,918.00	4,918.08	-0.08	100.0%
200-10 Secretary Annuity	2,962.00	2,961.96	0.04	100.0%
200-11 Custodial Care	3,900.00	3,451.89	448.11	88.5%
200-12 FICA Taxes	8,000.00	6,413.75	1,586.25	80.2%
<b>Total 200 Salaries &amp; Benefits</b>	<b>125,828.00</b>	<b>116,155.75</b>	<b>9,672.25</b>	<b>92.3%</b>
<b>300 Operating Expenses</b>				
300-1 Supplies & Postage	4,000.00	4,993.18	-993.18	124.8%
300-2 Equipment & Repairs	8,000.00	11,314.50	-3,314.50	141.4%
300-3 Office Utilities	2,800.00	3,465.68	-665.68	123.8%
300-4 Office Insurance	1,400.00	1,824.00	-424.00	130.3%
300-5 Telephone	3,700.00	4,463.21	-763.21	120.6%
300-6 Maintenance House & Grnd	3,000.00	3,457.80	-457.80	115.3%
300-7 DOM Acct. Reimbursement	7,500.00	7,048.35	451.65	94.0%
300-8 Associational Promotion	800.00	864.66	-64.66	108.1%
300-9 JBA Audit	2,000.00	0.00	2,000.00	0.0%
300-10 Mortgage	8,400.00	7,425.00	975.00	88.4%
<b>Total 300 Operating Expenses</b>	<b>41,600.00</b>	<b>44,856.38</b>	<b>-4,231.38</b>	<b>107.8%</b>
<b>400 Annual Meeting</b>				
400-1 Publishing Annuals	1,100.00	600.00	500.00	54.5%
400-2 Speaker	500.00	0.00	500.00	0.0%
400-4 Supper	400.00	273.04	126.96	68.3%
<b>Total 400 Annual Meeting</b>	<b>2,000.00</b>	<b>873.04</b>	<b>1,126.96</b>	<b>43.7%</b>
<b>500 Organizations</b>				
500-1 Sunday School	100.00	0.00	100.00	0.0%
500-2 Discipleship Training	250.00	197.22	52.78	78.9%
500-3 WMU	1,000.00	215.64	784.36	21.6%
500-4 Brotherhood	100.00	0.00	100.00	0.0%
500-5 Music	150.00	0.00	150.00	0.0%
500-6 Deacon Banquet	1,500.00	1,500.00	0.00	100.0%
<b>Total 500 Organizations</b>	<b>3,100.00</b>	<b>1,912.86</b>	<b>1,187.14</b>	<b>61.7%</b>
<b>600 Programs</b>				
600-1 Evangelism	0.00	0.00	0.00	0.0%
600-2 Association Leader Trng.	0.00	0.00	0.00	0.0%
600-3 Youth Ministry	250.00	250.00	0.00	100.0%
600-4 Library/Media Ctr.	0.00	0.00	0.00	0.0%
600-5 Senior Adult	400.00	295.29	104.71	73.8%
600-6 Pastors Conference	350.00	265.53	84.47	75.9%
600-7 Christmas Social	600.00	661.13	-61.13	110.2%
<b>Total 600 Programs</b>	<b>1,600.00</b>	<b>1,471.95</b>	<b>128.05</b>	<b>92.0%</b>
<b>700 Missions</b>				
700-1 Mission Projects	2,000.00	2,000.00	0.00	100.0%
700-4 New Church Starts	2,000.00	2,000.00	0.00	100.0%
700-6 JoCo Project	200.00	0.00	200.00	0.0%
700-7 Campus Ministry	1,000.00	932.66	67.34	93.3%
700-8 Partnership Missions	1,800.00	0.00	1,800.00	0.0%
<b>Total 700 Missions</b>	<b>7,000.00</b>	<b>4,932.66</b>	<b>2,067.34</b>	<b>70.5%</b>
<b>800 Contingency</b>	<b>900.00</b>	<b>827.91</b>	<b>827.91</b>	<b>92.0%</b>
	<b>182,028.00</b>	<b>171,030.55</b>	<b>10,778.27</b>	<b>94.0%</b>

Non-Budget Account Balances (Oct. 1, 2018-Sept. 30, 2019)

**JBA Non-Budget Account Balances 2018-2019**  
Year Balance

<b>Account Balances</b>	<b>Beginning Balance</b>	<b>Income</b>	<b>Disbursed</b>	<b>Ending Balance</b>
Bi-Vocational Pastors Retreat (Eastern Region)	4077.26	2,500.00	0.00	6577.26
Canada Partnership	400.00	0.00	0.00	400.00
Deacons Banquet	311.36	4,688.00	3,869.71	1129.65
Disaster Relief & Recovery	69.53	100.00	0.00	169.53
Evangelistic Block Party Trailer	3645.39	5,500.00	2,979.54	6165.85
JBA Counseling Center	683.78	0.00	0.00	683.78
JBA Mission Projects	29430.29	9,322.02	8,378.46	30373.85
JBA Office Addition	28442.15	73,510.00	100,623.12	1329.03
JCC Campus Ministry	6214.72	640.50	1,152.38	5702.84
Medical-Dental Bus	297.06	0.00	0.00	297.06
Miscellaneous	3432.84	6,427.73	8,212.46	1648.11
New Church Starts	593.21	0.00	218.00	375.21
Pockets of Lostness	269.80	0.00	0.00	269.80
Senior Adult Rally	-265.77	2,327.00	1,762.94	298.29
Royal Ambassador Funds	347.51	0.00	0.00	347.51
Sunday School Campaign	716.23	0.00	0.00	716.23
Turnaround Pastors Boot Camp	-250.99	750.00	0.00	499.01
Village of Hope Orphanage	487.50	1,420.00	867.50	1040.00
WMU Mitchiner Scholarship	5168.52	2,349.00	1,000.00	6517.52
WMU/Women's Ministries	3612.52	587.00	0.00	4199.52
Youth Retreat	-343.79	0.00	0.00	-343.79
<b>TOTALS</b>	<b>216083.71</b>	<b>110121.25</b>	<b>129064.11</b>	<b>68396.26</b>

**Miscellaneous Account Balances (As of Sept. 30, 2019)**

NC Baptist Foundation Investment Fund	15940.09
NC Baptist Foundation Savings Fund	40,178.07

## North Carolina Baptist State Convention Reports

### Baptist State Convention of North Carolina

Submitted by: Milton Hollifield, Executive Director-Treasurer, BSCNC

#### Introduction

The Baptist State Convention of North Carolina (BSCNC) exists to help local churches fulfill their divinely appointed mission from God. The convention staff, under the leadership of Executive Director-Treasurer Milton A. Hollifield Jr., is committed to helping Baptist churches and associations maximize their ministry outreach for the purpose of building God's kingdom through a strategy of "impacting lostness through disciple-making."

Following are brief summaries of some state convention ministry activities that have taken place from July 1, 2018 to June 30, 2019. These summaries are abbreviated versions of ministry reports that will be published in the program book for the 2019 BSCNC Annual Meeting, scheduled for Nov. 11-12 in Greensboro.

#### ADULT EVANGELISM AND DISCIPLESHIP

During the summer of 2018, we set out to host Gospel Conversations Trainings across the state and to find trainers to be a part of the DiscipleNC team, with the ultimate goal of having a trainer in every region of the state. From July 2018 to June 2019, we have hosted eight trainings with a total of 227 people representing 49 churches in attendance. At the Gospel Conversation Trainings, attendees learned practical tools to share their faith and were given time and space to practice in the field. These tools included "3 Circles," personal testimony and understanding spheres of influence.

#### ASSOCIATIONAL PARTNERSHIPS

Associational mission strategists (AMSs) across North Carolina play a crucial role in the life of our churches and can be a vital, significant and strategic force in the effort to help plant new churches and assist in the revitalization and replanting of existing congregations. For this reason, Associational Partnerships continues to offer opportunities, training and resources to help associational missionaries enter the field with a fresh, intentional and deliberate approach. We are grateful for the important strategic ministry partnerships with the associational leaders representing 77 associations across the state.

**Events, conferences and training:** Associational Partnerships and the North Carolina Associational Missions Conference (NCAMC) formed a joint planning team consisting of the AMS officers and Baptist state convention staff that collaborate to enhance our relationship and plan the annual NCAMC. During this year's three-day training event in April, we offered a full day devoted to potential and new AMS training and a full agenda of education, training and fellowship opportunities for all associational staff. A conference for new and potential AMSs was offered at Shocco Springs Baptist Conference Center in Talladega, Ala., in January. The theme was "Associational Transitions ... Moving Into a New Future!"

Associational Partnerships assists associations with filling vacant associational ministry positions through associational search committee training along with a database of possible candidates. Associational Partnerships continues to develop and connect potential AMSs, new AMSs and experienced AMSs with training and orientation opportunities offered by the convention and other entities that resource associational missionaries such as the Southern States Associational Missions Conference, the Network of Baptist Associations (NOBA) and the Southern Baptist Conference of Associational Leaders (SBCAL). Premier training is available during these opportunities for sharpening skills and developing competencies for future associational challenges.

### **CHILDHOOD EVANGELISM AND DISCIPLESHIP**

Safety and security has been a primary focus of ministry this past year throughout the Southern Baptist Convention (SBC) and our own state convention. This emphasis has led to many opportunities for training and resource development. A new resource available at [ncbaptist.org/children](http://ncbaptist.org/children) is a "Framework for Creating Safety and Security Policies" to assist churches in writing policies specific to their context and culture. The resource is available at [ncbaptist.org/safetypolicyframework](http://ncbaptist.org/safetypolicyframework). Other resources available to assist churches in this area are available at [ncbaptist.org/children-resources-all](http://ncbaptist.org/children-resources-all).

### **CHURCH HEALTH AND REVITALIZATION**

Church revitalization continues to be an emphasis for the BSCNC as it is desperately needed in many North Carolina churches. According to LifeWay statistics, 48 percent of North Carolina churches are plateaued, while 38 percent are declining. Based on these figures, church revitalization is more than just a topic for discussion, it is a call to action. We recognize that our churches did not get into a state of decline quickly, so it will not be a quick process to return to disciple-making. Therefore, we have come to understand that equipping the pastor for this journey of revitalization is paramount. To address this need, we have 11 revitalization cohorts meeting monthly. These cohorts are pastors brought together within their local associations as they prepare for the difficult call to church revitalization.

### **CHURCH PLANTING**

Church Planting N.C. celebrated the addition of 80 new churches in 2018. Of these 80 new church starts, 57 of those received training, coaching, and financial assistance through the North Carolina Missions Offering (NCMO) and the Cooperative Program. In addition to the newly planted churches, 23 additional churches, mostly new mission works, joined the BSCNC through affiliation. Of the new church plants launched in 2018, 68 percent identified as non-Anglo, which included 24 Hispanic congregations, four Asian congregations and 10 African American congregations. We were also blessed to add 17 new congregations who identify as being multiethnic.

New churches planted in 2018 reported 152,901 evangelistic contacts, and we praise God with them for 7,117 professions of faith through the members of these churches. We rejoice in a reported total of 1,537 baptisms in 2018, an increase of 636 baptisms from 2017. New churches have a tendency to reach those who have been unreached with the gospel. Over the last four years new N.C. church plants have reported more than 28,000 professions of faith.

## **COLLEGIATE PARTNERSHIPS**

At the conclusion of the 2018-19 academic year, the Collegiate Partnerships Team notched a benchmark of seeing a full five years since implementing the new church-based strategy designed to fulfill a vision of seeing a reproducing gospel presence on every single college or university campus in North Carolina. North Carolina boasts a staggering 185 collegiate campuses. After only five years, gospel saturation throughout North Carolina's collegiate landscape has certainly increased, but there are still more than 100 college or university campuses yet to be engaged by a reproducing gospel presence. Even though the Collegiate Partnerships Team has identified a much more vast mission field across our collegiate landscape than had been previously targeted by the campus ministry system prior to 2014, by helping local churches engage these campuses in an effort to fulfill the Great Commission, North Carolina has seen far greater gospel saturation since we shifted our strategy from being convention-led to church-led.

## **COOPERATIVE PROGRAM**

After decades of faithful and fruitful service to Southern Baptists through the International Mission Board and the Baptist State Convention of North Carolina (BSCNC), Mike Creswell has retired. His work to promote generous giving to missions through the Cooperative Program has impacted countless lives for the gospel. The work to promote the Cooperative Program has been assigned to the Communications Team within the Administration and Convention Relations group of the BSCNC. Will Taylor has assumed this responsibility as well as integrating new churches seeking to join the convention as member churches. From July 2018 to July 2019, Taylor has been in consultation with more than a dozen churches that wish to join the Baptist state convention as member churches.

We celebrate that over the past 13 years, N.C. Baptists have given more to support Southern Baptist Convention missions through both the Lottie Moon and Annie Armstrong special offerings than any other state convention. In the years to come, we hope to encourage Baptists across North Carolina to give generously to missions through the Cooperative Program in a way that is consistent with our core Baptist convictions, that God's people are to obey God's Word in fulfilling the Great Commission.

## **DISCIPLE-MAKING CULTURE**

The central focus of the Evangelism and Discipleship Group is to engage our state convention's strategy of "impacting lostness through disciple-making" as we strengthen churches by helping them develop a "disciple-making culture" that results in lives that are transformed by the power of God. We believe that a disciple is a transformed follower of Christ who is engaging the lost with the gospel and making disciples who, in turn, make more disciples. A disciple-making culture exists in a church when this process becomes the norm. Our staff is passionate to see this as a reality in North Carolina Baptist churches across our state. The Evangelism and Discipleship Group is comprised of two teams, the Disciple-Making Team and the Church Strengthening Team.

## **DISCIPLE-MAKING CONFERENCE**

The 2019 Disciple-Making Conference was held on Feb. 26 at Green Street Baptist Church in High Point. Attended by approximately 700 people, the conference focused on disciple-making in a rapidly changing culture. The keynote speaker was John Stonestreet, president of the Colson Center for Christian Worldview. More than 40 breakout sessions were hosted, providing practical application to a vast array of evangelism and discipleship issues faced by the local church.

## **EMBRACE AND WOMEN'S EVANGELISM AND DISCIPLESHIP**

During the 2018-2019 ministry year, Embrace continued equipping women to make disciples in order to impact lostness. During the 2019 Disciple-Making Conference, Embrace hosted two breakout sessions to help women understand the postmodern culture that surrounds them and how to live as followers of Christ in a culture that encourages compromise.

**Roundtables:** In the spring of 2019, Embrace hosted five roundtable events across North Carolina. The curriculum of the 2019 roundtables was "How to Study Your Bible." Through this training, women learned the Bible study principles of observation, interpretation and application. Women learned the techniques of exegesis and were exposed to tools and resources for Bible study to help them grow in their walk with Christ.

**N.C. Baptist Women's Retreat:** During the weekend of Oct. 26-27, 2018, Embrace hosted the 2018 N.C. Baptist Women's Retreat. The 2018 theme was "Holy. Chosen. Beloved." based on Colossians 3:12-14.

**Embrace Leadership Network:** Embrace also launched the third year of the Embrace Leadership Network (ELN) at the beginning of 2019. The twofold goal of ELN is to holistically equip women for kingdom service in their local churches or associations and to introduce them to other like-minded women's ministry leaders from across the state.

**Missions involvement:** Embrace hosted "Embracing New York City," a four-day mission trip to New York City held Sept. 13-16, 2018. The ladies who participated in the trip worked alongside Graffiti Coney Island in the New York City borough of Brooklyn. Graffiti was launched in 2016 by Pastor Stephen Trainer. Graffiti's ministries include a church and the Graffiti Ministries Learning Center.

## **GREAT COMMISSION PARTNERSHIPS**

Great Commission Partnerships exists to mobilize and empower churches to make disciples among unreached people groups and in least-reached places in North Carolina, throughout North America and around the world. We do this through a catalytic focus on multifamily housing, the Peoples Next Door initiative, and by helping churches form partnerships with church planters and missionaries in North America and around the world.

**Multifamily housing:** Nationally, 95 percent of those living in multifamily housing communities are unchurched. Throughout North Carolina, one out of every three people live in multifamily housing. When Great Commission Partnerships was tasked with catalyzing gospel work in multifamily housing communities, we knew of only 44 communities being engaged. Churches are now engaging 96 multifamily housing communities throughout the state, with 20 communities newly engaged in 2018. Great Commission Partnerships has catalyzed the engagement of 57 communities since the inception of this initiative in June 2017. Still, there is much to be done.

**Peoples Next Door:** Great Commission Partnerships formed the Peoples Next Door initiative to help churches discover, engage, and make disciples of the unreached people groups who are now living in North Carolina. Churches are engaging 86 of the 162 people groups that have been identified throughout our state. There are 76 people groups still unengaged.

**Church Partnerships:** Over the course of last year, Great Commission Partnerships orchestrated six vision trips with 19 pastors and leaders to help churches form partnerships in strategically unreached areas of the world. Learn more about these trips at [ncbaptist.org/visiontrips](http://ncbaptist.org/visiontrips). These trips are for North Carolina pastors and leaders to explore how they might partner alongside of church planters and missionaries in each of these strategic areas. We know of 273 North Carolina churches who are engaged in partnerships in cities throughout North America, and 82 North Carolina churches who are engaged in partnerships around the world.

## OFFICE OF PRAYER

The Office of Prayer exists to serve, resource and partner with N.C. Baptist congregations, associations, institutions and ministries in mobilizing prayer toward revival, spiritual awakening and impacting lostness through disciple-making. God is truly working in a heightened way in North Carolina and beyond by calling pastors, ministry leaders, associational leaders and individual believers to seek Him for an outpouring of God's manifest holy presence through revival and spiritual awakening. This is not pervasive, yet it is taking place gradually in certain churches, associations and areas all across our state. Below are some of the ways the Office of Prayer has sought to join the Lord and fan the flames of God's prayer activity over the past year.

**"Awaken" Prayer Gathering:** The 2019 "Awaken" Prayer Gathering was held at Pleasant Garden Baptist Church on March 8-9. Richard Owen Roberts, founder and president of International Awakening Ministries in Wheaton, Ill., was the keynote speaker on Friday night and Saturday morning. Saturday morning featured a "Broken Before the Throne" concert of prayer. The 2020 "Awaken" Prayer Gathering is scheduled for March 13-14 at Pleasant Garden Baptist Church.

**Pray for 30 Days:** The "Pray for 30 Days" emphasis calls on North Carolina Baptists to unite in prayer for God to send revival and spiritual awakening to our state, nation and world during the month of October prior to the Baptist State Convention of North Carolina Annual Meeting in November. The 2018 theme was "Who is My Neighbor?" based on Luke 10:29.

## STRATEGIC FOCUS TEAM

The Strategic Focus Team assists churches in taking a missionary approach to North Carolina's pockets of lostness. In 2011, the Baptist State Convention commissioned a study to better understand the current state of lostness in North Carolina. This study found 250 small geographic areas scattered across the state where the lost population is growing unusually fast. We call these small geographic areas pockets of lostness. Many of these pockets cluster around the state's major cities like Charlotte, Greensboro and Raleigh, but most of these pockets dot the landscape of smaller cities and towns like Beaufort, Taylorsville and Sylva. The population in these pockets is growing, changing and filled with groups of people not easily attracted to our churches. Since few of these people will come to us, we must go to them.

That realization compelled messengers attending the 2013 Baptist State Convention of North Carolina Annual Meeting to affirm the strategy adopted by the board of directors to assist local churches to impact lostness through disciple-making across North Carolina starting in the most concentrated areas of lostness. Since 2014, strategy coordinators from the Strategic Focus Team have worked with local associations to help the churches take a missionary approach to these pockets of lostness. Each strategy coordinator primarily works in and around one of North Carolina's major population centers.

## WORSHIP AND MUSIC

This year has seen a focus on increasing the number of ways to deliver training to N.C. Baptist worship leaders, particularly through the extensive development of online training. Our primary training for worship leaders is through one of the Worship Leader Boot Camp experiences. We now offer a variety of possibilities depending upon how deep a worship leader wants to go and how much time they can allot the learning experience. We now offer five varieties of Worship Leader Boot Camps. To learn more, visit [WorshipLeaderBootCamp.org](http://WorshipLeaderBootCamp.org).

## YOUTH EVANGELISM AND DISCIPLESHIP

Summer Youth Weeks 2018 consisted of seven weeks of camp at Fort Caswell. These weeks combined worship, small and large group studies, special interest tracks, church group devotions, a missions opportunity to package meals for Haiti and many other fun activities. The theme for the summer was "Reimagine," based on Psalm 78:1-2. Students took an in-depth look at the parables of Christ that challenge us to reimagine the kingdom of God. Attendance for the 2018 camps was 6,484, representing 277 churches. Total decisions reflected the greater things God was doing at camp, which included 367 first-time professions of faith, more than 890 recommitments and 15 called to full-time Christian ministry. Campers also packaged the 2 millionth meal for Haiti since beginning the project in 2011.

During the summer of 2019, we sponsored eight weeks of youth camp for teenagers at Fort Caswell. The theme for our 2019 camps was, "On This Rock," based on Matthew 16:18. Students took a closer look at how the church was formed with Jesus as its foundation. As of June 1, 2019, attendance was slated to total 6,638 representing 273 churches.



Baptist State Convention of North Carolina • Milton A. Hollifield, Jr., *Executive Director-Treasurer*  
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The missions and ministries of the Baptist State Convention of North Carolina are made possible by your gifts through the Cooperative Program missions giving and the North Carolina Missions Offering.

## Baptist Children's Homes of North Carolina

Submitted by: Michael C. Blackwell, President/CEO

My heart is full. In fact, like the Baptist Children's Homes (BCH) heart, it's overflowing. The joy I feel cannot help but spill over as I see the myriad of ministries that comprise the BCH heart. I've witnessed it grow fuller throughout the ministry's 133-year history. BCH was founded in the small community of Thomasville rising from a dream to establish an orphanage that North Carolina Baptists could call their own.

BCH's heart began to beat on November 11, 1885 when nine-year-old Mary Presson became the first child to enter the orphanage's care. From there, the heartbeat only became stronger.

Today, we have grown to include ministries to special needs adults, aging adults, single mothers, college students and entire families. You don't have to look very hard to discover the reason why we provide ministry and outreach to people of every age. The answer is found at the center of the BCH heart -- **the cross**.

Jesus' sacrifice on that rugged tree was a gift to us all, and it is our desire to see the Gospel shared with everyone who turns to us in search of help and hope. After all, it is God's unconditional love that mends the most broken of hearts.

In 2018, BCH impacted more than 94,000! The needs of vulnerable children are greater than ever. The needs of our neighbors around us are greater than ever. The need to them the unfailing love of Christ is greater than ever!

**We are Baptist Children's Homes of North Carolina. We are many ministries beating with one heart -- the heartbeat of Jesus.**

### Ciara – A Life Changed

"You learn how God wants a relationship with you. It's mind blowing." Ciara Accepted Jesus in October 2014.

Ciara never knew her birth father. Her mother was 16 years old when she moved to Tennessee where Ciara was born. She was strong and determined to care for Ciara and her younger sister.

"My sister and I felt loved," she remembers. "I know she made bad choices, but it was the drug addiction that destroyed our mom and our family."

Their mother overdosed and died on July 3, 2013. In November, the girls came to Baptist Children's Homes' (BCH) Mills Home in Thomasville. BCH has locations in 21 North Carolina communities as well as an affiliate orphanage in Guatemala.

"Mom always placed a priority on our school work. We went to school and she had expectations that we do well," Ciara recalls. "And we did."

Ciara graduated high school in June. Out of 162 students, she was Valedictorian.

“When I first arrived at Mills Home, I couldn’t help but feel that I had done something wrong,” she confides. “It took a while for me to realize that what had happened to me wasn’t my fault. I began to understand that God had a plan for my life.”

In October 2014, Ciara said, “It clicked.” She had watched her Christian cottage parents. She had listened closely to Mills Home Baptist Church pastor Randy Stewart’s words. She knew she wanted Jesus in her life.

“I’m part of that BCH statistic that says 80% of the children who come into care are unchurched,” she says. “I went from attending church occasionally, to attending church every Sunday and Wednesday. There are cottage devotions.”

Ciara begins her freshman year at UNC-Chapel Hill in the fall. She plans to major in physics. “I’m going to college. It’s weird and I’m a little scared. But I’m ready. My family at Mills Homes is there for me, encouraging me, giving me a place to call home. And I’m trusting God to guide my every step.”

### **Foster Care - Families and Churches Partnering with BCH**

**The number 16,796 catches people’s attention quickly.** It is the number of NC children removed from their families in 2018 and placed in the foster care system.

It is why Baptist Children’s Homes (BCH) is actively partnering with families and churches to meet the need through its growing Family Foster Care ministry. BCH provides the training and vital support needed for a family to become a successful, licensed foster home or for a church wanting to be their own foster care ministry.

“It is an exciting step for us because we are partnering with families who have felt God’s call to open their homes, and their hearts, to children desperate for hope,” says BCH president/CEO Michael C. Blackwell. “We are able to offer both our traditional cottage home care as well as Family Foster Care. Both options allow us to better serve more children and ones we would not have been able to care for previously.”

BCH has trained 37 married couples and 36 children are living in those licensed BCH family foster homes. A number of those families are members of North Carolina Baptist churches who have partnered with BCH and begun foster care ministries as part of their missions efforts.

Two of those churches, Providence Baptist Church in Harrisburg and Salem Baptist Church in Dobson, have couples in their congregations who have come forward and become foster families through BCH’s training and licensing process.

David Powell, Senior Pastor at Salem Baptist, sees the church’s role and commitment as a means of sharing the Gospel with the children. “This is a Gospel opportunity as we show the children they are valued. It is an applicable way the church can share God’s love with them.”

BCH Chief Operating Office Keith Henry closely monitors the increasing needs and sees an overwhelmed state child welfare system. "There's not enough staff, resources and, most of all, safe placement options for the children in the system. God is opening doors for BCH and North Carolina Baptists to serve children and families together in a way that no one else can." **For more information, visit [www.bchfostercare.org](http://www.bchfostercare.org) or call 800.476.3669.**

### **North Carolina Baptist Aging Ministry Outreach Increases**

North Carolina Baptist Aging Ministry (NCBAM) launched eight new educational workshops, three new programs (Disaster Preparedness, Home Safe Home, The Heart of the Caregiver), and added a third title to its CareAble curriculum -- Servant Volunteers in Action. The NCBAM Call Center experienced a 27% increase in calls and a 44% increase in needs met. Seventy hurricane-related calls were handled during hurricanes Florence and Michael. With \$10,000 from Fancy Finds proceeds, NCBAM helped 40 churches increase their ramp outreach during Rampin' Up 2018! Four Senior Adult Leadership events and three Aging Well Conferences were held across the state. In addition, programming for Caswell and Caraway senior adult retreats was expanded to address more issues relevant to health, safety, and independence. **For more information, visit [www.ncbam.org](http://www.ncbam.org) or call 877-506.2226.**

### **Community Impact Increases through Greater Vision**

In 2017, the Tucker Greater Vision Outreach Ministry (GVOM) began making a difference across the state before the new ministry's permanent location was even constructed. Many of the 9,393 lives helped in GVOM's three months of operation experienced loss due to Hurricane Matthew. Today, GVOM, whose purpose is to offer resources to NC families searching for support and stability, is fully operational at its Thomasville headquarters and has created a network of corporate and nonprofit partnerships to meet the variety of community needs.

In 2018, its first full year, GVOM impacted 64,040 lives through the following ways:

- 48,314 meals served
- 14,471 pieces of clothing and 10 items of furniture distributed
- 681 visits (pastors, nonprofits, community groups, etc.) made to increase awareness
- 138 people received gifts for their children through GVOM volunteer efforts at Christmas Toy Store through Memorial United Methodist Church.
- 418 people reached through outreach events (Feeding at the Gazebo, MLK event, etc.). **To donate, volunteer or learn more about services, call 866-904-0060 or visit [www.bchfamily.org/greatervision](http://www.bchfamily.org/greatervision)**

### **BCH President Celebrates Milestones**

Michael C. Blackwell, Baptist Children's Homes' (BCH) longest-tenured leader, was recognized for his 35 years of service in 2018. During the Family Gathering: Special Edition on June 19, a day of fellowship and worship uniting everyone from BCH's statewide locations, Dr. Blackwell was recognized on stage by staff members. He received a custom piece of artwork, depicting BCH's many ministries, that was specifically created in his honor. Trustees hosted a celebration on October 23 surprising him with the establishment of Blackwell Grove, a commitment by the Board to plant 35 maturing Legacy Maple trees at BCH locations across the state. At the Annual Meeting of the Baptist State Convention (BSCNC) on

November 5, Dr. Blackwell led approximately 150 children, adults and staff for BCH's presentation, entitled One Heart, to messengers. Applause and praises filled the room as children and adults shared their stories of hope through testimony and song. Later, BSCNC Executive Director-Treasurer Milton Hollifield recognized Dr. Blackwell and his wife, Catherine. Hollifield presented Dr. Blackwell with a commemorative plaque and a bouquet of red roses to Mrs. Blackwell celebrating her service as well as her birthday which was also that day.

**For more information or to refer someone in need of the Baptist Children's Homes ministry, visit [www.bchfamily.org](http://www.bchfamily.org) or call 800.476.3669.**

## Cooperative Program

Submitted by: Will Taylor, Communication Strategist

The Cooperative Program is the most effective tool to fulfill the Great Commission. We challenge Baptists across North Carolina to join in the effort to support the \$31 million budget approved by messengers to fuel missions and ministry in North Carolina and around the world.

After decades of faithful and fruitful service to Southern Baptists through the International Mission Board and the Baptist State Convention of North Carolina (BSCNC), Mike Creswell has retired. His work to promote generous giving to missions through the Cooperative Program has impacted countless lives for the gospel.

The work to promote the Cooperative Program has been assigned to the Communications Team within the Administration and Convention Relations group of the BSCNC. Will Taylor has assumed this responsibility as well as integrating new churches seeking to join the convention as member churches. From July 2018 to July 2019, Taylor has been in consultation with more than a dozen churches that wish to join the Baptist state convention as member churches.

We celebrate that over the past 13 years, N.C. Baptists have given more to support Southern Baptist Convention missions through both the Lottie Moon and Annie Armstrong special offerings than any other state convention. In the years to come, we hope to encourage Baptists across North Carolina to give generously to missions through the Cooperative Program in a way that is consistent with our core Baptist convictions, that God's people are to obey God's Word in fulfilling the Great Commission.

The "52 Sundays" resource is available to prayerfully inform your congregation about how the Cooperative Program is fueling missions and ministry around the world. For 2020, the "52 Sundays" resource will feature a wider breadth of ministry and missions efforts that are supported through the Cooperative Program. The 2019 resource is offered in English, Spanish and Korean, and it may be accessed at [ncbaptist.org/52sundays](http://ncbaptist.org/52sundays).

Videos, print materials, ads, in-church presentations, phone consultations all are part of helping N.C. Baptists understand and support their unique giving system called the Cooperative Program. For more information, contact the Cooperative Program Office at (800) 395-5102, ext. 5513.

## **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 is able to provide answers to general questions regarding retirement, insurance and other financial needs of our churches. Our goal is to keep our North Carolina Baptist association offices and churches up to date on changes that affect them. The following information is a summary of those efforts:

#### **Retirement**

The CABS office works with church staff and lay leaders in an effort to assist them in the restructuring of pastor and staff compensation packages to include retirement benefits. Many pastors and staff members do not see the benefits of participating in the Church Retirement Plan through GuideStone Financial Resources, and they will opt out of the plan if given an opportunity. Therefore, a continued effort is being made to challenge churches to assist their pastors and staff by establishing and contributing to their retirement plans in addition to their salaries and other benefits. Sadly, nearly half of N.C. Baptist churches make no contribution to the retirement plans of their staff members. We continue to educate and encourage our churches to be responsible employers by providing for their staff members' retirements in a Christ-honoring manner.

#### **Convention Protection Benefits**

We were pleased to be able to continue offering life and disability benefits to all staff members of N.C. Baptist churches participating in the Church 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 Healthcare Reform Law**

GuideStone remains a leader in providing detailed information regarding the impact that changing tax and health care laws have on our churches and their staff members. Timely and thorough updates of changes in the tax law are available on the GuideStone website. We are certain that there will be many more changes in the coming months related to health care laws, and your CABS office will work diligently to stay on top of these changes.

#### **Church Staff Compensation**

The results of the 2018 Southern Baptist Compensation Study are available online by visiting [compstudy.lifeway.com](http://compstudy.lifeway.com). Much of the year has been spent educating churches on the tax implications of the "lump sum pay packages" for pastors and churches. The taxability of such pay packages continues to be a concern.

**Mission Dignity** GuideStone Financial Resources continues to provide financial assistance to elderly ministers and widows of ministers who live under financial duress and need ongoing and/or one-time assistance through Mission Dignity. For assistance, call the Baptist State Convention of North Carolina at (800) 395-5102, ext. 5604 or 5637, or visit our website at [ncbaptist.org](http://ncbaptist.org). You may also call GuideStone at (888) 984-8433, or visit the GuideStone website at [GuideStone.org](http://GuideStone.org).

## JBA Churches, Missions, and New Church Starts

\*Missions and New Church Starts affiliated with the JBA

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### Baptist Tabernacle

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### Blackman's Grove

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### Branded Boots Community Church

**Rev. Frank Eatman**

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**Cornerstone**  
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